

CURRICULUM VITAE

SABINA NIELSEN

ACADEMIC POSITIONS

- 2013 - Copenhagen Business School, Copenhagen, Denmark
Professor (MSO) in Strategic Leadership and Diversity
Department of International Economics and Management
- 2011- 2013 Copenhagen Business School, Copenhagen, Denmark
Associate Professor, Department of International Economics and Management
- 2010 - 2013 University of Technology, Sydney, Australia
Visiting Scholar, Centre for Management & Organization Studies
- 2009 - 2011 Copenhagen Business School, Copenhagen, Denmark
Assistant Professor, Department of International Economics and Management
- 2007 - 2008 Copenhagen Business School, Copenhagen, Denmark
Marie Curie Post-Doctoral Research Fellow, Department of International Economics and Management
- 2006 Copenhagen Business School, Copenhagen, Denmark
Visiting Researcher, Department of International Economics and Management
- 2005 - 2006 University of Washington Business School, Seattle, USA
Visiting Scholar, Department of Management and Organization
- 2002 - 2005 University of St. Gallen, St. Gallen, Switzerland
Research Assistant, Research Institute for International Management

EDUCATION

- 2002 – 2006 University of St. Gallen, St. Gallen, Switzerland
Dr. oec. in International Management
- 1999 - 2001 University of St. Gallen, St. Gallen, Switzerland
M. Sc. in International Management (MIM), lic.oec. HSG
- 1998 – 1999 Vienna University of Economics and Business Administration, Vienna, Austria
JOSZEF Management in Eastern Europe programme
- 1993 – 1999 Varna University of Economics and Business Administration, Varna, Bulgaria
M.A. in International Tourism

AWARDS AND HONOURS

- 2013 Finalist for Sapere Aude DFF-Starting Grant Danish Council for Independent Research
- 2012 Nykredit Talent Research Prize (100.000 DKK)
- 2011 European Management Review Best Paper Award for a paper published in the journal
- 2010 Jorcks Fond Prize as recognition and inspiration to continue research and teaching (150.000 DKK)
- 2010 Tietgen Prize honouring young research talents in Denmark who have achieved results at the international level (100.000 DKK)
- 2008 Nominated for the Haynes Prize for the Most Promising Scholar(s) at the Academy of International Business (AIB), Milan.
- 2007 Gunnar Hedlund Dissertation Award Finalist at the European International Business Academy (EIBA), Catania.
- 2007 Barry Richman Dissertation Award Finalist at the International Management (IM) division, Academy of Management Annual Meeting (AOM), Philadelphia.
- 2007 Best Paper Award at the Corporate Governance track, European Academy of Management (EURAM), Paris.
- 2006 Best Paper Award Finalist at the Corporate Governance track, European Academy of Management (EURAM), Oslo.
- 2003 Best Dissertation Proposal Award at the 17th Doctoral Tutorial in International Business at the 29th European International Business Academy (EIBA) conference, Copenhagen.

GRANTS AND FELLOWSHIPS

- 2013 Otto Mønsted grant for organizing a conference on Top Management Teams in International Context: An Institutional Perspective (DKK 30.000)
- 2012 EUopSTART grant (€18.750) by the Danish Council for Independent Research in Social Sciences for preparing an application for European Research Council Starting Grant
- 2011 FUHU grant for organizing a conference on Board diversity and economic performance (DKK 50,000)
- 2009 Marie Curie European Reintegration Grant (€ 45,000) for a three-year project on Governance in European MNCs, financed by the European Union (EU).

- 2006 Marie Curie Intra-European two year fellowship (€ 180,135) for a post-doctoral research project on Diversity in Multinational Corporations, financed by the EU.
- 2005 Swiss National Science Foundation one year research fellowship (CHF 45,000) awarded to the most promising candidates to improve their scientific training abroad.
- 2000 Erasmus scholarship for an exchange year abroad.
- 1999 Two-year full scholarship covering tuition fees and cost of living for the duration of the Master of International Management programme granted on competitive basis.
- 1998 JOSZEF management development programme, one year fellowship for the most promising Eastern European management students, granted on competitive basis.

JOURNAL ARTICLES

- B.B. Nielsen and S. Nielsen (2013). Top management team nationality diversity and firm performance: A multilevel study, *Strategic Management Journal*, 43(3): 373-382.
- Minichilli, A. Zattoni, S. Nielsen, and M. Huse (2012). Board task performance: an exploration of micro- and macro-level determinants of board effectiveness, *Journal of Organizational Behavior*, 33(2): 193-215.
- Escribá-Esteve, A. Minichilli A., S. Nielsen and S. Yamak (2012). Top management teams and business strategy: Responses and adaptability in turbulent times, *International Studies of Management and Organizations*, 42(4), 3-7.
- B.B. Nielsen and S. Nielsen (2011). The role of top management team international orientation in international strategic decision-making: The choice of foreign entry mode, *Journal of World Business*, 185-193.
- S. Nielsen (2010). Top management team internationalization and firm performance: The mediating role of foreign expansion, *Management International Review*, 50(2): 185-206.
- S. Nielsen (2010). Top management team diversity: A review of theories and methodologies, *International Journal of Management Reviews*, 12(3): 301-316.
- S. Nielsen and M. Huse (2010). The contribution of women on boards of directors: Going beyond the surface, *Corporate Governance: An International Review*, 18(2): 136-148.
- S. Nielsen and M. Huse (2010). Women directors' contribution to board decision making and strategic involvement: The role of equality perception, *European Management Review*, 7(1): 16-29.
- S. Nielsen and B.B. Nielsen (2010). Why do firms employ foreigners on their top management teams? An exploration of human capital, similarity attraction, and strategic fit perspectives, *International Journal of Cross Cultural Management*, 10(2): 195-209.
- S. Nielsen (2009). Why do top management teams look the way they do? A multilevel exploration of industry, organizational and corporate elite antecedents, *Strategic Organization*, 7(3): 277-305.

B.B. Nielsen and S. Nielsen (2009). Learning and innovation in international strategic alliances: An empirical test of the role of trust and tacitness, *Journal of Management Studies*, 46(6): 1031-1056.

M. Huse, S. Nielsen and I.M. Hagen (2009). Boards of directors, codetermination and women directors: Societal and business case CSR illustrations from Norway, *Journal of Business Ethics*, 89(4): 581-597.

P. Greve, S. Nielsen and W. Ruigrok (2009). Transcending borders with international top management teams: A study of European Financial MNCs, *European Management Journal*, 27, 213-224.

S. Nielsen, S. Peck and W. Ruigrok (2008). Substitution effects of internal governance mechanisms: Evidence from Switzerland, *Corporate Ownership and Control*, 5(3).

W. Ruigrok, S. Peck and S. Tacheva (2007). Nationality and gender diversity on Swiss corporate boards, *Corporate Governance: International Review*, 15(4): 546-557.

W. Ruigrok, S. Peck, S. Tacheva, P. Greve and Y. Hu (2006). Determinants and effects of board nomination committees in Switzerland, *Journal of Management and Governance*, 10: 119-148

PAPERS UNDER REVIEW

S. Nielsen and A. Minichilli. Board diversity and firm performance: The mediating effects of board processes and task performance, 3^d review round at *Strategic Management Journal*.

Escribá-Esteve, S. Nielsen and S. Yamak. Towards a multilevel framework of upper echelons research: A review of existing literature and directions for future research, 3^d review round at *Group and Organization Management*.

Estrin, S., K. Meyer, B.B. Nielsen & S. Nielsen. The internationalization of state owned enterprises: The impact of political economy and institutions, 2nd review round at *Journal of International Business Studies*.

BEST PAPER PROCEEDINGS

S. Nielsen, M. Huse, A. Minichilli and A. Zattoni (2008). Board diversity and firm performance: The mediating effects of board processes and task performance, *Best Paper Proceedings, Business Policy and Strategy Division, Academy of Management (AOM), Anaheim*.

S. Nielsen and B.B. Nielsen (2008). The effects of TMT and board nationality diversity and compensation on firm performance, *Best Paper Proceedings, Business Policy and Strategy Division, Academy of Management (AOM), Anaheim*.

B.B. Nielsen and S. Nielsen (2008). International diversification strategy and firm performance: A multi-level analysis of firm and home country effects, *Best Paper Proceedings, Academy of International Business (AIB), Milan*.

S. Tacheva. (2007) What drives heterogeneity in top management teams? A multilevel exploration of industry, organizational and corporate elite antecedents, *Best Paper Proceedings, Corporate Governance Track, European Academy of Management Conference (EURAM), Paris*.

S. Tacheva and M. Huse (2006). How do women directors influence board effectiveness? An empirical investigation of the mediating effects of board processes, *Best Paper Proceedings, Corporate Governance Track (EURAM), European Academy of Management Conference, Oslo*.

BOOK CHAPTERS

S. Nielsen (2012). Diversity on boards. In T. Clarke and D. Branson (eds.) *Handbook of Corporate Governance*, Sage.

S. Nielsen and M. Huse (2012). How do women directors make a difference to the work of corporate boards? Evidence from Norway. In Ruth Nielsen, Lynn Roseberry and Christina D. Tvarnø (eds.): *Scandinavian Women's Law in the 21th Century*, DJØF Publishing.

B. Nielsen and S. Nielsen (2010). A multilevel approach to understanding the multinationality-performance relationship. In T. Devinney T., T. Pedersen and L. Tihanyi (eds.) *Advances in International Management*.

S. Nielsen (2008). Women directors, board working style and board task performance. In M. Huse (ed.) *The Value-creating Board – Behavioural Perspectives on Boards and Governance*, Routledge, 437-451.

NON-REFEREED PUBLICATIONS

W. Ruigrok, S. Peck and S. Tacheva. (2007). Nationalitaet und Geschlechterdiversitaet in Schweizer Verwaltungsraeten, *Alma Magazine*, 4.

MEDIA COMMUNICATIONS

Børsen, 13 November 2012, Pengeregn fra Nykredit.

Weekendavisen, 1 June 2012, Null or negativ.

Børsen, 7 October 2011, Kvinder skaber ro i bestyrelsen.

Børsen, 1 December 2010, Tietgenpriser til to unge forsker.

Integrationsministeriets nyhedsmagasin NYIDANMARK, November 2010, Mangfoldighed – genvejen til bedre bundlinje?

Politiken, 3 November 2010, Topfirmaer fravælger udlændinge.

The Telegraph Calcutta, 25 October 2010, More women, please.

Berlingske Tidende, 05 May 2010, Kvinder i bestyrelser giver en bedre strategi.

Fyns Amts Avis, 3 July 2010, Kvinder sukker efter magt.

DJØF bladet, 30 April 2010, Kvinder gør bestyrelser mere effektive.

Economist, 31 May 2009, Managing differences.

REPORTS

Australian Census of Women in Leadership (2012). Equal Opportunity for Women in the Workplace Agency, Australian Government.

RESEARCH PROJECT EXPERIENCE

- 2012 Australian Census on Women in Leadership (10th Anniversary Report), funded by the Australian Government, Workplace Gender Equality Agency (co-investigator)
- 2009 - 2013 Governance in European MNCs (principal investigator), sponsored by the EU
- 2007 - 2012 Internationalization of MNCs: An Institutional Approach (principal co-investigator)
- 2007 - 2009 Diversity in Multinational Corporations (principal investigator), sponsored by the EU
- 2004 - 2006 Corporate Governance and Economic Performance in Switzerland, financed by the Swiss National Science Foundation, Switzerland

TEACHING EXPERIENCE

- 2012 - 2014 Supervision of three PhD students from a cohort in Corporate Governance
- 2013 Empirical Corporate Governance, PhD course CBS (co-ordinator)
- 2008 to date Introduction to Structural Equation Modeling, PhD course CBS (co-ordinator), consistently earning high evaluations (4.9 out of 5)
- 2012 Theory Construction and Model Building in Strategic Management, PhD course CBS
- 2012 Theories in Corporate Governance, PhD course CBS
- 2009 CEMS International Strategy course, Master level course CBS
- 2008 International Management, International Summer University, Bachelor course CBS
- 2007 to date Supervision of Master theses and Internship projects, CBS

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AOM)
- Strategic Management Society (SMS)
- Academy of International Business (AIB)
- European Academy of Management (EURAM)
- European International Business Academy (EIBA)
- European Network on Top Management Teams and Business Elites

ACADEMIC SERVICE

2011 - 2013 Representative-at-large of Global Strategy Group, Strategic Management Society (SMS)
2012 - 2014 Ph.D. Coordinator & board member of PhD School in Economics & Management, CBS
2011 Organizer of Board Diversity and Economic Performance conference, CBS, Copenhagen
2010 to date Organizer and Member of the Scientific Committee of the annual EIASM Workshops on Top Management Teams (Valencia 2010, Istanbul 2011, Milan 2012, Copenhagen 2013)
2008 to date Organizer of the Top Management Team track at the European Academy of Management (EURAM) 2008 in Ljubljana, Slovenia, 2009 in Liverpool, UK, 2010 in Rome, Italy, 2011 in Tallinn, Estonia, 2012 Rotterdam, the Netherlands and 2013 in Istanbul, Turkey.

REVIEWER ACTIVITIES

Proposal evaluator for the Research Foundation Flanders, Belgium and the Israel Science Foundation
Ad hoc reviewer for *Academy of Management Journal*, *Journal of International Business Studies*, *Organizational Behavior and Human Decision Processes*, *Long Range Planning*, *Journal of World Business*, *British Journal of Management*, *Journal of Management and Governance*, *European Management Journal*, *Journal of Small Business Management* and the Annual Meetings of Academy of Management, Academy of International Business, European International Business Academy, and European Academy of Management.

BEST REVIEWER AWARDS

BPS 2012 Outstanding reviewer award for the Business Policy and Strategy (BPS) division at the Academy of Management Annual (AOM) Conference, Boston, USA.
EURAM 2009 Best reviewer award, Corporate Governance Track, European Academy of Management Conference, Liverpool, UK.
IMD 2008 Outstanding reviewer award for the International Management (IM) division at the Academy of Management Annual (AOM) Conference, Anaheim, USA.
BPS 2007 Outstanding reviewer award for the Business Policy and Strategy (BPS) division at the Academy of Management Annual (AOM) Conference, Philadelphia, USA.
BPS 2006 Outstanding reviewer award for the Business Policy and Strategy (BPS) division at the Academy of Management Annual (AOM) Conference, Atlanta, USA.
IMD 2006 Outstanding reviewer award for the International Management (IM) division at the Academy of Management Annual (AOM) Conference, Atlanta, USA.
OMT 2005 Outstanding reviewer award for the Organization and Management Theory division at the Academy of Management Annual (AOM) Conference, Hawaii, USA.