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I. EDUCATIONAL BACKGROUND:

A. Degrees:

Ph.D., University of California, Los Angeles, Anderson Graduate School of Management, 2001
Dual Major: International Business & Strategy and Organization

M.Sc., University of Edinburgh (Scotland)
Major: International and European Politics

B.A., McGill University (Montreal, Canada)
Major: Political Science

B. Dissertation:

Title: The Exploitation and Development of Intangible Assets by Multinational Enterprises (MNEs): An Empirical Analysis of the Foreign Direct Investment of US and Japanese MNEs

Committee: José de la Torre (Co-Chair), Mariko Sakakibara (Co-Chair), Marvin Lieberman, Dick Rumelt and Allen Scott

II. TEACHING ACCOMPLISHMENTS:

A. Academic Positions:

Assistant Professor of Management, University of Pennsylvania, The Wharton School (2001-present)

B. Courses taught/developed:

PhD Seminar in Multinational Management (MGMT955)
Most recent instructor evaluations: 4.0/4.0 in Spring, 2009

MBA Multinational Business Policy (MGMT871)
Most recent instructor evaluations: 3.51/4.0 in Spring, 2009

Undergraduate Multinational Corporate Strategies (MGMT205)
Most recent instructor evaluations: 3.53/4.0 in Spring 2009

Undergraduate Multinational Management (MGMT111)

Most recent instructor evaluations: 3.41/4.0 in Spring 2005

III. RESEARCH/PUBLICATIONS:

A. Publications:

1. Articles Published in Refereed Journals:

Berry, H., 2006. Leaders, Laggards and the Pursuit of Foreign Knowledge, *Strategic Management Journal*, 27: 151-168.

Berry, H., 2006. Shareholder Valuation of Foreign Investment and Expansion, *Strategic Management Journal*, 27: 1123-1140 (Lead Article)

Berry, H. and M. Sakakibara, 2008, Resource Accumulation and Overseas Expansion by Japanese Multinationals *Journal of Economic Behavior and Organization* 65(2): 277-302

Berry, H., Why Do Firms Divest? *Organization Science*, forthcoming (currently available from Articles in Advance, DOI 10.101287/orsc.1090.0444)

2. Articles Published in Refereed Proceedings:

Berry, Heather, 2001. Do Foreign Assets Harm Stock Prices? *Academy of Management Best Paper Proceedings*.

Berry, Heather, 2003. Leaders, Laggards and the Pursuit of Foreign Knowledge, *Academy of Management Best Paper Proceedings*.

Alcacer, J., Berry, H., and W. Chung, 2005. Increasing Exploration: Evidence from International Expansion, *Academy of Management Best Paper Proceedings* (authors are listed alphabetically).

B. Research in Progress:

1. Revisions:

Berry, H., The Strategies and Structures of Multinational Corporations

Berry, H., When Do Firms Divest Poorly Performing Operations?

Berry, H., M. Guillen, and N. Zhao, A New Approach to Cross-National Distance (authors are listed alphabetically)

2. Working Papers:

Berry, H., Shallow and Complex Product Integration in Multinational Corporations.

Berry, H., Intra-firm Integration through Knowledge and Product Flows

Berry, H., International Expansion Strategies of Service Firms

Bals, L., H. Berry and E. Hartmann, International Expansion and Born Globals (authors are listed alphabetically)

Berry, H., Imitating Relevant Firms.

C. Invited Lectures and Conference Presentations:

“The Strategies and Structures of Multinational Corporations”

- 3.) Invited for a panel at the Harvard Strategy Conference, November, 2009
- 2.) Academy of Management Annual Meeting, Chicago, IL, 2009
- 1.) Academy of International Business Annual Meeting, San Diego, CA, 2009

“When Do Firms Divest Poorly Performing Operations?”

- 3.) Invited for a Seminar at Baruch College, October, 2009
- 2.) Academy of Management Annual Business Meeting, Chicago, IL 2009
- 1.) International Seminar Series, Harvard University, October, 2008.

‘Intra-Firm Integration through Knowledge and Product Flows’

- 3.) Academy of Management Annual Business Meeting, Anaheim, CA, 2008.
- 2.) Strategic Research Forum, Ashville, North Carolina, May, 2008
- 1.) Ghoshal conference, London Business School, London, UK, May, 2008

“Own and Other Firm Influences on Foreign Expansion Across Value Chain Activities”

- 3.) Academy of Management Annual Business Meeting, Philadelphia, PA, 2007
- 2.) Academy of International Business Annual Meeting, Indianapolis, IN, 2007
- 1.) Rutgers University Global Strategy Seminar, November, 2006.

“Imitating Relevant Firms”

- 3.) Academy of Management Annual Business Meeting, Atlanta, GA, 2006
- 2.) Academy of International Business Annual Meeting, China, 2006
- 1.) Jones Center Brown Bag, Management Department, Wharton School, fall, 2005

“Why Do Firms Divest?”

- 5.) Strategic Renewal Conference, Chicago, March, 2007
- 4.) New York University Cross Disciplinary Strategy Seminar, October, 2006
- 3.) Academy of International Business Meeting, Beijing, China, 2006
- 2.) Academy of Management Annual Meeting, Atlanta, Georgia, 2006
- 1.) Strategy Research Forum, Toronto, Ontario, Canada, 2004.

“Increasing Exploration: Evidence from International Expansion”

- 2.) Academy of Management Annual Business Meeting, Hawaii, 2005.
- 1.) Strategic Management Society Annual Meeting, Orlando, FL, 2005.

“Leaders, Laggards and the Pursuit of Foreign Knowledge,”

- 4.) Brigham Young University Winter Strategy Conference, 2004, Park City, UT, 2004.
- 3.) Wharton Jones Center Brown Bag Seminar Series, October, 2003.

- 2.) Academy of Management Annual Business Meeting, Seattle, WA, 2003.
- 1.) Academy of International Business Annual Meeting, Monterey, CA, 2003

“Shareholder Valuation of Foreign Investment and Expansion”

- 5.) Multinational Management Conference, University of Michigan, October, 2002
- 4.) Wharton Jones Center Brown Bag Seminar Series, October, 2002
- 3.) Wharton Applied Econ Seminar Series, August, 2002
- 2.) Academy of Management Annual Meeting, Denver, CO, August, 2002
- 1.) Academy of International Business Annual Meeting, Puerto Rico, June, 2002

“The Exploitation and Development of Intangible Assets by Multinational Enterprises”
(Dissertation)

- 2.) Panel of Finalists for Barry Richman Award for best dissertation in International Management, Academy of Management, Denver, CO, August, 2002
- 1.) Panel of Finalists for Richard N. Farmer Award for best dissertation in International Business, Academy of International Business, Australia, November 2001

“Do Foreign Assets Harm Stock Prices? A Comparison of the Effects of Multinationality on US and Japanese Firm Values,”

- 1.) Academy of Management Annual Meeting, Washington, DC, August, 2001

“Product Diversification Activities in Foreign Markets by Japanese MNCs, 1974-1997,”

- 1.) Academy of Management Annual Meeting, Toronto, Canada, August, 2000

“Resource Accumulation and Overseas Expansion by Japanese Multinationals: An Empirical Analysis of the Internalization Theory,”

- 3.) Academy of International Business Annual Meeting, South Carolina, November, 1999
- 2.) Academy of Management Annual Meeting, Chicago, IL, August, 1999
- 1.) UCLA Innovation Workshop, January, 1999

D. Research Interests

The Strategies and Structures of Multinational Corporations;
Corporate Strategy in Global Markets;
Shareholder Valuation of Multinationality;
Firm Motivations for Foreign Direct Investment.

IV. PROFESSIONAL ACTIVITIES:

A. University-Related Activities:

- PhD Admission Committee, Management Department, 2002-2004, 2008-2009
- Co-Organizer, Junior Faculty Retreat, Management Department, September, 2002-2005
- Co-Organizer (with Vit Hennisz), Multinational Management Seminar Series, 2001-2005.
- Co-Organizer (with Gerry McDermott), Multinational Management Seminar Series, 2006-2007.
- Organizer, Multinational Management Seminar Series, 2007-2008.
- Management Department Seminar Committee, 2009-2010

- Junior Faculty Search Committee, Multinational Management Group, Management Department, 2003-2004.
- Junior Faculty Search Committee, Strategy Group, Management Department, 2007-2008
- Fulbright Applicant Review Committee, 2006-present
- Huntsman Undergraduate Thesis Advisor
 - 2003: Vivianne Leung
 - 2002: Michelle Liu
- Undergraduate Independent Study Advisor
 - 2003: Silvy Yu
- First Year Multinational Management Exam Organizer
 - 2007: Nan Zhou, Anindya Ghosh
 - 2006: Lite Nartey
 - 2005: Elisa Alvarez, Aseem Kaul, Joydeep Chatterjee
 - 2004: Srividya Jandhyala, Charlie Reuters
 - 2003: Anuja Gupta, Lakshmi Ramarajan, Rafael Corredoira
- Second Year Multinational Management Exam Committee
 - 2008: Nan Zhou
 - 2007: Lite Nartey
 - 2005: Srividya Jandhyala, Charlie Reuters
- Doctoral Student First and Second Year Advisor (with M. Guillen)
 - 2006 and 2007: Nan Zhao
- Dissertation Committee Membership:
 - Srividya Jandhyala (Multinational Management, Wharton), defended 2009: Placement: Assistant Professor at George Washington University
 - Aseem Kaul (Strategy, Wharton), defended 2009: Placement: Assistant Professor at University of Minnesota.

B. Non-University-Related Activities:

BPS Executive Committee (elected), Academy of Management, 2008-2010

INFORMS, College on Organization Science:

Executive Committee, 2007-2010

Program Chair, Conference within a Conference, 2008

Dissertation Proposal Competition Organizer, 2007

Conference Co-Organizer:

Strategic Research Forum, Cape Cod, MA, May 2007

Invited Discussant:

Strategic Research Forum, Egg Harbor, NJ, May, 2006

Academy of Management, Atlanta, GA, August, 2006

International Research Conference, Harvard Business School, March, 2006

Strategic Research Forum, St. Louis, MI, May, 2003

Academy of International Business, Monterey, CA, July 2003.

Academy of Management, Washington, DC, August, 2001

Panelist:

Faculty Participant, Doctoral Consortium, Academy of International Business, 2008
Faculty Participant, Doctoral Consortium, IM Division, Academy of Management, 2006
Faculty Participant, Doctoral Consortium, Academy of International Business, 2003
Faculty Participant, Doctoral Consortium, IM Division, Academy of Management, 2003
Planning Your Dissertation, Academy of Management, BPS Division, 2002.

Participant:

Paper Development Workshop, Academy of International Business, June, 2009
Junior Faculty Consortium, Academy of International Business, June, 2002
Doctoral Consortium, BPS Division, Academy of Management, August, 1999
Doctoral Consortium, IM Division, Academy of Management, August, 1998

C. Professional affiliations and memberships:

Academy of Management, IM Division
Academy of Management, BPS Division
Academy of International Business
INFORMS
Strategic Management Society
National Women's Political Caucus

D. Editorial Activities:

Editorial Review Boards:

Journal of International Business Studies
Organization Science
Strategic Management Journal

Reviewer For: *Strategic Management Journal*
Journal of International Business Studies
Academy of Management Journal
Organization Science
Journal of Economic Behavior and Organization
Management Science

Conference Reviewer For:

Academy of International Business Annual Meetings, yearly since 1999
Academy of Management Annual Meetings, yearly since 1999
Business Policy and Strategy Division
International Management Division
Informs Dissertation Proposal Competition, 2003-2006, 2008-present
Strategic Management Society Annual Meeting, 2008
Strategy track
Global Strategy track

V. GRANTS, HONORS AND AWARDS:

A. Professional Awards:

Finalist, Haynes Prize for Most Promising Scholar under the age of 40, Academy of International Business Conference, 2006

Winner, Barry Richman Award for best dissertation, International Management Division, Academy of Management, 2002

Winner, Richard Farmer Award for best dissertation in International Business, Academy of International Business, 2001

Finalist (1 of 4), The Free Press Doctoral Dissertation Award, Business Policy and Strategy Division, Academy of Management, 2001

B. University-Related Grants:

University of Pennsylvania

Grant Recipient, Mack Center on Technological Innovation, The Wharton School, University of Pennsylvania

Grant Recipient, Reginald H. Jones Center for Management Policy, Strategy and Organization, The Wharton School, University of Pennsylvania

University of California, Los Angeles

Dissertation Grant Recipient, UCLA Center for International Business Education and Research (CIBER), 1998-1999

Research Grant Recipient, UCLA Center for International Business Education and Research (CIBER), 1997-1998

Anderson Graduate School of Management Fellowship, UCLA, 1995-2000

VI. PROFESSIONAL EXPERIENCE:

Corporate Intern, Toyota Motor Sales, US Headquarters in Los Angeles, California, Summer, 1996

- Assisted in reviewing and assessing organizational and strategic options for the New Business Practices Group within Toyota;
- Involved with the start-up of the New Business Practices Group, including drafting the mission statement for the group.

Ways and Means Committee Associate, US Congress, Washington, D.C., 1994-1995

- Responsible for legislative matters before the House Ways and Means Committee
- Wrote floor statements and committee testimony;
- Drafted legislation.

Policy Analyst, US House of Representatives, Washington, D.C., 1992-1994

- Wrote policy option and background papers on trade, national security and health care issues for a Congressional legislative caucus.

Analyst, Office of Policy and Legislative Analysis, US Department of Labor, 1989-1990

- Assisted in preparing testimony and background information for senior Department officials for congressional hearings.

VII. PERSONAL:

Married with three children.

U.S. Citizen