

MICHAEL A. SARTOR, J.D., M.B.A., Ph.D.
Distinguished Faculty Fellow of International Business
Smith School of Business, Queen's University
Kingston, Canada
michael.sartor@queensu.ca (+1 613-533-6832)

ACADEMIC APPOINTMENTS:

Associate Professor, International Business and Global Strategy (2021-present)

- Smith School of Business, Queen's University (Kingston, Canada)

Distinguished Faculty Fellow of International Business (2018-present)

- Smith School of Business, Queen's University (Kingston, Canada)

Assistant Professor, International Business and Global Strategy (2015-2021)

- Smith School of Business, Queen's University (Kingston, Canada)

Adjunct Research Professor, International Business (2014-2015)

- Ivey Business School, Western University (London, Canada)
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EDUCATION:

Ph.D., International Business (2014): Ivey Business School, Western University (London, Canada)

- Dissertation: *Essays on the relationship between host market corruption and MNE strategy.*
- **Nominee: *William H. Newman Award for Best Paper Based on a Dissertation (2017).*** Academy of Management Annual Meeting (Atlanta, USA).
- **Winner: *Udayan Rege Best Doctoral Dissertation Award (2016).*** Administrative Sciences Association of Canada Annual Conference (Edmonton, Canada).
- **Finalist: *Stockholm School of Economics-Gunnar Hedlund Doctoral Dissertation Award (2016).*** European International Business Academy Annual Conference (Vienna, Austria).
- **Winner: *Peter J. Buckley and Mark Casson AIB Dissertation Award (2015).*** Academy of International Business Annual Meeting (Bengaluru, India).
- **Winner: *AIB-Sheth Best Doctoral Dissertation Proposal Award (2013).*** Academy of International Business Annual Meeting (Istanbul, Turkey).

M.B.A. (2004): Ivey Business School, Western University (London, Canada)

- Academic focus: Strategy.
- Graduated as an Ivey Scholar "With Distinction" (top 10% of the class): 2004.
- Dean's Honor List: 2002-2003; 2003-2004.

J.D. (1995): Osgoode Hall Law School, York University (Toronto, Canada)

- Academic focus: Corporate law, securities regulation, commercial law and tax law.

B.A. (Honours) (1992): Queen's University (Kingston, Canada)

- Academic focus: Geography, economics.
- Graduated as the Medalist in Geography (1992).
- Dean's Honor List recipient (1990-1992).

PUBLICATIONS / RESEARCH:

Peer-reviewed Academic Journal Publications:

1. Sartor, Michael A. & Beamish, P.W. (2020). Integration-oriented strategies, host market corruption and the likelihood of foreign subsidiary exit from emerging markets. *Journal of International Business Studies*, 51(3): 414-431. View full text at: <https://bit.ly/3xwArLL>
2. Sartor, Michael A. & Beamish, P.W. (2020). Private sector corruption, public sector corruption and the organizational structure of foreign subsidiaries. *Journal of Business Ethics*, 167(4): 725-744. View full text at: <https://rdcu.be/buOkS>
3. Sartor, Michael A. & Beamish, P.W. (2018). Host market government corruption and the equity-based foreign entry strategies of multinational enterprises. *Journal of International Business Studies*, 49(3): 346-370. View full text at: <http://rdcu.be/yJLt>
4. Sartor, Michael A. & Beamish, P.W. (2014). Offshoring innovation to emerging markets: Organizational control and informal institutional distance. *Journal of International Business Studies*, 46(9): 1072-1095. View full text at: <http://rdcu.be/ywvYL>

Best Paper Conference Proceedings (Peer-Reviewed):

Sartor, Michael A. (2017). Host market corruption, subsidiary strategies and market exit. *Academy of Management Annual Meeting Best Paper Proceedings*. View full text at: <https://bit.ly/2Bp87D4>

Edited Publications (Invited):

Sartor, Michael A. (2015). Host market corruption and multinational enterprise strategy. *Academy of International Business (AIB) Insights (Special Issue: The 2015 Peter J. Buckley and Mark Casson AIB Dissertation Award)*, 15(3): 6-8. View full text at: <https://insights.aib.world/article/16907>

Published Books:

Fengli, M. & Sartor, Michael A. (eds.) (2012). *Legal-Business Management Cases*. Beijing, China: Economy & Management Publishing House, (in Simplified Chinese, 278 pp.). ISBN 978-7-5096-1905-6.

Book Chapters:

Jiang, G.F. & Sartor, Michael A. (2021). Corporate anti-corruption policy, investment motives and foreign location choice. In: A. Verbeke, R. van Tulder, E.L. Rose & Y. Wei (eds.) *The Multiple Dimensions of Institutional Complexity in International Business Research (Progress in International Business Research, Volume 15)*. London: Emerald Publishing Limited. ISBN: 978-1-80043-245-1; ISSN: 1745-8862.

Sartor, Michael A. (2013). Organizing and executing a longitudinally based research program. In: E. Paavilainen-Mäntymäki & M. Hassett (eds.), *Handbook of Longitudinal Research Methods in Organisation and Business Studies*, pp. 318-350. London: Edward Elgar Publishing Limited. ISBN: 978-0-85793-678-3.

External Peer-Reviewed (Refereed) Competitive Research Funding:

Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Development Grant:

- **Role:** Principal (and sole) Investigator
- **Grant amount:** \$46,936
- **Term:** 2018-2022
- **Project title:** *Medicine that works and tastes good also: The anti-corruption programs of MNCs.*

SSHRC Institutional Grant (Explore Grant Program):

- **Role:** Principal (and sole) Investigator
- **Grant amount:** \$6,990
- **Term:** 2018-2022
- **Project title:** *Medicine that works and tastes good also: The anti-corruption programs of MNCs.*

Ontario Graduate Scholarship (with Distinction):

- **Role:** Principal (and sole) Investigator
- **Grant amount:** \$16,500
- **Term:** 2013-2014
- **Project title:** *Combating corporate corruption in emerging markets: The role of corporate integrity.*

Joseph-Armand Bombardier Canada Graduate Scholarship-SSHRC Doctoral Award:

- **Role:** Principal (and sole) Investigator
- **Grant amount:** \$20,000
- **Term:** 2012-2013
- **Project title:** *Combating corporate corruption in emerging markets: The role of corporate integrity.*

Ontario Graduate Scholarship: (2012-2013) - \$15,000 (declined in order to accept the Joseph-Armand Bombardier Canada Graduate Scholarship-SSHRC Doctoral Award).

Ontario Graduate Scholarship:

- **Role:** Principal (and sole) Investigator
- **Grant amount:** \$15,000
- **Term:** 2011-2012
- **Project title:** *Securing innovation leadership through reverse innovation.*

Peer-Reviewed Conference Presentations (select listing):

1. **Sartor, Michael A.** (2020). *SME internationalization in emerging markets: Formal institutions and foreign market entry strategy.* Academy of Management Annual Meeting (International Management Division – Divisional Paper Session). Virtual conference - sessions held entirely online during August 2020 due to the COVID-19 pandemic.
2. **Sartor, Michael A.** (2020). *The impact of formal institutions on the foreign entry strategies of internationalizing SMEs in emerging markets.* Academy of International Business Annual Meeting (Internationalization Process and International Entrepreneurship Track – Interactive Session). Virtual conference - sessions held entirely online during July 2020 due to the COVID-19 pandemic.
3. Jiang, G.F. & **Sartor, Michael A.** (2019). *The impact of multinational enterprise corporate anti-corruption policies on location strategy: The contingent role of investment motive.* European

International Business Academy Annual Conference (Geographic and Socio-Political Dimensions of Globalization track – Competitive Paper Session). Leeds, United Kingdom.

4. Jiang, G.F. & Sartor, Michael A. (2019). *Corporate anti-corruption policies and multinational enterprise location strategy*. Academy of Management Annual Meeting (International Management Division – Divisional Paper Session). Boston, USA.
5. Jiang, G.F. & Sartor, Michael A. (2019). *Does corporate self-regulation matter?: An analysis of corporate anti-corruption policies and foreign investment strategy*. Academy of International Business Annual Meeting (Global Strategy, Organization and Management Track – Interactive Session). Copenhagen, Denmark.
 - **Recipient: Best Reviewer Award**
6. Sartor, Michael A. (2018). *Latent transaction costs: Evidence from an internationalizing SME*. Academy of International Business Annual Meeting (Internationalization Process and International Entrepreneurship Track – Interactive Session). Minneapolis, USA.
7. Sartor, Michael A. (2017). *Host market corruption, subsidiary strategies and market exit*. Academy of Management Annual Meeting (International Management Division - Divisional Paper Session). Atlanta, USA.
 - **Paper selected for inclusion in the Best Paper Proceedings**
 - **Finalist: Douglas Nigh Award for Best Interdisciplinary Paper**
 - **Nominee: William H. Newman Award for Best Paper Based on a Dissertation**
 - **Recipient: Best Reviewer Award in the International Management Division**
8. Sartor, Michael A. (2016). *Essays on the relationship between foreign market corruption and multinational enterprise strategy*. European International Business Academy Annual Conference (Special Session: Gunnar Hedlund Doctoral Dissertation Award Finalist Presentations). Vienna, Austria.
 - **Finalist: Stockholm School of Economics-Gunnar Hedlund Doctoral Dissertation Award**
9. Sartor, Michael A. (2016). *Host market corruption and foreign subsidiary investments in emerging markets*. Academy of International Business Annual Meeting (MNEs, Governments and Non-Market Strategies Track – Competitive Session). New Orleans, USA.
 - **Finalist: Best Paper Award in Emerging Economies Research**
10. Sartor, Michael A. (2016). *Foreign corruption and subsidiary investments in emerging markets*. Administrative Sciences Association of Canada Conference (International Business Division). Edmonton, Canada.
 - **Winner: Best Paper in International Business Award**
11. Sartor, Michael A. (2015). *Essays on the relationship between host market corruption and multinational enterprise strategy*. Academy of International Business Annual Meeting (Special Session: Peter J. Buckley and Mark Casson AIB Dissertation Award Finalist Presentations). Bengaluru, India.
 - **Winner: Peter J. Buckley and Mark Casson AIB Dissertation Award**

12. **Sartor, Michael A.** (2014). *Corruption, multinational enterprise strategy and survival*. Academy of Management Annual Meeting (International Management Division - Divisional Paper Session). Philadelphia, USA.
13. **Sartor, Michael A.** (2013). *Government corruption and multinational enterprise strategy*. Strategic Management Society Annual International Conference (Global Strategy Track). Atlanta, USA.
 - **Nominee: *Best Conference Paper Prize***
 - **Nominee: *Best Conference Paper Prize for Practice Implications***
14. **Sartor, Michael A.** (2013). *The impact of informal institutions on MNE strategy: Innovation investments in emerging markets*. Academy of Management Annual Meeting (International Management Division - Divisional Paper Session). Orlando, USA.
 - **Winner: *GWU-CIBER Best Paper on Emerging Markets***
 - **Finalist: *Douglas Nigh Award for Best Interdisciplinary Paper***
15. **Sartor, Michael A.** (2013). *Multilevel normative institutions: Host market bribery and multinational enterprise strategy*. Academy of International Business Annual Meeting (Institutions, Governance and Corporate Social Responsibility Track - Competitive Session). Istanbul, Turkey.
16. **Sartor, Michael A.** (2013). *Informal institutions and multinational enterprise strategy*. Administrative Sciences Association of Canada Conference (International Business Division). Calgary, Canada.
 - **Winner: *Best Student Paper in International Business Award***
17. **Sartor, Michael A.** (2012). *The structure and performance of reverse-innovating subsidiaries in emerging markets*. Academy of International Business Annual Meeting (Doing Business in Emerging Markets Track - Competitive Session). Washington, D.C.
18. **Sartor, Michael A.** (2011). *Corruption and firm strategy*. Academy of International Business Annual Meeting (Institutions, Governance and Corporate Social Responsibility Track - Competitive Session). Nagoya, Japan.
19. **Sartor, Michael A.** (2011). *The entry strategies of reverse-innovating MNEs: The effects of regulative and normative institutional distances*. Administrative Sciences Association of Canada Conference (International Business Division). Montreal, Canada.
 - **Winner: *Best Student Paper in International Business Award***
20. **Sartor, Michael A.** (2010). *Intellectual property-intensive MNEs' entry into China*. Administrative Sciences Association of Canada Conference (International Business Division). Regina, Canada.

Summary of Peer-Reviewed (Refereed) Research-Oriented Awards and Honours:

1. Recipient of *Best Reviewer Award* from the *Journal of International Business Studies* (2021).
2. Recipient of the Smith School of Business (Queen's University) *New Researcher Achievement Award* (2020).
3. Recipient of *Best Reviewer Award* (Academy of International Business Annual Meeting, 2019).
4. Appointed *Smith School of Business Distinguished Faculty Fellow of International Business* (2018-present).

5. Recipient of *Best Reviewer Award* (Academy of Management Annual Meeting – International Management Division, 2017).
6. Paper selected for inclusion in the *Best Paper Proceedings* (Academy of Management Annual Meeting, 2017).
7. Finalist for the *Douglas Nigh Award for Best Interdisciplinary Paper* (Academy of Management Annual Meeting, 2017).
8. Nominee for the *William H. Newman Award for Best Paper Based on a Dissertation* (Academy of Management Annual Meeting, 2017).
9. Finalist for the *Stockholm School of Economics-Gunnar Hedlund Doctoral Dissertation Award* (European International Business Academy Annual Conference, 2016).
10. Finalist for the *Best Paper Award in Emerging Economies Research* (Academy of International Business Annual Meeting, 2016).
11. Winner of the *Udayan Rege Best Doctoral Dissertation Award* (Administrative Sciences Association of Canada Conference, 2016).
12. Winner of the *Best Paper in International Business Award* (Administrative Sciences Association of Canada Conference, 2016).
13. Winner of the *Peter J. Buckley and Mark Casson AIB Dissertation Award* (Academy of International Business Annual Meeting, 2015).
14. Winner of the *GWU-CIBER Best Paper on Emerging Markets* (Academy of Management Annual Meeting, 2013).
15. Finalist for the *Douglas Nigh Award for Best Interdisciplinary Paper* (Academy of Management Annual Meeting, 2013).
16. Nominee for the *Best Conference Paper Prize* (Strategic Management Society Annual International Conference (Global Strategy Track), 2013).
17. Nominee for the *Best Conference Paper Prize for Practice Implications* (Strategic Management Society Annual International Conference (Global Strategy Track), 2013).
18. Winner of the *AIB-Sheth Best Doctoral Dissertation Proposal Award* (Academy of International Business Annual Meeting, 2013).
19. Winner of *Best Student Paper in International Business Award* (Administrative Sciences Association of Canada Conference, 2013).
20. Winner of *Best Student Paper in International Business Award* (Administrative Sciences Association of Canada Conference, 2011).
21. Honorable Mention in the 2011 *Anti-Corruption Research Network (ACRN) Research Paper Competition* (sponsored by Transparency International, the Quality of Government Institute and the Institute for Security Studies).

Conference Proceedings (Peer-Reviewed):

Sartor, Michael A. (2016). Foreign corruption and subsidiary investments in emerging markets. *Administrative Sciences Association of Canada, International Business Division Proceedings*.

Sartor, Michael A. (2013). Informal institutions and multinational enterprise strategy. *Administrative Sciences Association of Canada, International Business Division Proceedings*, 34(10): 47-52.

Sartor, Michael A. (2011). The entry strategies of reverse-innovating MNEs in emerging markets: The effects of regulative and normative institutional distances. *Administrative Sciences Association of Canada, International Business Division Proceedings*, 32(8): 6-25.

Sartor, Michael A. (2010). Intellectual property-intensive MNEs' entry into China. *Administrative Sciences Association of Canada, International Business Division Proceedings*, 31(8): 95-113.

Published Case Studies and Teaching Notes:

1. *JH Men's Apparel: Building a Brand in China* [with M. Fengli & C. Xi]. London, Canada: Ivey Publishing Case #9B13M069 (English version), #9B13MC069 (Simplified Chinese version) and Teaching Note # 8B13M069.
 - Reprinted in: The Textile and Apparel Industry Casebook (and Instructor's Manual) by X. Zhao and P.W. Beamish, China Textile and Apparel Press, Beijing (2018).
2. *CIBC Mellon: Managing a Cross-Border Joint Venture* [with P.W. Beamish]. London, Canada: Ivey Publishing Case #9B10M091 (English version), #9B10MC91 (Simplified Chinese version) and Teaching Note # 8B10M91.
 - Reprinted in: Strategic Management, 10th Edition by M.A. Hitt, R.D. Ireland and R.E. Hoskisson, Cengage Learning, Farmington Hills (2012).
 - Reprinted in: Cases in Strategic Management, 10th Edition by P.W. Beamish, McGraw-Hill Ryerson, Toronto (2011).
 - Referenced in: Mergers, Acquisitions and Other Restructuring Activities: An Integrated Approach to Process, Tools, Cases and Solutions, 9th Edition by D.M. DePamphilis, Elsevier-Academic Press, San Diego, CA (2017).
3. *The Wheels Group: Evolution of a Third-Party Logistics Service Provider* [with P.F. Johnson]. London, Canada: Ivey Publishing. Case # 9B04D004 and Teaching Note # 8B04D04.
 - Referenced in: Service System Management: Creating Strategic Differentiation and Operational Excellence by C. Chang, John Wiley & Sons, Inc., Hoboken, New Jersey (2010).
4. *Telcom* [with J.A. Erskine]. London, Canada: Ivey Publishing. Case # 9B04C008 (English version), #9B04CC08 (Simplified Chinese version), and Teaching Note # 8B04C08.
 - Reprinted in: Cases in Gender and Diversity in Organizations by A.M. Konrad, Sage Publications Inc., Thousand Oaks, California (2006).
 - Reprinted in: Cases in Gender and Diversity in Organizations (Chinese edition) by A.M. Konrad, Shanghai People's Publishing House / Truth and Wisdom Press, Shanghai, China (2006).

TEACHING:

Smith School of Business, Queen's University (2015–present):

- *Global Business Strategy* in the Queen's Executive MBA National Program.
- *Global Business Strategy* in the Cornell-Queen's Executive MBA Americas Program (a partnership between Cornell University's SC Johnson College of Business and Queen's University's Smith School of Business).
- *Foundations of International Business Theory* directed reading seminar in the research-based MSc Program.
- Currently supervising the first graduate student to pursue MSc studies in International Business within Smith's research-based MSc Program.

Teaching Awards and Honours:

1. Recipient of the *Professor of the Year Award* (2019) from Queen's University for teaching delivered in the co-branded *Cornell-Queen's Executive MBA Americas Program* (selected by the Cornell-Queen's Executive MBA Americas Program participants).
2. Recipient of the *Star Award for Teaching Excellence* (2019) from Cornell University for teaching delivered in the *Cornell-Queen's Executive MBA Americas Program* (selected by the Cornell-Queen's Executive MBA Americas Program participants).
3. Named by *Poets and Quants for Executives* as one of *The Favorite Professors of Executive MBAs*. View full text at: <https://bit.ly/3bwjMz2>

Ivey Business School, Western University (2011–2014):

- *International Joint Ventures and Alliances* in the MSc in International Business Program.
- *Ivey Field Project* in the MSc in International Business Program.
- *Business Law* in the HBA Program (undergraduate).

INVITED PRESENTATIONS AND WORKSHOPS (select listing):

Academy of Management (International Management Division): *Getting a Research Career Going* webinar series (2021).

- Invited panelist

Royal Bank of Canada and Kingston Economic Development Commission's International Growth Symposium: *International Distribution, Joint Ventures and Acquisitions*. Kingston, Canada (2019).

- Invited panelist: *International Joint Ventures* panel

Academy of International Business Junior Faculty Consortium. New Orleans, USA (2016).

Academy of Management Junior Faculty Consortium (International Management Division). Anaheim, USA (2016).

University of South Carolina Moore School of Business and School of Law Corruption Symposium (*Institutional Capacity, Corruption and Development*). Columbia, South Carolina, USA (2014).

- Invited speaker: *Anti-corruption efforts in the private sector* panel

Strategic Management Society Global Strategy Division Paper Development Workshop. Atlanta, USA (2013).

- Invited participant: *Government corruption and multinational enterprise strategy in emerging markets*

Academy of Management Doctoral Consortium (International Management Division). Orlando, USA (2013).

Academy of International Business Doctoral Consortium. Istanbul, Turkey (2013).

- Winner: *AIB-Sheth Doctoral Dissertation Proposal Award*

Canadian Business Ethics Research Network (CBERN) Winter Research Meeting. York University, Toronto, Canada (2013).

- Invited speaker: *Multinational enterprise strategy and government corruption*

Harvard University Project for Asian and International Relations, (*Cross-Cultural Connections: Weaving New Silk Roads Conference*). Harvard University, Boston, USA (2012).

SERVICE:

Service to the Smith School of Business (Queen's University):

- Cornell-Queen's Executive MBA Americas Joint Academic Committee member (2017-2021)
- Renewal, Tenure and Promotion (RTP) Committee member (2016-2017)

Service to the Academic Community:

Editorial Review Board Member:

- **Journal of International Business Studies** (since 2020)
- **Journal of Management Studies** (since 2021)
- **Journal of World Business** (since 2020)

Ad Hoc Journal Manuscript Reviewer:

- Administrative Science Quarterly
- Journal of Business Venturing
- Journal of Business Ethics
- Global Strategy Journal
- Journal of International Management
- Management International Review
- Multinational Business Review

Academy of International Business (AIB) Annual Meeting:

- Session chair for:
 - Global Strategy, Organization and Management Track: 2019.
 - Internationalization and Entrepreneurship Track: 2018.
 - Multinational Enterprises, Governments and Nonmarket Strategies Track: 2016.
 - Institutional and Political Environment Track: 2015.
 - Institutions, Governance and Corporate Social Responsibility Track: 2012-2013.
- Ad hoc manuscript reviewer: 2011-2021.
- Co-chair of the AIB Award Winners Alumni Reception: 2016.

Academy of Management (AOM) Annual Meeting:

- Session chair (International Management Division): 2014, 2016-2019.
- Ad hoc manuscript reviewer: 2011-2021.

European International Business Academy (EIBA) Annual Conference:

- Session chair for:
 - Emerging Markets and Regional Perspectives Track: 2019.
- Ad hoc manuscript reviewer: 2019.

Strategic Management Society (SMS) Annual International Conference:

- Ad hoc manuscript reviewer: 2014.

Academy of Management Africa (AOM-AFR) Conference:

- Ad hoc manuscript reviewer: 2013.

Administrative Sciences Association of Canada (ASAC) Annual Conference:

- Session Chair (International Business Division): 2012-2013, 2016.
- Ad hoc manuscript reviewer: 2011-2013.

American Marketing Association (AMA) Annual Conference:

- Ad hoc manuscript reviewer (Emerging Markets Division): 2012.

Service Awards and Honours:

1. Recipient of *Best Reviewer Award* from the *Journal of International Business Studies* (2021)
 2. Recipient of *Best Reviewer Award* (Academy of International Business Annual Meeting, 2019)
 3. Recipient of *Best Reviewer Award* (Academy of Management Annual Meeting – International Management Division, 2017)
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PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS:

- The Law Society of Upper Canada (Ontario)
- Academy of International Business
- Academy of Management (International Management Division)
- Strategic Management Society (Global Strategy Interest Group)