Subject: POST - Proposal Grant for International Connections 2013
From: Corinne Post <coripost@optonline.net>
Date: 3/6/2013 11:23 AM
To: cmh505@lehigh.edu

Dear Cindy,

It was nice putting a voice to your name. Attached is the proposal with six appendices (A-F). Kindly confirm receipt.

Best,
Corinne

Corinne Post, Ph.D.
Assistant Professor of Management
College of Business and Economics
Lehigh University
http://www4.lehigh.edu/business/post.aspx
621 Taylor Street
Bethlehem, PA 18015
610.758.5882 (campus office)
908.766.9366 (home office)

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Attachments:

- Faculty Grant for Int: Connections.docx 27 bytes
- Appendix A - List of Schools and Rankings.docx 27 bytes
- Appendix B - Dr Post CV.doc 27 bytes
- Appendix C - Dr Fragniere CV.pdf 27 bytes
- Appendix D - Invitation HEG Geneva.docx 27 bytes
- Appendix E - Invitation HEC Lausanne.pdf 27 bytes
- Appendix F - Cost Estimates.pdf 27 bytes
PROFESSIONAL AND PERSONAL GOALS FOR THE VISIT

The primary purpose for the visit is to consolidate existing international connections in order to advance my scholarship around board of directors' behaviors, while concurrently exploring additional relationships for future international collaborations.

While this initial visit is intended to move a specific research project forward, I anticipate that it will help me develop a nucleus of potential research and educational collaborations, which will serve two purposes. First, it will help me develop my career as a scholar and improve my international visibility and recognition. Second, the visit may help me establish relationships beneficial to the College of Business & Economics' interests and University-wide interests in developing research and educational partnerships in Switzerland and the Geneva area.

Having graduated from HEC-Geneva and from HEC-Lausanne in 1994 and 1996, I have some social capital with faculty in different universities in Switzerland (e.g., HEC Geneva, HEC – University of Lausanne and University of St-Gall). This visit would enable me to re-activate some of those ties as well as creating new ones, through meetings arranged by existing contacts.

EXPECTED OUTCOMES - SHORT TERM

- Development of a research design and research tool to evaluate joint research question
- Preparation for next steps in research program: Data collection & analysis and preparation of a manuscript for journal submission.
- Dissemination of my research via scholarly presentations
- Advising of 1-2 doctoral students
- Meetings with administrators at 1-2 select schools to explore opportunities for developing unique learning opportunities for undergraduate and graduate students

EXPECTED OUTCOMES - LONG TERM

- Publications in top-tier management or interdisciplinary journal
- Creation of unique learning opportunities for our undergraduate students to study abroad
- Attracting international graduate students to study at Lehigh, perhaps also visiting post-docs

NATURE OF INTERACTIONS

Haute Ecole de Gestion de Geneve (HEG) – Geneva School of Business Administration.

Dr. Emmanuel Fragniere and I both share an interest in understanding how perceptions shape behaviors, particularly on boards of directors where such micro-processes are decidedly understudied. I have published two articles on board of director composition and firm outcomes and am currently finalizing a meta-analysis of 76 studies on the topic. Dr. Fragniere has developed a theatre-based experimentation methodology, which he has used to explore shareholder perceptions of board interactions during a simulated annual shareholder meeting.
Our collaboration will aim at translating the theatre experimentation methodology developed by Dr Fragnieri into an experimental survey tool for hypothesis testing. During our 7-8 day interaction, we plan to jointly develop the research design, the instrument, and a pilot test for a large scale study around how board of directors’ perceptions shape their decisions and behaviors. During the visit, I will also be presenting my work and meeting doctoral students. Office space will be provided by HEG - Geneva.

Two Three Research presentations at Other Universities in the Region

- HEC – University of Lausanne, Dr. Antonakis and Dr. Krings expressed interest in having me present my work at research brown bag.
- University St-Gall
- Grenoble School of Management
- Rouen Business School

PRE-TRIP PLANNING AND PREPARATION

HEG-Geneva Dr Fragnieri: Continue monthly phone calls started in December 2012. We plan to capitalize on the opportunity to develop a theatre-based experimentation as a basis for our joint research project, pending approval from the Glion think tank, whose participants (leaders of higher education, business, and government agencies) would be subjects in our research. In addition, we will explore possibilities for collaborating on smaller scale projects, such as advising HEG graduate students on project of mutual interest.

Other schools - research: Exchange of information about potential research interests. Preliminary phone conversations have already taken place with HEC-University of Lausanne

Other schools - educational opportunities: Activation of contacts at above-listed institutions to set up meetings for discussion of additional educational and research collaborations.

EXPECTED FOLLOW-UP STEPS UPON RETURN TO CAMPUS.

- Lehigh community: written trip report & oral presentations.
- Research collaboration
- Discussions of learning opportunities for undergraduate, graduate, and doctoral students

PROPOSED BUDGET FOR TRAVEL AND IN-COUNTRY COSTS AND PROPOSED DATES OF TRIP.

Travel cost: Flights average $700-$900
In-country costs: The state department’s lists the lodging, meals and incidental per diem rate at a maximum of $498 day. This includes $338 per day for lodging, for which there are certainly lower cost options (e.g., Expedia lists several options at between $150 and $200 per night), thus bringing daily expenses down to about $360 per day. For a two week trip, in-country costs come to approximately $5000.
Proposed dates of trip: Two weeks over 2013-2014 winter break
Appendix A

Financial Times (FT) European Business School Rankings 2012

- University St-Gal
  - http://www.unisg.ch/
  - Financial Times rank: 7
- Grenoble School of Management
  - Financial Times rank: 21
- HEC – University of Lausanne
  - https://www.hec.unil.ch/
  - Financial Times rank: 42
- Rouen Business School
  - www.rouenbs.fr/en
  - Financial Times rank: 52
Appendix B

Vita Highlights, Dr. Fragniere
Appendix A

Financial Times (FT) European Business School Rankings 2012

- University St-Gall
  - [http://www.unisg.ch/](http://www.unisg.ch/)
  - Financial Times rank: 7
- Grenoble School of Management
  - Financial Times rank: 21
- HEC – University of Lausanne
  - [https://www.hec.unil.ch/](https://www.hec.unil.ch/)
  - Financial Times rank: 42
- Rouen Business School
  - [www.rouenbs.fr/en](http://www.rouenbs.fr/en)
  - Financial Times rank: 52
Dr. Corinne Post

BIOGRAPHICAL INFORMATION

<table>
<thead>
<tr>
<th>Business Address</th>
<th>Home Office Address</th>
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<tbody>
<tr>
<td>Assistant Professor of Management</td>
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<tr>
<td>College of Business &amp; Economics</td>
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<td>Lehigh University</td>
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<tr>
<td>621 Taylor Street</td>
<td></td>
</tr>
<tr>
<td>Bethlehem, PA 18015</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:Corinne.Post@Lehigh.edu">Corinne.Post@Lehigh.edu</a></td>
<td></td>
</tr>
<tr>
<td>120 Lake Road</td>
<td></td>
</tr>
<tr>
<td>Basking Ridge, NJ 07920</td>
<td></td>
</tr>
<tr>
<td>Tel: (908) 766-9366</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:coripost@optonline.net">coripost@optonline.net</a></td>
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</table>

Academic Work Experience

2008 – present  Lehigh University, College of Business & Economics
Assistant Professor of Management

2003 – 2008  Pace University, Lubin School of Business
Assistant Professor of Management and Management Science

Education

Ph.D. in Organization Management. 2003
Rutgers Business School - Newark and New Brunswick

Masters in International Management. 1996
H.E.C. (Business School,) University of Lausanne; Switzerland. In partnership with Babson College, Wellesley, MA.

Bachelors in Organization Management. 1994
H.E.C. (Business School), University of Geneva; Switzerland.
PUBLICATIONS

Edited Book (1)

Book Chapters (4)


Refereed Journal Articles (21)

Lead author.


Sole author.


Co-lead author.


Lead author.


Contributor.

*Equal contributions.*


*Lead author.*


*Lead author.*


*Contributor.*


*Contributor.*


*Lead author.*


*Lead author.*


*Contributor.*


*Co-lead author.*


*Contributor.*

Primary contributor.


Contributor.


Primary contributor.


Contributor.


Contributor.


Contributor

Refereed Conference Proceedings (7)

Post, Schneer, Reitman, & ogilvie. 2011 “Career Stage Differences in the Pathways to Retirement: Predictors of expected retirement age at mid and late career stages.” Proceedings, Eastern Academy of Management, 48 (Boston, MA) **Best Paper***


Post & Wieland. 2007. “Gender Inequality in the Workforce: A Comparison of Corporate Women and Female Entrepreneurs.” Proceedings, United States Association for Small Business and Entrepreneurship (USASBE) (Orlando, FL)


Working Paper


Unpublished Work in Progress


AWARDS AND HONORS

Nominations and Awards for Best Paper and Dissertation

Listed among Top 5 Researcher, Lehigh University, College of Business and Economics, 2010.


Nominated for Frank Hook Professorship, Lehigh University. 2010, 2009

Best Doctoral Dissertation Award, Technology Management Section (TMS), Institute for Operations Research and Management Sciences (INFORMS), 2004

Masters’ thesis obtained a “Prix d’Ecole” at the HEC Business School, University of Lausanne. 1994

Merit award for undergraduate studies, June 1994, presented by corporate sponsor Lombard-Odier. Geneva, Switzerland.

Fellowships
Technology Management Research Center, Dissertation Fellowship, Rutgers University 2002-2003

Institute for Research on Women/Institute for Women’s Leadership, Graduate Fellowship, at Rutgers University, 2002-2003

Commencement Speaker (as Student)
Masters in International Management (M.I.M.) Class of 1996 Commencement Speaker. HEC Business School, University of Lausanne; Lausanne, Switzerland


Honors & Service Awards
Elected Officer, Careers Division, Academy of Management. August 2009. Representative-at-large for Careers Division for 3 year term: 2010-2013. Chair, Membership committee.

Best Reviewer award. August 2008, Career Division of the Academy of Management.


Nominated for and awarded a 2001-2002 Doctoral Dissertation Fellowship by the Graduate School-Newark, Rutgers University.


RESEARCH FUNDING

Competitively Awarded Research Grants


Institutional/Equipment Grants (all under $3000)

Sponsored Research Grant Writing, Release Time, Pace University, Spring 2008

Scholarly Research Grant, Pace University, Fall 2007

Scholarly Research Grant, Pace University, Summer 2007

Scholarly Research Grant, Pace University, Summer 2006

Scholarly Research Release Time, Pace University, Fall 2006

Kenan Award for Faculty Development, Pace University, Spring 2006

Scholarly Research Grant, Pace University, Fall 2004

SCHOLARLY PRESENTATIONS

Refereed Presentations (43) * denotes presenter

Society for Industrial and Organizational Psychology (SIOP) Houston, TX. 2013: *Eisenberg, Post, & DiTomaso. "The Moderating Role of Geographical Dispersion on Team Cohesion"


Academy of Management San Antonio, TX. 2011: *Post “Relating Cognitive Style Composition, Mobility and Faultlines to Team Innovation.”
INGRoups, Minneapolis, MN. 2011: Post & *Perry “Demographic Faultlines and Innovation: Investigating the Moderating Influences of Collaborative Learning, Diversity Beliefs, and Psychological Safety.”


Curriculum Vitae, Dr. Post
Course Examination of Women's Career and Family Trajectories.”

“Sources of Differences between Asians and Whites in Evaluations of Their Managerial
Potential.”

American Sociological Association New York City. 2007. Shih, *DiTomaso, Post, & Parks-
Yancy: “The Symbolic Politics of Immigration for White Americans.”

Influence: From Shrek to You.” Experiential Learning Association session.

United States Association for Small Business and Entrepreneurship (USASBE) Orlando,
FL, 2007 Post & *Wieland “Gender Inequality in the Workforce: A Comparison of
Corporate Women and Female Entrepreneurs.”

Academy of Management Atlanta, GA. 2006: *Parks-Yancy, DiTomaso, & Post “Career
Pathways of Middle and Working Class African-Americans: The Role of Social Ties.”

American Sociological Association Montreal, QC, Canada 2006: *Post, De Lia, & Parks-
Yancy: “Career Trajectories and Family Structure Development.”

American Sociological Association Montreal, QC, Canada 2006: *Post, DiTomaso, Lowe,
Farris, & Cordero: “A “Female Advantage” in Promotability Evaluations for Women
Perceived by their Managers to be Innovative.”

International Engineering Management Conference (IEMC) St Johns, Newfoundland, Canada.
Engineers & Scientists and Their Managers.”

American Sociological Association Philadelphia, PA 2005: Parks-Yancy, DiTomaso, & *Post:
“Social Capital Resources and Social Programs: Advancement Mechanisms for
Disadvantaged Groups.”

Academy of Management Honolulu, HI. 2005: *Parks-Yancy, DiTomaso, & Post “The Effects
of Social Capital Resources on the Careers of Gender and Class Groups.”

R&D: The Role of Race/Ethnicity, Gender, Family Characteristics, and Organizational
Setting.” *** Best Dissertation Award. ***

Academy of Management New Orleans, LA. 2004: *Post, DiTomaso, Lowe, Farris, &
Cordero, “Competence or Cooperation – Wherein Lies the Female Advantage?”

American Sociological Association San Francisco, CA 2004: *Post, DiTomaso, Farris, &
Cordero: “The Ubiquity of U.S. Born White Men’s Advantage in Allocation Processes across
Organizational Settings”

Social Capital Resources of Gender and Class Groups.”


Academy of Management Denver, CO. 2002: *DiTomaso, Parks-Yancy, & Post "White Views of Civil Rights and Equal Opportunity: Colorblindness, Qualifications, and Quotas." This paper was ranked on the Social Science Research Network as a “Top Ten” download.


Invited Presentations (31)


Industrial Research Institute (IRI). October 28, 2009, Toronto, Canada. “Accelerating Breakthrough Innovation by Harnessing Thought Diversity”


Industrial Research Institute (IRI). May 20, 2009, Boston, MA. “Handling the Double-Edged Sword of Diversity to Foster Breakthrough Innovation”


Industrial Research Institute (IRI), Research on Research Subcommittee. February 27, 2008, St. Pete Beach, FL. “Leveraging Diversity for Innovation – Preliminary Survey Results”


Executive in Residence Centennial Series. Pace University. November 2006. Moderated a panel on the theme "Women in Finance: How to Succeed in Business," featuring Alice Dear, President, Urique Afrique, Inc.; Dina Dubion, Senior Advisor, Warburg Pincus; and Maria Fiorini Ramirez, President and CEO, Maria Fiorini Ramirez, Inc.


Rutgers University Provost’s Annual Research Day: Showcasing scholarship at Rutgers - Newark. May 2002. “Employment practices: Favoring is more important than discriminating against”


Organized or Chaired Sessions or Session Discussant


2011. Session Chair "Work Family Enrichment, Conflict and Life Balance." Academy of Management Annual Meeting, Gender & Diversity in Organizations Division. San Antonio, TX.


2001. Discussant “The effect of leadership on diversity and of diversity on leadership.” Academy of Management Annual Meeting, Gender and Diversity in Organizations Division, Washington, DC.

**Media Citations**

Lehigh Alumni magazine “Our Changing Retirement Expectations” Winter 2012-2013

LVB.com “Mid-career employees looking to retire earlier” February 11, 2013

Diversity Executive “Want Innovation? Diversify Thinking!” November 19, 2012

RxNews. Science Letter “Researchers from Lehigh University detail new studies and findings in the area of management science”. December 7, 2009


The Journal News, “Know the Boss before Making a Pitch”, March 19, 2006

Black MBA Magazine, “When Women Lead” November, 2005,

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**TEACHING AND RESEARCH ADVISING**

<table>
<thead>
<tr>
<th>2008 – Current</th>
<th>COLLEGE OF BUSINESS AND ECONOMICS, LEHIGH UNIVERSITY</th>
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<tr>
<td></td>
<td>Managing People (traditional, online, and distance) Graduate 4 credits</td>
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<td></td>
<td>Inclusive Leadership: Making Differences Work. Graduate 1 credit</td>
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<td></td>
<td>Human Resource Management. Undergraduate 3 credits</td>
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Curriculum Vitae, Dr. Post
Diversity and Inclusion in the Workplace. Undergraduate 3 credits

2003 - 2008

LUBIN SCHOOL OF BUSINESS, PACE UNIVERSITY

Organizational Behavior and Leadership. MBA 4 credits
Negotiations and Bargaining. MBA 3 credits
Human Resources Management. Undergraduate 3 credits
Organizational Behavior. Undergraduate 3 credits
Supervision of Management Internships Undergraduate 3 credits
Supervision of Honors’ Thesis Senior Projects Undergraduate 3 credits

1999 - 2003

RUTGERS BUSINESS SCHOOL – NEWARK NEW BRUNSWICK

Management of Human Resources. Undergraduate.

Advising – Research Direction

Undergraduate Honor Students

Rubow, E., 2006 – 2007. Does the Composition of the Board of Directors Affect Decisions Regarding Environmental Corporate Social Responsibility (ECSR)? Graduated summa cum laude in the BBA degree program, Lubin School of Business, Pace University.

Durando, J., 2006 – 2007. How Storytelling Increases Affective Commitment. Upon graduation from Lubin School of Business, Pace University, was accepted at Rutgers, The State University of New Jersey-New Brunswick, Masters’ program.

Doctoral Students


Office and Committee Memberships Held in Professional Organizations (* denotes leadership role)

2012
Best Applied Conference Paper Award Committee (member). Academy of Management, Careers Division.

2011 - present
*Gender & Diversity Program Chair. Eastern Academy of Management.

2011
Emerald Best Student Conference Paper Award Committee (member). Academy of Management, Gender and Diversity in Organizations Division.

2010
Driver Award Committee (member). Academy of Management, Careers Division.

2010-2012
*Officer, Careers Division. Academy of Management. Elected representative-at-large for Careers Division, 3-year term.

2009
Best Student Conference Paper Award Committee (member). Academy of Management, Careers Division.

2004 – 2008
Liaison Officer, Eastern Academy of Management. Liaison for Pace University.

2006 – 2007
Local Arrangements Committee (member). Eastern Academy of Management 2007 annual conference, New Brunswick, NJ.

2005 – 2007
Best Doctoral Dissertation Award Committee (member). INFORMS, Technology Management Section (TMS).

2002
Associate Editor, Academy of Management Careers' division newsletter.

1999 – 2000
*Vice President - Ph.D. in Management Student Government Association.

Professional Services to the Research Community at Large – Reviewing Activities

2013
Group & Organization Management,

2012

2011
Academy of Management conference: Careers division, Gender & Diversity in Organizations division, Organizational Behavior divisions, Austrian Science Fund (Australian equivalent to NSF), Interdisciplinary
Network for Group Research (INGroups) conference, Sex Roles, Small Group Research, Journal of Business Ethics

2010
Academy of Management conference: Careers division and Gender & Diversity in Organizations division, Austrian Science Fund (Australian equivalent to NSF), National Science Foundation (NSF): Innovation & Org Sciences Program.

2009

2008
Academy of Management conference: Organizational Behavior division and Careers division.

2007

2006

2005

2004
Academy of Management conference: Careers division and Gender & Diversity in Organizations division; Sex Roles.

2003
Academy of Management conference: Careers division and Gender & Diversity in Organizations division.

2001
Academy of Management conference, Careers division and Gender & Diversity in Organizations division. IEEE Transactions on Engineering Management, Persons, Processes and Places conference, co-sponsored by the Business and Professional Women Foundation, the Sloan Foundation, and the Center for Families at Purdue University.
PROFESSIONAL, NON-ACADEMIC WORK EXPERIENCE

Accenture (formerly Andersen Consulting)  Florham Park, NJ and other locations


Prioritized, developed, and rolled out Lotus Notes databases for Human Resources functional leads; responsible for technical and functional maintenance and enhancements of existing databases. Supported annual and mid-year evaluation process for entire Metro New York office with reporting and analysis. Supervised one full-time employee, and two INROADS summer interns.

Business Solution Delivery, Analyst  March 1996 – December 1997

HSBC (Toronto, ON): development and installation of a Global Financial Management System. Key roles included creating components for building management reports, building, running, and testing management report templates, and running SQL queries.

Astra-Merck (Philadelphia, PA): software redesign for enhancement of an external communication tool. Key roles included: identifying user requirements, creating a conceptual data model, prototyping in PowerBuilder 4.0, and preparing a test plan.

AT&T (Basking Ridge, NJ and Somerset, NJ):
1. Initiative to re-engineer the marketing process for prospect management. Key roles included providing Lotus Notes training.
2. Development of a custom application for telemarketing offerings customized for customers. Key roles included prototyping, PowerBuilder 5.0 programming, and creating test data and conditions.

International Herald Tribune (IHT)  New York City

Circulation Internship  1995
Conducted market research for South American expansion of IHT printing facilities. Identified Internet advertisers. Analyzed direct mailing campaign. Created material for sales representatives.

Philips Electronics GmbH  Kassel, Germany

Sales and Marketing Internship  1994
Served as intermediary for international marketing planning between the Int’l Sales Department in Kassel, and Philips’ distributors and agents in Europe.

Swiss Bank Corporation (SBC)  New York City

Electronic Banking Services Internship  1993
Designed marketing tools for products in the Electronic Banking Services Department.
Junior Entreprise Geneva

Geneva, Switzerland

Account Manager
Managed accounts of local and international companies contracting graduate students for consulting services. Managed relationships with University faculty and other student associations. Organizer and participant in the First European Congress of the Junior Entreprises, in Lausanne, Switzerland

Other Professional Work Experience

Switzerland


World Economic Forum – External staff at the Annual Meeting, Davos (1994)


Languages

English
Fluently spoken, read, and written

French
Fluently spoken, read, and written

German
Well spoken, working knowledge in reading and writing

Spanish
Basic conversation
CURRICULUM VITAE

Name & First Name : FRAGNIERE, Emmanuel
Citizenship : Swiss
Place of birth : Basel (Switzerland)
Date of birth : March 13 1966
Marital Status : Married, one child
Home Address : 2 route de Chêne, 1207 Geneva, Switzerland
Tel. (+41 79) 478 35 90 E-mail: e.fragniere@bath.ac.uk

EDUCATION

2004 CIA (Certified Internal Auditor), www.THEIIA.org, Miami


1991 Ecole Polytechnique Fédérale de Lausanne, Department of Civil Engineering, Postgraduate Programme in Energy Management and Economics

1989 University of Geneva, Department of Econometrics, Licence in Econometrics

ACADEMIC APPOINTMENTS.

2005 September Professor in Operations Management at Haute Ecole de Gestion de Genève

2000 October Lecturer in Risk Management (20%), University of Bath, School of Management

2004 2005 Commodity Risk Analyst (specialized in Freight), Cargill, Ocean Transportation


1996 – 2000 Assistant Professor in Research Methods at Lausanne University (HEC)

1996 – 2001 Lecturer in Decision Analysis at Geneva University (HEC)


1993 – 1995 Lecturer in Management Science at the Conservatoire National des Arts et Métiers (France)

1989 – 1995 Assistant in Quantitative Methods, University of Geneva, (HEC)
MAIN CONSULTING ACTIVITIES

1. DTPE-SIG: An analysis of the economic and environmental consequences for the canton of Geneva of a 40% reduction in the delivery of electricity from nuclear sources, 1994 (report available).
13. HEPIA (Haute Ecole du Paysage, d'Ingénierie et d'Architecture de Genève): Assessment of the image impact of the new of the name of EIG through both qualitative and quantitative surveys, 2010-2011.

TEACHING ACTIVITIES

Programs Design.

1. HEG B.Sc Major Options in Commodity Trading, first academic program in Geneva related to Commodity Trading, and in Finance & Risk, since 2006.
2. DAS (MBA Specialization) HEC-HEG in Gestion des risques d'entreprise (http://risk-entreprise.ch), since 2008, co-director.
3. DAS (MBA Specialization) HEC-HEG in Commodity Trading (http://commoditytrading.ch), since 2008, co-director.
5. CAS HEC-HEG in Internal Auditing, under the aegis of IIA Switzerland, since 2010, co-director.

Main courses at HEG

3. MAS in Luxury Management: Service Experiences through Social Experiments.

Main postgraduate courses outside HEG (since 2001).

1. Business Risk Management module, each year since 2002, MBA Programme, School of Management, Bath University.
2. Financial Risk Management module, each year since 2003, Operational Research MSc, School of Mathematics, University of Edinburgh.
5. Quantitative Methods in Management Research, Non-parametric Statistics for Qualitative Research, from 2001 to 2004, Ph.D. Programme, School of Management, Bath University.
RESEARCH ACTIVITIES

My research is partly focused on the development of risk management models for decision-makers in the fields of energy and environment systems. One of my major achievements in the area was to make several successful bids for research projects from various public utilities in the Canton de Genève. The results of these projects have been implemented in the new long-range planning model used by the Energy Technology Systems Analysis Program (ETSAP) of the International Energy Agency. My recent models mix technological progresses with behavioral change and have been adopted by ETSAP to pursue a more sustainable development strategy. My other research interests include modeling systems, for which I have also obtained considerable funding from the Swiss National Science Foundation.

I am more and more interested in all aspects surrounding the measurement of service perceptions. Indeed, there is a need to develop new metrics to assess service production, performance, risk, pricing and consumption. Due to the intangible nature of service production, I attempt to couple decision science techniques with social sciences approaches (e.g. survey research, conjoint analysis, ethnography, social experiment).

Research Funding

1. Swiss National Research Funds (FNRS), "Interprétation de la décomposition dans les langages algébriques de modélisation", n. 1214-049696.96/1, 205'452 Swiss Francs, 1997-1999.

Refereed Papers in Journals


**Refereed Papers in Books.**

11. Fragnière E. and Markov, I., "Short Selling in France during the Crisis, the Bans and What has Changed since the Euro Correction", edited by Gregoriou G. N., Handbook of Short Selling, Elsevier, pp. 219-235, 2011.

**Refereed Proceedings**


Technical Reports


Selected Presentations


Books

Research Institutes
1. L.E.M. (Laboratoire d’Etudes de Marché) (http://www.hesge.ch/teg/recherche-appliquee/centre-competence-laboratoire/lem/): L.E.M has been created 6 years ago with main objective is to form students to social data collection and analysis (i.e. survey research, ethnomethodology, social experiment). We have conducted more than 50 survey studies (private mandates and mainly public interest studies that have been relayed by the press) over the last years. Director.


Editorial Activities
2. Associate Editor of the Mathematical Programming Computation journal (http://www2.isye.gatech.edu/~wcook/mpe/index.html), Springer, a journal of the Mathematical Programming Society.
4. Editorial Board Member of the Service Science Journal (http://servsci.journal.informs.org/), Service Science Global.
5. Editorial Board Member (recently invited) of the International Journal of Risk Management.

References
Professor Jacek Gordzio, School of Mathematics, University of Edinburgh, Scotland, UK. Email: J.Gorzio@ed.ac.uk

Professor Eric Widmer, Department of Sociology, University of Geneva, Switzerland. Email: Eric.Widmer@unige.ch

Professor Marc Frigo, DePaul University - Kellstadt Graduate School of Business, USA, Email: MFRIGO@depaul.edu
Dear Corinne,

I am pleased to invite you to visit HEG – Geneva so that we can begin to collaborate more closely on the joint project we have tentatively begun. Our collaboration will aim at translating the theatre experimentation methodology that I have developed into an experimental survey tool for our study around how board of directors’ perceptions shape their decisions and behaviors.

Our goals for the 7-8 day interaction, is to jointly develop the research design, the instrument, and a pilot test for the large scale study. You will also have the opportunity to present your work and meet with our doctoral students for potential advising roles.

Finally, I will also put you in touch with colleagues at other universities in the region who may be interested in discussing collaborative research and educational opportunities. Office space for a two week visit sometime between summer 2013 and spring 2014 will be provided by HEG - Geneva.

Your sincerely,

Emmanuel Fragnière
Hi,
January or May, June should be fine.
best, Franciska

Le 1 mars 2013 à 20:57, Corinne Post a écrit :

Dear Franciska,

So glad to hear that you have an interest in having a conversation and perhaps in a brownbag presentation. Could you tell me — generally speaking — when are some good times to meet during your calendar year? Typically, I could travel to CH between about mid December to mid-January, or at some point in May, June or July. Do these timeframes match with your academic calendar? And if so, do you typically have preferences (I am not at all ready to pin down a date, just want to get a sense of the timing!)

Best,
Corinne

Dear Corinne
I too would be happy to meet and discuss with you. And as John said, it may be a good idea if you present in our brownbag, for example the meta-analysis you mention.
best regards, Franciska

*Franciska Krings*
Professor of Organizational Behavior
Vice Rector, Junior Faculty Development and Diversity
University of Lausanne, Switzerland

franciska.krings@unil.ch
0041 21 692 2048

Le 27 février 2013 à 18:03, Corinne Post a écrit :

**Dear John,**

We exchanged some correspondence last year as my colleague and I were preparing our meta-analysis on the relationship between female representation on boards and board performance. I am glad to report that we are just about ready to submit it for review at AMJ. I did want to touch base with you about your publications *Causality and endogeneity in leadership research: Problems and solutions.* In D.V. Day (Ed.), The Oxford Handbook of Leadership. Could you provide me with the complete reference?

The main purpose message, however, was to gauge your interest and the interest of some of your faculty (e.g., Franciska Krings) in spending an afternoon or a day with me exploring areas for potential research collaborations. I am planning on spending a couple of weeks at the Haute Ecole de Gestion de Genève, probably later this year (December / January), working on a research collaboration with Dr. Fragniere. I would like to take the opportunity to explore additional opportunities for collaboration, especially in the area of diversity management.

I am a fairly accomplished scholar in the area of diversity management (see attached vita in separate message) and experienced at publishing in high level management journals. Switzerland, of course, offers an ideal environment for studying diversity issues from a variety of perspectives! In addition, having graduated from HEC-Genève (undergraduate, Gestion d’Entreprise, 1994) and HEC-Lausanne (Masters in International Management, 1996), I am also bilingual and very familiar with the area, which could also facilitate the development of such relationships.

Let me know if there is a potential interest in either (or both) having me present some of my work and/or discussing possibilities for international research collaborations.

Kinds regards,
Corinne Post

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**From:** John Antonakis [mailto:John.Antonakis@unil.ch]
**Sent:** Sunday, May 13, 2012 11:11 AM
**To:** Corinne Post
**Cc:** Kris Byron
**Subject:** Endogeneity in different time periods...Re: [OB-LIST] Call for Unpublished Studies: Board Gender Composition, Board Behaviors, and Firm Performance
Hi again Corinne, Kris:

One thing, though. As we say in the causal claims paper (pp. 1087-1088) "modeling variable x as a "cause" merely because it is temporal antecedent of y does not mean that it caused y (i.e., x must be exogenous too, as we discuss in detail later); thus temporal ordering is a necessary but not a sufficient condition."

So, imagine one wants to establish the cause effect of X on Y. However, both X and Y depend on a common cause Z. Because of the omitted cause, one seeks to predict Y at a separate time from X, hoping that the time separation may eliminate endogeneity. However, if X and Y share a common cause, Z, the X-Y relation will still be plagued with endogeneity even if the time periods are split up because Z at time 1 will correlate with Z at time 2, and the latter will correlate both with X at time 1 and Y at time 2. You can see this more formally below. The logic of the below follows from my causal claims paper (and I have nipped the below from a new paper that I am working on):

Suppose the true model is:

Eq 1: Yt2 = b0 + b1.Xt1 + b2.Zt2 + e
(where e is a disturbance that is orthogonal to the regressors)

Now, suppose you don't measure Zt2, the omitted cause, but estimate instead:

Eq 2: Yt2 = f0 + f1.Xt1 + u
(where u is a disturbance that is orthogonal to the regressors)

We assume (hope) that f1 = b1; however, this assumption will probably not hold. Why? Zt2 will depend on Zt1. If Z correlates with X too (the causal ordering is not relevant), then we have the following (note, I am omitting the constants below, which are irrelevant for the demonstration):

Eq 3: Zt2 = g1.Zt1 + w
(where w is a disturbance that is orthogonal to the regressors)

And,

Eq 4: Zt1 = j1.Xt1 + p
(where p is a disturbance that is orthogonal to the regressors)

Substituting Eq 4 into Eq 3 gives:

Eq 5a: Zt2 = g1(j1.Xt1 + p) + w

Multiplying out gives:

Eq 5b: Zt2 = g1.j1.Xt1 + g1.p + w

Now, substituting Eq 5b into Eq 1 gives:

Eq 6a: Yt2 = b0 + b1.Xt1 + b2(g1.j1.Xt1 + g1.p + w) + e

It is now clear that the error term u (the super-disturbance) from Eq 2 consists of "b2(g1.j1.Xt1 + g1.p + w) + e"

To see it another way, multiplying Eq 6a out gives:
Fare Calendar

New York/Newark, NJ (EWR - Liberty) to Geneva, Switzerland (GVA)

Search Summary: Calendar Start Date: 5/5/2013 | Length of Trip: 14 days | Travelers: 1 | Fare Options: Lowest

Available Fare

Fares listed are for the entire trip per person and include taxes and fees. Checked bag fees may apply.

Lowest Price Displayed

$894 Round trip, per person

Modify Fare Calendar

Calendar Start Date: 5/5/2013
Length of Trip: 14 days

Update Calendar

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- The calendar shows the fares available for your designated departure date and length of trip.
- Your complete itinerary search results will appear on the next page.
- The lowest available fares are shown in green.
- Fares listed are for the entire trip per person and include **taxes and fees**. **Checked bag fees may apply.**
### Foreign Per Diem Rates In U.S. Dollars

**Country:** SWITZERLAND  
**Publication Date:** 03/01/2013

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## Hotwire

**Hotwire** 4-star hotels, 2-star prices
Save up to 50% with LOW Hotwire Hot-Rates

### Hotels in Cointin International Airport (CVA) on Jun 1 - Jun 15 for 1 adult
Change Search
7 results found matching your search

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<th>Guest Rating</th>
<th>Star Rating</th>
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### Hotel 33
3.4 out of 5 (9 reviews)
Cointin (Cointin International Airport (CVA))
Free
1-855-204-5714

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### Citadines Geneva Ferney Voltaire
3.7 out of 5 (12 reviews)
Ferney-Voltaire, France
1-866-287-9053

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### AirportHotels Oudaisa Ferney Geneva
2.6 out of 5 (9 reviews)
Ferney-Voltaire, France
1-866-272-4856

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### Novotel Geneva Aeroport
3.7 out of 5 (56 reviews)
Ferney-Voltaire, France
1-866-276-6383

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### Park & Suites Elegance Ferney Voltaire
3.4 out of 5 (43 reviews)
Ferney-Voltaire, France
1-866-276-6383

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### Holiday Inn Express Geneva Airport
4.0 out of 5 (21 reviews)
Cointin (Cointin International Airport (CVA))
1-866-281-6617

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### Drake Longchamp Swiss Quality Geneva Hotel
Geneva (Downtown Geneva) - Aea
Distance from address/landmark: 2.40 mi
1-866-266-0343

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**Notes:**
- Expedia Rate details may qualify for special promotions and coupon redemption. Expedia Rate requires that you credit card be charged for the full payment upon reservation. Special offers may apply to specific room types and have additional terms and conditions.

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