

REPORT – FACULTY GRANT FOR INTERNATIONAL CONNECTIONS
Dr. Corinne Post, Associate Professor, Management Department, CBE
Geneva, Switzerland, - December 7-21, 2013

Date: January 20, 2014

To: Mohamed El-Aasser, Cindy Hart

CC: Thomas Hyclak, Robert Trent

OVERVIEW OF PROFESSIONAL AND PERSONAL ACCOMPLISHMENTS

I am pleased to report that the primary purpose for the visit – to gain international visibility and consolidate existing international connections in order to advance my scholarship around board of directors’ behaviors, while concurrently exploring additional relationships for future international collaborations – was very successfully met.

First, the visit increased the visibility and recognition of my research on women on corporate boards, both with the presentation I gave in Geneva as well as with my participation in a 2-day specialized and intensive workshop on diversity on boards from Europe and around the world that gathered leading scholars.

Second, the visit helped move forward a joint research project with HEG researchers Profs Fragniere and Moresino, *An Emotional Barometer for Calculating Human Risk in Production Management*, that by virtue of its highly interdisciplinary nature, would have been much less likely to succeed with asynchronous or phone conversations. Pre-trip work (i.e., lit review, research design) helped provide a solid basis for the on-site research meetings.)

Finally, the visit helped me establish and re-ignite relationships that may be beneficial to the College of Business & Economics and University-wide interests in developing research and educational partnerships in Switzerland and the Geneva area.

ON-SITE ACCOMPLISHMENTS (with some pre-work)

Research Presentations

- Hautes Ecoles de Gestion (HEG) de Genève
- Université de Genève, International Organisations program
- Corporate Governance International Research 2-day workshop in Amsterdam (co-sponsored with Dutch central bank). The small, intense, and highly focused nature of this workshop allowed for many exchanges with renowned researchers in my field: Daniel Ferreira (London School of Economics, UK), Renee Adams (UNSW, Australia), Siri Terjersen (Indiana U), Chris Mallin (University of East Anglia), Hans van Ees (U, of Groningen), Trond Randoy (University of Agder, Norway), and others.
- My trip dates failed to coincide with HEC-Lausanne’s research seminar series. Still, I had lengthy and productive one-on-one research meetings with faculty at HEC, Lausanne which helped both (1) establish my research and work; (2) put Lehigh on their mental map:
 - John Antonakis – discussion of papers on female leadership, and women on boards.
 - Francizka Krings – discussion of paper on racial/ethnic, and gender inequality.

Further development of joint interdisciplinary research project

- *An Emotional Barometer for Calculating Human Risk in Production Management*, research project with Professors Fragniere Moresino: Development and refinement of a research question: given the differences not only between our approaches to research but also between our research fields, the in-person meetings were extremely helpful in developing a common understanding and formulation of our research goals and design.
- Decisions reached on measures and research design
- Next steps delineated for data collection, data analysis and manuscript preparation for journal submission.
- Participation in theatre-based data collection in the context of a practitioner-oriented conferences on sustainability (*Journee internationale de la montagne 2013*)

Development (and renewal) of professional relationships

- **One of one meetings with graduate students (advising, mentoring, and potential post-docs):**
 - Christophe Place, Masters student, Haute Ecole de Gestion de Genève
 - Caroline Kähr Serra, PhD candidate, HEC, University of Geneva
- **Meetings with administrators / exploration of opportunities for developing unique learning opportunities for undergraduate and graduate students**
 - Madeleine Linard de Guertechin, Head of International Office, Ecole des Hautes Etudes Commerciales (HEC) de Lausanne and Isabelle Schmid exchange coordinator. Ms Linard de Guertechin had Lehigh's Global Village brochure on her desk --- she reviewing a request she received from Lehigh prior to my visit for HEC Lausanne to participate in the "Global Village." Madeleine Linard expressed interest in continuing the conversation around student exchanges and other teaching possibilities (including having Lehigh professors teach Lehigh students at HEC-Lausanne). Incidentally, she also mentioned that HEC-Lausanne just signed an agreement with Tongji University.
 - Dr. Gilbert Probst Professor for organizational behavior and management and director of the Executive-MBA program at the University of Geneva, Switzerland. Managing Director at the World Economic Forum and Dean of the Global Leadership Fellows Program (World Economic Forum)
 - Aina Rakotobarison, Owner, AR Conseil (HR search & recruitment firm), Career and Business Coach. Past director, Association Suisse d'Organization et Management.
- **Pre-trip Meeting (during a personal trip to Geneva):**
 - Dr Xavier Burdet Xavier Burdet, Professeur HES, Responsable de la coordination de l'enseignement et des relations internationales Haute École de Gestion de Geneve (HEG), Luce Schneider Varin and Rebecca Silvia, International Relations Advisor (HEG), & Alexandre Caboussat, Director of the Department of International Business Management at Geneva School of Business Administration (HEG).

EXPECTED OUTCOMES - LONG TERM

- Invited talks at Universities in Switzerland, Europe, and the U.S.
- Publications in top tier management or interdisciplinary journal
- Creation of unique learning opportunities for undergraduate and graduate Lehigh students
- Attracting international graduate students to study at Lehigh, perhaps also visiting post-docs

BUDGET NOTES

The generosity of my guests at HEG and at the Diversity in Board conference was unexpected. They paid for many meals and covered many expenses (e.g., travel, meals.) In addition, the hotel that the HEG recommended in Geneva unexpectedly offered free breakfasts, free WIFI, and public transportation vouchers. For all of these reasons, the expenses for the trip were considerably lower than budgeted (\$3,800 vs. \$5,000.)