



**CARLSON**  
SCHOOL OF MANAGEMENT  
UNIVERSITY OF MINNESOTA

The Warsaw Executive MBA faculty is comprised of professors who are outstanding in their fields, accomplished instructors of executive education, and active publishers of cutting edge research. Their global experience and expertise enables them to present an integrated, general management perspective that emphasizes the rigorous application of theory to practice. This scope of faculty expertise, in areas such as research and knowledge creation and innovation, is unique to the WEMBA program.

Polish and American faculty maximize their effectiveness by planning courses together before jointly teaching. This comprehensive and effective planning is enhanced by the additional time of all Polish faculty in collaborating on syllabi and teaching methods with their colleagues at the University of Minnesota campus.



## John Anderson

Professor, Operations & Mgmt Sciences, Carlson School of Management, University of Minnesota

### Education

BChE, 1966, Chemical Engineering, University of Minnesota

MBA, 1968, University of Minnesota

PhD, 1973, Management Sciences, University of Minnesota

### Research Interests

- Operations Strategy and Analysis
- Quality Leadership
- Process Management
- Innovation

### Major Publications

“The Path Analytic Model of a Theory of Quality Management Underlying the Deming Management Method: Preliminary Empirical Results,” with M. Rungtusanatham, R. Schroeder and S. Devaraj, *Decision Sciences*, 1995

“Process Knowledge Bases: Facilitating Reasoning about Space, Time and Cause,” with K. Dooley and P. Skilton, *Human Systems Management*, 1998

“Process Quality Knowledge Bases,” with K. Dooley and X. Liu, *Journal of Quality Management*, 2000

“Adoption Rates and Patterns of Best Practices in New Product Development,” with D. Dooley and A. Subra, *International Journal of Innovation Management*, 2002

“An Integrated Systems Approach to Process Control and Maintenance,” with K. Linderman and K. Mckone, *European Journal of Operations Research*, 2005

### Key Experience and Editorial Appointments

Associate Dean, Carlson School of Management, University of Minnesota, 2001-04

Department Chair, Operations and Management Science Department, University of Minnesota, 1996-2001

Board of Directors, National Consortium for Continuous Improvement, 2003-06

National President, Decision Sciences Institute, 1994-97

Associate Editor, *Decision Sciences*

Editorial boards: *Journal of Quality Management*, *Production Operations Management Journal*

Fellow, Decision Sciences Institute, 1993

### Awards and Recognition

Distinguished Service Award Recipient, Decision Sciences Institute, 1997



## **Tomasz Berent**

Assistant Professor, Capital Markets Department, Warsaw School of Economics

### Education

MA, 1991, Economics, Warsaw School of Economics  
MA, 1992, Banking and Finance, University of Wales  
PhD, 1995, Finance, University of Wales

### Research Interests

- Theoretical modeling and practical measurement of financial leverage effects
- Cost of capital—methodological concerns and practical application
- Capital markets (valuation, market efficiency, financial performance, event studies both from theoretical and empirical perspective)
- Corporate finance (value creation, financial analysis in methodology and practice)
- Econometrics (modeling and methodology in finance)

### Major Publications

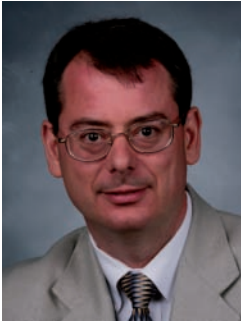
“Dźwignia finansowa i jej składowe: nowa koncepcja metodologiczna,” *Zeszyty Teoretyczne Rachunkowości*, SKwP, 2008  
*Analiza raportu zatytułowanego: „Going concern’ concerns – TP to ‘zero’” z dnia 21 listopada 2008 r., sporządzonego w wersji angielskiej przez UniCredit, dotyczące spółki publicznej GRUPA LOTOS SA, Komisja Nadzoru Finansowego, 2009*  
*Stawka podatkowa w kalkulacji EVA w kontekście ogólnego modelu podatku dochodowego, Wydawnictwo Uniwersytetu Ekonomicznego im. Oskara Langego, Wrocław 2009*  
“Audyt oczami użytkowników – wyniki badania ankietowego,” with L. Lejkowski, *Rachunkowość*, 2010  
“Duality in Financial Leverage—Controversy Surrounding Merton Miller’s Argument,” *Zeszyty naukowe, Szczecin* 2010

### Key Experience

A faculty member in prestigious executive and postgraduate programs (CEMS Master’s in International Management; Executive Studies in Finance run by WSE and Ernst and Young Business Academy)  
Head of Research, IB Austria (Warsaw), 1995-97; Emerging Markets Equity Strategist and Country Analyst, BNP and BNP Paribas (London), 1997-2001  
Author of over 100 equity research notes on the Polish and other emerging markets corporations  
Expert to Polish Financial Supervision Authority (KNF)

### Awards and Recognition

Top Ten WSE Faculty Award every year since the launch of the Ranking in 2006  
Outstanding WEMBA Faculty Award (2007, 2008, 2009)



## **Charles Caliendo**

Senior Lecturer, Accounting Department, Carlson School of Management, University of Minnesota

### Education

BS, 1985, BS, Brooklyn College, City University of NY  
CPA, 1991, Inactive, State of Minnesota  
JD, 1992, JD, University of Richmond School of Law  
MBA, 1993, MBA, University of Minnesota

### Research Interests

— Financial and managerial accounting specially in the areas of financial statement analysis and the role of accounting information in the managerial decision-making process

### Key Experience

Member, Carlson School Executive MBA Curriculum Committee; Faculty Advisor, Student Association for Accounting and Finance; Hoffman Union Rehabilitation Committee  
Certified Public Accountant, State of Minnesota  
Licensed Attorney, State of Minnesota  
Invited presentations: The Corporate Counsel Forum, Dobson Communications, Cargill Inc., Carlson School Executive Educ., Minnesota State Society of CPAs, Comair Airlines, America Online, Inc., Hinshaw & Culbertson Law Firm, Oracle Systems Inc., Merrill Lynch  
Worked for KPMG Peat Marwick (specialized in international tax research), Coopers & Lybrand, U.S. Attorney's Office, Office of Chief Counsel, Cohen & Company, SPAs, Economic Consultant—Expert Fitness for various law firms  
Member, American Accounting Association, American Institute of Certified Public Accountants, Minnesota State Bar Association

### Awards and Recognition

Student Accounting and Finance Association Faculty of the Year, 1996-98  
Carlson School of Management Undergraduate Faculty of the Year, 2001  
Carlson School Executive MBA Faculty of the Year, 2002  
Carlson School "Excellence in Teaching" Award, 2003



## Norman Chervany

Professor, Operations & Mgmt Sciences, Information & Decision Sciences, Carlson School of Management, University of Minnesota

### Education

BS, 1963, Mathematics, Mt. Union College

MBA, 1965, Indiana University

DBA, 1968, Decision Sciences, Indiana University

### Research Interests

- Effects of information technology on work and organizational design
- Management of technology-based change
- Design of the information management function
- Factors affecting adoption and use of end-user information technology
- Design and management of the new information technology introduction process
- Building and using trust in organizational relationships

### Major Publications

“The Multiple Pathways of High Performing Groups: The Interaction of Social Networks and Group Processes,” with P. P. Shah and K. T. Dirks, *Journal of Organizational Behavior*, 2005

“What Builds System Troubleshooter Trust Best – Experience or Non-Experiential Factors? Extending a Trust-Building Model,” with D. H. McKnight, *Information Resources Management Journal*, 2005

“An Extended Trust Building Model,” in *Emerging Information Resources Management and Technology*, Idea Group Publishing, Hershey, PA, 2006

“Reflections on an Initial Trust Building Model,” with D. H. McKnight, in *Handbook of Trust Research*, A. Zaheer and R. Bachmann (eds), Marston Book Services, Ltd; Oxford, UK, 2006

“Trust and Distrust Definitions: One Bite at A Time,” with D. H. McKnight, in *Trust in Cyber-Societies. Lecture Notes in Computer Science*, Springer Berlin/Heidelberg; 2007

### Key Experience and Editorial Appointments

Functional Core Delivery Team MBA Program, Carlson School of Management

Faculty Director, Minnesota Executive Program, Carlson School of Management

Policy Council for Programs in Individualized Learning, University of Minnesota

Chair, Learning Excellence Steering Committee, Carlson School of Management

Fellow, Decision Sciences Institute, 1983; President, 1981-82; Member, Development Committee

Boards of directors: Metropolitan Community Mental Health Center, Saint Paul, MN; AbleNet,

Minneapolis, MN; Force America, Burnsville, MN

Associate Editor, *Decision Sciences*

Active Reviewer, *MIS Quarterly*, *Decision Sciences*

Consulting activities in three major areas: development and facilitation of the strategic planning

process; design and implementation of user-oriented management information systems;

design and implementation of large-scale statistical studies



## John Fossum

Professor Emeritus, Center for HR & Labor Studies, Carlson School of Management, University of Minnesota

### Education

BA, 1961, Economics, St. Olaf College

MA, 1968, Industrial Relations, University of Minnesota

PhD, 1975, Labor and Industrial Relations, Michigan State Univ.

### Research Interests

- Employee compensation programs, organizational performance, and employee outcomes
- The effects of institutional and regulatory changes on employer-provided pensions and firm performance

### Major Publications

“Modeling the Skills Obsolescence Process: A Psychological/Economic Integration,” *Academy of Management Review*, 1986

*Personnel/Human Resource Management*, with H. Heneman, D. Schwab and L. Dyer, Richard D. Irwin, 4th ed., 1989

“Pay and Reward for Performance,” with B. McCall, *Handbook of Human Resources*, JAI Press, 1997

*Labor Relations: Development, Structure, Process*, Richard D. Irwin, 10th ed., 2009

### Key Experience and Editorial Appointments

Professor, 1986-2008; Associate Professor, 1983-86

Director, Graduate Studies in Industrial Relations, 1984-87

Chair, Department of Human Resources and Industrial Relations; Director, Industrial Relations Center, 1987-91, 1994-97, 2004-05

University of Michigan, 1974-83; Assistant Professor, 1974-77; Associate Professor, 1977-83;

Chair, Department of Organizational Behavior and Industrial Relations, 1982-83

Acting Associate Dean of Faculty and Research, 2005-07

Editorial boards: *Academy of Management Journal* (1986-87); *Human Resource Management* (1991-2004); *Journal of Labor Research* (since 1991); *Journal of Management* (1983-87)

Leadership and management in military, industrial, and academic organizations

Consulting in private, public, private non-profit, and union organizations

Listed in *Who's Who in America*



## Marian Geldner

Professor, Dept. of Economics II, Warsaw School of Economics  
Adjunct Professor of International Business Studies, Carlson School of Management, University of Minnesota

### Education

MSc, 1968, Economics, Warsaw School of Economics  
PhD, 1972, Economics, Warsaw School of Economics  
Habilitation, 1986, Economics, Warsaw School of Economics

### Research Interests

- Microeconomics
- International management
- Economics of international business

### Major Publications

“Integrating Theories of Foreign Direct Investment And International Trade,” in *Research in International Business and Finance*, JAI Press, Greenwich, Conn, 1986  
*Przyczynek do teorii zagranicznych inwestycji bezpośrednich*, Monografie i Opracowania, SGPiS, Warszawa 1986  
*Laureaci nagrody Nobla w dziedzinie ekonomii* (co-author), Z. Matkowski (ed.), PWN, Warszawa 1991

### Key Experience

WEMBA Director  
Over 40 years of university teaching combined with academic research  
Vice Rector for International Co-operation, Warsaw School of Economics, 1996-99  
Trainer and instructor at numerous training programs and seminars  
Member, International Advisory Board, Umea School of Business and Economics, University of Umea, Sweden  
Ten years of international consultancy experience with UNIDO in Africa, Asia and Europe  
Over five years of managing consultancy firm in Poland  
Board member of numerous companies in various industries



## Michał Goliński

Assistant Professor, Dept. of Business Informatics, Warsaw School of Economics

### Education

MA, 1987, Economics, Warsaw School of Economics

PhD, 1996, Economics, Warsaw School of Economics

### Research Interests

- Information society and information economy
- International development of information infrastructure
- IT, economic development
- Integration and globalization
- e-Economy, e-Business, e-Commerce and their economic and social results
- Deregulation and demonopolisation of telecommunication

### Major Publications

“Germany and Poland—the losers of the Information Society?,” in *Perspectives in Business Informatics Research*, H. Roeck (ed.), Conference proceedings, Shaker Verlag, Aachen 2004

“Net Readiness Perception Index,” in *eAdoption and the Knowledge Economy: Issues, Applications, Case Studies*, P. Cunningham, M. Cunningham (ed.), IOS Press, Amsterdam, Berlin, Oxford, Tokyo, Washington DC 2004

“Polska jako społeczeństwo informacyjne – ocena infrastruktury technicznej,” in *Spółczeństwo informacyjne - wizja, czy rzeczywistość?*, L. Haber (ed.), AGH, Uczelniane Wydawnictwa Naukowo-Dydaktyczne, Kraków 2004

“Ocena zdolności gospodarek narodowych do funkcjonowania w sieci,” in *Od robotnika do internauty – w kierunku społeczeństwa informacyjnego*, A. Siwik, L. H. Haber, (eds.), Uczelniane Wydawnictwa Naukowo-Dydaktyczne AGH, Kraków 2008

“ICT Development Index – nowe narzędzie pomiaru poziomu rozwoju społeczeństwa informacyjnego,” in *Rynki przesyłu i przetwarzania informacji – stan obecny i perspektywy rozwoju*, H. Babis, J. Buko, R. Czaplewski (eds.), Zeszyty Naukowe Uniwersytetu Szczecińskiego, Szczecin 2009



## Zhaoyang Gu

Associate Professor and Honeywell Professor in Accounting, Accounting Department, Carlson School of Management, University of Minnesota

### Education

PhD, 1999, Accounting, Tulane University  
CPA, 1994 (Virginia)  
MA, 1993, Economics, Tulane University  
MA, 1991, Management, Renmin University of China  
BA, 1988, English, Tsinghua University

### Research Interests

- Capital markets-based accounting
- Analyst and management forecast and the impact of regulations
- Earnings management
- Accounting in emerging markets

### Major Publications

“Earnings Skewness and Analyst Forecast Bias,” with J. S. Wu, *Journal of Accounting and Economics*, 2003  
“Analysts’ Treatment of Nonrecurring Items in Street Earnings,” with Ting Chen, *Journal of Accounting and Economics*, 2004  
“Sustained Earnings and Revenue Growth, Earnings Quality, and Earnings Response Coefficients,” with Aloke Ghosh and Prem C. Jain, *Review of Accounting Studies*, 2005  
“Across-Sample Incomparability of R2s and Additional Evidence on Value Relevance Changes over Time,” *Journal of Business Finance and Accounting*, 2007  
“The Superiority and Disciplining Role of Independent Analysts,” with Jian Xue, *Journal of Accounting and Economics*, 2008

### Key Experience and Editorial Appointments

Accounting PhD Program Coordinator, Carlson School of Management  
Member, American Accounting Association (AAA), American Finance Association  
President-elect, Chinese Accounting Professors’ Association of North America  
Presentations at numerous conferences and seminars (eg. China, France, Ireland, Singapore, Turkey, UK, U.S.)  
Editorial board, *The International Journal of Accounting*  
Associate Editor, *China Journal of Accounting Research*

### Awards and Recognition

Weil Prize in research, Carnegie Mellon University; the best paper award at the ninth World Congress of International Association of Accounting Educators and Researchers



## Bogumił Kamiński

Assistant Professor, Institute of Econometrics, Warsaw School of Economics

### Education

MA, 2000, Quantitative Methods, Warsaw School of Economics  
 PhD, 2007, Economics, Warsaw School of Economics  
 1998-2000, Mathematics, supplementary studies, Warsaw University  
 1999-2000, Economics, supplementary studies, Tilburg University

### Research Interests

- Management science
- Managerial economics
- Multi-agent simulation

### Major Publications

“On quasi-orderings and multi-objective functions,” *European Journal of Operational Research*, 2007  
 “Bounded Rationality via Recursion,” with M. Łatek, R. Axtell, in *Proc. of the 8th Int. Conf. on Autonomous Agents and Multi-Agent Systems*, 2009  
 “Cost-effectiveness acceptability curves – caveats quantified,” with M. Jakubczyk, *Health Economics*, article online, in print, 2009  
 “Social Learning and Pricing Obfuscation,” with M. Łatek, in *Artificial Economics: The Generative Method in Economics, Lecture Notes in Economics and Mathematical Systems*, C. Hernández, et al. (eds), Springer, 2009  
 “The Influence of Call Graph Topology on the Dynamics of Telecommunication Markets,” with M. Łatek, in *KES-AMSTA 2010, Lecture Notes in Artificial Intelligence*, P. Jędrzejowicz et al. (eds), Springer, 2010

### Key Experience

MBA lecturer training, 2001, Wilfrid Laurier University  
 Owner, MediStat, 2000-06  
 Partner, Infovide-Matrix S.A., since 2001  
 Business Analyst, Polkomtel S.A., 2000-01



## William Li

Professor, Operations & Management Sciences, Carlson School of Management, University of Minnesota

### Education

BS, 1989, Applied Mathematics, Tsinghau University  
MMath, 1992, Statistics, University of Waterloo  
PhD, 1995, Statistics, University of Waterloo

### Research Interests

- Experimental design, optimal design, robust design
- Computer-aided optimal design
- Parameter and tolerance design
- Supersaturated design
- Latin hypercube

### Major Publications

“Blocked Nonregular Two-Level Factorial Designs,” with S. Cheng and K. Ye, *Technometrics*, 2004  
“A Class of Nearly Orthogonal arrays,” with X. Lu and M. Xie, *Journal of Quality Technology*, 2006  
“Model-Robust Supersaturated and Partially Supersaturated Designs,” with B. Jones, C. J. Nachtsheim and K. Ye, *Journal of Statistical Planning and Inference*, 2009  
“Screening Designs for Model Discrimination,” with V. Agboto and C. J. Nachtsheim, *Journal of Statistical Planning and Inference*, 2010  
“Variable Selection with the Strong Heredity Constraint and Its Oracle Property,” with N. H. Choi and J. Zhu, *Journal of American Statistical Association*, 2010

### Key Experience and Editorial Appointments

Consultant, TCF Financial Corp. (1998), Ford Motor Company (1996-2000)  
Presentations at numerous conferences (eg. Belgium, China, Canada, Hong Kong, Peru, U.S.)  
Associate Editor, *Technometrics*, *Applied Stochastic Models in Business and Industry*, *Journal of Statistics Education*

### Awards and Recognition

Customer Driven Quality Award for the Durability CAE and Reliability project at Ford Motor Company, 1997  
Excellence in Teaching Award of the Carlson School of Management, University of Minnesota, 2006



## Ian Maitland

Professor, Strategic Management & Organization Dept., Carlson School of Management, University of Minnesota

### Education

BA, 1966, Modern Languages, Oxford University  
ACA, 1970, Chartered Accountant, England and Wales  
PhD, 1979, Sociology, Columbia University  
JD (*Honors*), 2005, Concord University School of Law

### Research Interests

- Morality of markets
- Corporate governance
- Corporate responsibility
- Globalization
- Ethics; trust
- Boards of directors
- Government industrial policies
- Gender differences
- Is homo economicus to blame for corporate wrongdoing?
- The ethics of class action employment discrimination lawsuits

### Major Publications

*The Causes of Industrial Disorder*, Routledge and Kegan Paul, 1983  
"Distributive Justice in Firms: Do The Rules of Corporate Governance Matter?," *Business Ethics Quarterly*, 2001  
"Priceless Goods: How Should Life-Saving Drugs be Priced?," *Business Ethics Quarterly*, 2002  
"The Human Face of Self-Interest," *Journal of Business Ethics*, 2002  
"Japans Stakeholder Economy," with M. Umezu, *Journal of Private Enterprise*, 2006

### Key Experience

Academic Director, Tocqueville Center for the Study of Liberty and Free Institutions, 2006-09  
Senior Fellow, Center of the American Experiment, 1992-97  
President, Minnesota Association of Scholars, 1998-99  
Presentations at numerous conferences (eg. Canada, France, Germany, Italy, Japan, Netherlands, South Korea, Spain, UK, U.S.)  
Governing Committee member and President, Society for Business Ethics  
Member, California State Bar  
Board Member, Minnesota Association of Scholars, 2005-09  
Republican candidate for U. S. Congress in Minnesota's 4th Congressional District, 1988, 1990, and 1992  
Columnist for the Minneapolis *Star Tribune*, 1993-95  
Fellow, National Center for Business Ethics, 2008-10



## Piotr Maszczyk

Assistant Professor, Dept. of Economics II, Warsaw School of Economics

### Education

MA, 1998, Management and Marketing, Warsaw School of Economics

PhD, 2007, Economics, Warsaw School of Economics

### Research Interests

- Economics of the public sector
- Institutional economics
- Economical transformation in post-socialist countries
- Comparative analysis of different privatization paths in CEE countries
- Fiscal rules and fiscal policy in EU

### Major Publications

“Węgierskie doświadczenia transformacji systemowej – próba oceny,” *Ekonomista*, 1999

“Porównanie ścieżki przemian własnościowych sektora bankowego w Polsce, Czechach i na Węgrzech,” *Ekonomista*, 2002

“Flat tax in post-socialist countries,” in *New Europe. Report on Transformation*, D. Rosati (ed.), Warsaw 2006

“FDI in Privatization in Poland,” in *Poland. Competitiveness Report 2006. The Role of Innovation*, M. Weresa (ed.), Warsaw 2007

“Physical Capital and its Productivity,” in *Poland Competitiveness Report 2009. Focus on Human Resources*, M. Weresa (ed.), Warsaw 2009

### Key Experience

Lecturer, National School for Public Administration (Managerial Economics, Macroeconomic Policy and Economics of the Public Sector), since 2005

Worked as business analyst for private companies

Counselor, Strategic Analysis Department, Ministry of Regional Development

Member, Costs Analysis and Strategic Planning Advisory Committee

### Awards and Recognition

“Inspiration of the Year” Award, granted by Warsaw School of Economics students, 2009



## **Anna Matysiak**

Assistant Professor, Institute of Statistics & Demography, Warsaw  
School of Economics

### Education

MA, 2003, Economics, Warsaw School of Economics  
MA, 2003, Quantitative Methods and Information Systems, Warsaw School of Economics  
European Research Master of Demography, 2006, European Doctoral School of Demography,  
Max Planck Institute for Demographic Research  
PhD, 2009, Economics, Warsaw School of Economics

### Research Interests

- Family and fertility dynamics
- Interdependencies between fertility and women's labor supply
- Interdependencies between family change and quality of life
- Causal analysis

### Major Publications

"Fertility and women's employment: a meta-analysis," with D. Vignoli, *European Journal of Population*, 2008  
"Finding Their Way? Female Employment Patterns in West Germany, East Germany, and Poland," with S. Steinmetz, *European Sociological Review*, 2008  
"Poland: Fertility decline - a response to profound societal change and transformations in the labour market?," with I. E. Kotowska, J. Józwiak and A. Baranowska, *Demographic Research Special Collection Volume on Childbearing Trends and Policies in Europe*, 2008  
"Employment first, then childbearing: women's strategy in post-socialist Poland," *Population Studies*, 2009  
"Is Poland really 'immune' to the spread of cohabitation?" *Demographic Research*, 2009

### Key Experience

Research Fellow, Max Planck Institute for Demographic Research, 2006-07, 2008-09  
Presentations at numerous international demographic, economic and sociological conferences  
Participation in seven international and several country-level research projects  
Expertise for the Ministry of Labor and Social Policy (2006, 2008, 2009)  
Referee to several international scientific journals  
Member, International Union for the Scientific Study in Population, European Association for Population Studies

### Awards and Recognition

Scientific Scholarship, weekly *Polityka*, 2009  
Scientific Scholarship, Foundation for Polish Science, 2007-08  
WSE Rector's Award for scientific achievements, 2008



## Jacek Miroński

Associate Professor, Institute of International Management and Marketing, Warsaw School of Economics

### Education

MA, 1993, Economics, Warsaw School of Economics  
PhD, 1998, Economics, Warsaw School of Economics  
Habilitation, 2006, Management, Warsaw School of Economics

### Research Interests

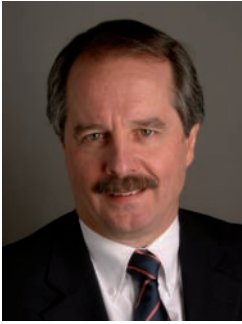
- Organizational behavior
- Human resource management
- Power and politics in organizations
- Management in Japan
- Business communication and cross-cultural management

### Major Publications

*Władza i polityka w przedsiębiorstwie*, Difin, Warszawa 2000  
“Jigyoin-no seiki (The Century of the Employee),” *International Labor Information*, Japan Institute of Labor, Tokyo 2000  
*Zarys teorii przedsiębiorstwa opartej na władzy*, Oficyna Wydawnicza SGH, Warszawa 2004  
“Demokracja a zarządzanie – podział władzy w przedsiębiorstwie,” with M. Uscinowicz, *Współczesne Zarządzanie*, UJ, Kraków 2009  
“Umiejętności menedżerskie a PR,” in *Public Relations Public Relations. Teoria, edukacja, praktyka*, J. Mąkosza-Bogdan (ed.), Oficyna Wydawnicza SGH, Warszawa 2010

### Key Experience

The Fulbright Scholarship, Columbia University in New York, 1996  
Residency, Hosei University in Tokyo, 2000  
Director of the Promotion Department, Radio Zet, 1993  
Alumnus, Entrepreneurship Education Colloquium on Participant-Centered Learning, Harvard Business School, 2007  
Trainings for managers: Bosch, Carrefour, ORBIS, PZU, Ministry of Agriculture, UNIDO, Samsung, Selgros



## Timothy Nantell

Professor, Finance and Insurance Department, Carlson School of Management, University of Minnesota

### Education

BA, 1967, Mathematics, University of Wisconsin  
 MBA, 1971, Finance, University of Wisconsin  
 PhD, 1971, Finance, University of Wisconsin

### Research Interests

- Corporate finance
- Equity valuation
- Measuring corporate performance

### Major Publications

- “Tender Offer Mergers and Stockholders' Wealth: A Random Coefficient Regression Approach,” with T. Aielman, *American Statistical Association Business and Economics Proceedings*, 1982
- “Variance and Lower Partial Moment Measures of Systematic Risk: Some Analytical and Empirical Results,” *Journal of Finance*, 1982
- “Tax Effects of Inflation: Depreciation, Debt and Miller's Equilibrium Tax Rates,” with M. Maher, *Journal of Accounting Research*, 1983
- “Common Stock Returns and Corporate Combinations: The Case of Joint Ventures,” with J. McConnell, *Journal of Finance*, 1985
- “We Misunderstand and Misuse Return On Invested Capital,” Midwest Finance Association Meetings, 2007

### Key Experience

Chair, Regents' Advisory Committee on Asset & Debt Mgmt, Univ. of Minnesota, 1992-98  
 Co-Director, Carlson Funds Enterprise, Carlson School of Management, Univ. of Minnesota  
 Co-Founder, Carlson Funds Enterprise, 1997  
 Consultant to large and small firms regarding issues of project and business valuations, evaluation of financing opportunities and approaches to measuring corporate performance  
 Board Member (Investment Committee), American Hardware Insurance Group, 1987-91  
 Expert Witness: Estimating Allowed Rates of Return; Valuing: Closely Held Corporations, Business Opportunities; Issues Relating to Mergers and Acquisitions; Antitrust Claims; Damages in: Commercial Claims, Securities Fraud Claims, Employment Discrimination Claims, Intellectual Property Infringement Claims

### Awards and Recognition

Faculty Excellence in Teaching Award, MHCA, University of Minnesota, 1991  
 MBA Teacher of the Year, 1995-96  
 Outstanding Service Award, Carlson School of Management, University of Minnesota, 2004



## **Marcin Pielaszek**

Assistant Professor, Dept. of Management Accounting, Warsaw School of Economics

### Education

MA, 1997, Economics, Warsaw School of Economics  
PhD, 2007, Economics, Warsaw School of Economics

### Research Interests

- Cost accounting
- Planning and operational control
- Balanced Scorecard
- Tangible and intangible assets
- Leasing
- Cash flow

### Major Publications

*Sprawozdanie finansowe według polskich i międzynarodowych standardów rachunkowości*, co-autor, G. K. Świdorska (ed.), MAC / DIFIN, Warszawa 2009  
*Wzorcowy plan kont z komentarzem do ustawy o rachunkowości i Międzynarodowych Standardów Rachunkowości*, co-autor, G. K. Świdorska (ed.), Wolters Kluwer Polska, Warszawa 2009  
*Controlling kosztów i rachunkowość zarządcza*, co-autor, G. K. Świdorska (ed.), Warszawa 2010

### Key Experience

Lecturer, Warsaw School of Academics (Managerial Accounting, Cost Accounting, Financial Accounting)  
Statutory Auditor (about 50 financial statement audited)  
Implemented Activity Based Costing, Activity Based Budgeting, and Balanced Scorecard for numerous companies  
Expert, Polish Economic Society  
Member, examination commission, National Chamber of Statutory Auditors  
Member, Secretary, Commission for the Improvement of Accounting Laws and Principles, Accountants Association in Poland  
Member, European Accounting Association



## Piotr Płoszajski

Professor, Chair, Dept. of Management Theory, Warsaw School of Economics

Adjunct Professor of International Business Studies, Carlson School of Management, University of Minnesota

## Education

MA, 1971, Economics, Univ. of Łódź

Postgraduate studies (ITP), 1972-73, Harvard Business School

PhD, 1976, Polish Academy of Sciences

Research Scholar, 1980-81, Sloan School of Management, MIT

Habilitation in Humanities, 1986, Polish Academy of Sciences

## Research Interests

- New management strategies and business models for the New Economy
- Marketing for the new customer; virtual organizations, Internet 2.0
- Knowledge management; theories of complexity, chaos and catastrophe for business

## Major Publications

“L’Utilisation du savoir tacite dans un contexte culturel,” with A. Saquet and M. Segalla, in *L’Art du Management* 3, Les Echos, Dunod, Paris 2005

*Przerazony kameleon. Eseje o przyszłości zarządzania* (ed.), FREM, Warszawa 2005

*Wybory strategiczne firm. Nowe instrumenty analizy i wdrażania*, with G. Bełz (eds.), SGH, Warszawa 2006

*Strategie zarządzania uwagą na współczesnym rynku*, with M. Aluchna and M. Pindelski (eds.), SGH, Warszawa 2008

“What the West can Learn from the East,” with A. Schuh, in *Grow East. Wachstumsstrategien in CEE*, M. F. Berger and A. Schuh (eds.), Linde International 2008

## Key Experience and Editorial Appointments

Vice Rector for International Co-operation, Warsaw School of Economics, 2004-08; Academic (1996-2008) and Executive Committee, CEMS; Co-Chairman, WEMBA Council, 1996-2008

Visiting Professor, International School of Management, Exec. MBA program, Dortmund, Germany; Kiev-Mohyla Business School, MBA Program, Ukraine

Alumnus, Entrepreneurship Education Colloquium on Participant-Centered Learning at Harvard Business School, 2005

Research Fellow/Professor, Inst. of Philosophy and Sociology, Polish Academy of Sciences (PAN), 1975-98; Director of the Institute, 1987-91; Director General, PAN, 1993-98

Editorial boards: *Journal of Mgmt and Financial Science*; *Education of Economists and Managers. Problems, Innovations, Project*; *Vilakshan: Journal of Mgmt*, The Xavier Inst. of Mgmt, India

Chairman, Polish-Japanese Management Center, Warsaw School of Economics; Supervisory Boards: Member, Tokyo-Mitsubishi UFJ Bank (Poland); Vice-Chairman, Infovide-Matrix

## Awards and Recognition

Outstanding WEMBA Faculty Award (2007, 2008, 2009)



## **Jacek Pogorzelski**

Managing Director, Prime Code marketing consultancy

### Education

MSc, 1997, Economics, Catholic University of Lublin

PhD, 2007, Managerial Sciences, Leon Koźmiński Academy of Entrepreneurship and Management

### Research Interests

- Brand positioning
- Neuroscience-based marketing
- Innovative marketing practice
- Marketing myths
- Meaning-based marketing

### Major Publications

*(R)ewolucja marki. Jak tworzyć marki i zarządzać nimi w XXI wieku*, OnePress, Gliwice 2010

*Pozycjonowanie produktu*, PWE, Warszawa 2008

*Wskaźniki marketingowe*, co-author, R. Kozielski (ed.), Oficyna Ekonomiczna, Kraków 2004

### Key Experience

Owner and Managing Director, Prime Code (marketing training & consulting)

Experienced brand and marketing manager in FMCG and pharmaceutical corporations

Main expert to the Ministry of Regional Development in the field of European Funds information and promotion

Founder and member, Pro-Regiona: Association For Regional Development in Poland

Trainer of marketing analysis and marketing communications, Chartered Institute of Marketing programs

Independent trainer collaborating with numerous companies and institutions

Advanced Certificate in Marketing, Chartered Institute of Marketing in London

Numerous articles on marketing strategy, marketing and brand management and new trends in marketing



## Ryszard Rapacki

Professor, Chair, Dept. of Economics II, Warsaw School of Economics  
 Professor, National School of Public Administration  
 Adjunct Professor of International Business Studies, Carlson School of  
 Management, University of Minnesota  
 Senior Fellow, International Faculty member, Center for European Inte-  
 gration Studies (ZEI), University of Bonn

## Education

MA, 1972, International Economics, Warsaw School of Economics  
 PhD, 1976, Economics, Warsaw School of Economics  
 Habilitation, 1986, Economics, Warsaw School of Economics  
 Full Professor, 1996, Economics

## Research Interests

- Macroeconomic theory
- Economic policy
- Systemic transformation
- Privatization and corporate governance in East-Central Europe
- Public expenditure in Poland
- Economic growth and real convergence in transition economies
- SWOT analysis of the Polish economy

## Major Publications

*Wymiana licencyjna Wschód-Zachód. Przyczynek do teorii*, SGPiS, Warszawa 1986  
 W. Samuelson, S. Marks, *Managerial Economics*, PWE, Warsaw 1998 (translation)  
*Poland into the New Millennium*, with G. Blazyca (eds.), Edward Elgar, London 2001  
 "Economic Growth Accounting in 27 Transition Countries, 1990-2003," with M. Próchniak,  
*Eastern European Economics*, 2009  
*Wzrost gospodarczy w krajach transformacji: konwergencja czy dywergencja?* (ed.) PWE, Warszawa  
 2009

## Key Experience

Teaching and training for students and faculty in USA, Mexico, Canada, U.K., Finland, Ger-  
 many, Lithuania and Ukraine  
 WEMBA Council member, 1999-2008; Co-Chair since 2008  
 Chairman of the Board, SGH-Management Education Development Foundation, 2000-08  
 Chairman, Expert Advisory Team (Economics Section) to the Minister of Science and Higher  
 Education of Poland, since 1998  
 Advisory services and training for business and governments in Poland, Albania, Germany, Yu-  
 goslavia, Jamaica, Sudan, Uganda, Zambia and Zimbabwe (UNIDO consultant)  
 Consultant for OECD, UNDP and UN Secretariat; missions to USA, India, France, Italy and  
 Ireland  
 Deputy Chairman of several supervisory boards



## Judy Rayburn

Professor, Chair, Accounting Dept., Carlson School of Management,  
University of Minnesota

### Education

BA, 1973, History, University of Iowa

BA, 1979, Business Administration, University of Iowa

PhD, 1985, Accounting, University of Iowa

### Research Interests

- Capital markets
- Accounting accruals and equity security valuation

### Major Publications

“International Disclosure Rules and Trade Policy,” with F. Gigler and J. Hughes, *Contemporary Accounting Research*, 1994

“Capital Markets Experience for Financial Accounting Students,” with J. Berg, J. Dickhaut, J. Hughes and K. McCabe, *Contemporary Accounting Research*, 1995

“The Impact of Earnings Announcements on the Adverse Selection Problem of Market Makers,” with J. Hughes and L. Daley, *Journal of Accounting Research*, 1995

“Stock Price Effects of U.S. Trade Policy Responses to Japanese Trading Practices in Semiconductors,” with J. Hughes and S. Lenway, *Canadian Journal of Economics*, 1997

“Assessing the Impact of Export Taxes on Canadian Softwood Lumber,” with J. Begley, J. Hughes and D. Runkle, *Canadian Journal of Economics*, 1998

### Editorial Appointments

Editorial Board, *Accounting Review*



## Krzysztof Rutkowski

Professor, Chair, Dept. of Logistics, Warsaw School of Economics  
Adjunct Professor of International Business Studies, Carlson School of Management, University of Minnesota

### Education

MA, 1974, Economics, Warsaw School of Economics  
PhD, 1981, Economics, Warsaw School of Economics  
Postgraduate Course of Management, 1981-82, ENI Corporate University, Milan, Italy  
Habilitation, 1988, Economics, Warsaw School of Economics

### Research Interests

- Logistics and supply chain management development trends
- Demand-driven supply networks
- Global logistics
- Best practices in logistics and supply chain management

### Major Publications

*Logistyka dystrybucji. Specyfika. Trendy rozwojowe. Dobre praktyki* (ed.), SGH, Warszawa 2000  
*Logistyka on-line* (ed.), PWE, Warszawa 2002  
*Najlepsze praktyki biznesowe w zarządzaniu łańcuchem dostaw. Wyjść naprzeciw społecznej odpowiedzialności biznesu* (ed.), SGH, Warszawa 2008  
*Best Practices in Logistics and Supply Chain Management. The Case of Poland* (ed.), WSE, Warsaw 2009  
“Best Practices in Logistics and Supply Chain Management. The Case of Central and Eastern Europe,” in *Global Logistics and Distribution Planning*, D. Waters (ed.), Kogan Page, London 2010

### Key Experience

Over 30 years experience in teaching at WSE  
CEMS lecturer in International Logistics and Global Supply Chain Management  
Over 20 years experience in managing academic institutions and programs  
Vice Rector, Warsaw School of Economics, 1993-96  
Numerous presentations at national and international academic and business conferences  
Advisor and expert to the Government of Poland and other governments, international organizations, as well as domestic and international companies  
Member of numerous supervisory boards  
President, Association of Polish Logistics Managers, since 2002

### Awards and Recognition

Outstanding WEMBA Faculty Award (2007)



## Pervin Shroff

Carl L. Nelson Professor of Accounting, Carlson School of Management, University of Minnesota

### Education

BCom, 1976, Accounting and Auditing, Bombay University  
LLB, 1979, Labor & Co-Operation, Bombay University  
ACA, 1981, Institute of Chartered Accountants of India  
ACMA, 1984, Institute of Cost & Management Accountants, London  
ACS, 1985, Institute of Company Secretaries of India  
PhD, 1992, Accounting, Columbia University

### Research Interests

- Capital market-based accounting
- Role of accounting in security valuation
- Earnings management

### Major Publications

“Firm Undervaluation and Decisions Related to Repurchase Tender Offers: An Empirical Investigation,” with R. D’Mello, *Journal of Finance*, 2000  
“Permanent and Transitory Earnings, Accounting Recording Lag and the Earnings Coefficient,” with P. Easton and G. Taylor, *Review of Accounting Studies*, 2000  
“Using Forecasts of Earnings to Simultaneously Estimate Growth and the Rate of Return on Equity Investment,” with P. Easton, G. Taylor and T. Sougiannis, *Journal of Accounting Research*, 2002  
“Fundamentals-Based Risk Measurement in Valuation,” with A. Nekrasov, *The Accounting Review*, 2009  
“Quarterly Earnings Patterns and Earnings Management,” with S. Das and H. Zhang, *Contemporary Accounting Research*, 2009

### Key Experience

PhD Coordinator, Recruiting Committee  
Academic Director, Carlson Fund Enterprise-Equity Growth Fund (MBA student-managed investment fund)  
Chartered Accountant

### Awards and Recognition

Pacesetter's Award for Best Undergraduate Teacher, Fisher College of Business, Ohio State University, 1995  
6.0 Club for Teaching Excellence, Haas School of Business, University of California-Berkeley, 1996



## **Tomasz Siemiątkowski**

Professor, Dept. of Business Law, Warsaw School of Economics  
 Professor, Dept. of Private Business Law, Cardinal Stefan Wyszyński  
 University, School of Law

### Education

JD (*Summa Cum Laude*), 1994, Law, Warsaw University  
 PhD, 1998, Economics, Warsaw School of Economics  
 Attorney at law, 1998, Warsaw Bar Association  
 Habilitation, 2008, Business Law, Catholic University of Lublin

### Research Interests

- Corporations; American, European and comparative corporate governance
- Business law; bankruptcy law; securities law
- Law of contracts

### Major Publications

*Prokura w spółkach prawa handlowego*, Wyd. Prawnicze, Warszawa 1999  
*Komentarz do kodeksu spółek handlowych. Spółka z ograniczoną odpowiedzialnością*, co-author and ed., LexisNexis, Warszawa 2001  
*Komentarz do kodeksu spółek handlowych. Spółki osobowe*, co-author and ed., LexisNexis, Warszawa 2001  
*Komentarz do kodeksu spółek handlowych. Spółka akcyjna i przepisy karne*, co-author and ed., LexisNexis, Warszawa 2003  
*Odpowiedzialność cywilnoprawna w spółkach kapitałowych*, Wyd. C.H. Beck, Warszawa 2007

### Key Experience

Managing Partner, Kancelaria dr hab. T. Siemiątkowski, Adwokaci i Doradcy; Senior Partner, Kancelaria Głuchowski Rodziewicz Zawara i Partnerzy  
 Chairman of the Board, SGH-Management Education Development Foundation  
 Member, Supervisory Board, PKO BP; Chairman, Audit Committee, 2006-08  
 European Counsel, Altheimer&Gray (Chicago-based law firm), 2001-03; Off counsel, Squire Sanders Dempsey LLP (Cleveland-based law firm), 2005-06  
 Legal Expert, Polish Confederation of Private Employers  
 Consultant, Corporate Governance Code for Polish Listed Companies  
 Chairman, Expert Committee established by The Polish Arbitration Association for preparation of the project of The Code of Best Practice for Polish Arbitration Courts  
 Member, Special Committee convened to draft the Act on European Joint-Stock Company (*Societas Europea*), 2004-05  
 Advisor to the Minister of Treasury; to the CEO of PZU SA, 2007-08

### Awards and Recognition

Outstanding WEMBA Faculty Award (2007, 2008, 2009)



## Tomasz Szapiro

Professor, Institute of Econometrics, Warsaw School of Economics  
 Professor, Interuniversity Institute for Modern Civilization, Medical  
 University of Warsaw, Warsaw School of Economics, Warsaw  
 University, Warsaw University of Life Sciences, Warsaw University  
 of Technology  
 Adjunct Professor of International Business Studies, Carlson School of  
 Management, University of Minnesota

## Education

MSc, 1973, Physics, Warsaw University  
 PhD, 1981, Mathematics, Polish Academy of Sciences  
 Habilitation, 1992, Economics, Warsaw School of Economics  
 Full Professor Title, 2003

## Research Interests

- Decision processes underlying economic and social behaviors
- Individual and group decision making
- Genetic-based machine learning
- Economy of education and of privacy

## Major Publications

“Discovering Patterns in Economic Data” (ed.), *Annals of College of Economic Analyses*, 2007  
*The Socio-Economic Transformation. Getting Closer to What?*, co-ed., Palgrave Macmillan, 2007  
 “Data privacy: from technology to economics,” with S. Matwin, in *Recent Advances in Machine Learning*, Springer’s Studies in Computational Intelligence, J. Koronacki, S. T. Wierzchon, Z. W. Ras and J. Kacprzyk (eds.), 2009  
 “Intelligent Learning of Behavioral Decision Patterns From Business Data,” in *Customer Experience Management. Informational Approach to Driving User Centricity*, B. Jacobfeuerborn (ed.), MOST, Warsaw 2009  
 “On Conditional Value-at-Risk Based Goal Programming Portfolio Selection Procedure,” with M. Czupryna and B. Kamiński, in *Multiobjective Programming and Goal Programming. Theoretical Results and Practical Applications*, Series: “Lecture Notes in Economics and Mathematical Systems,” V. Barichard, M. Ehrgott, X. Gandibleux and V. T’Kindt (eds.), 2009

## Key Experience

Member, Research Council of Social Research Institute, Warsaw University; Research Council of System Research Institute, Polish Academy of Sciences, 1999-2007  
 Member, Doctoral Committee, Center for Operational Research and Econometrics, Universite Catholique, Louvain-la Neuve, Belgium, 2006, 2007  
 EPAS Accreditation Team Member, European Commission; Advisor to the deputy minister, Ministry of Education, Ministry of Economy; Chairman, Committee of the Annual Awards for Research of nationwide weekly *Polityka*  
 Member, Supervisory Board, Aviva PTE; Vice-President, Polish Chapter of INFORMS  
 Member, Polish Society of System Research; Polish Mathematical Society

## Awards and Recognition

Five WSE Rector's Awards for achievements in research, teaching and organization



## **Kevin John Upton**

Senior Lecturer, Marketing & Logistics Management, Carlson School of Management, University of Minnesota

### Education

BA, 1973, Political Science and Economics, Indiana University at South Bend

MA, 1980, Political Theory, University of Wisconsin

MBA, 1994, Business Administration, University of Minnesota

PhD, 2007, Business and Marketing Education, University of Minnesota

### Research Interests

- The outcomes from higher education
- The myth of institutional prestige
- Qualitative research in marketing

### Key Experience

Lecturer, Bordeaux Ecole de Management in France and China Executive MBA program, University of Minnesota and Lignan (University) College in Guangzhou, China

President, FMG, a marketing and sales consulting firm, since 1986

Partner, Advertising, Boelter & Lincoln, 1978-81

Vice President, Marketing, Credit Union National Association, 1981-86

### Awards and Recognition

CSOM Excellence in Teaching Award, 2004

Curtis Cup Outstanding Teaching Award, 2004

Part Time MBA Program Outstanding Teacher Award, 2005

Part Time MBA Program Outstanding Teacher Award, 2007



## Paul Martin Vaaler

Associate Professor, Strategic Management & Organization Dept., Carlson School of Management, University of Minnesota

### Education

BA (*Magna Cum Laude*), 1983, History, Carleton College  
MA, 1985, Philosophy, Politics & Economics (Hons), Oxford University  
JD, 1988, Law, Harvard University  
PhD, 1997, Strategic Management & Organization, University of Minnesota

### Research Interests

- Risk and investment in emerging-market countries
- Political business cycles; performance trends in technology industries and firms
- Privatizing enterprise valuation and performance
- Risk and capital structure in project finance
- Dynamic competition in technology industries

### Major Publications

“Same as it Ever Was: The Search for Evidence of Increasing Hypercompetition,” with G. McNamara and C. Devers, *Strategic Management Journal*, (selected by Emerald Management Reviews as one of the top 50 management research articles published in 2003), 2003  
“Crisis and Competition in Expert Organizational Decision Making: Credit Rating Agencies and Their Response to Turbulence in Emerging Economies,” with G. McNamara, *Organization Science*, 2004  
“The Price of Democracy: Sovereign Risk Ratings, Bond Spreads and Political Business Cycles in Developing Countries,” with S. A. Block, *Journal of International Money and Finance*, 2004  
“How Do MNCs Vote in Developing Country Elections?,” *Academy of Management Journal*, 2008  
“Are Technology-Intensive Industries More Dynamically Competitive? No and Yes,” with G. McNamara, *Organization Science*, 2010

### Key Experience and Editorial Appointments

Faculty Affiliate, Law School, U of M; Director, Center for Integrative Leadership, U of M;  
Faculty Affiliate, Institute for Genomic Biology, Univ. of Illinois at Urbana-Champaign  
Research Fellow, Center for Business and Government, Harvard University, 2002-03  
Associate Professor, UIUC College of Law, Champaign, IL, 2006-07  
Consulting: Marengo Research; U.S. Federal Trade Commission, Bureau of Economics, 1994-98  
Editorial boards, *Academy of Management Journal*, *International Journal of Strategic Change Management*, *Journal of International Business Studies*

### Awards and Recognition

James L. Paddock Best Teacher Award, Fletcher School of Law & Diplomacy, Tufts Univ., 2005  
Emerging Scholar, Journal of International Business Studies Frontiers Conference, 2006  
Incomplete List of Excellent Teachers, Univ. of Illinois at Urbana-Champaign, since 2006



## **Marzena Anna Weresa**

Professor, Director, World Economy Research Institute, Warsaw School of Economics

### Education

MA, 1988, Economics, Warsaw School of Economics

PhD, 1995, Economics, Warsaw School of Economics

Habilitation, 2003, Economics, Warsaw School of Economics

### Research Interests

- Foreign direct investment; foreign trade
- Innovation performance & policy
- Competitiveness of countries and regions
- Economic transition in Central Europe
- Polish-German economic relations

### Major Publications

“Can Foreign Direct Investment Help Poland Catch up with the EU?,” *Communist and Post-Communist Studies*, Elsevier, 2004

“Foreign Direct Investment and the Competitiveness of Polish Manufacturing,” in *Reinventing Poland. Economic and Political Transformation and Evolving National Identity*, M. Myant, T. Cox (eds), Routledge, London 2008

*Fostering Innovation and Knowledge Transfer in European Regions*, with W. Leal Filho (eds), Peter Lang, Frankfurt, Bern, Bruxelles, New York, Oxford, Wien 2008

*The Role of Foreign Direct Investment in the Economy*, with O. Kowalewski (eds), Rainer Hampp Verlag, Muenchen and Meling 2008

*Poland: Competitiveness Report 2010. Focus on Clusters*, WERI, ed., WSE, Warsaw 2010

### Key Experience and Editorial Appointments

Post-doctoral research fellow at the University College London, 1999-2000

Partner in collaborative educational projects: (1) with the Harvard Business School; (2) with Stanford Center for Professional Development, Stanford University

Project manager and participant in numerous scientific Polish and international projects

Editorial boards: *Journal of the Knowledge Economy*, *The Open Political Science Journal*

Member, British Association for Slavonic and East European Studies; Network of Institutes and Schools of Public Administration in Central Europe; Polish Economic Society (Vice President, Warsaw Branch, 2001-05)

Member of the Board, Warsaw Scientific Consortium (since 2005)

Member of the Supervisory Boards: KGHM Polska Miedź SA; ZPA Puławy SA (2006-07)

Experience in advisory activity for governmental organisations and for business

### Awards and Recognition

Three WSE Rector's Awards: for outstanding academic activity, 2001; for two books, 2004, 2007



## Wojciech Więtlaw

Assistant Professor, Dept. of Management Accounting, Warsaw School of Economics

### Education

MA, 1995, Economics, Warsaw School of Economics  
PhD, 1999, Economics, Warsaw School of Economics

### Research Interests

- Financial instruments
- Consolidation of financial statements
- Employee benefits
- Corporate income tax
- Impairment

### Major Publications

*Taxes in Europe*, co-author, Delmas, 2004

*Sprawozdanie finansowe bez tajemnic. Rachunkowość finansowa w praktyce*, with G. K. Świdarska (eds), MAC Difin, Warszawa 2006

*Konsolidacja sprawozdań finansowych i rozliczanie połączeń w świetle MSSF/MSR*, Wolters Kluwer, Kraków 2009

*Sprawozdanie finansowe według polskich i międzynarodowych standardów rachunkowości*, with G. K. Świdarska (eds), MAC Consulting Difin, Warszawa 2009

*Wzorcowy plan kont z komentarzem do ustawy o rachunkowości i Międzynarodowych Standardów Rachunkowości*, co-author, G. K. Świdarska (ed.), Wolters Kluwer, Warszawa 2009

### Key Experience

Statutory Auditor

Member of Audit Committee, authorized for auditing Polish Central Bank, 1997-2003

Co-author of National Accounting Standard "Income taxes"

Member, Accountants Association in Poland

Member of teams which audited financial statements (separate and consolidated) or which reviewed those statements of trading, manufacturing of service companies (including banks)



## Piotr Zaborek

Assistant Professor, Institute of International Management and Marketing, Warsaw School of Economics

### Education

MA, 2000, Economics, University of Szczecin  
PhD, 2008, Economics, Warsaw School of Economics

### Research Interests

- Strategic management
- Market research (qualitative and quantitative)
- Business plans
- Project management

### Major Publications

*Poradnik metodyczny dla autorów modułów i opiekunów przedmiotów nauczanych w trybie e-learning*, with A. Kępińska-Jakubiec and A. Stecyk, Wydawnictwo Zachodniopomorskiej Szkoły Biznesu w Szczecinie, Szczecin 2006

*Badania marketingowe*, Wydawnictwo Zachodniopomorskiej Szkoły Biznesu w Szczecinie, Szczecin 2008 (e-book)

*Statystyka opisowa*, Wydawnictwo Zachodniopomorskiej Szkoły Biznesu w Szczecinie, Szczecin 2008 (e-book)

“Application of Multiple Case Study Method in Doctoral Dissertation,” in *Selected Methodological Issues For Doctoral Students*, M. Strzyżewska (ed.), Wydawnictwo Szkoły Głównej Handlowej, Warszawa 2009

“Qualitative and Quantitative Research Methods in Management Science,” in *Selected Methodological Issues For Doctoral Students*, M. Strzyżewska (ed.), Wydawnictwo Szkoły Głównej Handlowej, Warszawa 2009

### Key Experience

Project Manager, International Doctoral Studies in Economics and Management, Warsaw School of Economics

Specializes in market research, both qualitative and quantitative, business plans and project management

Involved in more than 50 market and management science research studies and several dozen investment and educational projects, co-financed from European Union structural funds (in almost all cases as an author and/or project manager), 1999-2010

8 years of teaching experience in tertiary education

Director, e-Learning Center for West Pomeranian Business School; Development Director and later President, Infrapark Police S.A.



## Aks Zaheer

Professor, Curtis L. Carlson Chair in Strategic Management, Carlson School of Management, University of Minnesota

### Education

BA (*Honors*), 1973, Economics, Delhi University

MBA, 1975, Indian Institute of Management, Ahmedabad

PhD, 1992, Strategic Management, Massachusetts Institute of Technology

### Research Interests

- Competitive advantage from inter-firm relationships
- Trust in inter-organizational collaborations
- Buyer-supplier relations
- Research on networks of firms
- Using inter-firm networks to build capabilities
- Strategic decision making in uncertain business environments
- Strategic implications of advanced information technologies

### Major Publications

“Trust Across Borders,” with S. Zaheer, *Journal of International Business Studies*, 2006

“Geography, Networks, and Knowledge Flow,” with G. Bell, *Organization Science*, 2007

“Network Evolution: The Origins of Structural Holes,” with G. Soda, *Administrative Science Quarterly*, 2009

“Repairing Relationships Within and Between Organizations: Building a Conceptual Foundation,” with K. T. Dirks and R. J. Lewicki, *Academy of Management Review*, 2009

“Prior Alliances with Targets and Acquisition Performance in Knowledge Intensive Industries,” with E. Hernandez and S. Banerjee, *Organization Science*, forthcoming

### Key Experience and Editorial Appointments

Director, Strategic Management Research Center, Carlson School of Management

Member, PhD Dissertation Committees

Associate Editor, *Academy of Management Review*

Editorial Board, *Strategic Management Journal*

Guest Editor, *The Genesis and Evolution of Networks, Organization Science*

### Awards and Recognition

MBA Teacher of the Year, Carlson School of Management, 1995

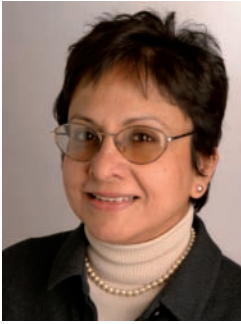
Finalist, Best Paper, *Academy of Management Review*, 1999

Outstanding MBA Core Faculty Member, Carlson School of Management, 2004-05

Curtis Cup, Outstanding Teaching Award, Carlson Executive MBA program, 2006

Best Paper Award, Academy of International Business, Milan, June 2008

Outstanding Core Teacher of the Year, Full-Time MBAs, 2009



### Sri Zaheer

Professor, Elmer L. Andersen Chair in Global Corporate Social Responsibility, Carlson School of Management, University of Minnesota

Associate Dean of Faculty and Research, Carlson School of Management, University of Minnesota

### Education

BSc, 1973, Physics, Madras University

MBA, 1975, Indian Institute of Management, Ahmedabad

PhD, 1992, International Management, Massachusetts Institute of Technology

### Research Interests

- Technology and global organization
- The legitimacy of multinational enterprises
- Knowledge management
- International location decisions
- Business Process Offshoring and the software industry

### Major Publications

“Overcoming the Liability of Foreignness”, *Academy of Management Journal*, 1995

“Organizational legitimacy under conditions of complexity: The case of the multinational enterprise,” with T. Kostova, *Academy of Management Review*, 1999

“The Persistence of Distance? The Impact of Technology on MNE Motivations for Foreign Investment,” with L. Nachum, *Strategic Management Journal*, 2005

“Trust Across Borders,” with A. Zaheer, *Journal of International Business Studies*, 2006

“Cluster capabilities or ethnic ties? Location choice by foreign and domestic entrants in the services offshoring industry in India,” with A. Lamin and M. Subramani, *Journal of International Business Studies*, 2009

### Key Experience and Editorial Appointments

Associate Dean for Faculty and Research, Carlson School of Management

Fellow, Academy of International Business

Reviewing Editor, *Journal of International Business Studies*

Senior Fellow, Wharton Financial Institutions Center, The Wharton School, University of Pennsylvania, 1994-96

Member, Founding Intl Academic Council, Indian School of Business, Hyderabad, India

Internal Auditor, Sandoz Ltd., Bombay, India, 1977-81

Correspondent, Business International Inc., Geneva, 1981-84

Chair, International Management Division, Academy of Management, 2001

### Awards and Recognition

Richard N. Farmer Best Dissertation Award, Academy of International Business, 1992

Barry M. Richman Best Dissertation Award, Academy of Management, Intl Mgmt Div., 1992

Eldridge Haynes Prize for the best interdisciplinary work, Academy of Intl Business, 1994