

Anne Marie Zwerg-Villegas, Ph.D, MIM

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PROFILE

International Business/Organizational Behavior scholar and program director. Ph.D. in Administration with emphasis in Organizational Studies from Universidad EAFIT. Emphasis in International Business from the Nordic Research School of International Business. Dissertation: "Diversity, Engagement, and Satisfaction in Global Virtual Teams."

Experience teaching undergraduate and master level courses in management and international business, developing university internationalization strategies, organizing and leading international study tours, designing academic programs and curricula, developing and mentoring student competitions, advising student research projects.

ACADEMIC APPOINTMENTS

Associate Professor of Practice July 2022--present
Management & Entrepreneurship Louisville, Kentucky, USA
University of Louisville

Teach online and global MBA courses in Leadership and Organizational Behavior. Teach undergraduate courses in Management, Organizational Behavior, and Talent Management. Member of the Course Diversity, Equity and Inclusion Assessment Committee.

Permanent Visiting Professor June 2022—present
Director of Master of International Management February 2016—June 2022
Director of Business Administration Program December 2014—February 2016
Coordinator of the Area of International Trade and Negotiation July 2013—December 2014
Universidad de La Sabana Chía, Colombia

Launched new Master of International Management. Led successful application to CUIBE and NASBITE. Administered undergraduate program in Business Administration during process resulting in first EPAS/EFMD accredited Business administration program set in Latin America. Coordinated the program development and curriculum design of undergraduate courses related to international business and international trade. Taught undergraduate courses in International Business and Organization Theory. Taught master level courses in Internationalization Theory, Managing Virtual Teams, and Research Methods. Led student teams in X-Culture: Multi-Country Business Student Collaboration Project. Led study tours to Dubai, Geneva, Madrid, Miami, and Paris. X-Culture Global Educator Award.

Visiting Professor summer school, 2019—2020
Universidad del Valle de Atemajac (UNIVA) Colima, Mexico
Taught International Negotiation and Internationalization Strategies at the undergraduate level.

Visiting Professor summer school, 2016
Fachhochschule Münster Münster, Germany
Taught Intercultural Management course at the undergraduate level.

Visiting Professor summer school, 2015—2016
Universidad Panamericana Aguascalientes, Mexico
Taught Management and Multinational Corporation courses at the undergraduate level.

Coordinator of Master of International Business	January 2011—June 2012
Coordinator of International Business Extension Programs	January 2011—June 2012
Coordinator of the Graduate Certificate Program in International Business	July 2009—June 2012
Coordinator of the Area of Firm Internationalization	July 2007—July 2011
Associate Professor	August 2006-June 2007
Universidad EAFIT	Medellín, Colombia
Coordinated the curriculum design, academic programming, and administration of graduate and undergraduate courses offered to the Department of International Business through the Area of Firm Internationalization. Taught courses in International Business, International Management, and Firm Internationalization Strategies. Designed and managed the international student competition, BizInk-The Latin American Challenge. Led student teams in competition in Manitoba International Marketing Competition (MIMC), University of Manitoba, Winnipeg, Canada and Peak Time, Stockholm School of Economics, Riga, Latvia. Designed and led study tours to Argentina, Chile, China, India, Italy, and Panama.	
International Business Undergraduate Program Coordinator	July 2006—January 2007
Universidad San Buenaventura	Medellín, Colombia
Administered undergraduate program in International Business. Lead curriculum reform according to propaedeutic cycles. Taught courses International Business, Competitive Analysis, International Relations.	
Adjunct Professor	August 2006—November 2006
Institución Universitaria Salazar y Herrera	Medellín, Colombia
Taught courses in Import-Export and International Agreements.	
Adjunct Professor	August 2006 —November 2006
Universidad San Martín	Sabaneta, Colombia
Taught courses in Commercial English and International Economics.	

EDUCATION

Ph.D. in Administration	Medellín, Colombia
Universidad EAFIT	
Emphasis in Organizational Studies at Universidad EAFIT.	
Emphasis in International Business through the Nordic Research School of International Business (consortium of Aalto University, Finland; Hanken University, Finland; Uppsala University, Sweden; University of Manchester, England; Copenhagen Business School, Denmark; BI Norwegian School of Management, Norway; Leeds University, England).	
Master of International Management	Waco, Texas, USA
Baylor University	
Summer exchange program in Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM), Mexico. President and scholarship recipient, Graduate Student Association.	
Bachelor of Arts in Economics	Blacksburg, Virginia, USA
Virginia Polytechnic Institute and State University (Virginia Tech)	
Minor in Sociology.	
International Student Leadership Program (ISLP) in Germany, Belgium, and England.	
Vice President, Kappa Kappa Gamma.	

PUBLICATIONS

Baker, David S., McGehee, Valerie L., Zwerg-Villegas, Anne Marie. 2022. Exploring Cultural Intelligence in Virtual International Sales Coaching. *Journal of Professional Selling and Sales Management*. In review.

Bernal-Torres, César A.; Gómez Santos, Loyda; Zwerg-Villegas, Anne Marie; Fracica-Naranjo, Germán; Giraldo, José. 2022. Organizational culture and knowledge management as strategies for efficacious administration in the emerging market public sector. *Intangible Capital*. In review.

Anand, Amitabh; Rottig, Daniel; Parameswar, Nakul; Zwerg-Villegas, Anne Marie. 2022. Diving deep into the dark side: A review and examination of research on organizational misconduct in emerging markets. *Journal of Business Ethics*. In review.

Svirina, Anna; Zwerg-Villegas, Anne Marie. 2022. A crooked mirror of Tatarstan: Why do we need basic management principles? *Emerald Emerging Market Case Studies*. In review.

- Bernal-Torres, César A.; Zwerg-Villegas, Anne Marie; Thoene, Ulf; Camacho, Fernando; Guzmán-Ibarra, Luz Elena; & Torralba-Chávez. 2022. Diversity, innovation, and internationalization: Complementary or competing activities in Latin America. *International Journal of Emerging Markets*. In review.
- Felix, Bruno; Souza dos Santos, Ana María; & Zwerg-Villegas, Anne Marie. 2022. Superando os desafios de viver um chamado ocupacional: um estudo com veterinários. *Organizações & Sociedade*. Forthcoming.
- Gutierrez, Ana María; Zwerg-Villegas, Anne Marie; Baker, David S. 2022. From riding high to lying low: Hyundai Colombia Automotriz S.A. *Emerald Emerging Market Case Studies*. Vol. 12(1): 2-14.
- Brache, José & Zwerg-Villegas, Anne Marie. 2021. Relational Capital and Blockchain: Can Smart Contracts Redefine the Nature of Inter-Organisational Cooperation? Shahbaz, Muhammad; Mubarik, Shujaat; & Mahmood, Tarique (Eds.) **The Dynamics of Intellectual Capital in Current Era**. Springer Link, Switzerland.
- Zwerg-Villegas, Anne Marie & Hiller, George L. 2020. USA-Latin American experiential learning project: The instructor balancing act. *Journal of Teaching in International Business*. Vol. 31(4): 337-357
- Bernal-Torres, César A.; Amaya, Norbey Y.; Gaviria-Peñaranda, Alicia; & Zwerg-Villegas, Anne Marie. 2020. Knowledge and organizational performance in franchised restaurants in Colombia. *International Journal of Emerging Markets*. Vol. 16(3): 517-536.
- Tretiakov, Alexei; Felzensztein, Christian; Zwerg-Villegas, Anne Marie; Mika, Jason Paul; & Macpherson, Wayne Gordon. 2020. Family, community, and globalization: Wayuu indigenous entrepreneurs as n-Culturals. *Cross Cultural & Strategic Management*. Vol. 27(2): 189-211.
- Bernal-Torres, César A.; Peralta-Gómez, María Claudia; Zwerg-Villegas, Anne Marie; & Cabrejos-Burga, Raúl. 2018. Informal workers in the streets: An integral view. *Mediterranean Journal of Social Sciences*. vol. 9(5): 251-260
- Hermans, Michel; Newburry, William; Alvarado-Vargas, Marcelo. J.; Baldo, Carlos M.; Borda, Armando; Durán-Zurita, Edwin G.; Galli Geleilate, José Mauricio; Guerra, Massiel; Lasio Morello, Maria Virginia; Madero-Gómez, Sergio M.; Olivás-Lujan, Miguel R.; & Zwerg-Villegas, Anne Marie. 2017. Attitudes towards women's career advancement in Latin America: The moderating impact of perceived company international proactiveness. *Journal of International Business Studies*. vol. 48: 90-112.
- Zwerg-Villegas, Anne Marie & Martínez, Jaime. 2016. Experiential learning with global virtual teams: Developing intercultural and virtual competencies. *Magis Revista Internacional de Investigación en Educación*. vol. 9(18): 129-146.
- Pino, Cesar; Felzensztein, Christian; Zwerg-Villegas, Anne Marie; & Arias, Leopoldo. 2016. Non-technical innovations: Market performance of the exporting firm. *Journal of Business Research*. vol. 69: 4385-4393.
- Zwerg-Villegas, Anne Marie, Capón, Angélica & Gómez, Laura. 2015. Comparative quantitative evaluation of commercial web sites: the electronic commerce level index. *Revista Ciencias Estratégicas*. vol. 23(34): 183-192.
- Pereira, Catherine & Zwerg-Villegas, Anne Marie. 2015. Chapter 9. Business Ethics and Self-Initiated Expatriates. Christopher, Elizabeth (Ed.) **International Management and Intercultural Communication**. Palgrave-MacMillan, U.K.
- Zwerg-Villegas, Anne Marie & Jiménez Aguilar, Carlos Manuel. 2015. Discriminación socioeconómica en la inserción laboral de graduados universitarios. Percepciones de los decanos de facultades de negocios. *Revista Mexicana de Investigación Educativa*. vol. 20(64): 71-93.
- Navas-Camargo, Fernanda & Zwerg-Villegas, Anne Marie. 2014. Community based tourism: is this progress? *Revista Ciencias Estratégicas*. vol. 22(32): 249-259.
- Ramírez Atehortúa, Fabián Hernando & Zwerg-Villegas, Anne Marie. 2012. Metodología de la Investigación: Más que una Receta. *Ad-Minister*. vol. 20: 91-111.
- Zwerg-Villegas, Anne Marie. 2012. La Oligarquía y el Establecimiento como constructos históricos sociológicos. *Aposta Revista de Ciencias Sociales*. no. 55: 1-17.
- Zwerg-Villegas, Anne Marie. 2012. Hacia una administración responsable en la internacionalización de la empresa. *Revista Ciencias Estratégicas*. vol. 20(27).
- Argaez, Sabina & Zwerg-Villegas, Anne Marie. 2011. Applicability of firm internationalization theories to Colombian Multinational Enterprises. *Revista de Negocios Internacionales*, vol 4(1): 57-71.
- Zwerg-Villegas, Anne Marie. 2011. Part I, Chapter 1. Developing Business Personality. Tan, Huiping (Ed.) **Research-Based Teaching Design in International Business**. Dalian University of Technology Press, Dalian-China.
- Zwerg-Villegas, Anne Marie. 2011. Administración: una mirada histórica para emprender una nueva gestión global. *Revista de Negocios Internacionales*. vol 4(2): 58-66.
- Zwerg-Villegas, Anne Marie. 2011. Corporate environmental orientation: Conceptualization and the case of Andean exporters *Pensamiento & gestión*, vol 30: 125-149.
- Bansal, Sangeeta; Mehra, Meeta; Sawhney, Aparna & Zwerg, Anne Marie. 2009. **Teaching Material on Environmental Economics with an International Dimension**. UNCTAD Virtual Institute, Geneva.
- Zwerg-Villegas, Anne Marie. 2009. Mercadeo Verde en las exportaciones colombianas. In InexModa (Ed.) **Lo Eco-Tech**: 20-23. Inexmoda. Medellín, Colombia.
- Arango Vieira, Luís Carlos. & Zwerg-Villegas, Anne Marie. 2008. The Impact of Foreign Direct Investment on Developing Economies and the Environment. *Ad-Minister*, vol 13: 20-37.
- Vallejo-Mejía, Pablo & Zwerg-Villegas, Anne Marie. 2008. **International Business: The Pocket Guide**. Fondo Editorial, Universidad EAFIT. Medellín, Colombia.

Zwerg-Villegas, Anne Marie & Vargas-Alzate, Luís Fernando. 2008. No hay milagros en política social brasilera. Sólo es cuestión de método. *Revista OBSERVAR*, vol. 17: 4-21.

Zwerg-Villegas, Anne Marie. 2008. Incidences and Analysis of Green Marketing in Colombian Exports. *Ad-Minister*, vol 13: 9-19.

CONFERENCES

Anand, Amitabh; Rottig, Daniel; Parameswar, Nakul; Zwerg-Villegas, Anne Marie. 2021. Diving deep into the dark side: A review and examination of research on organizational misconduct in emerging markets. *European International Business Academy (EIBA) Annual Conference*. Madrid, Spain.

Zwerg-Villegas, Anne Marie; Taras, Vasyli; Tavoletti, Ernesto; Rottig, Daniel; Svirina, Anna; Baker, David S.; Lynden, Karen. 2021. X-Culture and the post-pandemic new normal. *European International Business Academy (EIBA) Annual Conference*. Madrid, Spain.

Álvarez, María Carolina; Zwerg-Villegas, Anne Marie. 2021. Bibliometric network analysis in global competencies for employability. *Academy of International Business South-East USA Chapter Annual Conference*. Virtual Conference. Best Undergraduate/Masters Student Paper Award nomination.

Gutiérrez, Ana María; Zwerg-Villegas, Anne Marie. 2021. From Riding High to Lying Low: Hyundai's Colombia Case. *BALAS 2021 Annual Conference*. Bogotá, Colombia (on-line). Finalist Best Case.

Zwerg-Villegas, Anne Marie. 2021. Diversity, Innovation, and Internationalization: Complementary or competing activities in Latin America? *Academy of International Business Annual Conference*. Miami, Florida (on-line).

Rottig, Daniel; Taras, Vasyli; Zwerg-Villegas, Anne Marie; Baker, David S.; Svirina, Anna. 2021. Incorporating X-Culture in Teaching and Research. *Academy of International Business Annual Conference*. Miami, Florida (on-line).

Zwerg-Villegas, Anne Marie. 2020. Diversity, Engagement, and Satisfaction in Global Virtual Teams. *Academy of International Business South-East USA Chapter Annual Doctoral Consortium*. Panama City, Florida (on-line).

Zwerg-Villegas, Anne Marie; Hiller, George. USA-Latin American experiential learning project: What's in it for us? *Academy of International Business South-East USA Chapter Annual Conference*. Panama City, Florida (on-line).

Zwerg-Villegas, Anne Marie; Bernal-Torres, Cesar A.; Thoene, Ulf; Camacho, Fernando; Guzmán, Luz H.; Torralba-Chávez, Efraín. 2020. Diversity, Innovation, and Internationalization: Complementary or competing activities in Latin America? *Academy of International Business South-East USA Chapter Annual Conference*. Panama City, Florida (on-line). William J. Ziegler Best Ph.D. Student Award finalist.

Magnusson, Peter; Arora, Amit; Lynden, Karen; Assouad, Alexander; Baker, David S.; Charles, Reccia; Muth, Timothy; Rottig, Daniel; Taras, Vas; Tavoletti, Ernesto; Zwerg-Villegas, Anne Marie. 2020. Teaching and Research with X-Culture. *Academy of International Business South-East USA Chapter Annual Conference*. Panama City, Florida (on-line).

Zwerg-Villegas, Anne Marie. 2020. Diversity, Innovation, and Internationalization: Complementary or competing activities in Latin America. *BALAS 2020 Annual Conference*. Bogotá, Colombia (on-line). Luis J. Sanz Best Paper Award.

Zwerg-Villegas, Anne Marie. 2020. Engagement and Satisfaction in Global Virtual Teams. *BALAS Doctoral Consortium*. Bogotá, Colombia (on-line). Florida International University Best Doctoral Presentation finalist.

Zwerg-Villegas, Anne Marie. 2020. Diversidad, Innovación e Internacionalización en Empresas Latinoamericanas. *IX Congreso Internacional de las Ciencias Sociales y Administrativas de la Universidad de Chihuahua*. Chihuahua, Mexico (on-line).

Zwerg-Villegas, Anne Marie. 2019. Diversity and Satisfaction in Global Virtual Teams. *IberoAmerican Academy of Management BiAnnual Conference*. Bogotá, Colombia.

Baker, David Scott; Zwerg-Villegas, Anne Marie. 2019. Teaching Adaptive Buyer-Seller Behavior in High Context International Buyer-Seller Interactions. *Academy of International Business Annual Conference*. Copenhagen, Denmark.

Zwerg-Villegas, Anne Marie; Benito, Gabriel; Jarosinski, Mirosław; Kappen, Philip; Lofgren, Joan Marie; Newa, Fred Omondi; Podesta, Paola María; Ramírez, Andrés; Wei, Yingqi. 2019. Inter-Institutional Associations for the Advancement of IB Education. *Academy of International Business Annual Conference*. Copenhagen, Denmark.

Lynden, Karen; Aguilera-Castillo, Andrés; Baker, David S.; Robledo, Cristina; Rottig, Daniel; Zwerg, Anne Marie; Taras, Vas. 2018. Creative Economy Challenges: Incorporating X-Culture in Business Courses. *Academy of International Business South-East USA Chapter Annual Conference*. Nashville, Tennessee.

Zwerg, Anne Marie; Bordia, Sarbari; Daspro, Eileen; Lee, June; Mironko, Arkadiusz; Panina, Daria; Podesta, Maria Paola. 2018. Developing IB Curriculum: Courses and Programs. *Academy of International Business Annual Conference*. Minneapolis, Minnesota.

Zwerg-Villegas, Anne Marie; Tolmie, Carri; Tavoletti, Ernesto; Napier, Elizabeth; Vélez-Calle, Andrés. 2017. Becoming an Academic Researcher. *Academy of International Business South-East USA Chapter Annual Conference*. Washington, D.C.

García, P. Roberto; Dakhli, Mourad; Doria, Evaristo Fernando; Zwerg-Villegas, Anne Marie. 2017. Combining Technology and Experiential Learning with Inspirational Teaching to Engage a New Generation of Students. *Academy of International Business South-East USA Chapter Annual Conference*. Washington, D.C.

Lynden, Karen; Baker, David S.; Charles, Reccia; Lewa, Peter; Muth, Tim; Panina, Daria; Poór, József; Rottig, Daniel; Robledo-Ardila, Cristina; Taras, Vas; Tolmie, Carri R.; Zdravkovic, Srdan; Zwerg-Villegas, Anne Marie. 2017. Incorporating the X-

- Culture Project in International Business Curriculum: Challenges and Best Practices. *Academy of International Business South-East USA Chapter Annual Conference*. Washington, D.C.
- Lynden, Karen; Arora, Soma; Baker, David Scott; Fan, Lin; Idelson, Marc; Zamantili Nayir, Dilek; Sujarittanonta, Lavanchawee; Tavoletti, Ernesto; Zdravkovic, Srdan; & Zwerg-Villegas, Anne Marie. 2017. Teaching International Business through Experience. *Academy of International Business Annual Conference*. Dubai, UEA.
- Arora, Soma; Assouad, Alexander; Baker, David Scott; Gerschewski, Stephan; Jha, Suchita; Lynden, Karen; Rottig, Daniel; Varma, Sumati; & Zwerg-Villegas, Anne Marie. Incorporating the X-Culture Project in International Business Curriculum: Challenges and Best Practices. *Academy of International Business Annual Conference*. Dubai, UEA.
- Taras, Vas; Lynden, Karen; Colakoglu, Saba; Lituchy, Terri; Vyas, Bindu; Morin, Danielle; Zwerg-Villegas, Anne Marie; Svirina, Anna & Bardas, Arem. 2015. Teaching international business through experience. *Academy of International Business South-East USA Chapter Annual Conference*. Savannah, Georgia.
- Taras, Vasyli; Lynden, Karen; Robledo Ardila, Cristina; Lituchy, Terri; Muth, Tim; Rottig, Daniel; Tavoletti, Ernesto; Zwerg-Villegas, Anne Marie & Vyas, Bindu. 2015. Optimizing the use of X-Culture in International Business Courses. *Academy of International Business South-East USA Chapter Annual Conference*. Savannah, Georgia.
- Salvaj, Erica; Jimenez, Alfredo; Sarfati, Gilberto; Hernández-Pozo, Olivia; Ordeñana, Xavier; Della, Bice & Zwerg-Villegas, Anne Marie. 2015. The X-Culture Project in Ibero America. *Academy of Management Annual Conference*. Vancouver, Canada.
- Zwerg-Villegas, Anne Marie. 2014. Global Virtual Teams in the Classroom: The X-Culture Experience in a Colombian Business School. *Academy of International Business South-East USA Chapter Annual Conference*. Miami, Florida.
- Newbury, William; Alvarado-Vargas, Marcelo J.; Borda, Armando; Ortiz Baldo, Carlos Miguel; Durán-Zurita, Edwin; Galli Geleilate, José Mauricio; Guerra, Massiel; Hermans, Michel; Lasio Morello, Maria Virginia; Madero, Sergio; Olivas-Lujan, Miguel; & Zwerg-Villegas, Anne Marie. 2014. Attitudes towards women's career advancement in Latin America: The impact of gender role perceptions and global mindsets. *Academy of International Business Latin American Chapter Annual Conference*. Medellín, Colombia. Best Paper Finalist.
- Newbury, William; Alvarado-Vargas, Marcelo J.; Borda, Armando; Ortiz Baldo, Carlos Miguel; Durán-Zurita, Edwin; Galli Geleilate, José Mauricio; Guerra, Massiel; Hermans, Michel; Lasio Morello, Maria Virginia; Madero, Sergio; Olivas-Lujan, Miguel; & Zwerg-Villegas, Anne Marie. 2013. Attitudes towards women's career advancement in Latin America: The impact of gender role perceptions and global mindsets. *Iberoamerican Academy Annual Conference*. Sao Paulo, Brazil. Best Paper Award.
- Newbury, William; Alvarado-Vargas, Marcelo J.; Borda, Armando; Ortiz Baldo, Carlos Miguel; Durán-Zurita, Edwin; Galli Geleilate, José Mauricio; Guerra, Massiel; Hermans, Michel; Lasio Morello, Maria Virginia; Madero, Sergio; Olivas-Lujan, Miguel; & Zwerg-Villegas, Anne Marie. 2013. Globalization capabilities and perceived career opportunities from globalization in Latin America. *Academy of Management Annual Conference*, Lake Buena Vista, Florida.
- Newbury, William; Alvarado-Vargas, Marcelo J.; Borda, Armando; Ortiz Baldo, Carlos Miguel; Durán-Zurita, Edwin; Galli Geleilate, José Mauricio; Guerra, Massiel; Hermans, Michel; Lasio Morello, Maria Virginia; Madero, Sergio; Olivas-Lujan, Miguel; & Zwerg-Villegas, Anne Marie. 2013. The impacts of gender role perceptions and global mindsets on attitudes towards women's career advancement in Latin America. *Academy of International Business Annual Conference*, Istanbul, Turkey.
- Newbury, William; Alvarado-Vargas, Marcelo J.; Borda, Armando; Ortiz Baldo, Carlos Miguel; Durán-Zurita, Edwin; Galli Geleilate, José Mauricio; Guerra, Massiel; Hermans, Michel; Lasio Morello, Maria Virginia; Madero, Sergio; Olivas-Lujan, Miguel; & Zwerg-Villegas, Anne Marie. 2013. Perceived career opportunities and benefits from globalization in Latin America. *Academy of International Business Latin American Chapter Annual Conference*. Puebla, Mexico.
- Zwerg-Villegas, Anne Marie. 2012. Developing business personality. *Academy of International Business Annual Conference*, Washington, D.C.
- Zwerg-Villegas, Anne Marie. 2012. Determination of International Management Competencies. *Business Association of Latin American Studies (BALAS) Doctoral Consortium*. Rio de Janeiro, Brazil.
- Zwerg-Villegas, Anne Marie. 2010. The Corporate Competitive Challenge: Learning Catalyst. *Academy of International Business Annual Conference*, Rio de Janeiro.
- Gomez, Laura; Capon, Angelica & Zwerg-Villegas, Anne Marie. 2010. Evaluation of Firm Level E-Commerce: Development of E-Commerce Level Index. *The International Academy of E-Business Tenth (10th) Annual Conference*. San Francisco, California.

PROFESSIONAL AFFILIATIONS

Country Research Partner

CRANET, Pennsylvania State University

July 2021—present

Research Associate

X-Culture Research Interest Group (XRIG)

March 2021—present

Founder and Managing Director Emerging Markets International Business Researchers (EMIB-R)	October 2020—present
Member Editorial Review Board European Journal of International Management	April 2020—present
Member Advisory Board X-Culture Organization	February 2019—present
Peer Reviewer International Journal of Emerging Markets	November 2018—present
Member Editorial Review Board Cross Cultural & Strategic Management	May 2018—present
Member Board of Reviewers Asociación Colombiana para el Avance de la Ciencia	September 2017—present
Member Editorial Board Revista Perfiles Gerenciales	February 2017—present
Member Advisory Board Aposta Revista Ciencias Sociales	May 2016—present
Ambassador to Bogotá Community Group Consul InterNations	February 2016—February 2019 June 2015—January 2017
General Member Academy of Management	March 2015—present
Editorial Advisory Board Emerald Emerging Markets Case Studies	July 2010—present
Board of Reviewers Journal of Global Business and Technology	January 2010—present
Annual Conference Co-Coordinator Global Business and Technology Association	December 2009—December 2012
General Member Academy of International Business Latin American Chapter and Southeast USA Chapter	September 2008—present

CONTINUED EDUCATION

Strategy and International Business University of Reading	November 2021 on-line
New Avenues in International Human Resource Management Research University of Reading	April 2021 on-line
International Marketing BI Norwegian School of Management	February 2014 Oslo, Norway
Cross Cultural Management and International Human Resource Management Hanken University	November 2013 Helsinki, Finland
The Internationalization Process of the Firm and Managing the MNC	September 2013

Uppsala University

Uppsala, Sweden

MNC knowledge creation: Location, transfer and governance
Copenhagen Business School

May 2013
Copenhagen, Denmark

International Business Strategy and the Multinational Enterprise
Leeds University

February 2013
Leeds, England

Research Methods in International Business
Aalto University

October 2012
Helsinki, Finland

OTHER PROFESSIONAL EXPERIENCE

Commercial Writer
Freelance

October 2004—July 2006
Medellín, Colombia

Capital Investment Project Manager
Wyndham Old San Juan Hotel & Casino

March 2004—September 2004
San Juan, Puerto Rico

Socio-Economic Development Official
Governor's Office for Special Communities

September 2003—March 2004
San Juan, Puerto Rico

High School Economics and Social Studies Teacher
Colegio Montessori and The New School

May 2001—December 2002
Medellín, Colombia

Administrative Director
Executive English Systems, Ltda.

May 1999—November 2000
Medellín, Colombia

International Business Account Manager
Citibank, N.A.

April 1996—October 1998
New York, New York

Economic Analyst
Banco Industrial Colombiano, S.A.

January 1995—January 1996
Medellín, Colombia