

Academic Vitae

NAME: Shimin Liu

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PRESENT UNIVERSITY POSITION AND DEPARTMENT: Associate Professor, Business School,
University of International Business and Economics

EDUCATION

(Please refer from the most recent degree; please indicate research topics and dissertation topics for Doctoral or higher degrees)

Doctor of Philosophy (Ph.D.), 10/1998-09/2001

University of Glamorgan Business School, Wales, United Kingdom (Transfer with my supervisor Professor Russ Vince)

Major: Organization Studies

Research topic: Towards an integrated approach to organizational learning in international joint ventures.

MPhil, 10/1996-09/1998

Bristol Business School, UWE, England, UK

Major: Organization Studies

Research topic: Towards an integrated approach to organizational learning in international joint ventures.

Master of Arts (MA), 09/1986-07/1989

School of Foreign Languages and Literature, Shandong University

Major: Applied Linguistics

GENERAL WORK EXPERIENCE

(Please list here ONLY general information on your work experiences, explanations are required in later items; please follow the examples as you write.)

08/2002 to present, **Associate Professor**, Business School, University of International Business and Economics, Beijing

08/2008-07/2009, **Fulbright Scholar**, Indiana University Kelly School of Business, USA.

06/2006 to present, **Visiting Professor**, School of Continuing Education, Tsinghua University

05/2002-04/2008, **Visiting Professor**, University of Ballarat's MBA Program in China

09/1996-05/2002, **Research Associate and Visiting Lecturer**, Bristol Business School, UWE, England.

11/1994-07/1996, **Research Associate and Visiting Lecturer**, Faculty of Humanities and

Faculty of Management, University of Bedfordshire, England.

09/1989-11/1994, **Lecturer**, School of International Studies, University of International Business and Economics, Beijing, China.

07/1993 and 07/1994, **Coordinator and interpreter**, China State Planning Commission (now National Development and Reform Commission)

RESEARCH INTERESTS

1. Organizational Learning
2. Knowledge management
3. Cross-Cultural Management
4. Women in leadership

TEACHING INTERESTS

1. Organizational Behavior
 2. Knowledge Management and Innovation
 3. Organizational Change and Design
- International Human Resource Management
4. Human Resource Management

RESEARCH PROJECTS

(Please include academic research projects and entrepreneurial projects, etc.)

A Global Value Chain Perspective to the Development of Bio Pharm in Beijing

Research on International HRM Policy and Practices of China "Going Global Firms

Integration Mechanisms of HRM Practices Under Different Institutional Contexts: The Experience of Chinese MNEs

"Developing international competitive competence in multicultural student teams"

"Chinese companies managing across border: a human capital perspective"

"Andes Oil: challenges of human resource management"

"The internationalization of Chinese firms: an organizational learning perspective"

"Knowledge management and innovation course development"

"Experiential learning in Organizational Behavior"

"Organizational learning in international joint ventures"

GRANTS

Beijing Social Science and Humanity Research Grant, "A Global Value Chain Perspective to the Development of Bio Pharm in Beijing", 2011~2014:50,000 RMB

Ministry of Education Social and Humanity Research Grant: 2012~2015: 100,000 RMB

"Research on International HRM Policy and Practices of China "Going Global Firms"

National Social Science Foundation Grant, 2012~2015: 150,000 RMB "Integration Mechanisms of HRM Practices Under Different Institutional Contexts: The Experience of

Chinese MNEs”

University of International Business and Economics, 2011-2013, 20,000 RMB, “Developing international competitive competence in multicultural student teams”

Human Capital and Leadership Institute, Singapore, 2011-2012, US\$44,000, “Chinese companies managing across border: a human capital perspective”

UIBE Business School, 2010-2011, 10,000 RMB, “Andes Oil: challenges of human resource management”

University of International Business and Economics 2008-2010, 20, 000 RMB, “Knowledge Management and Innovation Postgraduate course development”

University of International Business and Economics 2003-2004, 10,000 RMB, “Experiential learning in OB”

University of International Business and Economics 2002-2003, 20,000 RMB, New faculty research funding

Bristol Business School, UWE, Research Fellowship (1996-1998) £ 17,000; University of Glamorgan Business School (1998-2001), Research Fellowship £ 18,000, on the project of “Organizational Learning in International Joint Ventures”

HONORS AND AWARDS

Fulbright Scholarship, 2008

UIBE Outstanding Undergraduate Supervisor, 2010

FACULTY EXPERINCES

ACADEMIC VISITING EXPERIENCE

Visiting Professor, School of Continuing Education, Tsinghua University (06/2006 to present),

- Conducting seminars on “Case Studies in Cross-Cultural Challenges of Doing Business in China” The participants are EMBA and MBA students from USA, Canada, Germany and Mexico.

Fulbright Scholar, Indiana University Kelly School of Business, USA (08/2008-07/2009).

- Presenting at faculty research seminars on “Internationalization of Chinese Enterprises”
- Facilitating MBA simulation on “Food Corp”

Visiting Professor, University of Ballarat’s MBA Program in China (05/2002-04/2008)

- Teaching courses Organizations: Process, Behavior and Change and Human Resource Management

Visiting Lecturer, Bristol Business School, UWE (1996-2002).

- Teaching courses Organizational Behavior and Psychology; Organizational Analysis

Research Associate and Visiting Lecturer, Faculty of Humanities and Faculty of Management, University of Bedfordshire, England (11/1994-07/1996).

- Doing research on a joint project in Cross-Cultural Business Communication
- Teaching Chinese language and culture to undergraduate and professional students.

UNIVERSITY ADMINISTRATIVE EXPERIENCE

(Please explain the administrative positions as part of the faculty responsibilities within the university)

Deputy head, Human Resource and Organizational Behavior Department, 06/2010-present
Responsible for curriculum development at undergraduate and postgraduate level, quality assurance of teaching activities conducted by faculty members in the department, monitor class teaching, other responsibilities assigned by the dean and associate deans.

TEACHING EXPERIENCE

(Please indicate the complete teaching experiences)

1. Teaching at Undergraduate level

Organizational Behavior (Delivered in English) 2002 to present, University of International Business and Economics

- Taught courses on Organizational Behavior at **undergraduate** level
- Redesigned OB to incorporate experiential learning.

Human Resource Management (Delivered in English) 2003-2007, University of International Business and Economics

International Human Resource Management (Delivered in English), University of International Business and Economics (UIBE) (2007, 2009–present)

- Taught courses on International Human Resource Management to final year undergraduate students majored in Human Resource Management
- Design the course and develop course materials

2. Teaching at Postgraduate Level

Knowledge Management and Innovation (Delivered in English), University of International Business and Economics (UIBE) (2008-2010)

- Taught courses on Knowledge Management and Innovation to postgraduate students in the Business School
- Design the course and develop course materials

Human Resource Management (Delivered in English), (2004-2006)

- Taught courses on Human Resource Management to postgraduate students in the Business School

Organizational Change and Design (Delivered in English), University of International Business and Economics (UIBE) (2007)

3. Teaching at MBA Level

Management and Organizational Behavior (Delivered in English), University of International Business and Economics (UIBE) (2006 to present)

- Taught courses on Management and Organizational Behavior to International MBA students from over 10 countries
- Design the course and develop course materials

Human Resource Management (Delivered in English), University of International Business

and Economics (UIBE) (2003 to 2007)

- Taught courses on Human Resource Management at MBA level to students in the Business School
- Develop course materials for MBA students

Management Theory and Behavior (Delivered in English), University of International Business and Economics (UIBE) (2005, 2010 to present)

Organizational Change and Design (Delivered in English), University of International Business and Economics (UIBE) (2008, 2010)

- Taught course on Organizational Change and Design to MBA students in the Business School
- Develop course materials

Introduction to Business (Delivered in English), University of International Business and Economics (UIBE) (2007 and 2009)

- Taught courses on Introduction to Business: Soft skills development to MBA students in the Sino-French School of International Management (IFCM)
- Design the course and develop course materials

PUBLICATIONS

(Please list the publications from the most recent 5 years (2005-2009) AND the important publications before 2005; follow the categories and examples, write “None” if there is no works for particular category; include those which belong to none of the categories in “Others.”)

1. JOURNAL ARTICLE

Liu, S. (2013) A Few Good Women at the Top: The China Case, *Business Horizons*, 55 (4): 483~490. (SSCI).

Liu, S, Ramnarayan, S. (2012) Going Global: Lessons learnt from Indian and Chinese Companies, *HQ Aisa*, 2:22~27.

Fan, L., Z.Song and Liu, S. (2008) ‘Evolution of Strategy and Technology Learning in International Joint Ventures’, *Journal of Tsinghua University (Philosophy and Social Sciences)*, Special Edition (In Chinese).

Liu, S. (2006) ‘Developing China’s Future Managers: Learning from the West?’ *Education + Training*. Vol. 47, No.1, p. 6-14.

Liu, S. (2006) ‘A Relational Perspective in Organizational Learning in East-West Joint Ventures’, (In Chinese), *International Business*, Issue 1.

Liu, S. and Vince, R. (2000) ‘Solving a Chinese Puzzle’, *Strategic Direction*, Vol. 16, No.3.

Liu, S. and Vince. R. (1999) ‘The Cultural Context of Learning in International Joint Ventures’, *Journal of Management Development*. Vol.18, No.8, p.666-675.

Liu, S. (2005) ‘The Application of Experiential Learning in Teaching Organizational Behavior’ (in Chinese), *Research in High Education*, Issue 1.

2. RESEARCH MONOGRAPH

3. BOOK

Liu, S. (2005) *An Integrated Approach to Organizational Learning in International Joint Ventures*. Beijing: China Economics Press.

4. CHAPTERS IN BOOK

Hao, X. (Ed) *Organizational Behavior*, Chapters on "Personality and Emotion", "Perception and Learning", "Groups and Teams", "Conflict, Power and Politics".

5. CONFERENCE & MEETING PROCEEDING

Fan, L., Liu, S. and Wang, S. (2011) 'Growth Path of Chinese MNCs: An Elaboration of the 3L Framework', *27th EGOS Colloquium*, Gothenburg, Sweden, 6-9 July 2011.

Liu, S. (2009) 'Going Global: An Organizational Learning Perspective on the International Expansion of Chinese Enterprises'. Invited speaker, *World Affairs Conference*, Kearney, Nebraska, USA, 8-10 March, 2009.

Liu, S. and Fan, L. (2008) 'From Exploitation to Exploration: The Evolution of Strategy and Organizational Learning in a Chinese-Japanese Joint Venture'. *Organizational Learning, Knowledge and Capabilities International Conference (OLKC 2008)*, Copenhagen, Denmark, 28-30 April, 2008.

Fan, L. and Liu, S. (2007) 'The Evolution of Strategy and Learning Orientations in International Joint Ventures: The Case of BMCC'. *Beijing Forum*, November 2-4, 2007, Beijing.

Liu, S. (2003) 'The Process of Learning in Chinese-Western Joint Ventures', *Organizational Learning & Knowledge 5th International Conference*, Lancaster, 30 May– 2 June 2003.

Liu, S., Vince, R. and Simpson, P. (1998) 'Organizational Learning in International Joint Ventures: a Dialogic Perspective', *Seventh APROS International Colloquium*. Shanghai, China, 13-16 July 1998.

Shimin Liu and Russ Vince (1997) 'Organizational Learning: An Integration of Substance and Spirit', *British Academy of Management Annual Conference*. London, 8-10 September, 1997.

6. PAPER & PRESENTATION

Liu, S. (2010) 'Experiential Learning in OB', Invited talk at National MBA Teaching Seminars on Organizational Behavior and Entrepreneurship', Chengdu, 22-24 October, 2010.

Liu, S. (2009) '30 Years of Reform and the Internationalization of Chinese Firms', invited talk at College of Lake County, Illinois, USA, 20 April, 2009.

Liu, S. (2009) 'Transfer of Strategic Organizational Knowledge in Chinese MNCs: An Organizational Unlearning Perspective', Faculty Research Seminar, Kelly School of Business, Indiana University, 30 April 2009.

7. BOOK REVIEW

None

8. OTHERS (peer reviewed cases with instructional materials, instructional software, publicly available material describing the design and implementation of new curricula or courses, technical reports related to funded projects, publicly available research working papers, etc. please specify)

Experiential learning in Organizational Behavior, completed with course design, experiential exercises, and reports on the project.

Cases completed:

Liu, S. (2013) Lenovo: Riding the Waves of Culture, HCLI Case, Singapore.

Liu, S. (2012) Haier Going Global, HCLI Case, Singapore.

PROFESSIONAL EXPERIENCE

(Please indicate all working experiences in addition to Academic Visiting/University Administrative/Teaching experiences; especially professional experiences within the most recent 5 years. “Entrepreneurial Experiences” includes both full-time and part-time positions, e.g. permanent positions, trainer, etc. “Consulting Experiences” refers to the paid knowledge and information consultancy to achieve business goals. “Community Services” indicates the faculty responsibilities in addition to teaching and researching activities, such as curriculum development, dissertation defense, faculty interview, academic committee membership, etc.)

ENTREPRENEURIAL EXPERIENCES

Coordinator and interpreter, China State Planning Commission (now National Development and Reform Commission) (07/1993 and 07/1994), working on the Project on “Training of Senior Chinese Planners” sponsored by UNDP and USIA.

CONSULTING EXPERIENCES

Providing advice on cross-cultural communication issues to CU Lighting, Hertfordshire, UK, (1997-1998).

COMMUNITY SERVICES

(Please indicate faculty responsibilities except teaching and research responsibilities: e.g. curriculum development, dissertation defense, faculty interview, academic committee membership, etc.)

- Participate in curriculum development for business management and human resource management majors
- Supervise 11 postgraduate students, more than 40 MBA students
- Undergraduate student mentor in the years 2003, 2005 and 2007
- Appointed teaching expert by the University Academic Department to inspect class teaching since 2004.
- Coached undergraduate and MBA students for L’Oreal’s e-Strat global competition in

2004 and 2005. In 2004, the undergraduate team won Championship in Asia region and global Runner Up; in 2005, global Championship by the undergraduate team, and the third place by the MBA team.

- Interview panel for new faculty since 2005.
- University interview panel for Fulbright Scholar selection
- Examiner, Dissertation defenses of undergraduate, postgraduate and MBA since 2003.

OTHER PROFESSIONAL EXPERIENCES

External Membership

European Group of Organization Studies (EGOS), Germany

Asia Pacific Researchers of Organization Studies, Australia

International Forum for Social Innovation, Paris, France

British Academy of Management, UK

International Association for Chinese Management Research, USA & China

Reviewer, British Academy of Management, UK

Reviewer, Management Learning

Service to External Organizations

Providing orientations to US Fulbright Scholar to China (2009) and Chinese Fulbright Scholar to the US (2010)

PROFESSIONAL DEVELOPMENT

(Please indicate the professional activities, especially those within the most recent 5 years (2005-2009); write "None" if no activity is referred.)

SYMPOSIUMS

SEMINARS

Theory Development Seminars, Guanghua School of Management, 20-22 March, 2011

Seminars on Methods in Management Research, Tsinghua SEM, June, 2010

National MBA Teaching Seminars on Organizational Behavior and Entrepreneurship, October 2010.

Seminar on Human Resource Management Teaching, Nanjing University, June, 2007.

Faculty research seminars at Kelly School of Business, Indiana University, October 2008-May 2009.

WORKSHOPS

Workshop on Academic Reviewing, Gothenburg University, Sweden, 6 July, 2011.

McFarlan Case Teaching Workshop, Tsinghua University, August, 2010

Case Teaching and Writing Workshop, Dalian University of Science and Technology, July 2010.

Case Teaching and Writing Workshop, Richard Ivey School of Business and Tsinghua SEM, July 11-15, 2005.

MEETINGS

CONFERENCES

- **27th EGOS Colloquium**, 6-9 July, 2011, Gothenburg, Sweden
- **CIMaR-UIBE Business School 2009 Joint Conference**, session chair, 15-18 October 2009, Beijing.
- **World Affairs Conference**, invited speaker Kearney, Nebraska, USA, 8-10 March, 2009.
- **Organizational Learning, Knowledge and Capabilities International Conference (OLKC 2008)**, Copenhagen, Denmark, 28-30 April, 2008. Presenting paper, and panel discussant for 1 paper.
- **Beijing Forum**, November 2-4, 2007, Beijing. Presenting paper.
- **British Academy of Management Annual Conference**, Cardiff, 5–7 September 2001..
- **Seventh APROS International Colloquium**, Shanghai, China, 13-16 July 1998.
- **The International Forum for Social Innovation Conference**, 23-30 March 1998
- **British Academy of Management Annual Conference**, London, 8-10 September, 1997.

OTHER EXPERIENCE

(Please indicate any experience which is not included in “Faculty Experience,” “Professional Experience,” or “Professional Development.”)

Field research at Chinese Multinational Companies:

Geely Motors, June 2011

Zoomlion, July 2011.

Chinese companies in Bay Area, California, February and August, 2013