

Anne Sluhan, PhD

1001 Leadership Place

College of Business Administration - Texas A&M University-Central Texas

Profile Researcher/Lecturer with significant teaching and consulting experience in higher education and industry seeks to contribute to educational and research environment of internationally accredited university while furthering research agenda to publish in quality peer-reviewed journals.

Research & Teaching Interests International business, family entrepreneurship, human resource management, change management, cross-cultural management & communication, strategic management, research methods, corporate governance

Key Skills	Professional	Personal
	- 19+ years teaching experience	- internationally-oriented
	- 15+ years managerial/administrative experience	- curious & open-minded
	- qualitative research skills	- analytical & creative
	- long-term oriented	- communicative & approachable
	- results-focused	- reliable

Career overview

September 2018 Tenure Track Assistant Professor of Management, Texas A&M University, Central Texas

2017 – *Lecturer*, Executive MBA Program, University of Iceland, Reykjavik
EMBA course International Business: Autumn 2017.

2010 – present *Part-time Lecturer*, Department of International Economics & Management, Copenhagen Business School

Undergraduate and postgraduate coursework, supervision of B.Sc., M.Sc., MBA students, serve as examiner for written/oral exams in undergraduate and postgraduate programs at CBS.

2015 *Visiting PhD Fellow, Lecturer*, University of North Carolina, Charlotte

Invited for research stay to develop paper on principal/principal conflicts of cross-border acquisitions. Guest lectured in UNC Executive MBA classes on International Management & International Human Resource Management. Hosts: Dr. Victor Chen, Dr. Franz Kellermanns

2008 – present *Senior Consultant*, CBS Business/Office of External Affairs/International Office, Copenhagen Business School

Bridging industry and research. Develop and manage special projects for organizational development for the Director of Office of External Affairs (now CBS Business). Designed and managed change projects for the International Office. The project scopes were within design and implementation of student self services (IT infrastructure) and addressed immediate (i.e. within one fiscal year) cost-cutting needs for the business school in the order of DKK 5.5 million.

2006—present *Board of Directors (Advisor), Family Council (Vice-chair, 2017)*, Master Chemical Corporation
Change agent for shareholders in support of governance of this privately-held multinational SME.

2007—2010 *Lecturer*, Department of Management, Bifröst University, Iceland
Course: Intercultural Communication and International Business

Developed (primarily online) course investigating the impact of culture and communication on strategic management within IB. Role of language, leadership, group dynamics, organizational culture, intercultural dynamics, and intercultural negotiation were amongst topics addressed.

- 2003 – 2008 *Administrative Director*, Department of International Economics & Management, Copenhagen Business School
- Appointed/coordinated international faculty, staff, & students at the department; collaborated with other departments; and communicated with representatives of industry, other universities, and Danish ministries. Planned/communicated department strategy; conducted financial analyses; managed budget of DKK 11 million (approx. USD 1.88 million); and appointed, supervised, & developed staff. Direct reports: 12.
- Secured external funding for research, allocated & developed teaching, facilitated communication between researchers & business practitioners. External department financing increased DKK 2 million in 2006—30% above 2005—via EU & Danish grants, foundation financing, & several corporate-sponsored Ph.D. studies.
- 2001 – 2003 *Program Manager, B.Sc.IB, M.Sc.IB*
Copenhagen Business School
- Managed academic planning, quality assessment, & development of two CBS programs: B.Sc./M.Sc. International Business (IB). Managed operational budget of DKK 3.1 million (approx. USD 530 000).
- 2003 – 2008 *Academic Council Member*, Faculty of Business Economics, Copenhagen Business School
- 1999 – 2001 *Consultant*, Lecturer, Head of Department, Virksomhedsskolen, Copenhagen, Denmark
Special purpose English coursework/lectures/seminars in International Business issues
- 1997—1998 *Teaching Fellow*, Graduate Representative, Department of Germanic Languages & Literatures, University of Toronto

Education

- 2012 –present *PhD Fellow*, School of Economics & Management, Copenhagen Business School
Dissertation: Non-financial dimensions of family firm ownership: How socioemotional wealth and familiness influence internationalization.
- Primary supervisor: Dr. Bersant Hobdari, Copenhagen Business School, Denmark
Secondary supervisor: Dr. Frances Jørgensen, Royal Roads University, Victoria, BC, Canada
- Defended PhD 1 June 2018 at Copenhagen Business School.*
- Committee:**
Professor Caspar Rose (Chair), Department of International Economics and Management
Copenhagen Business School
- Professor Lucia Naldi, Centre for Family Enterprise and Ownership
Jönköping International Business School
- Professor Rania Labaki, EDHEC Family Business Centre
EDHEC Business School
- 2004—2005 Master of Business Administration, Copenhagen Business School
Leadership development program:
This parallel program in the EMBA focused on developing the manager into a change agent. The program integrates three overall activities: a leadership mentoring scheme with experienced business executives, an individual leadership development program entailing coaching and testing by industrial psychologists, and plenary leadership sessions, which incorporate exercises to develop coaching and team-building skills
- 1997—1998 Master of Arts, University of Toronto, Ontario, Canada
Germanic Languages and Literatures

1992—1996 Bachelor of Arts, Wittenberg University, Ohio, USA
German, English, Global Studies

Languages English (native speaker), Danish (fluent) – other Scandinavian (functional), German (fluent)
French & Russian (elementary knowledge)

Nationality: citizen of USA and Denmark

Teaching

Supervision of undergraduate and graduate projects, including: B.Sc. in Service Management (Tourism studies), 2016, 2017, 2018, B.A. in European Business thesis 2017, 2018, International Business Project, M.Sc. International Business Program, 2014, 2015, 2016, 2017, 2018 M.Sc. IB thesis 2014, 2015, 2016, 2017, 2018 B.Sc. IB thesis 2014, 2015, 2016, 2017, 2018.

Internationalization of Small and Medium-sized enterprises. International Summer University Program. M.Sc. in Economics and Business Administration, Copenhagen Business School. 2018.

International Business. Executive MBA program at University of Iceland (Háskóli Íslands), Reykjavik, Iceland, Fall 2017.

International Economics and Competitiveness (responsible strategic management, internationalization, FDI lectures), B.Sc. BLC, Copenhagen Business School 2015, 2016, 2017.

International Business in Asian Markets, guest lecturer: family firm internationalization case: HQ-Subsidiary challenges for MFS in China. BSc in Asia Studies. Copenhagen Business School, Spring 2018

Tourism Supply and Operations Management, lecturer: International business, FDI, MNEs, & international trade. B.Sc. in Service Management. Copenhagen Business School, Spring 2018.

Family firm internationalization, invited guest lecturer, B.Sc. course at Munich Business School, Germany, March 2016

Stakeholder management in family firms in MSc Elective: International Management of MNEs, Copenhagen Business School 2007, 2008

Intercultural Communication and International Business, B.Sc. IB, Bifröst University (Háskólinn á Bifröst), Iceland, 2007, 2008, 2009

Corporate governance in the family-owned firm, invited lecture to shareholder group family council annual meeting, USA, 2006 - 2015

Turn of the century Viennese literature, undergraduate course at University of Toronto, 1997-98; German language (undergraduate teaching 100, 200, 300, 400 level), St. Michael's College, University of Toronto

Publications

Sluhan, Anne. 2017. *Familiness, socioemotional wealth, and internationalization of family firms*. The Routledge Companion to Family Business. Ch.6, pp. 118 – 142.

Chen, V; Sluhan, A.; Hobdari, B.; Kellermanns, F. *For love or money? An extended principal-principal perspective of international acquisitions*. 2nd R&R in process

Jørgensen, F.; Sluhan, A. *Familiness at work: How family values facilitate cross-border post acquisition integration*. R&R at Action Research (Sage journals).

Doctoral coursework

Applied Quantitative Methods for Doctoral Researchers in Organization and Management Studies. Doctoral School of Organizational Management Studies, Copenhagen Business School, 2011

Getting research into journals: Scientific contribution, managing a research project, publishing strategy, and co-authorship. Doctoral School of Economics and Management, Copenhagen Business School, 2011

Qualitative methods: Case Studies, Grounded Theory, Action Research, and Documentary Research. Doctoral program in Organization and Management Education (DOME), Aarhus University, 2011

Qualitative research techniques: Interviewing, Focus group techniques, Critical incident techniques, Think-aloud protocol technique. Doctoral program in Organization and Management Education (DOME), Aarhus University, 2012

Recent Trends in Corporate Governance Research, Doctoral School of Economics and Management, Copenhagen Business School, 2012

Publish or Perish: Preparing, writing, and reviewing business research. Doctoral program in Organization and Management Education (DOME), Aarhus University and University of Southern Denmark, 2012

EDEN Doctoral Seminar on How to Design and Defend your PhD. European Institute for Advanced Studies in Management (EIASM), Brussels, 2013

Reflective and Engaged Scholarship. Doctoral School of Economics and Management, by Dean of Research Alan Irwin, Copenhagen Business School, 2013.

Executive coursework

Governing Family Enterprises. Kellogg School of Management, Northwestern University, 2014.

Professional affiliations

Academy of Management (AOM)
Academy of International Business (AIB)
The Family Firm Institute (FFI)
International Family Entrepreneurship Research Academy (IFERA)
Family Enterprise Research Conference (FERC)

Grants and awards

Gudrun & Thomas Nielsens Fond grant for international research stay, 2014-2015

Otto Mønsted grant for international research stay, 2015

Otto Mønsted grant for international research conference presentation, 2013, 2014, 2015, 2016

University Director's scholarship for doctoral study at Copenhagen Business School, 2010

Copenhagen Business School Dean's MBA Scholarship, 2004

Department of Germanic Languages & Literatures Graduate Scholarship, 1997

Connaught International Scholarship, University of Toronto, 1997

Denmark's International Study Program Academic Scholarship, 1995

Dean's list, Wittenberg University 1992 - 1996

Conferences and seminars

Academy of Management Annual Meeting, 2016, Anaheim, CA, USA

- Competitive paper presentation: *For love or money? An extended principal-principal perspective of international acquisitions* (#11941; status: Accept): co-authors V. Chen, A. Sluhan, B. Hobdari, F. Kellermanns.

Academy of International Business Annual Meeting, 2016, New Orleans, LA, USA

- Competitive paper presentation - Panel on Internationalization and MNEs: New Perspectives *Family Firm Internationalization: Not Just about the Family (ID# 119)*: co-authors Victor Zitian Chen, University of North Carolina at Charlotte, Anne Sluhan, Copenhagen Business School, Bersant Hobdari, Copenhagen Business School, Franz Kellermanns, University of North Carolina at Charlotte

Academy of Management Annual Meeting 2015, Vancouver, BC, Canada 7 – 11 August 2015

- Presentation of paper: *“Doing Good: Building Organizational Commitment Through Philanthropy in a Family-owned PSF”* – co-authors F. Jørgensen/A.Sluhan

Academy of International Business 2014 Conference, Vancouver, BC, Canada 23 – 26 June 2014

International Family Enterprise Research Academy 2013 Conference, St. Gallen 2 – 5 July 2013

- Present *“Exploiting family business values to create non-family employee commitment”* – co-authors: F. Jørgensen/A. Sluhan & participation in doctoral consortium

EIASM 28th workshop on Strategic Human Resource Management – Copenhagen 15-16 April 2013

- Present working paper *“Engendering organizational commitment through non-financial incentives”* – co-authors: F. Jørgensen/A. Sluhan

International Family Enterprise Research Academy 2012 Conference, Bordeaux 26–29 June 2012

Workshop on Family Firm Management Research, Jönköping 31 May – 2 June 2012

Family Enterprise Research Conference 2012, Montreal 11-13 May 2012