

## **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**

**MBA Program Director** April 2023–present  
**Associate Professor of Practice** July 2022–present  
**Management & Entrepreneurship** Louisville, Kentucky, USA  
**University of Louisville**

Teach MBA courses in Organizational Behavior and Leveraging Diversity in Teams. Teach undergraduate courses in Management & Organizational Behavior and Managing a Diverse Workforce. Equity Process Advocate for University-wide search committees. College of Business elected representative to the Cardinal Core Curriculum Committee. Member of the College of Business Equity & Inclusion, Course Diversity, Equity and Inclusion Assessment Committee, Bachelor of Business Administration Curriculum Committee, and the Online MBA Curriculum 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. 2023. 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. 2023. Organizational culture and knowledge management as strategies for efficacious administration in the emerging market public sector. *Intangible Capital*. In review.

Svirina, Anna; Zwerg-Villegas, Anne Marie. 2023. A crooked mirror of Tatarstan: Why do we need basic management principles? *Emerald Emerging Market Case Studies*. In review.

Anand, Amitabh; Rottig, Daniel; Parameswar, Nakul; Zwerg-Villegas, Anne Marie. 2023. Diving deep into the dark side: A review and examination of research on organizational misconduct in emerging markets. *Business Ethics, the Environment & Responsibility*. Vol. 32(2): 612-637.

- Zwerg-Villegas, Anne Marie; Bernal-Torres, César A.; Thoene, Ulf; Camacho, Fernando; Guzmán-Ibarra, Luz Elena; & Torralba-Chávez. 2022. The relationship between human resource diversity, innovation activity and internationalization intensity in Colombian and Mexican firms. *Global Business Review*. forthcoming.
- Felix, Bruno; Souza dos Santos, Ana María; & Zwerg-Villegas, Anne Marie. 2022. Superando os desafios de viver um chamado ocupacional: um estudo com veterinários. *Cuadernos EBAPE.BR*. Vol. 20(5): 639-652.
- 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; Newbury, 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.; Olivas-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, Miroslaw; 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, Vasyly; 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 (10<sup>th</sup>) Annual Conference*. San Francisco, California.

## PROFESSIONAL AFFILIATIONS

- |  |                      |
|--|----------------------|
| <b>Country Research Partner</b><br>CRANET, Pennsylvania State University                             | July 2021—present    |
| <b>Research Associate</b><br>X-Culture Research Interest Group (XRIG)                                | March 2021—present   |
| <b>Founder and Managing Director</b><br>Emerging Markets International Business Researchers (EMIB-R) | October 2020—present |

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

#### CONTINUED EDUCATION

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