

Chei Hwee CHUA

Office Phone: 305-284-8646

E-mail: cchua@miami.edu

Address: University of Miami, School of Business Administration, Management Department,
414N Jenkins Bldg, 5250 University Drive, Coral Gables, FL 33146, USA

HIGHER EDUCATION

University of South Carolina (USA)

Doctoral Candidate in International Business (ABD), Moore School of Business,
Sonoco International Business Department

Hong Kong Baptist University (Hong Kong, China)

MBA summer program

Lund University (Sweden)

Master of European Affairs, Business Administration and Business Law

NUS Business School, National University of Singapore (Singapore)

Bachelor of Business Administration, 2nd Class (Upper) Honors,
Most Outstanding Student in the International Business major,
Winner of the British Petroleum Gold Medal

Lund University (Sweden)

Undergraduate International Exchange Student

EXPERIENCE

Academic:

Since Fall 2014	School of Business Administration, University of Miami (USA) Lecturer
2011 – 2014	School of Business Administration, University of Miami (USA) Instructor
2014	G4S (USA) Speaker, Corporate training on Communicating & Negotiating across Cultures, G4S America's Leadership Program
Spring 2008	The Belk College of Business, University of North Carolina Charlotte (USA) Adjunct Lecturer, International Management class (Undergraduate, Senior year)
2005 – 2009	Daniel-Mickel Center for Executive Education, U. of South Carolina (USA) Facilitator, Corporate training on Cross-Cultural Management - Milliken & Company; Upward Unlimited; Lang-Mekra N. America Research Assistant (on program/project basis)
2003 – 2008	Moore School of Business, University of South Carolina (USA) Teaching and Research Assistant, Sonoco International Business Department
2000 – 2006	INSEAD (Singapore and France) Research Associate (Full-time: 2000 - 2003; on project basis: 2003 - 2006)

1996 **NUS Business School, National University of Singapore (Singapore)**
Research Assistant

Non-Academic:

1999 – 2000 **PSA Corporation Limited (Singapore)**
Human Resource Officer, Management Training & Career Development

1998 **Intranesis Communications (S) Pte Ltd (Singapore)**
Public Relations and Events Manager

1997 **Singapore Ministry of Education (Singapore)**
Substitute Teacher

1995 **Sheraton Grande Laguna Beach, Phuket (Thailand)**
Student Trainee, Singapore International Foundation WorkAsia Program.

PUBLICATIONS

Juried or Refereed Journal Articles:

Lee, H.J, Chua, C.H., Miska, C. & Stahl, G.K. Forthcoming. Looking out or looking up: Gender differences in expatriate turnover intentions. *Cross Cultural & Strategic Management*.

Stahl, G.K., Chua, C.H. & Pablo, A. 2012. Does national context affect target firm employees' trust in acquisitions? A policy capturing study. *Management International Review*, 52(3):395-424.

Smith, P.B, Torres, C.V., Hecker, J., Chua, C.H., Chudzikova, A., Degirmencioglu, S., Donoso-Maluf, F., Chen, Y.F., Harb, C., Jackson, B., Malvezzi, S., Mogaji, A., Pastor, J.C., Perez-Floriano, L., Srivastava, B.N., Stahl, G.K., Thomason, S., & Yanchuk, V. 2011. Individualism-Collectivism and Business Context as Predictors of Behaviors in Cross-National Work Settings: Incidence and Outcomes. *International Journal of Intercultural Relations*, 35: 440-451.

Liu, L.A., Chua, C.H. & Stahl, G.K. 2010. Quality of communication experience: Definition, measurement, and implications for intercultural negotiations. *Journal of Applied Psychology*, 95(3): 469-487.

Stahl, G.K., Chua, C.H., Caligiuri, P.M., Cerdin, J-L. & Taniguchi, M. 2009. Predictors of turnover intentions in learning-driven and demand-driven international assignments: The role of repatriation concerns, satisfaction with company support, and perceived career advancement opportunities. *Human Resource Management*, 48(1): 89-109.

Other Publications:

Research Book Chapters

Stahl, G.K., Chua, C.H. & Pablo, A. 2006. Antecedents of target firm members' trust in the acquiring firm's management: A decision-making simulation. In C.L. Cooper & S. Finkelstein (Eds.), *Advances in Mergers and Acquisitions*, Volume 5. Elsevier Publishers.

Stahl, G.K. & Chua, C.H. 2006. Global assignments and boundaryless careers: What drives and frustrates international assignees? In M.J. Morley, N. Heraty & D. Collings (Eds.), *International HRM and international assignments*. Palgrave Macmillan.

Chua, C.H., Engeli, H-P. & Stahl, G.K. 2005. Creating a new identity and high performance culture at Novartis: The role of leadership and human resource management. In G.K. Stahl & M.E. Mendenhall (Eds.), *Mergers and acquisitions: Managing culture and human resources*. Palo Alto: Stanford Business Press.

Stahl, G.K. & Chua, C.H. 2004. A cross-cultural comparative study of German and Singaporean employees' trust decisions following a takeover: Implications for cross-border mergers and acquisitions. In J. Kidd & F. Richter (Eds.), *Trust and antitrust in Asian business alliances*. New York: Palgrave Macmillan.

Textbook Chapters

Stahl, G.K., Chua, C.H. & France, R. 2004 & 2007. Jaguar or Bluebird? Mark Chan's decision to stay overseas or return home after his expatriate assignment. In P. Dowling, M. Festing, & A. Engle (Eds.), *International human resource management: Managing people in a multinational context (4th & 5th ed.)*. South-Western Educational Publishing.

Chua, C.H., Williamson, P.J. & De Meyer, A. 2005. Banyan Tree Resorts & Hotels: Building an international brand from an Asian base. In J. Johansson, *Global Marketing: Foreign entry, local marketing, and global management (4th ed.)*. Irwin/McGraw Hill Inc.

Teaching Cases and Teaching Notes

Stahl, G.K., & Chua, C.H. 2004. *Jaguar or Bluebird? Mark Chan's decision to stay overseas or return home after his expatriate assignment (A); From Jaguar to Bluebird – Mark Chan returns home after his expatriate assignment (B), Teaching Note*. INSEAD, Singapore.

Stahl, G.K., & Chua, C.H. 2003. *Jaguar or Bluebird? Mark Chan's decision to stay overseas or return home after his expatriate assignment (A); From Jaguar to Bluebird – Mark Chan returns home after his expatriate assignment (B)*. INSEAD, Singapore.

Chua, C.H., Williamson, P.J. & De Meyer, A. 2003. *Banyan Tree Resorts & Hotels: Building an international brand from an Asian base*. INSEAD, Singapore.

Chua, C.H., Pich, M. & Demeester, L. 2002. *AlliedSignal Aerospace Repair & Overhaul (Singapore). Cases A1 & A2: A clear case for change; Case B1: Transformation; Case B2: A case for continuous change?*. INSEAD, Singapore.

Chua, C.H., Williamson, P.J. & De Meyer, A. 2001. *My Web Inc.com. Case A2: Bringing the internet to the living room; Case B2: From e-commerce to m-commerce*. INSEAD, Singapore.

Chua, C.H. & De Meyer, A. 2001. *Banyan Tree Resorts & Hotels: Building the physical product*. INSEAD, Singapore.

De Meyer, A. & Chua, C.H. 2001. *Banyan Tree Resorts & Hotels: Building the physical product, Teaching Note*. INSEAD, Singapore.

Chua, C.H., De Meyer, A. & Williamson, P.J. 2000. *My Web Inc.com. Case A1: Bringing the internet to the living room; Case B1: Bringing the internet to the Chinese in their own language; Case C1: From e-commerce to m-commerce*. INSEAD, Singapore.

Williamson, P.J., Wilson, K. & Chua, C.H. 2000. *DBS. Case A: Opportunistic growth in Thailand; Case B: Trouble in Thailand and a change in direction; Case C: Embracing the challenge of integration; Case D: Building the capability to be a regional bank*. INSEAD, Singapore.
(Provided research support)

PROFESSIONAL

Professional Responsibilities:

Academy of Management

Chair of Communications Committee, International Management Division, Academy of Management, since 2012

Division Archivist, International Management Division, Academy of Management, since 2012

Academy of Management - Member Website Team, 2011

Division Facebook Page Admin Manager, International Management Division, Academy of Management, 2009 - 2015
Newsletter Editor, Communications Committee, International Management Division, Academy of Management, 2008 - 2012
Assistant to Division Chair, International Management Division, Academy of Management, 2008/2009
Assistant to Division Chair-Elect, International Management Division, Academy of Management, 2007/2008
Facilitator, Professional Development Workshop, "Developing Responsible Global Leaders: Frameworks, Experiences and Techniques", Academy of Management Annual Meeting, 2010, Montréal, Canada.
Facilitator, Professional Development Workshop, "Corporate Sustainability in International Management Research", Academy of Management Annual Meeting, 2009, Chicago, Illinois.
Chair, Paper Session, "Expatriate Assignment I", Academy of Management Annual Meeting, 2008, Anaheim, California.
Speaker, New Doctoral Student Consortium, Academy of Management Annual Meeting, 2008, Anaheim, California.
Assistant to Program Chair, International Management Division, Academy of Management Annual Meeting, 2007, Philadelphia, Pennsylvania.
Organizer and Chair, Professional Development Workshop, "Doing High Impact Research on the Human Side of International Mergers and Acquisitions", Academy of Management Annual Meeting, 2007, Philadelphia, Pennsylvania.
Chair, Paper Session, "Leadership Styles across Cultures", Academy of Management Annual Meeting, 2007, Philadelphia, Pennsylvania.
Speaker, New Doctoral Student Consortium, Academy of Management Annual Meeting, 2007, Philadelphia, Pennsylvania.
Assistant to Professional Development Workshop Chair, International Management Division, Academy of Management Annual Meeting, 2006, Atlanta, Georgia.
Co-organizer, International Management Division Adventure - An Exploration of the Georgia Aquarium, Academy of Management Annual Meeting, 2006, Atlanta, Georgia.
Co-chair, showcase symposium, "Management of socio-cultural integration in mergers & acquisitions: Learning from experience", Academy of Management Annual Meeting, 2005, Honolulu, Hawaii.

Academy of International Business

Academy of International Business Membership Task Force Committee, 2011
Program Assistant, Academy of International Business Annual Meeting, 2010, Rio de Janeiro, Brazil.
Assistant to Doctoral Student Consortium Chair, Academy of International Business Annual Meeting, 2009, San Diego, California.

Journal of Global Commerce Research

Conference committee member, The International Conference on Global Commerce and Sustainability, 2011, Denver, Colorado.
Conference committee member, The International Conference on Global Commerce and Sustainability, 2010, Denver, Colorado.

ION (International Organization Network)

Coordinator, ION Annual Meeting, February 2006, Charleston, South Carolina (sponsored by USC CIBER).

Association of Japanese Business Studies

Chair, Paper Session, "Human Resource Management", Association of Japanese Business Studies Conference, 2005, Québec City, Canada.

Reviewer:

International Conference on Intercultural Collaboration

Reviewer, 2010

Journal of World Business
Ad-hoc Reviewer, since 2009

Academy of Management
International Management Division, Academy of Management Annual Meeting, 2008, Anaheim, California.

BLS Institute of Management, India
Advisory Board and Review Committee Member, Case Study Competition, Research Paper Contest & Conference in Human Resource Management, 2008.

Association of Japanese Business Studies
Association of Japanese Business Studies Conference, 2005, 2006 and 2009.

Honors and Awards:

Winner, Conference Theme Best Paper Award, International Association for Chinese Management Research (IACMR) Conference 2016 (with Liu, L.A., Ma, L., Zhang, Z.X., & Barzantny, C.)

Finalist, Best Paper Award in OB/HRM/OT, International Management Division, Academy of Management Annual Meeting 2013 (with Liu, L.A., Ma, L., Zhang, Z.X., & Barzantny, C.)

Winner, IIB/WAIB Best Paper Award for Increased Gender Awareness in International Business Research, Academy of International Business Annual Meeting 2010 (with Davis, C., Miska, C. & Stahl, G.K.)

Runner-up (2nd place finisher), International HRM Scholarly Research Award 2010, Human Resource Division, Academy of Management (with Stahl, G.K., Caligiuri, P.M., Cerdin, J-L. & Taniguchi, M.)

Moore School of Business Research Grant 2010/2011, University of South Carolina

Moore School of Business Sustainable Enterprise and Development Research Grant 2010/2011, University of South Carolina

Moore School of Business travel grants for conference presentations, University of South Carolina, 2009-2010

The Outstanding Achievement and Student Triumph Award, University of South Carolina, 2008

Preparing Future Faculty Award, University of South Carolina, 2008

Sonoco International Business Department Fellowship, University of South Carolina, 2008-2010

Centennial Fellow, The Graduate School, University of South Carolina, 2007 (competitive university-wide award)

Second place, Research Presentation Competition, The Graduate School, University of South Carolina, 2007

Grand Prize Winner, Centennial Poster and Display Contest, The Graduate School, University of South Carolina, 2007

George M. Reeves Fellow, The Graduate School, University of South Carolina, 2006 (competitive university-wide award)

Second place, Research Presentation Competition, The Graduate School, University of South Carolina, 2006

Finalist, Best Paper Award, Association of Japanese Business Studies Conference 2005 (with Taniguchi, M. & Stahl, G.K.)

Runner-up, Dark Side Case Competition IV (2005), Critical Management Studies Interest Group, Academy of Management (with Stahl, G.K.)

Third place, Research Presentation Competition, The Graduate School, University of South Carolina, 2005

Southern Management Association Doctoral Student Consortium Scholarship, 2005

Academy of International Business Doctoral Travel Stipend, 2004, 2007 and 2009

Sonoco International Business Department travel grants for conference presentations, University of South Carolina, 2004-2010

CIBER travel grants for conference presentations, University of South Carolina, 2004, 2005, 2007, 2009 and 2010

The Graduate School travel grants for conference presentations, University of South Carolina, 2004-2009

Darla Moore Graduate Fellowship, Moore School of Business, University of South Carolina, 2003-2007

Finalist, Mercer Award Asia 2003: Innovative HR Research, Mercer Human Resource Consulting (with Stahl, G.K.)

Wing Lung Bank International Institute for Business Development, Hong Kong Baptist University, Summer Institute Scholarship, 1998

British Petroleum Gold Medal, Most Outstanding Student in the International Business Major, NUS Business School, National University of Singapore, 1996

Other Professional Activities (e.g., papers presented; conference proceedings; invited presentations; doctoral student consortia; paper development workshops):

Liu, L.A., Ma, L., Chua, C.H., Zhang, Z.X., & Barzantny, C. 2016. The Dynamic Alignment of Multicultural Experience and Identities in Intracultural and Intercultural Negotiations. Paper presented at the *International Association for Chinese Management Research (IACMR) Conference*, Hangzhou, China.

Liu, L.A., Ma, L., Chua, C.H., Zhang, Z.X., & Barzantny, C. 2013. The Confluence of Cultural Richness & Global Identity in Intracultural & Intercultural Negotiations. *Best Paper Proceedings of the Academy of Management Annual Meeting*, Lake Buena Vista, Florida.

Liu, L.A., Ma, L., Chua, C.H., Zhang, Z.X., & Barzantny, C. 2013. The Confluence of Cultural Richness & Global Identity in Intracultural & Intercultural Negotiations. Paper presented at the *Academy of Management Annual Meeting*, Lake Buena Vista, Florida.

Davis, C., Miska, C., Chua, C.H. & Stahl, G.K. 2010. Motivation for an international assignment and predictors of expatriate turnover intentions: Does gender matter? Paper presented at the *Academy of International Business Annual Meeting*, Rio de Janeiro, Brazil.

Participant, Doctoral Student Consortium, International Conference on Institutions and Work, 2010, Vancouver, BC, Canada.

Participant, International Management Division Doctoral Student Consortium, *Academy of Management Annual Meeting*, 2009, Chicago, Illinois.

Participant, Doctoral Student Consortium, *Academy of International Business Annual Meeting*, 2009, San Diego, California.

Stahl, G.K., Chua, C.H., Caligiuri, P.M., Cerdin, J-L. & Taniguchi, M. 2008. Predictors of turnover intentions in learning-driven and demand-driven international assignments: The role of repatriation concerns, satisfaction with company support, and perceived career advancement opportunities. *Best Paper Proceedings of the Academy of Management Annual Meeting*, Anaheim, California.

- Stahl, G.K., Chua, C.H., Caligiuri, P.M., Cerdin, J-L. & Taniguchi, M. 2008. Predictors of turnover intentions in learning-driven and demand-driven international assignments: The role of repatriation concerns, satisfaction with company support, and perceived career advancement opportunities. Paper presented at the *Academy of Management Annual Meeting*, Anaheim, California.
- Liu, L.A., Chua, C.H. & Stahl, G.K. 2007. Quality of intercultural communication: Conceptual multidimensionality, antecedents & consequences. Paper presented at the *Academy of Management Annual Meeting*, Philadelphia, Pennsylvania.
- Chua, C.H. 2007. Doing high impact research on the human side of international mergers and acquisitions. Professional Development Workshop held at the *Academy of Management Annual Meeting*, 2007, Philadelphia, Pennsylvania.
- Liu, L.A., Chua, C.H. & Stahl, G.K. 2007. Intercultural communication and adaptation. Paper presented at the *Academy of International Business Annual Meeting*, Indianapolis, Indiana.
- Liu, L.A., Chua, C.H. & Stahl, G.K. 2006. Conceptual multidimensionality, antecedents, and consequences of cross-cultural communication quality. Paper presented at the *Fourth Annual JIBS Conference on Emerging Research Frontiers in International Business*, San Diego, California.
- Liu, L.A., Glamkowski, E. & Chua, C.H. 2006. Seeing is believing: The dynamics of non-verbal communication in international negotiation. Paper presented at the *Academy of Management Annual Meeting*, Atlanta, Georgia.
- Chua, C.H. 2005. Foreign subsidiary managerial staffing strategy: Agency theory and institutional theory perspectives. Paper presented at the *Academy of Management Annual Meeting*, Honolulu, Hawaii.
- Chua, C.H. & Stahl, G.K. 2005. Writing and Teaching Critical Management Theory Through Cases: Dark Side Case Competition IV. Critical Management Studies (CMS) Interest Group and the Management Education Division (MED) Professional Development Workshop held at the *Academy of Management Annual Meeting*, Honolulu, Hawaii.
- Chua, C.H., & Stahl, G.K. 2005. Creating a new identity and high performance culture at Novartis: The role of leadership and human resource management. Paper presented at showcase symposium, "Management of socio-cultural integration in mergers & acquisitions: Learning from experience" at the *Academy of Management Annual Meeting*, Honolulu, Hawaii.
- Stahl, G.K., Chua, C.H., Caligiuri, P.M., Cerdin, J-L., Miller, E., & Taniguchi, M. 2005. Global careers: North-American, European and Asian perspectives. Paper presented at the *Academy of Management Annual Meeting*, Honolulu, Hawaii.
- Chua, C.H. 2005. Theoretical perspectives on the determinants of MNCs' foreign subsidiary managerial staffing strategy. Paper presented at the *Academy of International Business Annual Meeting*, Québec City, Canada.
- Chua, C.H., Taniguchi, M. & Stahl, G.K. 2005. Boundaryless careers among Asians: Evidence from a study of Japanese and Singaporean expatriates. Paper presented at "AJBS Special Session: Current Research on Japan: Best Paper Finalists from the AJBS Conference" at the *Academy of International Business Annual Meeting*, Québec City, Canada.
- Chua, C.H., Taniguchi, M. & Stahl, G.K. 2005. Boundaryless careers among Asians: Evidence from a study of Japanese and Singaporean expatriates. Paper presented at the *Association of Japanese Business Studies Conference*, Québec City, Canada.
- Chua, C.H. 2005. Cross-border transfer of Japanese-style high performance manufacturing system: The role of Japanese expatriates and host country managers. Paper presented at the *Association of Japanese Business Studies Conference*, Québec City, Canada.
- Global careers: North-American, European and Asian perspectives. Guest speaker, *Global Business Council, Moore School of Business, University of South Carolina*, March 2005.

- Participant, Doctoral Student Consortium, *Southern Management Association Annual Meeting*, 2005, Charleston, South Carolina.
- Participant, JIBS/AIB Paper Development Workshop, *Academy of International Business Annual Meeting*, 2005 and 2007.
- Chua, C.H., & Taniguchi, M. 2004. Global careers of Asians: Understanding Singaporean and Japanese expatriates. Paper presented at showcase symposium, "Global careers and human resource development: Emerging IHRM perspectives" at the *Academy of Management Annual Meeting*, New Orleans, Louisiana.
- Chua, C.H., & Stahl, G.K. 2004. Boundaryless careers: The Singaporean expatriate perspective. Paper presented at the *Academy of International Business Annual Meeting*, Stockholm, Sweden.
- Stahl, G.K., Chua, C.H. & Pablo, A. 2003. Trust following acquisitions: A three-country comparative study of employee reactions to takeovers. Paper presented at the *Academy of Management Annual Meeting*, Seattle, Washington.
- Stahl, G.K., Chua, C.H. & Pablo, A. 2003. Trust following acquisitions: A three-country comparative study of employee reactions to takeovers. *Best Paper Proceedings of the Academy of Management Annual Meeting*, Seattle, Washington.
- Stahl, G.K., Caligiuri, P.M., Cerdin, J-L., Chua, C.H., Miller, E., & Tung, R. 2003. International careers: North-American, European and Asian perspectives. Paper presented at symposium, "Global leadership" at the *Academy of Management Annual Meeting*, Seattle, Washington.
- Stahl, G.K., & Chua, C.H. 2003. Determinants of trust in the post-acquisition integration process: A cross-cultural comparative study of employee reactions to a takeover. Paper presented at the *Eastern Academy of Management International Conference*, Porto, Portugal.
- Stahl, G.K., & Chua, C.H. 2002. A decision-making approach to modeling individuals' reactions to a takeover: Findings of a study of Singaporean employees. Paper presented at the *Seventh Asia Pacific Decision Sciences Institute Conference*, Bangkok, Thailand.
- Expatriate careers: Understanding Singaporean expatriates. Speaker, *The Sixth Overseas Posting Seminar, Singapore International Foundation and the Singapore National Employers Federation*, Singapore, November 2002.
- De Meyer, A. & Chua, C.H. 2001. Corporate governance and economic legal infrastructure in the 21st century: Is corporate governance delivering value? *Proceedings of the INSEAD-JETRO Symposium*, INSEAD, Singapore.

TEACHING

Teaching Specialization (courses taught):

International Business
 International Management
 Organizational Behavior

SERVICE

University Committees and Administrative/Student Supervision Responsibilities:

University of Miami

Co-supervised undergraduate student, Brooke Homovec with Professor Terri Scandura for the University of Miami Honors Summer Research Program, 2013

Moore School of Business, University of South Carolina

President, MSB Doctoral Student Association, 2006-2008
 Vice-President, MSB Doctoral Student Association, 2005-2006

Organizer, presentation by Mr. Garold N. Larson, Counselor for Economic Affairs, U.S. Embassy in Budapest, Hungary, on “Business Opportunities and Trade in Central Europe: U.S.-Hungarian Economic Relationship”, April 13, 2005.

University of South Carolina

President, Global Scholar Network, 2008-2011

Finance/Allocation Committee Member, Graduate Student Association, 2007-2008

Student Evaluator of International Student Advisor Candidates, International Programs for Students Office, 2007

Student Evaluator of The Graduate School Dean Candidates, The Graduate School, 2007

Participant, Graduate Teaching/Instructional Assistants Workshop and Graduate Teaching/Instructional Assistants Workshop for International Students, The Graduate School, University of South Carolina, August 2003

INSEAD

Committee Member, Employee Social Committee, Asia Campus, 2002

Coordinator, INSEAD-JETRO Symposium, “Corporate Governance and Economic Legal Infrastructure in the 21st Century: Is Corporate Governance Delivering Value?”, 2001, Asia Campus, Singapore

Article contributor for Asia Campus, INSEAD Quarterly, 2001-2002

Service to Local Community:

Beta Gamma Sigma South Florida Area Alumni Chapter

Executive Planning Committee Co-Chair and Co-Organizer of Bi-annual Chapter Events, since 2014

Lean In Miami

Invited Speaker, Winning the Negotiations Tug of War: Best Practices for Getting What You Want. Miami, Florida, Sep 16 2014.