

K. PRAVEEN PARBOTEEAH
College of Business and Economics
University of Wisconsin - Whitewater
Whitewater, WI 53190
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EDUCATION

<i>Ph.D.</i>	Business Administration Washington State University Dissertation Advisor: John B. Cullen
<i>M.B.A.</i>	California State University, Chico
<i>B.Sc. (Honors)</i>	Management University of Mauritius

PROFESSIONAL EXPERIENCE

COBE Distinguished Professor, University of Wisconsin-Whitewater – August 2015-Present
Selected as inaugural COBE Distinguished Professor

Director DBA Program, University of Wisconsin-Whitewater – August 2013 –Present
Responsible for the leadership of the Doctorate of Business Administration program including implementing policies, recruiting students, coordination of schedule etc.

Adjunct Professor – International Summer/Winter Program – Korea University – Summer 2017-Present
Undergraduate teaching – Strategic Management and Business Ethics

Professor, University of Wisconsin - Whitewater - July 2009 - Present
Teaching Responsibilities include graduate and undergraduate courses in Business Policy and Strategy, Business Ethics, International Management, and Organization Theory. Position also includes advising responsibilities.

Associate Professor, University of Wisconsin - Whitewater - July 2005 – June 2009
Early promotion to Associate Professor with tenure
Teaching Responsibilities include graduate and undergraduate courses in Business Policy and Strategy, Business Ethics, International Management, and Organization Theory. Position also includes advising responsibilities.

Project Co-Director, Emerging Market Program - August 2006 - December 2006
College of Business, University of Wisconsin - Whitewater
Responsibilities: Continue program to facilitate export of Midwest agricultural products to India as part of a \$206,000 grant from the U.S. Department of Agriculture.

Project Co-Director, Emerging Market Program - August 2004 - August 2005
College of Business, University of Wisconsin - Whitewater
Responsibilities: Develop program to facilitate export of Midwest agricultural products to India as part of a \$220,000 grant from the U.S. Department of Agriculture.

Assistant Professor, University of Wisconsin – Whitewater - August 2000 - July 2005
Tenure-track member of the Department of Management

Visiting Assistant Professor, Washington State University - August 1999- May 2000
Non-tenure track member of the Department of Management and Decision Sciences. Teaching responsibilities included undergraduate sections of Business Policy and Strategy.

Instructor, Washington State University - August 1998 - May 1999
Non-tenure track position. Teaching responsibilities included undergraduate sections of Introduction to Management.

Teaching Assistant, Washington State University - 1994 - 1998
Department of Management and Decision Sciences
Teaching responsibilities included undergraduate sections of International Management, Organizational Behavior, Introduction to Management and Business Policy and Strategy.

Teaching Associate and Research Assistant, California State University - Chico - 1992-1993
Department of Management
Teaching responsibilities included undergraduate section of Introduction to Management. Assisted various faculty members with research and teaching.

Production Manager, Bonair Knitwear – Mauritius - 1990-1991
Responsibilities included assisting with scheduling of production. Assisted with transfer to cell manufacturing.

VISITING PROFESSORSHIPS AND GUEST LECTURES

- Panel member of the ‘Meet the Editors’ panel – Midwest Academy of Management, October 2021
- Panel member of the first L.I.F.E (Leading the Integration of Faith and Entrepreneurship)Research Conference on the ‘How Does Faith Encourage, Suppress, or Change Entrepreneurship?’ panel [<https://www.liferesearchconference.com/>] – April 2021
- Ludwig-Maximilians University – Munich, Germany (LMU) – Visiting Scholar – Lecture to doctoral students – October 2019 and February 2020

- University of Mauritius - Plenary Speaker at the International Conference of the Mauritian Diaspora in the context of the 50th independence anniversary - "International Management Research: Evolution of a Research Stream" - February 2018
- Ludwig-Maximilians University – Munich, Germany (LMU) – Visiting Scholar – Lecture to doctoral students – October 2017
- Ludwig-Maximilians University – Munich, Germany (LMU) – Visiting Scholar – Lecture to MSc Management students – June 2016
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Business Ethics to undergraduates – February 2016
- Hang Seng Management College, Hong Kong – Invited lecture on “Culture: crafting and addressing research questions” – June 2014
- Ludwig-Maximilians University – Munich (LMU) - LMU Center for Advanced Management Studies invitation as research scientist – September 2013
- Indian Institute of Management – Indore, India – Keynote speech at the 2013 Conference on Excellence in Research and Education; Lecture on “Publishing in toptier international management students” to Fellow Program in Management (doctoral) students; Presentation on “Developing International Management and Business Ethics Courses” to participants of Faculty Development Program – May 2013 3
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Organizational behavior to undergraduates and Ethics in Management to Msc students– April 2013
- Kennesaw State University – Coles School of Business – invited lecture to doctoral students – “Using Hierarchical Linear Modeling Workshop” – April 2013
- University of Illinois - Springfield - Taught course on "Strategic Management" - Spring 2013
- University of Augsburg, Germany - Lecture on “Culture: crafting and addressing research questions,” and ” Cross-level Methodology: Hierarchical Linear Modeling” to doctoral students - October 2012
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Organizational behavior to undergraduates – October 2012
- Kennesaw State University – Coles School of Business – invited lecture to doctoral students – “Using Hierarchical Linear Modeling Workshop” – April 2012
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Business Ethics to undergraduates – March 2012
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Business Ethics to undergraduates – December 2011
- Kennesaw State University – Coles School of Business –Co-taught course on Macro issues in business doctoral program, lecture on “Culture: crafting and addressing research questions,” “Religion: Current Research Status and the Future,” Cross-level Methodology: Hierarchical Linear Modeling” and “Ethical Climates” to doctoral students – October and November 2011.
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Business Ethics to undergraduates – April 2011

- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Business Ethics to undergraduates – November 2010
- Wisconsin in Scotland Program - Dalkeith House , Dalkeith, Scotland - Taught course on Business Ethics to undergraduates – October 2010
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Business Ethics to undergraduates – March 2010
- Keynote speaker at 8th Annual Conference – ‘New Paradigms of Management’ on “Religion: Current Research Status and the Future” at the National Taiwan University of Science and Technology, Taipei and invited lecture to doctoral students – “Empirical Management Research Workshop” at Sun-Yat Sen University, Kaohsiung, Taiwan – November 2009
- Kennesaw State University – Coles School of Business – invited lecture to doctoral students – “Culture: crafting and addressing research questions” – August 2009
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Business Ethics to undergraduates – April 2009
- Copenhagen Business School, Copenhagen, Denmark – invitation to Institute of Business Marketing and Purchasing; Christian Albrechts University of Kiel, Germany – invitation to Institute of Innovation Management – March 2009
- National Sun Yat Sen University, Kaohsiung, Taiwan – Guest lecture to doctoral students “Conducting and Publishing Empirical Management Research” – December 2008
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Business Ethics to undergraduates – December 2008
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Presented “Cross-level Modeling in Empirical Management Research” to doctoral students and faculty members of – December 2008
- Arthur Lock Jak Graduate School of Business, University of West Indies - Trinidad and Tobago - Taught Strategic Management for Growth - International MBA Program – July 2008
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Taught course on Business Ethics to undergraduates - October 2007
- Arthur Lock Jak Graduate School of Business, University of West Indies - Trinidad and Tobago - Taught Strategic Management for Growth - International MBA Program - October 2007
- WHU, Otto Beisheim School of Management, Vallendar, Germany - Developed and taught new course on Business Ethics to undergraduates - November 2006
- ESC - Rouen and ESC - Dijon, France - Exchange visit to strengthen partnerships with UW-Whitewater - May 2005
- Nottingham-Trent University, England - Guest lectures to Masters in International Business students and research exchanges - February 2005.
- EGADE, Tecnologico de Monterrey, Mexico - Guest lectures on knowledge diffusion and networks to graduate students - November 2004
- Seoul National University, South Korea - Presented “Cross-level research: Hierarchical Linear Modeling” to doctoral students and faculty members of Production and Operations Management Department - May 2004

- Christian Albrechts University of Kiel, Germany - Presented “Cross-level research: Methodology” to doctoral students - April 2004
- Nottingham-Trent University, England - Research exchange resulting in paper publication in *Strategic Change*- October 2003
- National Sun Yat-Sen University, Taiwan – Invited participant in “Managing Knowledge Worker” panel – December 2000

RESEARCH INTERESTS

- International theme - Developing and testing alternative models based on social institutions to explain cross-national differences in the meaning of working and other work related variables; understanding cross-national differences in company strategy
- Social issues in management – Ethics, ethical behaviors and climates, spirituality, voluntary behaviors and cross-national determinants of voluntary behaviors
- Religion and spirituality - Relationship of spirituality with key organizational variables, relationship between religion, through religious dimensions, with work outcomes and ethics
- Technology and innovation management - Team work, team work quality concept, innovative projects, determinants of networks, and effectiveness of professional development methods

PUBLICATIONS: REFEREED ARTICLES

D’Cruz, P., Du, S., Noronha, E., Parboteeah, K.P., Trittin-Ulbrich, H. & Whelan, G. 2022. Technology, Megatrends and Work: Thoughts on the Future of Business Ethics. *Journal of Business Ethics* 180, 879–902.

Kim, S., Parboteeah, K.P. and Cullen, J.B. 2022. Testing a Critical Mass of Females in Firm Ownership and Firm Bribery: Social Institutions Approach. *Journal of Business Research*, 144, 1333-1339.

Pegram, R. L., Clarke, C. L., Peltier, J. W., & Parboteeah, K. P. (2022). The impact of trust on social and financial capital acquisition: A resource integration perspective in minority-owned entrepreneurial organisations. *International Small Business Journal*, 40(7), 823–844. <https://doi.org/10.1177/02662426211055300>

Clarke, C., Pegram, R., Peltier, J. and Parboteeah, K. 2022. The impact of trust on social and financial capital acquisition: A resource integration perspective in minority-owned entrepreneurial organisations. *International Small Business Journal*.

Simha, A. and Parboteeah, K.P. 2020. The Big 5 personality traits and willingness to justify unethical behavior – a cross-national examination. *Journal of Business Ethics*, 167, 451-471.

Assouad, A., Parboteeah, K.P. and Guidice, R. Forthcoming. Who Are These Emerging Markets Anyway? A Taxonomic Approach Integrating Institutional and Culturalist Perspectives. International Journal of Cross-Cultural Management.

Kim, S., Parboteeah, K. P., Cullen, J. B., & Liu, W. 2020. Disruptive innovation and national cultures: Enhancing effects of regulations in emerging markets. Journal of Engineering & Technology Management, 57, N.PAG.

Porcena, Y., Parboteeah, K.P. and Mero, N. 2020. Diversity and firm performance: role of corporate ethics. Management Decision, ahead-of-print.

Sollosy, M., Guidice, R. M. and Parboteeah, K.P. 2019. Miles and Snow typology redux through the lens of ambidexterity. International Journal of Organizational Analysis, 27, 4, 925-846.

Yu, A., Lumpkin, GT., Parboteeah, K.P., Stambaugh, J.E. 2019. Autonomy and family business performance: The joint effect of environmental dynamism and national culture. International Small Business Journal, 37, 2, 153-185.

Assouad, A. and Parboteeah, K.P. 2018. Religion and innovation. A country institutional approach. Journal of Management, Spirituality and Religion, 15, 1, 20-37.

Backmann, J., Hoegl, M. and Parboteeah, K.P. 2016. Cross-level effects of buyer-supplier collaboration and competition on individual gains and individual skill utilization. Journal of Engineering and Technology Management, 41, 14-25.

Chen, F., Cullen, J.B. and Parboteeah, K.P. 2015. Firm-level control and bribery activity: A cross-level analysis. Management and Organization Review, 11, 2, 343-365.

Li, C. & Parboteeah, K.P. 2015. The effect of culture on the responsiveness of firms to mimetic forces: Imitative foreign joint venture entries into China, 1985-2003. Journal of World Business, 50, 465-476.

Parboteeah, K.P, Walter, S., Block, J. 2015. When faith meets innovation: Religion, entrepreneurial opportunities, and entrepreneurial activity. Journal of Business Ethics, 130, 447-465.

Back, Y., Parboteeah, K.P., Nam, D. 2014. Innovation in emerging markets: The role of consulting firms. Journal of International Management, 20, 4, 390-405.

Parboteeah, K.P., Seriki, T. and Hoegl, M. 2014. Ethical climates in sub-Saharan Africa. International Journal of Human Resource Management, 25, 7, 979-1001.

Nam, D., Parboteeah, K.P., Cullen, J.B. and Johnson, J. 2014. Cross-national differences in firms' undertaking innovation initiatives: An application of institutional anomie theory. Journal of International Management, 20, 2, 91-106.

Chen, I-H., Lee, Amber Y-P., Parboteeah, K. P., Lai, C-S., Chung, A. 2014. The Effects of Physicians' personal characteristics on innovation readiness in Taiwan's hospitals. Innovation: Management, Policy & Practice, 16, 1, 158-169.

Cullen, J.B., Johnson, J., and Parboteeah, K.P. 2014. National differences in entrepreneurial activity: A cross level application of institutional anomie theory. Entrepreneurship Theory and Practice, 38, 4, 775-906.

Parboteeah, K.P., and Cullen, J.B., Paik, Y. 2013. National differences in intrinsic and extrinsic work values: The effects of social institutions. International Journal of Cross Cultural Management, 13, 159-174.

Bame-Aldred, C.W., Cullen, J.B., Martin, K. D. & Parboteeah, K.P. 2013. National culture and tax evasion: An application of the GLOBE national culture model. Journal of Business Research, 66, 3, 390-396.

Walter, S., Parboteeah, K.P. and Walter, A. 2013. Entrepreneurship resources of university departments, individual influences, and students' entrepreneurial intentions: a cross-level analysis. Entrepreneurship Theory and Practice, 37, 2, 175-200.

Parboteeah, K.P. 2012. Social issues in management division dissertation award competition for 2011: Acknowledging exemplary research processes and outcomes in doctoral study. Business & Society, 51, 4, 561-569.

Parboteeah, K.P., Addae, H. & Cullen, J.B. 2012. Propensity to support sustainability initiatives: A cross-national model. Journal of Business Ethics, 105, 403-413.

Hoegl, M., Parboteeah, K.P. and Muethel, M. 2012. Cross-national differences in managers' creativity values. Management International Review, 52, 4, 565-595.

Walter, A., Parboteeah, K.P., Riesenhuber, F. and Hoegl, M. 2011. Championship behavior and innovation success: An empirical investigation of university spin-offs. Journal of Product Innovation Management, 28, 4, 586-598.

Muethel, M., Hoegl, M., Parboteeah, K.P. 2011. National corporate work context and employees' prosocial values. Journal of International Business Studies, 42, 183-201.

Parboteeah, K.P., Chen, H.C., Lin, Y., Chen, I., Lee, A.Y. and Chung, A. 2010. Establishing organizational ethical climates: How do managerial practices work? Journal of Business Ethics, 97, 4, 599-611.

Seriki, T., Hoegl, M., and Parboteeah, K.P. 2010. Innovative projects in African technical projects: A multilevel theory. Journal of World Business, 45, 295-303.

Parboteeah, K.P., Paik, Y., and Cullen, J.B. 2009. Religious denominations and work values: A focus on Buddhism, Christianity, Hinduism and Islam. International Journal of Cross-cultural Management, 9, 1, 51-67.

Parboteeah, K.P., Hoegl, M. and Cullen, J.B. 2009. Religion and work attitudes: A cross-national model. Human Relations, 62, 1, 119-148.

Addae, H and Parboteeah, K.P. and Velinor, N. 2008. Role stressors and organizational commitment: An examination of public sector employees in St. Lucia. International Journal of Manpower, 29, 6, 567-582.

Parboteeah, K.P., Hoegl, M. and Cullen, J.B. 2008. Managers' gender role attitudes: A country institutional profile approach. Journal of International Business Studies, 39, 795-813.

Parboteeah, K.P. and Kapp, E.A. 2008. Ethical climates and safety-enhancing behaviors: An empirical test. Journal of Business Ethics, 80, 3, 515-529.

Parboteeah, K.P., Hoegl, M. and Cullen, J.B. 2008. Ethics and religion: An empirical test of a multidimensional model. Journal of Business Ethics, 80, 2, 387-398.

Paik, Y., Parboteeah, K.P. and Shim, W. 2007. The relationship between perceived reward, organizational commitment, and job satisfaction: the case of Korean companies in Mexico. International Journal of Human Resource Management, October, 1768-1781.

Martin, K.D., Cullen, J.B., Johnson, J.L. & Parboteeah, K.P. 2007. Deciding to bribe: A cross-level analysis of firm and home country influences on bribery activity. Academy of Management Journal, 50, 6: 1401-1422.

Hoegl, M. and Parboteeah, K.P. 2007. Creativity-relevant skills and the task performance of innovation teams: How teamwork matters. Journal of Engineering and Technology Management, 24: 148-166.

Addae, H., and Parboteeah, K.P. 2006. Organization information and intention to quit: A study of Trinidad and Tobago. International Journal of Cross-Cultural Management, 6, 3: 343-359.

Hoegl, M. and Parboteeah, K.P. 2006. Team goal commitment in innovative projects. International Journal of Innovation Management, 10, 3: 299-324.

Addae, H.M., Parboteeah, K.P. and Davis, E.E. 2006. Organizational commitment and intention to quit: An examination of the moderating effect of psychological breach in Trinidad and Tobago. International Journal of Organizational Analysis, 14, 3: 225-238.

Hoegl, M. and Parboteeah, K.P. 2006. Autonomy and teamwork in innovative projects. Human Resource Management, 45, 1: 67-79.

Hoegl, M. and Parboteeah, K.P. 2006. Team reflexivity in innovative projects. R&D Management, 36, 2: 113-125.

- Parboteeah, K.P., Addae, H., and Cullen, J.B. 2005. Absences and national culture: An empirical test. International Journal of Organizational Analysis, 13, 4: 343-361.
- Parboteeah, D.V., Parboteeah, K.P., Cullen J.B. and Basu, C. 2005. Perceived usefulness of technology: A cross-national model. Journal of Global Information Technology Management, 8, 4: 29-48.
- Parboteeah, K.P., Cullen, J.B., Victor, B. and Sakano, T. 2005. Does National Culture Affect the Development of Ethical Climates? A Comparison of US and Japanese Accountants. Management International Review, 45, 4: 1-23.
- Parboteeah, K.P., Hoegl, M., and Styborski, R. 2005. How effective are professional development methods? An investigation of an R&D unit in an information technology company. Journal of High Technology Management Research, 16, 1: 23-36.
- Parboteeah, K.P., Bronson, J., and Cullen, J.B. 2005. Does National Culture Affect Willingness To Justify Ethically Suspect Unethical Behaviors? A Focus on the Globe National Culture Scheme. International Journal of Cross-cultural Management, 5, 2: 123-138.
- Parboteeah, K.P., Cullen, J.B., and Lim, L. 2004. Formal volunteering: A cross-national test. Journal of World Business, 39, 4: 431-441.
- Cullen, J.B., Parboteeah, K.P., and Hoegl, M. 2004. Cross-national differences in managers' willingness to justify ethically suspect behaviors: A test of institutional anomie theory. Academy of Management Journal, 47, 3: 411-421.
Reprinted in Mars, G. and Rosenfeld, R. 2006. Crime and Social Institutions. Ashgate Publishing Co.
- Parboteeah, K.P., Hoegl, M., and Cullen, J.B. 2004. Social institutions and sanctioned behaviors: A cross-national study. International Journal of Comparative Sociology, 44, 3: 239-265.
- Mercado, S., Parboteeah, K.P. and Zhao, Y. 2004. Online course design and delivery: Cross-national considerations. Strategic Change, 13: 183-192.
- Parboteeah, K.P., and Cullen, J.B. 2003. Social Institutions and Work Centrality: Explorations Beyond National Culture. Organization Science, 14: 137-148.
- Hoegl, M., Parboteeah, K.P., and Munson, C. 2003. Team-level antecedents of team members' network building in innovation projects. Decision Sciences, 34, 4: 741-770.
- Cullen, J.B., Parboteeah, K.P., and Victor, B. 2003. The effects of Ethical Climates on Organizational Commitment: A two-study analysis. Journal of Business Ethics, 46: 127-141.

Hoegl, M., and Parboteeah, K.P. 2003. Goal-setting and the performance of innovation teams: on the moderating role of teamwork quality. Small Group Research, 34: 3-19.

Hoegl, M., Parboteeah, K.P., and Gemuenden, H.G. 2003. When teamwork really matters: Task innovativeness as a moderator of the teamwork-performance relationship in software development projects. Journal of Engineering and Technology Management, 20, 4: 281-302.

Parboteeah, K.P. 2000. Corporate Entrepreneurship: Toward A Process Model. Academy of Entrepreneurship Journal, 6: 27-46.

BOOKS/PRACTITIONER PIECES/OTHER

Parboteeah, K.P. and Cullen, J.B. 2023 (Third Edition). International Business: An Emerging Markets Approach. Routledge Publishing.

Cullen, J.B. and Parboteeah, K.P. 2019 (Seventh Edition). Multinational Management: A Strategic Approach. Cincinnati, OH: Cengage – Translated in Chinese.

Parboteeah, K.P. and Cullen, J.B. 2019 (Second Edition). Business Ethics. Routledge Publishing.

Parboteeah, K.P. and Cullen, J.B. 2018 (Second Edition). International Business: An Emerging Markets Approach. Routledge Publishing.

Parboteeah, K.P. and Cullen, J.B. 2018. Business Ethics. Routledge Publishing – Translated in Chinese.

Cullen, J.B. and Parboteeah, K.P. 2016 (Seventh Edition). Multinational Management: A Strategic Approach. Cincinnati, OH: Cengage.

Cullen, J.B. and Parboteeah, K.P. 2013 (Sixth Edition). Multinational Management: A Strategic Approach. Cincinnati, OH: Cengage.

Parboteeah, K.P. and Cullen, J.B. 2012. Business Ethics. Routledge Publishing.

Parboteeah, K.P., Martin, K. and Cullen, J.B. 2011. An international perspective on ethical climates. In Ashkanasy, N.M., Wilderom, C.P.M., and Peterson, M.F. (Eds), Handbook of Organizational Culture and Climate (Second Edition). Thousand Oaks, CA: Sage Publication.

Cullen, J.B. and Parboteeah, K.P. 2011 (Fifth Edition). Multinational Management: A Strategic Approach. Cincinnati, OH: Cengage.

Cullen, J.B. and Parboteeah, K.P. 2010. International Business: Strategy and the Multinational Enterprise. Routledge Publishing.

Parboteeah, K.P., and Cullen, J.B. 2010. Ethical climates and workplace spirituality: An exploratory examination of theoretical links. In Giacalone, R.A. and Jurkiewicz, C.L. (Eds), Handbook of Workplace Spirituality (Second Edition). Armonk, NY: M.E. Sharpe Publisher.

Kapp, A. and Parboteeah, K.P. 2008. Organizational ethical climate and safety performance. Professional Safety, 53, 28-31.

Cullen, J.B. and Parboteeah, K.P. 2008 (Fourth Edition). Multinational Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.

Parboteeah, K.P. 2008. Instructor's Manual for International Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.

Parboteeah, K.P. and Cullen, J.B. 2007. Cross-level analysis. In Clegg, S. and Bailey, J.R. International Encyclopedia of Organization Studies. Thousand Oaks, CA: Sage Publications.

Cullen, J.B. and Parboteeah, K.P. 2005 (Third Edition). Multinational Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.
Translated in Chinese.

Parboteeah, K.P. 2005. Instructor's Manual for International Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.

Parboteeah, K.P., and Cullen, J.B. 2003. Ethical climates and workplace spirituality: An exploratory examination of theoretical links. In Giacalone, R.A. and Jurkiewicz, C.L. (Eds), Handbook of Workplace Spirituality: 137-151. Armonk, NY: M.E. Sharpe Publisher.

Parboteeah, K.P. 2001. Instructor's Manual for International Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.

Parboteeah, K.P., and Cullen, J.B. 1998. Instructor's Manual for International Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.

PAPER PRESENTATIONS AND PROCEEDINGS

Parboteeah, K.P., Weiss, M. and Hoegl, M. 2018. Ethical climates across national contexts: A meta-analysis. Paper accepted for presentation at the 2018 Academy of Management meeting in Chicago.

Kim, S., Parboteeah, K.P. and Cullen, J.B. 2018. Testing a Critical Mass of Females in Firm Ownership and Firm Bribery: Social Institutions Approach. Paper accepted for presentation at the 2018 Academy of Management meeting in Chicago.

Yu, A., Parboteeah, K. P., Lumpkin, G. T., & Stambaugh, J. E. 2017. The configurational model of autonomy, family business performance, environmental dynamism, and national culture. Paper presented at 2017 International Family Enterprise Research Academy (IFERA) Global Conference in Taiwan, Kaohsiung and Taipei.

Simha, A and Parboteeah, K.P. 2016. The relationship between Personality and willingness to justify ethically suspect behaviors. Paper accepted for presentation at the 2015 Western Academy of Management in Portland, Oregon.

Sollossy, M., Guidice, R. and Parboteeah, K.P. 2015. A contemporary examination of the Miles & Snow strategic typology through the lens of ambidexterity. Paper accepted for presentation at the 2015 Academy of Management meeting in Vancouver.

Parboteeah, K.P. and Assouad, A. 2014. E-commerce initiatives and innovation: A cross-national approach. Paper presented 2014 International Conference on E-Commerce and Contemporary Economic Development in Hong Kong. Abstract included in proceedings.

Li, C. and Parboteeah, K.P. 2013. The effect of culture on the responsiveness of firms to institutional forces. Paper presented at the 2013 Academy of Management meeting in Orlando. Abstract included in proceedings.

Chung, A., Parboteeah, K.P., Chen, I. and Lin, Y. 2012. Charismatic leadership and follower traits of self-consciousness. Paper presented at the 2012 Academy of Management meeting in Boston. Abstract included in proceedings.

Back, Y., Parboteeah, K.P. and Nam, D. 2012. Innovation in emerging markets: The roles of consulting firms. Paper presented at the 2012 Academy of Management meeting in Boston. Abstract included in proceedings.

Backmann, J., Hoegl, M., and K. Praveen Parboteeah. 2012. Cross-level effects of collaboration and competition on individual gains skill utilization. Paper presented at the 2012 Academy of Management meeting in Boston. Abstract included in proceedings.

Parboteeah, K.P. 2011. How Effective are Business Courses? An Examination of an 8 Week Course. Paper presented at the 5th Asia Pacific Conference on Educational Integrity in Perth, Australia. Abstract included in proceedings.

Holger, E., Parboteeah, K.P. and Boss, J. 2011. Portfolio management, new product development and performance: A Multilevel perspective. Paper accepted for presentation at the 2011 Academy of Management meeting in San Antonio.

Muethel, M. and Parboteeah, K.P. 2011. National business ethical context and employees' organizational commitment. Paper accepted for presentation at the 2011 Academy of Management meeting in San Antonio.

Muethel, M. and Parboteeah, K.P. 2010. National corporate work context and employees' prosocial values. Paper accepted for presentation at the 2010 Academy of Management meeting in Montreal.

Walter, S., Parboteeah, K.P. and Walter, A. 2010. Entrepreneurship resources of university departments, individual influences, and students' entrepreneurial intentions: a cross-level analysis. Paper accepted for presentation at the 2010 Academy of Management meeting in Montreal. Included in Best Paper Proceedings.

Parboteeah, K.P., Addae, H. & Cullen, J.B. 2009. Propensity to support sustainability initiatives: A cross-national model. Paper accepted for presentation at the 2009 Academy of Management meeting in Chicago. Abstract included in proceedings.

Addae, H and Parboteeah, K.P. 2008. Role stressors and organizational commitment: An examination of public sector employees in St. Lucia. Paper accepted for presentation at the 2008 Western Academy of Management meeting in Oakland, CA.

Parboteeah, K.P., Hoegl, M. and Cullen, J.B. 2007. Religion and work attitudes: A cross-national model. Paper accepted for presentation at the 2007 Academy of Management meeting in Philadelphia. Abstract included in proceedings.

Nam, D., Cullen, J.B. and Parboteeah, K.P. 2007. Firm level innovation and national context: A cross-level analysis. Paper accepted for presentation at the Academy of Management meetings. Abstract included in proceedings.

Walter, A., Parboteeah, K.P., Riesenhuber, F. and Hoegl, M. 2007. Championship behavior and innovation success: An empirical investigation of university spin-offs. Paper accepted for presentation the 2007 Academy of Management meeting in Philadelphia.

Parboteeah, K.P. and Kapp, E.A. 2007. Ethical climates and safety-enhancing behaviors: An empirical test. Paper accepted for presentation at the 2007 Western Academy of Management meeting in Missoula, Montana. Abstract included in proceedings.

Parboteeah, K.P., Hoegl, M. and Cullen, J.B. 2006. Ethics and religion: An empirical test of a conceptual model. Paper presented at the 2006 Academy of Management meeting in Atlanta, Georgia. Abstract included in proceedings.

Parboteeah, K.P., Addae, H., and Cullen, J.B. 2006. Absences and national culture: An empirical test. Paper accepted for presentation at the 2006 Academy of Management meeting in Atlanta, Georgia. Abstract included in proceedings.

Parboteeah, K.P., Hoegl, M. and Cullen, J.B. 2005. Religion and justification of ethically suspect behaviors: A multidimensional approach. Paper presented at 2005 Western Academy of Management meetings in Long Beach, California. Included in proceedings.

Mercado, S., Parboteeah, K.P., and Zhao, Y. 2005. Cross-cultural differences in establishing long-term relationships. Paper presented at the 2005 British Academy of Management at Oxford University, U.K. Abstract included in proceedings.

Parboteeah, K.P., Paik, Y., and Cullen, J.B. 2005. Religious denominations and work outcomes: A focus on Buddhism, Christianity, Hinduism and Islam. Paper presented at the 2005 Academy of Management meetings in Honolulu, Hawaii. Abstract included in proceedings.

Paik, Y., Parboteeah, K.P. and Shim, W. 2005. The relationship between perceived reward, organizational commitment, and job satisfaction: the case of Korean companies in Mexico. Paper presented at the 2005 Academy of Management Meetings. Abstract included in proceedings.

Parboteeah, D.V., Parboteeah, K.P., Basu, C. and Cullen J.B. 2005. Perceived usefulness of technology: A cross-national model. Paper presented at the 2005 Global Information and Technology Management conference in Alaska and included in proceedings.

Hoegl, M. and Parboteeah, K.P. 2005. Team goal commitment in innovative projects. Paper presented at the 2005 Western Academy of Management Meetings in Las Vegas, NV. Included in proceedings.

Salimath, M. S., Cullen, J., & Parboteeah, P. K. 2005. A Cross National Study of Entrepreneurial Activity: Effects of the Cultural and Institutional Context. Frontiers of Entrepreneurship Research (forthcoming). Presented at Babson Kauffman Entrepreneurship Research Conference, Boston

Salimath, M. S., Cullen, J., & Parboteeah, P. K. 2005. Entrepreneurial Predisposition: The Case for National Context. Proceedings, Western Academy of Management Conference, Las Vegas. Abstract included in proceedings.

Hoegl, M. and Parboteeah, K.P. 2004. Team reflexivity in innovative projects. Paper presented at the 2004 Academy of Management Meetings, New Orleans, LA and abstract included in proceedings.

Hoegl, M. & Parboteeah, K.P. 2004. Autonomy and teamwork in innovative projects. Paper presented at the 2004 Academy of Management Meetings, New Orleans, LA and abstract included in proceedings.

Addae, H., Parboteeah, K.P. and Charlery, D. Organization information and intention to quit: A study of Trinidad and Tobago. Presented at the 2004 International Western Academy of Management Meetings, Shanghai, China and included in proceedings.

Addae, H., Davis, E.E. & Parboteeah, K.P. 2004. The effects of the psychological

contract, job satisfaction and perceived organizational support on employees' commitment and turnover intentions. Presented at the 9th International Conference of Work Values and Behavior, New Orleans and included in proceedings.

Parboteeah, K.P. & Cullen, J.B. 2004. National differences in intrinsic and extrinsic work values: The effects of social institutions. Paper presented and included in proceedings at the 2004 International Conference on Advances in Management, Orlando, FL.

Parboteeah, K.P., Lim, L., & Cullen, J.B. 2003. Who has time? Towards an integrated cross-national approach of voluntary Behaviors. Paper presented at the 2003 Academy of Management Meetings, Seattle, WA and included abstract included proceedings.

Parboteeah, K.P. & Hoegl, M. 2003. Gender role expectations: A cross-national study. Paper presented at the 2003 Academy of Management Meetings, Seattle, WA and abstract included in proceedings.

Hoegl, M. and Parboteeah, K.P. 2003. Creativity- relevant Skills and the task performance of innovation teams: How teamwork matters. Paper presented at the 2003 Academy of Management Meetings, Seattle, WA and abstract included in proceedings.

Parboteeah, K.P., Hoegl, M., and Styborski, R. 2003. How effective are professional development methods? An investigation of an R&D unit in an information technology company. Paper presented at the 2003 Western Academy of Management Meetings, Palm Springs, CA and included in proceedings.

Parboteeah, K.P., Bronson, J., & Cullen, J.B. 2003. Convergence versus divergence: A comparison of managers and workers. Paper presented at the 2003 Western Academy of Management Meetings, Palm Springs, CA and abstract included in proceedings.

Hoegl, M., and Parboteeah, K.P. 2002. Team-level antecedents of team members' network building in innovation projects. Paper presented at the 2002 Academy of Management Meetings in Denver, CO. Selected as Best Paper Related to Practice in the Organization, Development and Change Division and included in newsletter. Best paper proceedings.

Parboteeah, K.P. and Cullen, J.B. 2002. Justifications to commit unethical behaviors among managers: A social institutions approach. Paper presented and selected as Conference Best Papers at the 2002 Academy of Management Meetings in Denver, CO. Included in proceedings.

Parboteeah, K.P. and Cullen, J.B. 2002. Does national culture affect work centrality and work values? A cross-national study. Paper presented at and included in proceedings of the 2002 American Society of Business and Behavioral Sciences Ninth Annual Meeting, Las Vegas, Nevada.

Parboteeah, K.P., Bronson, J., and Cullen, J.B. 2001. Does national culture affect

intentions to commit unethical behaviors? Paper presented at the 2001 Academy of Management Meetings in Washington, D.C. and included in proceedings.

Parboteeah, K.P., Hoegl, M., and Cullen, J.B. 2001. Unethical and deviant behaviors: Evidence from a cross-national study. Paper presented at the 2001 Academy of Management Meetings in Washington, D.C. and abstract included in proceedings.

Parboteeah, K.P. and Cullen, J.B. 2000. Social institutions and choice of work outcomes: A 27 nation study. Paper presented and included in proceedings at the International Conference on Comparative Management, Kaohsiung, Taiwan.

Parboteeah, K.P. and Cullen, J.B. 2000. Do social Institutions affect work centrality? A study of 27 nations. Academy of Management Proceedings.

Parboteeah, K.P., Cullen, J.B., Victor, B. and Sakano, T. 1997. Does National Culture Affect the Development of Ethical Climates? A Comparison of US and Japanese Accountants. Academy of Management Proceedings, 568.

GRANTS

August 2011	State of Wisconsin – Department of Public Instruction \$250,000 annually for three years to Lincoln Inquiry Charter School (LINCS)
May 2009	UW-Whitewater - College of Business Competitively selected for one of four \$4000 research grant
May 2007	UW-Whitewater - College of Business Competitively selected for one of four \$4000 research grant
November 2006	Center for International Business Education and Research, University of Wisconsin - Madison \$6750 to develop Online Certificate in Global Business Ethics
July 2006	U.S. Department of Agriculture - Emerging Markets Program (with Amy Coon and Choton Basu) \$206,000 to continue program designed to promote Midwest Agricultural companies export to India
May 2005	UW-Whitewater - College of Business Competitively selected for one of four \$4000 research grant
May 2005	UW-Whitewater College of Business Distance Education Committee Grant \$1000 grant to revise Online MBA Business Ethics course
November 2004	Center for International Business Education and Research, University of Wisconsin - Madison \$5000 to assist students participating in Travel Study to Japan
August 2004	U.S. Department of Agriculture - Emerging Markets Program (with Amy Coon and Choton Basu) \$220,000 to help Midwest Agricultural companies export to India
May 2004	UW-Whitewater College of Business Distance Education Committee Grant \$3000 to develop Online MBA International Management course
April 2004	UW-Whitewater, College of Business \$500 Research grant recipient.
February 2003	UW-Whitewater College of Business \$1000 Research grant recipient

September 2002 **UW-Whitewater College of Business Distance Education
Committee Grant**
\$2000 grant to develop Online MBA Business Ethics course

HONORS AND SCHOLARSHIPS

February 2018 **International Conference of the Mauritian Diaspora -
University of Mauritius in the context of the 50th independence
anniversary**
Invitation as Plenary/Keynote Speaker

November 2017 **International Family Enterprise Research Academy (IFERA)
Global Conference**
Best Paper Award

November 2015 **Korean Academy of International Business**
Best Paper Award

April 2015 **University of Wisconsin - Whitewater**
2014-2015 College of Business & Economics Research Award

March 2014 **University of Wisconsin - Whitewater**
2013-2014 College of Business & Economics Service Award

July 2010 **Marquis' Who's Who in America**
Included in 2010 *Marquis Who's Who in America*

May 2009 **University of Wisconsin System**
2009-2010 Wisconsin Teaching Scholar

April 2009 **University of Wisconsin - Whitewater**
2008-2009 Certificate of Excellence for Outstanding Research

March 2009 **University of Wisconsin - Whitewater**
2008-2009 College of Business & Economics Research Award

May 2008 **University of Wisconsin - Whitewater**
2007-2008 Award for Outstanding Research

April 2008 **University of Wisconsin - Whitewater**
2007-2008 College of Business & Economics Research Award

April 2007 **University of Wisconsin - Whitewater**
2006-2007 Certificate of Excellence for Outstanding Teaching

April 2007 **University of Wisconsin - Whitewater**

	2006-2007 College of Business & Economics Research Award
May 2006	University of Wisconsin - Whitewater 2005-2006 College of Business & Economics Research Award
April 2006	University of Wisconsin - Whitewater 2005-2006 Certificate of Excellence for Outstanding Research
January 2006	Marquis Who's Who Included in 2006-2007 (7 th Edition) <i>Marquis Who's Who in American Education</i> and 2006 <i>Marquis Who's Who in America</i>
June 2005	Global Information Technology Management Association Best Paper Award, presented at the 2005 meeting in Alaska
June 2005	Research and Sponsored Programs - University of Wisconsin - Whitewater Competitively selected as a 2005 Grants Scholar
May 2005	State of Wisconsin - Governor's Office Small Service/Export Assistance Industry Governor's Award - Emerging Markets Program
May 2005	Who's Who Among America's Teachers Included in 2005 edition of <i>Who's Who Among America's Teachers</i> .
March 2005	Western Academy of Management 2005 Western Academy of Management Ascendant Scholar.
January 2005	UW - Whitewater, College of Business Department of Management nominee for College of Business Research Award.
July 2004	Marquis' Who's Who in America Included in 2005 <i>Marquis Who's Who in America</i>
March 2004	Who's Who Among America's Teachers Included in 2004 edition of <i>Who's Who Among America's Teachers</i> .
October 2003	UW-Whitewater Department of Management Department of Management nominee for Hermsen College of Business of Business & Economics Teacher Award
December 2002	University of Wisconsin – Whitewater 'Master Teacher'

Campus-wide teaching mentor for other UW-W teachers

- August 2002 **Academy of Management, Best Paper Award**
Best paper related to practice in the Organization, Change and Development Division
- March 2002 **Who's Who Among America's Teachers**
Included in the 2002 *Who's Who Among America's Teachers*
- September 2001 **University of Wisconsin – Whitewater Teaching Scholar**
Competitively selected as a University of Wisconsin – Whitewater Teaching Scholar

CLASSES TAUGHT AND RATINGS

Graduate (MBA)

Scientific Inquiry in Business
Micro issues in Business

Graduate (MBA)

Business Policy and Strategy
Building Organizational Effectiveness (Organization Theory)
Organization Design
Social Responsibility of Business (Business Ethics) (In class and online)
International Management (In class and online)

Undergraduate

Introduction to Management
Business Policy and Strategy
Organizational Behavior
International Management (In class and online)
Social Responsibility of Business (Business Ethics)
Team taught Introduction to International Business

Teacher Evaluations

Ratings of 4.19 to 4.84 on 5 pts scale during tenure at University of Wisconsin – Whitewater

SERVICE

Department of Management/College of Business/University

- Kemper Scholarship Award Committee, UW – Whitewater (2001-2002; 2002-2003)
- Faculty advisor to Sigma Iota Epsilon Honor society, UW – Whitewater (2000-present)
- Faculty advisor to the Society for Advancement of Management, UW -Whitewater (2000-2005)
- Faculty founder and advisor to the Business Ethics Students Association (BESA) – 2005-2010
- College of Business Research Committee, UW-Whitewater (2001-2002) and (2006-2008)
- University of Wisconsin – Whitewater Provost Search Committee Member (2008-2009)
- Independent studies with various students
- Phi Kappa Phi – University of Wisconsin – Whitewater chapter – Advisory Board Member (Spring 2008 – 2010) and President (Fall 08)
- LEARN Center – University of Wisconsin – Whitewater – Advisory board member (Spring 2008 – Present)
- University of Wisconsin - Whitewater International Education Committee (Fall 2006 – Spring 2008)
- University of Wisconsin – Whitewater – General Management Search Chair (2010-2011 and 2011-2012)
- Colleges Promotions and Tenure Committee - UW-Whitewater (Fall 2005 – Fall 2010; Fall 2011-2014)
- Member of University of Wisconsin - Whitewater Faculty Senate (Fall 2005 –Spring 2007)
- Chair, College of Business International Committee, UW - Whitewater (Fall 2004 – Spring 2006)
- Department Search and Screen Committee, UW – Whitewater (Fall 2000; Fall 2002; Fall 2006)
- Teaching Enhancement Committee, UW-Whitewater (2001-2002; 2002-2003; 2003-2004)
- Developed and had a Travel Study Abroad to Japan approved for Spring 2005
- Department Search and Screen Committee Co-Chair/Member - (Fall 2004; Fall 2006)
- Graduate Audit and Review Committee, UW- Whitewater (2003-2010)
- University of Wisconsin – Whitewater – COBE – COBE Graduate Studies Committee – Fall 2014-present
- University of Wisconsin – Whitewater – Graduate Council – Fall 2014-present
- University of Wisconsin – Whitewater – COBE – Chair of DBA Committee (Fall 2013 – present)
- University of Wisconsin – Whitewater – Search Chair – Graduate Advisor position (Summer 2017).

Professional and Community Level

- Presentation to the Fairhaven Retirement Community, Whitewater, Wisconsin - “Emerging Trends in International Management”, “Interesting Places Far and Near: Mauritius” and “Does South Africa belong to the BRICS?”
- Judge for the 2001 UW-Whitewater Distinguished Master’s Thesis Award
- Marshall for 2002 UWW Commencement Ceremonies
- Ad-hoc reviewer for journals:
 - Academy of Management Journal
 - Academy of Management Review
 - Academy of Management Learning and Education
 - MIS Quarterly
 - Strategic Management Journal
 - Journal of World Business
 - Journal of Product and Innovation Management
 - International Journal of Human Resource Management
 - Journal of High Technology Management Research
 - Sex Roles
 - Journal of Business Ethics
 - International Journal of Cross-cultural Management
 - International Journal of Innovation Management
 - IEEE Transactions on Engineering Management
 - Management International Review
 - Journal of Business Venturing
 - Thunderbird International Business Review
 - Organization Studies
 - Journal of Management, Spirituality and Religion
 - European Societies
 - Journal of Engineering and Technology Management
 - Human Resource Management
- Reviewer for meetings
 - 2002 Academy of Management Meetings
 - 2004 International Western Academy of Management meeting
 - 2006 Western Academy of Management meeting
 - 2006 Administrative Sciences Association of Canada
 - 2007 Western Academy of Management meeting
- Proceedings editor for 2004 International Western Academy of Management Meeting
- Associate Editor, *International Journal of Organizational Analysis*, Business & Society
- Member of Board of Trustees - Rock Prairie Montessori School
 - Chair of Mission and Vision Committee - developed and received Board approval of Mission and Vision of Rock Prairie Montessori School - June 2005

- Chair of Strategic Plan Committee - developed strategic plan for school - July 2006
- Proposal evaluator for Israeli Science Foundation
- Media and Publicity Chair and Track Chair, 2006 Global Information Technology Management Association meeting in Orlando, Florida
- Chair, International Management and Spirituality/Ethics Track, 2006 Western Academy of Management meeting in Long Beach, California
- Judge for Best Paper Awards for 2006 Administrative Sciences Association of Canada Meeting
- Judge for Pondy Award (Best Paper from a dissertation), Organization and Management Theory Division, 2006 and 2007 Academy of Management Meetings
- Judge for Better Business Bureau (Wisconsin Office) Torch and Integrity Ethics Award, Summer-Fall 2006; Summer-Fall 2007
- Chair, International Management and Spirituality/Ethics Track, 2007 Western Academy of Management meeting in Missoula, Montana
- Judge for Best Paper Award, Organization and Management Theory Division, 2007 Academy of Management Meetings
- Program Chair for 2008 International Western Academy of Management Meeting in collaboration with Asian Academy of Management Meeting in Taipei, Taiwan
- Chair, Environmental Achievement Award Committee, City of Whitewater and UW-Whitewater, Fall 08-Fall 10.
- Judge for Best Dissertation and Best Book Award – Social Issues in Management division, 2009; 2010 Academy of Management meeting.
- *Management International Review* – Editorial Board Member, June 2009 – Present
- *Journal of Management, Spirituality and Religion* – Editorial Board Member, July 2009 – Present
- *Journal of World Business* – Editorial Board Member, March 2010 – Present