

AVIAD ABA PE'ER

Associate Professor of Strategy and Entrepreneurship
Department of Management and Global Business
Rutgers Business School--Newark and New Brunswick
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APPOINTMENTS

Rutgers Business School-Newark and New Brunswick, Department of Management and Global Business
Associate Professor of Strategy 2016-
Assistant Professor of Strategy 2010- 2016

New York University, Stern School of Business, Department of Management & Organizational Behavior
Visiting Assistant Professor 2008–2010

Dartmouth College, Tuck School of Business
Visiting Assistant Professor 2006-2008

The University of British Columbia, Sauder School of Business
Instructor 2004
Research Assistant to: Jim Brander, Ilan Vertinsky, Tsur Somerville, Robert Helsley, William Strange, Daniel Muzyka 2000-2005

Statistics Canada, Business and Labor Market Analysis Division
Researcher 2001-

EDUCATION

Sauder School of Business, University of British Columbia, Canada Ph.D.
Strategy and Business Economics Division
- Strategy, Entrepreneurship, and Urban Economic
Dissertation: *Entry Strategies and Performance of New Ventures in Clusters and Isolation*
Committee: Jim Brander, Robert Helsley, Ilan Vertinsky

Technion Institute of Technology, Israel M.Sc.
Civil Engineering (with distinction)
- Project Management and Economics Division
Thesis: Construction Costs during Initial Project Stages: An Expert System Approach.
- Accreditation in Real Estate Appraisal

Technion Institute of Technology, Israel B.Sc.
- Civil Engineering (Cum Laude)

Technion Institute of Technology, Israel B.Sc.
- Geodetic Engineering

SCHOLARLY ACTIVITIES

A. Publications

Pe'er, 2016. Human Resource-based Competitive Advantage: The Case of Motivational Rents. *Journal of Entrepreneurship & Organization Management* 5(1).

Pe'er, Keil T., Vertinsky, I. 2016. Growth and Survival: The Effects of Agglomeration and Competitive Conditions. *Strategic Management Journal*, 37(3): 541-564.

Etzion, D. **Pe'er**. 2014. Mixed Signals: A Longitudinal Analysis of Automobile Warranty, 1960-2008. *Strategic Management Journal*, 35(11): 1605-1625.

Pe'er, Keil, T. 2012. Are All Startups Affected by Clusters? Agglomeration, Competition, Firm Heterogeneity, and Survivals of Startups. *Journal of Business Venturing*. 28(3): 354-372.

Pe'er, Gottschalg, O. 2011. Red and Blue: The Relationship between the Institutional Context and the Performance of Leveraged Buyout Investments. *Strategic Management Journal* 32 (12): 1356-1367.

Pe'er, Vertinsky, I. King, A. 2008. Who Enters, Where, and Why? The Influence of Capabilities and Initial Resource Endowments on the Location Choices of New Enterprises. *Strategic Organization*, 6(2): 119-149.

Pe'er, Gottschalg, O. 2008. The Importance of Local Business Conditions for Acquisition Performance. *Harvard Business Review*, November.

Pe'er, Vertinsky, I. 2008. Firm Failures as a Determinant of New Entry: Is There Evidence of Local Creative Destruction? *Journal of Business Venturing*, 23: 280-306.

B. Refereed Book Chapters

Pe'er, Deutsch, Y. Deutsch Salamon, S. 2015. Resources and Capabilities, Signaling, and Location Choices of New Ventures. Chapter 3, 331-362. In *Sustainability, Business Ethics, Society, and Entrepreneurship* to be published by World Scientific. Editors Gideon Markman, Amy Guerber, and Wan-Ting Su.

Pe'er, Plummer, L. 2010. The Geography of Entrepreneurship. In *Handbook of Entrepreneurship Research*, International Handbook Series on Entrepreneurship Research. Editors Z. Acs and D. Audretsch, 5 (6): 519-556.

C. Refereed Proceedings

Pe'er, Deutsch, Y. Deutsch Salamon, S. 2013. Dancing with Wolves: A Signaling Model of Capability Based Location Choices of De Novo Entrants. *Academy of Management, BPS Division Best Papers Proceedings*.

Pe'er, Vertinsky, I, Keil, T. 2013. Growth and Survival: The Effects of Agglomeration and Competitive Conditions. *Academy of Management, Entrepreneurship Division Best Papers Proceedings*.

Pe'er, Keil, T. 2011. Are All Startups Affected by Clusters? Agglomeration, Competition Firm Heterogeneity, and Survivals of Startups, *Academy of Management, Entrepreneurship Division Best Papers Proceedings*.

Pe'er, Keil, T. 2008. What Doesn't Kill You Makes You Stronger – De Novo Entry in Clusters, *Academy of Management, Entrepreneurship Division Best Papers Proceedings*.

Pe'er, Vertinsky, I. 2007. The Survival Value of Clusters for De Novo Entrants. *Academy of Management, Business Policy and Strategy Division Best Papers Proceedings*.

Pe'er, Vertinsky, I. 2007. The Survival Value of Clusters for De Novo Entrants, in W.D. Bygrave, C.G. Brush, P. Davidsson, J. Fiet, P.G. Green, R.T. Harrison, M. Lerner, G.D. Meyer, J. Sohl, A. Zacharakis (Eds), *Frontiers of Entrepreneurship Research*, Wellesley, MA.

Pe'er. 2005. Comparing the Determinants of Survival of New Enterprises in Cluster and Isolation, in W.D. Bygrave, C.G. Brush, P. Davidsson, J. Fiet, P.G. Green, R.T. Harrison, M. Lerner, G.D. Meyer, J. Sohl, A. Zacharakis (Eds), *Frontiers of Entrepreneurship Research*, Wellesley, MA.

Pe'er. 2004. Do Cluster and Non-Cluster Entrepreneurial Entries Differ? In W.D. Bygrave, C.G. Brush, P. Davidsson, J. Fiet, P.G. Green, R.T. Harrison, M. Lerner, G.D. Meyer, J. Sohl, A. Zacharakis (Eds), *Frontiers of Entrepreneurship Research*, Wellesley, MA.

Pe'er. 2003. The Geographic Nature of Entrepreneurship: Location Choice of New Establishments. In W.D. Bygrave, C.G. Brush, P. Davidsson, J. Fiet, P.G. Green, R.T. Harrison, M. Lerner, G.D. Meyer, J. Sohl, A. Zacharakis (Eds), *Frontiers of Entrepreneurship Research*, Wellesley, MA.

Pe'er, 2003. Death, Entry and the Pursue of Competitive Advantage. *Best Paper Proceedings of the Administrative Sciences Association of Canada*, International Business, Halifax, Nova Scotia.

D. Working Papers

Pe'er, Shir, N., Gottschalg, O. The Impact of Religion on the Conduct and Performance of Leveraged Buyouts. R&R *Strategic Organization*.

Pe'er, Plummer, L., McKenny, A. Red versus Blue: The Role of Local Political Institutions in New Venture Creation. Under 2nd review at *Strategic Entrepreneurship Journal*.

Pe'er. Is There Local Destruction Creative in Chinese Manufacturing? Targeting the *Journal of International Business Studies*.

Pe'er. Which Chinese Firms Benefit from Clusters? Comparing the Performance across Different Types of Ownership. Targeting the *Journal of International Business Studies*.

Pe'er. Capturing the Hidden Value of R&D Failures: How Firms Can Cut and Speed Innovation. In late stages of preparation, targeting *Research Policy*.

Pe'er, Li, J. Do Clusters Enhance Innovation of Chinese Firms? Targeting *Research Policy*.

Pe'er, Smeets, R. Who Acquires Whom and Why? Learning From Successes and Failures in Life Sciences. Targeting *RAND Journal of Economics*.

Pe'er. Organization Structure and Learning from Failures. Working paper.

Pe'er, Nwoke, K. The Impact of Clusters on New Venture's Performances in Different Stages of Their Life Cycle. Targeting *Strategic Entrepreneurship Journal*.

Pe'er. From Perception to Reputation and Back: The Role of Signals. Targeting *Strategic Management Journal*.

Pe'er, Nwoke, K. Do Clusters Enhance Resource Orchestration Capabilities of De Novo Ventures?

Pe'er. How Do Buyouts Generate Returns: Selection vs. Value-add?

E. Professional Publications

Pe'er, A., Gottschlag, O., Francis, S., 2012. Pinning Down the Factors for Buyout Success. Private Equity News, Dow Jones (May 21).

Riverin, N., Filion, L.J., Muzyka, D.F., Vertinsky, I., Pe'er, A., 2006. Global Entrepreneurship Monitor Canadian National Report. HEC Montreal, Sauder School of Business, W. Maurice Young Entrepreneurship and Venture Capital Research Center, Canada Economic Development.

Riverin, N., Filion, L.J., Muzyka, D.F., Vertinsky, I., Pe'er, A., 2005. Global Entrepreneurship Monitor Canadian National Report. HEC Montreal, Sauder School of Business, W. Maurice Young Entrepreneurship and Venture Capital Research Center, Canada Economic Development.

Riverin, N., Filion, L.J., Muzyka, D.F., Vertinsky, I., Pe'er, A., Comeau, J., Li, A., Branzei, O., 2003. Global Entrepreneurship Monitor Canadian National Report. HEC Montreal, Sauder School of Business, W. Maurice Young Entrepreneurship and Venture Capital Research Center, Canada Economic Development. http://www.sauder.ubc.ca/research/research_centres/evc.cfm.

Pe'er, A., Muzyka, D.F., 2003. Comparing Venture Capital Activity in North America – Report invited by the Premier's Technology Council of B.C.

Pe'er, A., Vertinsky, I., 2003. Evaluation of British Columbia's Life-Science Cluster - Report invited by the Premier's Technology Council of B.C.

Media Mentions

Pe'er, A., Gottschlag, O., Francis, S., 2012. Pinning Down the Factors for Buyout Success. Private Equity News, Dow Jones (May 21).

Pe'er, A., Gottschlag, O., 2011. The Buyout Party - The Boston Globe (October 23).

Pe'er, A., Gottschlag, O., 2008. Do Politics Shape Buyout Performance? Wall Street Journal, The Dow Jones, CBS News, BNet, MarketWatch, The Boston Globe, Pr-Inside.com, istockanalyst.com, Yahoo Business, StreetInsider.com, the International Business Times, Euro Investor, Financial Times, Washington Square News, HBR.org, HEC Executive Newsletter, The Times (October 24th – November 4th).

F. Conference and Invited Seminar Presentations

The Geography of Entrepreneurship. Presented at Tokyo University of Technology, December 2018.

Why Innovation is Important for Chinese Firms?

Presented at Southwestern University of Finance and Economics, Chengdu, China, July 2016.

Southwest Jiaotong University, Chengdu, China, July 2017.

Presented at Tokyo University of Technology, December 2018.

Capturing the Hidden Value of R&D Failures: How Firms can Cut Research Costs and Speed Innovation Resources and capabilities, signaling, and location choices of new ventures, Peking University, China, April 2016; Southwestern University of Finance and Economics, China, July 2016.

Presented at *Academy of Management Conference*, Vancouver, August 2015.

The impact of the institution of religion on organizational decision making: the case of leveraged buyouts

Presented at *Academy of Management Conference*, Vancouver, August 2015.

Who acquires whom and why? Learning from successes and failures in life sciences

Presented at Stockholm School of Entrepreneurship, April 2015.

Exploring the feasibility and characteristics of a market for R&D failures

Presented at Stockholm School of Economics, December 2014.

Growth and survival: The effects of agglomeration and competitive conditions

Presented at *Academy of Management Conference*, Philadelphia, PA, August 2014.

Growth and survival: the effects of agglomeration and competitive conditions

Presented at *Academy of Management Conference*, Orlando, FL, August 2013.

Mixed signals: A longitudinal analysis of automobile warranty, 1960- 2008

Presented at *Academy of Management Conference*, Boston, August 2012.

Presented at *The Israeli Strategy Conference*, Tel Aviv, December 2012.

How do buyouts generate returns: Selection vs. Value-add?

Presented at *Private Equity Conference*. HEC Paris. June 2012.

Corporate culture as determinant of firm conduct and performance: Religiosity and buyouts

Presented at *Academy of Management Conference*, Texas, August 2011.

Presented at *Private Equity Forum*, Paris, March 2011.

Presented at *Tuck Private Equity and Growth Ventures Conference*, Dartmouth College, February 2011.

Heterogeneity and survival of de novo entrants

Presented at *Academy of Management Conference*, Texas, August 2011.

Growth and survival of de novo entrants in clusters and dispersal

Presented at *Academy of Management Conference*, Montreal, 2010.

Who enters where and why?

Presented at Rutgers University, December 2009.

Presented at EMLyon, France, February 2010.

Presented at ESSEC Business School Paris, France, February 2010.

The failure of the market for R&D failures

Presented at *Strategic Management Society*, October 2009.

Political views and buyout targets

Presented at *Israel Strategy Conference*, December 2008.

Presented at HEC Paris, December 2008.

Presented at *Strategic Management Society*, October 2008.

Presented at *Academy of Management Conference*, Anaheim, August 2008.

Presented at ACAC, Atlanta, June 2008.

Presented at *Tuck Private Equity Conference*, Dartmouth College, February 2008.

What doesn't kill you makes you stronger – De novo entry in clusters

Presented at *Academy of Management Conference*, Anaheim, August 2008.

Presented at *Strategic Management Society*, October 2008.

Presented at Tuck School of Business, Dartmouth College, November 2007.

Survival-enhancing strategies of de novo entrants in clusters and dispersal

Presented at ACAC, Atlanta, June 2008.

Presented at *the Israeli Strategy Conference*, Jerusalem, December 2007.

Presented at HEC France, December 2007.

Presented at Entrepreneurship Junior Faculty Consortium, *Strategic Management Society*, 2007.

Be there or be square: A signaling perspective on new entrants' choice of location

Presented at *Academy of Management Conference*, August 2007.

Presented at *the Israeli Strategy Conference*, Jerusalem, December 2007.

Presented at Rothman, Toronto University, March 2007.

Presented at Carlson Business School, University of Minnesota, February 2007.

Presented at Tuck School of Business, Dartmouth College, February 2007.

Presented at HEC France, December 2007.

Presented at IESE Spain, March 2008.

Getting more mileage out of your initial resources: Clusters, learning, adolescence, and survival

Presented at *Strategic Management Society*, San Diego, October 2007.

The influence of capabilities and initial resource endowments on the location choices of de novo enterprises

Presented at *Strategic Management Society*, Vienna, Austria, October 2006.

Firm failures as a determinant of new entry: Is there evidence of local creative destruction?

Presented at *Academy of Management Conference*, Atlanta, August 2006,

Presented at *Strategic Management Society*, Vienna, Austria, October 2006.

The survival value of clusters for de novo entrants

Presented at *Academy of Management Conference*, Atlanta, August 2006.

Strategic location choices of new enterprises

Presented at *Academy of Management Conference*, Honolulu, August 2005

Presented at Rotman School of Management, Toronto University, March 2007.

Presented at Carlson School of Management, University of Minnesota, February 2007.

Presented at IESE Spain, March 2008.

The survival value of clusters: Comparing new enterprises in cluster and isolation

Presented at *Babson-Kaufman Entrepreneurship Research Conference*, Wellesley, Massachusetts, June 2005.

Who enters, where, and why? Initial resource endowments and location choices of entrepreneurial enterprises

Presented at *Conference on Competitive Heterogeneity*, Tuck School of Business, Dartmouth College.

Presented at *West Coast Research Symposium on Technology Entrepreneurship*, University of Washington.

Presented at Tel Aviv University - Recanati Graduate School of Business Administration.

Presented at Hebrew University - Jerusalem School of Business Administration.

Presented at Ben-Gurion University - Katz International School for Business Administration.

Presented at Tilburg University - Tias Business School.

Presented at Concordia University - The John Molson School of Business.

Presented at RSM Erasmus University.

Presented at HEC Paris - International Business School.

Presented at Max Planck Institute of Economics Kahlaische, Jena, Germany.

Enterprise failures as a determinant of entrepreneurial entry

Presented at *Academy of Management Conference*, New Orleans, August 2004.

Do cluster and non-cluster entrepreneurial entries differ?

Presented at *Babson-Kaufman Entrepreneurship Research Conference*, Glasgow, June 2004.

Enterprise failures as a determinant of entrepreneurial entry: A study of within region micro-clusters

Presented at West Coast Research Symposium on Technology Entrepreneurship, University of Washington, September 2003.

The geography of entrepreneurial entry

Presented at Agglomeration Conference, University of British Columbia, Vancouver, July 2003.

The geographic nature of entrepreneurship: Location choice of new establishments

Presented at *Babson-Kaufman Entrepreneurship Research Conference*, Wellesley, Massachusetts, June 2003.

Death, Entry and the Pursue of Competitive Advantage

Presented at *Administrative Sciences Association of Canada – ASAC*, Halifax, June 2003.

The geographic nature of entrepreneurship

Presented at ERA (Entrepreneurship Research Alliance), Ottawa, February 2002.

G. Data Collection

- Life Sciences 1985-2015
Bloomberg merger and acquisitions, Compustat, United States Patent and Trademark Office (USPTO) and Thomson's ISI Web of Knowledge. Project pertaining to the market for R&D failures and M&A activity.
- U.S. automotive industry 1960-2008
Automakers' warranty: Automotive News, Warranty Direct, Warranty Week; Consumer Reports Buyer's Guide, J. D. Power, Ward's Automotive. Compustat. Project pertaining to signaling theory.
- Canadian Manufacturing Sectors 1984-2004

Longitudinal Employment Analysis Program (LEAP), Survey of Innovation and Business Strategy. Project pertaining to clusters, new venture performance and innovation.

- U.S. Leverage Buyout 1980-2003
Thomson Venture Economic: VentureXpert, the Association of Religion Data Archive (ARDA), www.uselectionatlas.org. Project pertaining to institutions and business strategy.

ACADEMIC SERVICE

Rutgers Business School

- Member, *Full Time MBA Curriculum Committee* 2018-
- Member, *MBA Admission Committee* 2013 - 2016
- Member, *MBA Policy Committee* 2013-
- Member, *MBA Strategy Curriculum Committee* 2012-2013
- Member, *Strategy Faculty Search Committee* 2012, 2013 (chair)
- Member, *Doctoral Admissions Committee* 2012 –
- Organizer, seminar series at Department of Management and Global Business – Spring 2012

Conferences

- Discussant, *Academy of Management Conference*, August 2014, Philadelphia, PA. BPS Division
- Session Chair and Discussant, *Academy of Management Conference*, August 2013, Orlando, FL., BPS Division
- Discussant, *the Israeli Strategy Conference*, 2012
- Academy of Management, Managing Your Dissertation, Junior Faculty Consortia BPS Division, Entrepreneurship Division
- Discussant, *Academy of Management Conference*, August 2014, Philadelphia, PA. BPS Division
- Discussant, *the Israeli Strategy Conference*, Tel Aviv, December 2008

- Reviewer: Academy of Management Meetings: BPS Division; Entrepreneurship Division; The Israeli Strategy Conference; Sustainability, Ethics, and Entrepreneurship (SEE) Conference

- Scholar Development Committee Developing International Scholarship Collaboration Opportunities and Techniques – *Academy of Management Conference* 2015 –

Journals

Ad hoc reviewer: *Academy of Management Journal*, *Strategic Management Journal*, *Journal of Business Venturing*, *Industrial & Corporate Change*, *Journal of Management Studies*, *Organization Studies*, *Entrepreneurship Theory and Practice*, *Journal of Small Business Management*.

COURSES TAUGHT

A. MBA Instructor & Course Developer

- Strategic Management, Rutgers (2011-2018; EMBA Shanghai 2012, Beijing 2013, Singapore 2012, 2013, 2016, 2017, 2018).
- Foundations of Entrepreneurship. NYU Stern, Full Time MBA Program (2009, 2010)
- Managing Growing Companies. NYU Stern, Part-time MBA (2009, 2010)

- Advanced Entrepreneurship. Tuck School of Business at Dartmouth College, Full Time MBA Program (2005, 2007, 2008)
- Growth: The Challenge. Tuck School of Business at Dartmouth College, Full Time MBA Program (2006, 2007, 2008)
- International Business Planning and Management. Team-taught with Professor Ilan Vertinsky - A second-year MBA elective offered by the Strategy and Business Economics Division at the Sauder School of Business, University of British Columbia (Spring 2004).

B. Undergraduate - Instructor & Course Developer

- Business Policy & Strategy, Rutgers (2010, 2011, 2012, 2013, 2015, 2016)
- Strategic Innovation, Southwestern University of Finance and Economics, Chengdu, China, July 2016, July 2017, July 2018
- New Enterprise Development- A fourth-year undergraduate course offered by the Strategy and Business Economics Division at the Sauder School of Business, University of British Columbia (2003)

C. Other teaching experience

- Strategic Innovation, Southwestern University of Finance and Economics, Chengdu, China, July 2016, July 2017
- Teaching Assistant, UBC – Sauder School of Business. New Enterprise Development (Professor Jean-Etienne de Bettignies); Urban Land Economics (Professor William Strange), 2000-2003
- Instructor, UBC Sauder School of Business, Urban Land Economics and Real Estate, Executive Program, 2002
- Technical Instructor – Runways and Pavements Emergency Repairs, Israeli Air Force (IAF), Israel, 1993-1999
- Teaching Assistant (1990-1992). Technion Institute of Technology, Haifa, Israel. Faculty of Civil Engineering, Department of Construction Management and Economics. Course taught: Construction Economics and Management, Construction Equipment

E. Graduate Students

- PhD. Advisor – Tao Shen, Rutgers Business School, 2016 –
- PhD. Advisor – Jie Li, University of Chinese Academy of Science, 2015 – 2016
- PhD. Advisor – Jiangshui Ma, Rutgers Business School, 2015 –
- PhD. Advisor – Kelechi Nwoke, Rutgers Business School, 2014 –
- PhD. Advisor – Grace Dewi, Rutgers Business School, 2012 – 2014
- Independent Study Supervisor - Tuck School of Business at Dartmouth College, 2005- 2008: Jay Scanlan, Anthony Smith, Cassi Hallam, Alan Hsu
- Masters and Executive Students' Theses, UBC – Sauder School of Business
 - Huijun Chen (2003). Provincial Economic and Trade Commission, Guangdong, P.R. China. "Policy Towards SME: What can Guangdong provincial government learn from Canada to enhance entrepreneurial activities"
 - Joey Comeau (2004). Masters in Asia Pacific Policy. "Developing venture capital and corporate venture capital in China"
 - Ed Egan (2006). Masters in Strategic Management. "Financing innovation and the evolution of IT"

Honors and Awards

- Dean's Meritorious Award for Teaching Methods and Innovations, Rutgers Business School, 2017
- Rutgers Advanced Institute for the Study of Entrepreneurship & Development, Research Grant (\$7000), 2016
- Dean's Meritorious Award for Teaching, Rutgers Business School, 2014
- Nominee the Best Teaching Award, Rutgers Business School, 2013
- Research summer grant, Rutgers Business School, 2011, 2012, 2013, 2014
- Technology Management Research Center grant, Rutgers Business School, 2011
- Nominee for Best Paper Award, The Israel Strategy Conference, 2007, 2008
- Nominee for Best Paper Award, The Strategic Management Society Annual International Conference, 2004, 2006, 2007
- Nominee for Best Paper Award. Academy of Management Entrepreneurship Divisions, 2008
- Nominee for Best Paper Award. Academy of Management BPS Division, 2006
- Nominee for Heizer Award for Best Dissertation in Entrepreneurship, 2007
- Finalist, Best Dissertation Award, Academy of Management Conference, Entrepreneurship Division, 2006
- Graduate Student Teaching Award, UBC – Sauder School of Business, 2004
- Entrepreneurship Research Alliance fellowship, UBC – Sauder School of Business, 2001-2005
- Alan G. Creer Fellowship, UBC – Sauder School of Business, 2002-2003
- E.T. Cantell Graduate Scholarship, UBC – Sauder School of Business, 2002-2003
- Richard U. Ratcliff Memorial Fellowship, UBC – Sauder School of Business, 2002
- George Oikawa Scholarship, UBC – Sauder School of Business, 2002
- E.D. MacPhee Scholarship, UBC – Sauder School of Business, 1999-2002
- Faculty of Graduate Studies E.T. Cantell Scholarship, UBC – Sauder School of Business, 2002
- A.G. Oikawa Scholarship of the Real Estate Institute of British Columbia, 2001
- Center for Urban Economics and Real Estate Scholarship, UBC – Sauder School of Business, 1999-2001
- Award for Excellence in service as officer from Air Base 1 commander (Colonel Falk), 1998
- Award for Excellence in service as officer from Air Force commander (Major General Ben Eliyahu), 1997
- Award for Excellence from School of Officers (Chief of Staff Lipkin Shahak), 1995
- Orshan Award for Research in Business Management - Technion Institute of Technology, Haifa, Israel. (Dean Shmutter), 1992
- Dean's List - Technion Institute of Technology, Haifa, Israel, 1989, 1990, 1991

Professional Associations

- Academy of Management
- Strategic Management Society

REFERENCES

ROGER DUNBAR

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