

Kurt A. Norder

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RESEARCH & TEACHING INTERESTS

- Big Data Analytics (BDA) and Computer Aided Text Analysis (CATA) fuel my pursuit of latent patterns in large corpora of text that facilitate interdisciplinary integration.
- My education and corporate experience from General Electric across engineering, finance, Lean Six Sigma, mergers & acquisitions, and international management empower me to solve complex challenges and develop data-driven problem-solving capabilities through innovative curriculum.

EDUCATION

UNIVERSITY OF SOUTH CAROLINA, MOORE SCHOOL OF BUSINESS May 2013
Ph.D. in International Business
Dissertation Title: “Exploring Cross-Border Business Model Adaptation”

THE PENNSYLVANIA STATE UNIVERSITY May 2001
B.S. Mechanical Engineering (with High Distinction)

POSITIONS & APPOINTMENTS

- Assistant Professor of Management, University of Delaware, Newark, DE 2014-21,22-present
- Postdoctoral Research Fellow, Simon Fraser University, Vancouver, BC 2013-2014
- Research Fellow, Jack Austin Centre for Asia Pacific Studies, Vancouver, BC 2013-2014
- Research and Teaching Assistant, University of South Carolina, Columbia, SC 2007-2012
- Adjunct Professor, University of South Carolina, Columbia, SC May 2010
- Adjunct Professor, University of North Carolina Charlotte, Charlotte, NC 2009-2010

PUBLICATIONS

- Lu, L., Norder, K., Emich, K., & Sawhney, A. (2022). Setting the Programmatic Agenda: A Comprehensive Bibliometric Overview of Team Mechanism Research. *Journal of Business Research*, forthcoming.
- Norder, K., Emich, K., Kanar, A., Sawhney, A., & Behrend, T. S. (2022). A house divided: A multilevel bibliometric review of the job search literature 1973–2020. *Journal of Business Research*, 151, 100-117.
- Norder, K., Sleesman, D. J., Sawyer, J. E., & Sawhney, A. (2020). A Longitudinal Look at OBHDP Using Big Data Analytics: Domain Representation Integration & Influence. In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 21456). Briarcliff Manor, NY 10510: Academy of Management.
- Emich, K. J., Norder, K., Lu, L., & Sawhney, A. (2020). A comprehensive analysis of the integration of team research between sport psychology and management. *Psychology of Sport and Exercise*, 50, 101732. (<https://doi.org/10.1016/j.psychsport.2020.101732>)
- Emich, K. J., Kumar, S., Lu, L., Norder, K., & Pandey, N. (2020). Mapping 50 Years of Small Group Research Through Small Group Research. *Small Group Research*, 51(6), 659-699.
- Norder, K., Sullivan, D., Emich, K. J., & Sawhney, A. (2020). Re-anchoring the Ontology of IB: A Reply to Poulis & Poulis. *Academy of Management Perspectives*, (ja).
- Bailey, N., & Norder, K. (2018). Politically valued resources and preferred outcomes: Does the political context matter? *Journal of Public Affairs*, e1877 (<https://doi.org/10.1002/pa.1877>).

- Norder, K., Emich, K. J., & Sawhney, A. (2018). Evaluating the Interdisciplinary Mission of Small Group Research Using Computational Analytics. *Small Group Research*, 49(4), 391-408. (<https://doi.org/10.1177/1046496418755511>)

WORKING PAPERS & WORK IN PROGRESS

- Norder, K., Sleesman, D., Emich, K., Sawyer, J., & Sawhney, A. A Historical View of OB Using Big Data Analytics: Domain Representation, Integration, and Impact (Target: *Journal of Management*)
- Norder, K., Behrend, T., & White, J. A Comprehensive Big Data Review of Fairness in the Hiring Process: Integrating Algorithm Bias (Target: *Personnel Psychology*)
- Norder, K., Sullivan, D., Kumar, S., Emich, K., & Pandey, N. Mapping the 35-Year Evolution of Entrepreneurship (Target: *Journal of Business Venturing*)
- Norder, K., Gupta, S., & Ganesh, J. Integration of Competing Logics through Anchoring and Recontextualization (Target: *Strategic Organization*)
- Bailey, N. & Norder, K. Corporate Political Activities under Authoritarian Regimes (Target: *Business & Politics*)
- Norder, K., Sleesman, D., Conlon, D., & Sawhney, A. NCMR Trends in content and methodology: A computational review
- Norder, K., Gupta, S., & Ganesh, J. Achieving Fit in Hybrid Organizational Configurations
- Norder, K., Gupta, S., & Ganesh, J. Use of Centrality to Serve the BoP
- Norder, K., Kostova, T., & Roth, K. Exploring Cross-Border Business Model Adaptation
- Ward, AK., Mills, M., & Norder, K. Qualitative Approach to Understanding Work Lives of Exceptional Caregivers

CASE STUDIES

- McDermott, Gerald A., Kurt Norder, and Hector Rocha, 2011, “Developing a Region while Transforming an Industry: Public-Private Institutions and the Rebirth of the Argentine Wine Industry,” IAE Business School Case Teaching Note.

CONFERENCE PROCEEDINGS & PRESENTATIONS

- A Longitudinal Look at OBHDP Using Big Data Analytics: Domain Representation Integration & Influence
 - *Academy of Management Conference*. August, 2020. Virtual (live).
- Integration of Competing Logics through Anchoring and Recontextualization
 - *Academy of Management Conference*. August, 2020. Virtual (video).
- Mapping the Past to Understand the Present: A Comprehensive Big Data Review of Team Research, 1952-2019.
 - *INGRoup Conference*. Fall 2020. Virtual.
- A comprehensive analysis of the integration of team research between sport psychology and management.
 - *INGRoup Conference*. Fall 2020. Virtual.
- Evaluating the Evolution of Theoretical and Interdisciplinary Topics in SGR
 - *INGRoup Conference*. July, 2018. Washington, D.C.
- Big Data, Big Trends, and Big Questions: A Look at the JIBS Corpus.
 - *Academy of International Business-SE Conference*. October 27th, 2017. Washington, D.C.
- Strategic Actions of MNEs and the Nature of Government Control
 - *Strategic Management Society Conference*. September 19th, 2016. Berlin, Germany
- Exploring Cross-Border Business Model Adaptation (Dissertation).
 - *Research Talk*. November 20th, 2012. University of Nottingham-China. Ningbo, China.
 - *Academy of Management Conference*. August 13th, 2011. San Antonio, TX.
- Institutional Interactions During Global Crisis: Implications of the Varieties of Capitalism on Firm Strategy and Performance.

- *Academy of International Business Conference*. June 28th, 2010. Rio de Janeiro, Brazil.
- Fiat or Choice: Sender and Receiver Motivation on Cross-Border Practice Adoption.
 - *Academy of International Business Conference*. June 28th, 2009. San Diego, CA.

TEACHING ACTIVITIES

- Assistant Professor, Lerner School of Business, University of Delaware: Fall 2015 – Spr2021
 - BUAD 441 – Strategic Management (15 sections, 4.4/5)
- Assistant Professor, Lerner School of Business, University of Delaware: Spr 2015 – Spr 2019
 - BUAD 841 – Managing the Global Enterprise (6 sections, 4.6/5)
- Assistant Professor, Lerner School of Business, University of Delaware: Spr 2015
 - BUAD 384 – Global Business Environments (2 sections, 4.0/5)
- Adjunct Professor, Moore School of Business, University of South Carolina: May 2010
 - MGMT 478 – Strategic Management (1 section, 4.33/5)
- Adjunct Professor, Belk College of Business, U of North Carolina Charlotte: Fall 2009, Spr 2010
 - MGMT 3274 – International Business Problems & Processes (4 sections, 4.5/5)
- Graduate Teaching Assistant, Moore School of Business, University of South Carolina
 - Undergraduate
 - IBUS 310 Globalization & Business (McDermott): Fall 2010, 2011
 - IBUS 423 Cross-Cultural Behavior & Negotiations (Un): Spring 2008
 - IBUS 442 Business in Asia (Un): Spring 2008
 - IBUS 490 Comparative Management (McDermott): Fall 2010
 - Graduate (Professional MBA, International MBA, and Masters of Science)
 - COSM 701 Business & Legal Issues (Kostova): Spring 2009
 - DMSB 714 International Management (Kostova): Fall 2009
 - IBUS 703 International Management (Kostova): Fall 2008
 - IBUS 706 Nation States & The Global Market (McDermott): Fall 2010
 - MGMT 770 Organizational Behavior (Kostova): Spring 2009
 - Facilitator, BaFa BaFa cultural simulations: Fall 2007-Present

SELECTED ADDITIONAL EDUCATION & TRAINING

- Faculty Development in International Business (FDIB) June 15-19, 2009
 - Teaching methods for International Business Survey Course
- Faculty Development in International Business (FDIB) May 11-21, 2008
 - Sao Paulo, Brazil, Buenos Aires, Argentina, and Santiago, Chile
 - Business, Political and Educational presentations and Cultural experiences

PROFESSIONAL SERVICE & OUTREACH

- Co-Chair, Search Committee for CT in Strategic Management Fall 19-Spring 20
- Chair, BUAD Honors Committee Spring 19, 20
- Panel Moderator & Panelist, UD MBASA Annual Conference 2018-20
- Developed Introduction to Global Studies Module Fall 2018
- Developed the Global Enterprise Management (GEM) major Spring 2018
- Reviewer, *Journal of International Business Policy* 2020
- Reviewer, *Academy of International Business Conference* 2017-18
- Reviewer, *Academy of Management Conference* 2015, 2017-19
- Reviewer, *Strategic Management Society Conference* 2015, 2017
- Reviewer, *Journal of International Business Studies* 2018
- Reviewer, *Business & Society* 2016-2017
- Quoted in *Global Finance Magazine* July 20, 2017
 - <https://www.gfmag.com/magazine/julyaugust-2017/goal-new-ge-ceo-profit-turnaround>
- Executive Education for DE Judiciary October 19, 2017

PROFESSIONAL AFFILIATIONS

- Member, Academy of International Business 2007-Present
- Member, Academy of Management 2007-Present
- Member, Strategic Management Society 2012-2015

HONORS & AWARDS

Education:

- Ceney Walker Graduate Fellowship, 2012
- Center for International Business Education and Research (CIBER) Grant (Co-Principal Investigator with Tatiana Kostova), 2010-2011
- Graduate School Fellowship (highly competitive recruiting award) , 2007-2011
- Graduate Assistantship, 2007-2011
- Academic Scholarship, Department of Mechanical Engineering, Penn State University, 2000
- Hugh M. Nelson Academic Scholarship, Department of Mechanical Engineering, Penn State University, 1999
- Halit M. Kosar Award for Academic Excellence, Department of Mechanical Engineering, Gannon University, 1999
- Outstanding Performance through the Calculus Series Award, Department of Mechanical Engineering, Gannon University, 1999
- Research Assistantship, Department of Mechanical Engineering, Gannon University, 1998
- Academic Scholarship, Department of Mechanical Engineering, Gannon University, 1997
- Salutatorian, Harbor Creek High School, 1997

Industry:

- Six Sigma Black Belt Certification, Finance, General Electric Co., 2005
- Award for Managerial Excellence, Finance, General Electric Co., 2004 & 2006
- National Honors in Financial Management course series, General Electric Co., 2001-2003
- Student Intern/Co-op Contribution Awards, Engineering, General Electric, 1998, 1999, 2000

INDUSTRY EXPERIENCE

ERIE INDEMNITY COMPANY, ERIE, PA 1/22 TO 8/22

Treasury Consultant

Strategic guidance for the development of new, non-core products. Managed the development of the one-stop-shop Treasury analytics and reporting repository. Simplified and automated the vendor data management process.

GENERAL ELECTRIC OIL & GAS, HOUSTON, TX 7/08 TO 9/08

Acquisition Financial Integration

Identified financial process improvement opportunities and implemented short term and long term solutions to integrate the Mexican subsidiary.

GENERAL ELECTRIC TRANSPORTATION, ERIE, PA 3/05 TO 8/07

Manager of Finance for International Service Operations

Managed a globally positioned team of 5 to meet the financial needs and strategy for \$120MM international asset service division. Delivered monthly income and cash flow targets while modeling long term service contracts, driving \$15MM of productivity gains, and optimizing foreign exchange impacts.

GENERAL ELECTRIC TRANSPORTATION, ERIE, PA 8/03 TO 3/05

Internal Auditor and Financial Six Sigma Black Belt

Analyzed financial processes for breakdowns in integrity, controllership, or reporting. Saved the company \$4MM by leveraging team-building skills and Six Sigma tools to improve logistical billing

accuracy and drive cost saving projects. Delivered SOX404 test work for compliance and risk management.

GENERAL ELECTRIC TRANSPORTATION, ERIE, PA

8/01 TO 8/03

Financial Management Program

Completed a two-year management-training program with four six-month rotations including coursework. I optimized budgeting and functional cost productivity, managed \$100MM P&L, forecasted and facilitated cash flow in financial planning and analysis for \$380MM P&L, and controlled \$7MM Investment Budget.