

A/PROF. ALEX EAPEN
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EDUCATION

PhD in Organization and Strategy (June 2007)

Tilburg University, The Netherlands

Dissertation Committee:

Profs. Jean-Francois Hennart (Chair), Xavier Martin, Filippo Wezel,
Niels Noorderhaven, Beth Rose

Dissertation title:

“Essays on International Market Entry: Strategic Alliance Governance and Product Segment Entry”

- Finalist for the *Gunnar Hedlund Dissertation Award*, 2007

- *Best Dissertation Proposal Award*, Academy of International Business, UK, 2003

Masters in Business Economics (January, 2000)

Tilburg University, The Netherlands & Cochin University, India

With distinction and University topper

B.A in Economics (July, 1997)

Mahatma Gandhi University, Kerala, India

With distinction and University second rank

ACADEMIC POSITIONS

2020 - present : Associate Professor of Strategic Management, Australian National University (ANU)

2022 - 2023 : Director, ANU College of Business and Economics PhD program

2014 - 2018: Deputy Director (Research), Research School of Management, ANU

2012 - 2019: Senior Lecturer, ANU

2005 - 2012: Lecturer, The University of Sydney Business School, Australia [2010 - 2012: Program Director, Master of International Business (MIB)]

2002 - 2005: Doctoral student, Tilburg University, The Netherlands

2000 - 2002: Research Associate, Development Research Institute (IVO), The Netherlands

AWARDS AND HONOURS

1. Award for **Excellence in Research Engagement and Social Impact**, ANU College of Business and Economics, 2023
2. CEIBS Best Paper, International Management division, Academy of Management Annual Conference, Boston, 2019
3. Carolyn Dexter Award Finalist, Academy of Management Annual Conference, Atlanta, 2017
4. Best Reviewer Award, *Journal of World Business*, 2016
5. Best Reviewer Award, Academy of International Business Annual Meeting, Bangalore, 2015
6. Finalist, **Alan Rugman Young Scholar Award** (formerly, the Haynes Prize), 2015
7. Finalist, Temple / AIB Best paper award, Academy of International Business Annual Meeting, Bangalore, 2015
8. One of the four finalists for the *Gunnar Hedlund Award* given by the Stockholm School of Economics for the best PhD thesis in the world in the field of International Business, 2007
9. *Verity International Award* for the overall outstanding paper in the field of Management published in the Canadian Journal of Administrative Sciences, 2009
10. Best Reviewer, Academy of International Business Annual Meeting, Nagoya, Japan, 2011.

11. Best research paper awards at the Australia New Zealand International Business Academy Annual conference, 2006, 2010
12. Best dissertation proposal award, Academy of International Business Doctoral Colloquium, UK, 2003
13. Jan Tinbergen Scholarship awarded by NUFFIC - Netherlands organization for International Co-operation in Higher Education, 1999
14. AIACHE Scholar Award awarded by the All India Association for Christian Higher Education to few selected students with exceptional academic potential, 1994–1997

EXTERNAL FUNDING

Externally funded projects: **\$1,320,598**

ANU-funded projects: **\$29,810**

1. 'Market valuation and strategy Workshops', Department of Agriculture, Fisheries and Forestry, 2024 (\$ 44,848)
2. 'Deliberately Differentiated Package Research Program 2022-24', Directorate of People Intelligence and Research (DPIR), Department of Defence, 2022-2024 (\$ 948,360)
3. 'Deliberately Differentiated Rewards - Academic support for the research program 2020/21', Directorate of People Intelligence and Research (DPIR), Department of Defence, 2020-2021 (\$ 254,526).
4. 'Reward without promotion – Attracting and retaining cybersecurity talent in the Australian Defence Force', Directorate of People Intelligence and Research (DPIR), Department of Defence, 2019 (\$ 28,864).
5. 'Jobfit – evaluation of the phone application' (With Byron Keating and John Campbell) Commonwealth Dept of Employment, 2016 (\$ 44,000).
6. 'Foreign Direct Investment (FDI) spillovers in the Australian advanced manufacturing sector', 2016 (\$ 10,000) [Outcomes: presentation at Commonwealth Dept of Industry, Innovation, and Science in Jan 2019; manuscript in preparation].
7. 'FDI external effects and financial market distortions', ANU CBE research grant, 2013 (\$ 9816.10) [Outcome: Publication in ABDC A journal].
8. 'Are foreign direct investment (FDI) spillover effects correctly identified in incomplete datasets?', ANU CBE research grant, 2012 (\$ 9994.25) [Outcome: sole-authored publication in UT Dallas, FT50, and ABDC A* listed journal].

RESEARCH PUBLICATIONS

1. Yeo, J., Eapen, A., Krishnan, R. 2026. Government financial support and innovation in firms: Additionality or crowding-out? *Industrial and Corporate Change*, advance online publication. doi:10.1093/icc/dtag036
2. Cheng, D., Huang, M., Amarnani, R., Eapen, A., Dunlop, P. 2026. How do “funny” job postings affect job seekers’ reactions? Humor and job attractiveness. *International Journal of Selection and Assessment*, 34(3): e70078. doi:10.1111/ijisa.70078
3. Jin, T., Eapen, A. (2022). 'Delayed Forbearance': Multipoint Contact and Mutual Forbearance in Inaugural and Subsequent Actions. *Journal of Business Research*, 149(Oct): 938-953.
4. Cervantes, I., Dang, H., Eapen, A. (2022). FDI and human development. In Merchant, H. (ed.) *New Frontiers in International Business*, Springer.
5. Eapen, A., Krishnan R. 2019. Transferring tacit know-how: Do opportunism-safeguards matter for firm boundary decisions? *Organization Science*, 30(4): 647-867

- Re-published in 2021 in the virtual special issue “The Organizational Economics of Organizational Capability Development” at *Organization Science*, 32(2): 522-525
- 6. Eapen, A., Yeo, J., Sasidharan S. 2019. Finance constraints and technology spillovers from foreign to domestic firms. *Economic Modelling*, 76(January): 50-62
- 7. Eapen, A. 2013. FDI Spillover Effects in Incomplete Datasets. *Journal of International Business Studies*, 44: 719-744.
- 8. Eapen, A. 2012. Social Structure and Technology Spillovers from Foreign to Domestic Firms. *Journal of International Business Studies*, 43(3): 244-263.
 - Featured article by the editors of the journal as “a recent example of the journal’s commitment to publishing groundbreaking scholarship”
- 9. Krishnan, R., Noorderhaven, N., & Eapen, A. 2012. Collaboration across borders: Benefits to firms in an emerging economy. In Verbeke, A., & Merchant, H. (eds.) *Handbook of Research on International Strategic Management*. Edward Elgar. (Book chapter)
- 10. Eapen, A., & Krishnan, R. 2009. Conform or Rebel: When Does Keeping to the Rules Enhance Firm Performance? *Canadian Journal of Administrative Sciences*, 26: 95-108.
 - *Verity International Award* for the overall outstanding paper in the field of Management
 - *Most downloaded paper* from the journal in 2010
- 11. Eapen, A. 2010. Delivering High Quality, Individualized Feedback Reports to Large Classes of Students. *Synergy*, 30: 69-74. (Teaching publication)

SELECTED OTHER MANUSCRIPTS (WORK-IN-PROGRESS)

1. Do foreign firms erode domestic firms’ value capture? The double edged role of business group affiliation (with Lakshmi Goyal, Gaurav Bairy, Jihye Yeo and Rejie George). Reject-and-resubmit at *Journal of International Business Studies*
2. Intermediaries in industrial transitions: Emergence, role evolution, and pre-institutional ‘grounding work’ in the renewal of Australian manufacturing? (with Jihye Yeo, Rekha Krishnan, and Ian Elsum). Revised-and-resubmitted to *Technovation*
3. Natural disasters and firm productivity: Evidence on recovery and adaptation in Chinese manufacturing (with Hang Dang). Under review at *China Economic Review*
4. Environmental regulation and firm productivity: Evidence from China (with Hang Dang).
5. Foreign firms and misallocation: Evidence from Indian manufacturing (with Lakshmi Goyal, Gaurav Bairy, Jihye Yeo and Rejie George). Data analysis in progress
6. Structured strategy-making: Experimental insights on how problem-solving frameworks shape strategic reasoning (with Mitchell Bird, Linh Bui). Currently in study design stage.
7. The macrofoundations of strategy. Currently in initial conceptualization stage.

HDR SUPERVISION & EXAMINATION

Supervision as Chair of Panel:

1. Viren Aul (ANU); Status: commencing in S1 2026
2. Hang Dang “Corporate environment responsibility and innovation” (PhD, ANU); Status: Graduated (2023); currently at **The World Bank**, Vietnam.
3. Tuofu Jin “Multimarket contact and mutual forbearance in product segment entry” (PhD, ANU); Status: Graduated (2022)
4. Jihye Yeo “The role of Government support and intermediaries in innovation” (PhD, ANU); Status: Graduated (2021); currently at **NEOMA Business School**, France

5. Katerina Kormusheva "The repellent effect of waste" (PhD, ANU); Status: Graduated (2020); currently at the **ANU**
6. Irina Orbes Cervantes "FDI and Human Development" (MPhil, ANU); Status: Graduated (2018); currently at the **ANU**
7. Jamie Whitcombe "Examining Murky Trade Barriers in Australian Public Procurement" (Honours, ANU); Status: Graduated (2018); currently SES Band 1 at the **Digital Transformation Agency**.
8. Tuofu Jin "Post-entry evolution of foreign firms in a host country: The role of mutual forbearance and organisational learning in their product segment entry choices" (MPhil, ANU); Status: Graduated (2017), *nominated for ANU's JG Crawford Prize*.
9. Rhys Pogonoski "FDI: Foreign Direct Influence on corruption" (B.Econ Honours, Univ of Sydney); Status: Completed (2011); currently Assistant Director (SES Band 1) at **Department of Foreign Affairs and Trade**.
10. Susan Wang "Foreign investment in China's banking sector: Are there spillovers?" (UG Honours, Univ of Sydney); Status: Completed (2009)

External examiner:

1. Wei Liu "Firm-Government Geographic Distance and Firm Strategy in an Emerging Economy" (PhD thesis, University of Sydney) [2021]
2. Renjith R "Spatial distribution of Foreign Direct Investment and Industrial Agglomeration in India" (PhD thesis, Indian Institute of Technology, Madras) [2020]
3. Nicola Eberhard "International Channel Choice of Industrial Exporting Firms" (PhD thesis, University of Queensland) [2017]
4. Hea Sun Lee "Internationalisation process and performance of i-business firms" (PhD thesis proposal, University of Sydney) [2017]
5. Rupanwita Dash "Three essays on multimarket competition" (PhD thesis, Indian Institute of Management Bangalore) [2016]
6. Mengjian Pang "The Responses of Chinese Cosmetic SMEs to the Impacts of Large Foreign Firms" (Masters thesis, University of Auckland) [2016]
7. Esha Mendiratta "Do people matter? Exploring the role of top management teams and CEOs in location decisions" (PhD thesis, University of New South Wales) [2015]
8. Elena Jacobs "Mutual Productivity Spillovers in Slovakia: A Mixed-Methods Approach" (Masters thesis, University of Auckland) [2013]

REVIEWING ACTIVITIES

- Editorial review board member, *Journal of World Business* (ABDC A*; 5-year IF: 6.078)
- Editorial review board member, *Global Strategy Journal* (ABDC A; 5-year IF: 5.616)
- Editorial review board member, *Journal of Business Research* ABDC A; 5-year IF: 4.747)
- Editorial review board member, *Australian Journal of Management* ABDC A; IF: 1.065)
- Ad-hoc reviewer for: *Academy of Management Review*, *Journal of International Business Studies*, *Journal of Management Studies*
- Reviewer, Academy of Management Emerald Best International Dissertation prize (2018, 2019)
- Reviewer, Strategic Management Society Best paper prize (2018, 2019)

SELECTED AND INVITED RESEARCH PRESENTATIONS

“Research in Strategy”

- Defence Science and Technology Group, Dept of Defence (Dec, 2019)

“Intermediaries and Innovation in Australian Advanced Manufacturing”

- Commonwealth Dept of Industry, Innovation, and Science (Feb, 2019)

“FDI and human development”:

- Academy of International Business Conference (June, 2019)
- Academy of Management Annual Conference (Aug, 2019)

“Delayed forbearance”:

- Strategy Science conference (April, 2019)
- Academy of Management Annual Conference (Aug, 2019)

“Business group affiliation and FDI spillovers”:

- Academy of Management Annual Conference (Aug, 2017)
- University of Queensland (Oct, 2016)
- AIB-ANZ Chapter Paper Development workshop, UTS Sydney (Nov, 2016)

“Finance constraints and technology spillovers from foreign to domestic firms”:

- University of Melbourne (June, 2016)
- Strategy, Innovation, and Entrepreneurship symposium, UNSW (Sept, 2015)
- Copenhagen Business School research seminar series (Sept, 2014)

“Which product segments in a host country do foreign firms enter?”

- Strategic Management Society Special Conference Hong Kong (Dec, 2016)

“Does mutual forbearance really need centralization? A theoretical note”:

- Strategic Management Society Annual conference, Denver (Oct, 2015)

“Transferring tacit know-how through licensing or joint venture: Does opportunism really matter?”

- Symposium paper, Academy of Management Annual conference, Anaheim (Aug, 2016)
- Strategic Management Society Annual meeting, Madrid (Sept, 2014)

“Global or regional: Who cares?”:

- Discussant for panel on ‘how location choices matter’, Australia New Zealand International Business Academy Annual conference, Sydney (2013)

“FDI Spillover Effects in Incomplete Datasets”:

- University of Auckland internal research seminar series (2012)
- University of Melbourne / Melbourne Business School seminar series (2012)
- Academy of International Business Annual Conference, Nagoya, Japan (2011)
- Australia New Zealand International Business Academy annual conference, Melbourne (2011)

“Do Foreign Banks Really Lend a Hand? Banking Sector FDI and Productivity Growth in Chinese Firms, 1999 - 2006”:

- Australia New Zealand International Business Academy annual conference, Sydney (2010) (*Best paper Award*)

“Social structure, inertia and technology spillovers from foreign to domestic firms”:

- Academy of International Business Annual Conference, San Diego, USA (2009)
- Academy of Management Annual Conference, Chicago, USA (2009)

“Foreign firms’ market segment entry in the US automobile industry, 1986-2003”:

- Academy of International Business Annual Conference, Beijing (2006)
- Academy of Management Annual Conference, Atlanta, USA (2006)

- Australia New Zealand International Business Academy annual conference, Wellington, New Zealand (2006) (*Best paper Award*)

TEACHING AND LEARNING CONTRIBUTIONS

Courses taught:

1. Strategy Evaluation (Executive Education Winter School, ANU)
Class size: 16
Evaluation: Overall rating received 100% satisfaction
2. Corporate Strategy (Executive Education Winter School, ANU)
Class size: 16
Evaluation: Overall rating received 100% satisfaction
3. Strategic Management (Masters / MBA course at ANU)
Class size: approx. 70 Course material: *Economics of Strategy* by Besanko et al. Wiley Publications + custom courseware
Best recent evaluations: 4.7 (out of 5); Overall satisfaction: 100%; Quality of teaching: 4.7 (out of 5)
4. Corporate Strategy (undergraduate course at ANU)
This course takes a rigorous economics-based approach to Corporate Strategy. Class size: 250+
Textbook: *Economics of Strategy* by Besanko et al. Wiley Publications.
Best recent evaluations: 4.3 (out of 5); Overall satisfaction: 92%; Quality of teaching received 4.5 (out of 5)
5. International Management (masters level course at ANU)
Class size: approx. 90
Course material: Custom courseware
Best recent student evaluations: 4.4 (out of 5); Overall satisfaction: 91%; Quality of teaching received 4.6 (out of 5)
6. International Strategic Alliances (undergraduate and masters levels at Univ. of Sydney)
Typical class size: 150 – 200 students
Domestic postgraduate students usually have solid business work experience. Past students have included employees of KPMG, Aon Insurance, Ernest & Young, Fuji-Xerox, IBM, and FedEx.
Recent student evaluations: 4.30 (out of 5) for undergrad and 4.21 (out of 5) for postgrad
Scores on specific items on classroom teaching: 4.33 (out of 5) for undergrad and 4.49 (out of 5) for postgrad
7. Regression Analysis using Stata (Honours-level module, Univ. of Sydney)
Class size: usually less than 10 students (The honours program is highly selective)
Recent student evaluations: Not available.
8. International Management (Masters level, Tilburg University, The Netherlands)
(Co-taught at the Dept. of Organization & Strategy, Tilburg University, The Netherlands during Fall 2002, 2003)
Taught portions related to International Strategy, Alliances, Joint Ventures, Acquisitions, and Franchising

Teaching scholarship & Innovation:

1. Developed innovative software for delivering high-quality feedback to large cohorts of students
- This resulted in a significant increase in student satisfaction with feedback in my classes at Univ. of Sydney
- Was showcased one of the innovative practices of the Business School at the University of Sydney (International) Learning and Teaching Forum (Nov 2010)
- Was adopted by other lecturers across the University in fields like Medicine and Finance
2. Teaching publication: Eapen, A. 2010. Delivering High Quality, Individualized Feedback Reports to Large Classes of Students. *Synergy*, 30: 69-74.

3. Successfully completed a course on “Principles and Practice of Teaching and Learning in Higher Education” at University of Sydney

Teaching leadership:

1. Program Convenor, ANU Master of International Management (2025 - present)
2. Director, ANU College of Business & Economics MPhil and PhD programs (2022-2023)
3. Director, ANU MBA Program (2019-2022)
4. Program Director, Master of International Business at the University of Sydney (2010-2012)
 - Constituted an advisory board consisting of executives from Boston Consulting Group, ANZ Bank, WIPRO Australia, AUSTRADE, and the Australian Institute of Export (AIEX)
 - Oversaw a complete revision of the curriculum to reposition the program competitively. Got buy-in for the curriculum changes from various Business School academic curriculum committees
 - Strengthened the linkages within the program with industry
5. Coordinator for the Honours year program in International Business at University of Sydney (2007, 2008). This was the first year the program was offered, so my role included setting up the curriculum from scratch, as well as overseeing its delivery

PROFESSIONAL SERVICE

Service to the wider academic community:

1. Faculty panelist, IM Division Paper Development Workshop, Academy of Management Annual Conference (2020)
2. Executive Board member, Academy of International Business Oceania Chapter (2019 - 2020)
3. Conference Chair, Academy of International Business Oceania Chapter Annual Conference, Canberra (November, 2019)
4. Faculty panelist, IM Division Paper Development Workshop, Academy of Management Annual Conference, Boston (2019)
5. Chairperson, Global Strategy Interest Group, Strategic Management Society (2017)
6. Program Chair, Global Strategy Interest Group, Strategic Management Society (2016)
7. Faculty panelist, IM Division Doctoral consortium, Academy of Management Annual Conference, Anaheim (Aug, 2016)
8. Faculty Panelist, IM Division Paper Development Workshop, Academy of Management Annual Conference, Anaheim (Aug, 2016)
9. Associate program chair, Global Strategy Interest Group, Strategic Management Society (2015)
10. Track Chair for the Australia New-Zealand International Business Academy (ANZIBA) annual conference (2015, 2016)
11. Conference co-chair, Academy of International Business (AIB) Australia-New Zealand Chapter annual conference, Sydney (December 2008)
12. Reviewer for Academy of International Business, Academy of Management, and Strategic Management Society conferences (several years)
13. Journal editorial board membership and ad-hoc reviewer (as described above)

Service to ANU

1. Member, College of Engineering and Computer Science (CECS) Local Promotion Committee (2021)
2. MBA Director (Nov, 2019 - 2022)
3. Deputy Director (Research) for the School of Management (May, 2014 - June, 2018)
4. Acting Associate Dean (Research) for the College of Business & Economics (once); Acting Director, School of Management (various occasions)
5. Deputy Director (HDR) for the Research School of Management (June - December, 2013)
6. Co-chair, FOR code 1503 for 2015 and 2018 ERA submission exercises
7. Selection committee member for a Professor in Strategy (Oct 2014)
8. Representative of the Research School of Management in the 'research themes' exercise (Jan - June, 2015)
9. Member, ANU Research School of Management PhD committee (Jan 2013 - Jan 2015)
10. Member, ANU Research School of Management external research visitors selection committee (Jan 2013 - Jan 2015)
11. Member, ANU CBE professional staff awards selection committee (2014)

REFERENCES

1. Professor Sun Hyun Park
Associate Editor (2022-2025), *Strategic Management Journal*
Professor of Strategy and International Management
Seoul National University (SNU) Business School, S Korea
sunpark@snu.ac.kr
2. Professor Ilya Cuyppers
Associate Editor (2019-2022), *Academy of Management Journal*
Professor of Strategy
Singapore Management University, Singapore
ilyacuyppers@smu.edu.sg
3. Professor Rekha Krishnan
Professor of International Business
Beedie School of Business
Simon Fraser University, Canada
rekhak@sfu.ca