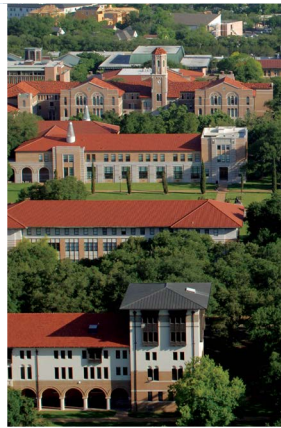


EXPERTS GUIDE



RICE

JONES GRADUATE
SCHOOL OF BUSINESS

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*To see a full list of faculty at the Jones Graduate School of Business,
please visit business.rice.edu/faculty.*

TENURED/TENURE-TRACK FACULTY

- 1 Brian Akins, Ph.D. – Assistant Professor of Accounting:** Information asymmetry; credit rating agencies; fixed-income markets; debt contracting.
- 2 Sharad Borle, Ph.D. – Associate Professor of Marketing:** Marketing; data analytics; customer lifetime valuation.
- 3 Dinah A. Cohen-Vernik, Ph.D. – Assistant Professor of Marketing:** Marketing of new technologies; digital downloads and piracy; pricing; marketing management.
- 4 Kevin Crotty, Ph.D. – Assistant Professor of Finance:** Empirical asset pricing; liquidity; financial markets.
- 5 Erik Dane, Ph.D. – Assistant Professor of Management:** Organizational behavior; intuition; expertise; attention; mindfulness.
- 6 David De Angelis, Ph.D. – Assistant Professor of Finance:** Corporate finance; corporate governance.
- 7 Utpal Dholakia, Ph.D. – Professor of Management:** Marketing; consumer motivation; financial decision-making; peer-to-peer lending; high-tech marketing; marketing by small- and medium sized businesses.
- 8 Jefferson Duarte, Ph.D. – Gerald D. Hines Associate Professor of Real Estate Finance:** Investment, empirical asset pricing, fixed income, derivative pricing, real estate finance.
- 9 Jeff Fleming, Ph.D. – Faye Sarofim Vanguard Professor of Finance:** Option pricing; implied volatility; volatility modeling; the role of information flow in financial markets.
- 10 Jennifer M. George, Ph.D. – Mary Gibbs Jones Professor of Management/Professor of Psychology:** Organizational behavior; work-life balance; personality influences on workplace; creativity in workplace.
- 11 Gustavo Grullon, Ph.D. – Professor of Finance:** Corporate finance; empirical asset pricing; regulatory and financial issues of mergers.
- 12 Robert E. Hoskisson, Ph.D. – George R. Brown Professor of Management:** Organizational behavior; corporate strategy; international strategy; strategy in emerging economies; corporate entrepreneurship.
- 13 Wagner A. Kamakura, Ph.D. – Jesse H. Jones Professor of Marketing:** Marketing; marketing analytics; customer relationship management; market segmentation; consumption behavior in emerging economies.
- 14 Prashant Kale, Ph.D. – Associate Professor of Strategic Management:** Mergers and acquisitions; competitive strategy; corporate strategy and growth.
- 15 Vikas Mittal, Ph.D. – J. Hugh Liedtke Professor of Marketing:** Marketing; consumer decision-making; health care; customer satisfaction; organization strategy.
- 16 Karen Nelson, Ph.D. – Harmon Whittington Professor of Accounting:** Financial accounting; financial reporting; financial disclosure and securities regulation; earnings quality and earnings management; economic consequences of accounting choice.
- 17 Otilia Obodaru, Ph.D. – Assistant Professor of Management:** Organizational behavior; identity; gender; careers.

- 18 Barbara Ostdiek, Ph.D. – Associate Professor of Finance, Senior Associate Dean of Degree Programs:** Investments; portfolio management; economic environment of business; empirical asset pricing.
- 19 K. Ramesh, Ph.D. – Herbert S. Autrey Professor of Accounting, Deputy Dean of Academic Affairs:** Financial accounting, reporting and governance; capital market information environment; role of accounting information in contracting and regulation; financial disclosures and valuation.
- 20 Douglas Schuler, Ph.D. – Associate Professor of Business and Public Policy:** Business and government relations; corporate political activities; corporate social responsibility; industry voluntary governance schemes.
- 21 D. Brent Smith, Ph.D. – Associate Professor of Management and Psychology, Senior Associate Dean of Executive Education:** Human resource management; organizational behavior; change management; motivation; executive leadership.
- 22 Scott Sonenshein, Ph.D. – Associate Professor of Management:** Organizational change; general management and leadership; ethical and social issues in business.
- 23 James P. Weston, Ph.D. – Professor of Finance:** Financial markets; corporate finance; risk management; stock markets.
- 24 Duane Windsor, Ph.D. – Lynette S. Autrey Professor of Management:** Business ethics; corporate governance; corporate social responsibility; leadership, public and nonprofit management; social enterprise; stakeholder management.
- 25 Anastasiya Zavyalova, Ph.D. – Assistant Professor of Strategic Management:** Organizational wrongdoing; reputation management; role of business in society.
- 26 Yan (Anthea) Zhang, Ph.D. – Professor of Strategic Management:** International business; CEO succession planning; corporate governance; strategy and innovation in emerging markets.
- 27 Jing Zhou, Ph.D. – Houston Endowment Professor of Management and Psychology, Director for Asian Management Research and Education:** Creativity and innovation in the workplace; entrepreneurship; leadership; motivation; diversity and cross-cultural management.

VISITING FACULTY

- 28 Hajo Adam, Ph.D. – Visiting Assistant Professor of Management, Postdoctoral Fellow:** Organizational behavior; culture; clothing; emotions; decision-making; negotiations.

NON TENURE-TRACK FACULTY

- 29 William Arnold – Professor in the Practice of Energy Management:** Geopolitics of energy; managing energy transitions; the changing competitive environment among NOCs, IOCs and service companies; Arctic exploration; impact on the bottom line of environmental and social factors.
- 30 Jill Foote, Ph.D. – Senior Lecturer in Finance:** Investment management; financial markets -- particularly stocks and bonds; the economy.

- 31 Morgan L. Grace – Lecturer in Management:** Corporate organizational communications; social media marketing; crisis communication; public speaking; rhetorical theory; gendered studies; cross-cultural communications.
- 32 Elizabeth C. O’Sullivan – Director, MBA Communication Program; Senior Lecturer in Communication:** Leadership communication; communication strategy; public speaking; writing; interpersonal communication; public relations; investor relations; crisis communication; cross-cultural and intergenerational communication.
- 33 David Tobin, Ph.D. – Lecturer in Communication:** Leadership communication; interpersonal communication; public presentations, with or without PowerPoint; business writing; the art of listening; elevator pitches; advertising.
- 37 Pius K. Leung, CCIM, CPM, CIPS – Adjunct Professor in Management – Strategy and Environment:** Real estate investment advisory; valuation and investment analysis; asset and project management; managerial/ leadership training.
- 38 Donald J. Lyons, FACHE – Adjunct Professor in Management – Health Care Management:** Strategic projects and studies in health care operations; health care information technology and bio and clinical informatics; finance; revenue cycle optimization; efficiency improvements; international health care systems development; strategic management programs.
- 39 Regina Mayor – Adjunct Professor in Management:** Business performance improvement; organizational transformation; energy strategy and investment.
- 40 Nancy L. Sauer – Lecturer in Management:** Government relations, including issue management, lobbying and political ethics; public affairs; energy and environmental policy.
- 41 Laurence E. Stuart – Adjunct Professor in Management:** Labor and employment law; business law; personnel management.
- 42 David VanHorn – Adjunct Professor in Management:** Operations and supply chain management; corporate strategy, particularly for companies with highly engineered, complex products and services; manufacturing; Lean/Six-Sigma; engineering and new product development; nonprofit strategic management.
- 43 Reid C. Wilson – Adjunct Professor of Management in Real Estate:** Law/legal risk; real estate; lending and land use law.

PART TIME FACULTY

- 34 Craig Ceccanti – Lecturer in Management:** Small business marketing; digital marketing; entrepreneurship; franchising.
- 35 Manny Chana – Director of Health Care Programs, Lecturer in Management:** Health Care; economics; strategy.
- 36 Terry Hemeyer – Adjunct Professor in Management:** Crisis management; corporate, litigation and financial communications; advertising; media, government, employee and community relations; consumer/b-to-b marketing and segmentation.



BRIAN AKINS, PH.D.

Assistant Professor of Accounting

AREAS OF SPECIALIZATION

Information asymmetry; credit rating agencies; fixed-income markets; debt contracting.

BACKGROUND

Brian Akins is an assistant professor of accounting at the Jones Graduate School of Business. Prior to his appointment at Rice, Akins completed a Ph.D. in accounting at MIT's Sloan School of Management. He teaches financial accounting at the Jones School. Akins' research focuses on how accounting information is processed by debt market participants.

EDUCATION

- Ph.D. (2012), Massachusetts Institute of Technology
- M.A. (2008), Lubbock Christian University
- MBA (2006), Rice University
- B.S. (1997), The University of Texas at Austin



SHARAD BORLE, PH.D.

Associate Professor of Marketing

AREAS OF SPECIALIZATION

Marketing; data analytics; customer lifetime valuation.

BACKGROUND

Sharad Borle is an associate professor of marketing at Rice University's Jones Graduate School of Business. His research interests lie in data analytic applications in marketing, specifically in the areas of retail analytics and customer lifetime valuation. He has published in a number of marketing, management and statistics journals.

EDUCATION

- Ph.D. (2003), Carnegie Mellon University, Pittsburgh
- MBA (1992), XLRI Institute of Management, India
- B.Tech. (1989), Banaras Hindu University, India



DINAH A. COHEN-VERNIK, PH.D.

Assistant Professor of Marketing

AREAS OF SPECIALIZATION

Marketing of new technologies; digital downloads and piracy; pricing; marketing management.

BACKGROUND

Dinah Vernik is an assistant professor of marketing in Rice University's Jones Graduate School of Business. She is interested in quantitative marketing modeling and applies economic concepts and a game-theoretic approach to real-world marketing problems to provide insight and intuition about optimal pricing and distribution-channel strategies. Her current research focuses on digital movies and music downloads. Both online piracy and digital retailers have changed the dynamics of the information goods distribution channel, and Vernik explores issues related to this change.

EDUCATION

- Ph.D. (2009), Duke University
- M.S. (1999), Ulyanovsk State University, Russia
- M.A. (1999), Ulyanovsk State University, Russia



KEVIN CROTTY, PH.D.

Assistant Professor of Finance

AREAS OF SPECIALIZATION

Empirical asset pricing; liquidity; financial markets.

BACKGROUND

Kevin Crotty is an assistant professor of finance at the Jones Graduate School of Business. Prior to his appointment at Rice, Crotty completed a Ph.D. in finance at Northwestern University's Kellogg School of Management. He teaches financial markets and portfolio management at the Jones School. Crotty's research focuses on empirical asset pricing; he is particularly interested in the importance of market frictions for asset prices and financial market quality. Before pursuing his doctorate, Crotty worked as an accountant at IBM, and he holds undergraduate and graduate degrees from the University of North Carolina.

EDUCATION

- Ph.D. (2012), Northwestern University
- M.Ac. (2005), University of North Carolina
- B.M. (2004), University of North Carolina



ERIK DANE, PH.D.

Assistant Professor of Management

AREAS OF SPECIALIZATION

Organizational behavior; intuition; expertise; attention; mindfulness.

BACKGROUND

Erik Dane is an assistant professor of management at Rice University's Jones Graduate School of Business. His research focuses on cognition and decision making in organizational and professional contexts. He has published his work in several academic journals, including *Academy of Management Review*, *Journal of Management* and *Organizational Behavior and Human Decision Processes*.

EDUCATION

- Ph.D. (2007), University of Illinois at Urbana-Champaign
- MBA (2002), A.B. Freeman School of Business, Tulane University
- B.A. (2001), Tulane University



DAVID DE ANGELIS, PH.D.

Assistant Professor of Finance

AREAS OF SPECIALIZATION

Corporate finance; corporate governance.

BACKGROUND

David De Angelis is an assistant professor of finance at Rice University's Jones Graduate School of Business. His research interests are in corporate finance and corporate governance. He has examined issues related to firms' internal capital allocation decisions, the effects of corporate governance laws on corporate policies, the design of executive compensation contracts and corporate risk management.

EDUCATION

- Ph.D. (2012), Cornell University
- M.S. (2012), Cornell University
- M.S. (2006), University of Montreal
- B.B.A. (2004), HEC Montreal



UTPAL DHOLAKIA, PH.D.

(Pronounced: OOT-pahl duh-LAH-kee-uh)

Professor of Management

AREAS OF SPECIALIZATION

Marketing; consumer motivation; financial decision-making; peer-to-peer lending; high-tech marketing; marketing by small- and medium-sized businesses.

BACKGROUND

Utpal Dholakia is a professor of management at Rice University's Jones Graduate School of Business. His research interests lie in studying the motivational psychology of consumers, including how they make financial decisions, and online marketing issues such as social networks, auctions and customer review sites. He also studies relational aspects of consumer behavior. He has published in a number of marketing and management journals and consults with firms in financial services, energy, health care and other industries.

EDUCATION

- Ph.D. (1998), University of Michigan, Ann Arbor
- M.S. (1997), University of Michigan, Ann Arbor
- M.S. (1994), Ohio State University
- B.E. (1993), University of Bombay



JEFFERSON DUARTE, PH.D.

Gerald D. Hines Associate Professor of Real Estate Finance

AREAS OF SPECIALIZATION

Investment, empirical asset pricing, fixed income, derivative pricing, real estate finance.

BACKGROUND

Jefferson Duarte is the Gerald D. Hines Associate Professor of Real Estate Finance and associate professor of finance in Rice University's Jones Graduate School of Business. His research has been published in top academic journals and has covered topics related to the term structure of interest rates, mortgage-backed securities, and the effect of asymmetric information on equity expected returns. His articles have received awards including the 2009 Fama-Dimensional Fund Advisors Prize from the Journal of Financial Economics for his paper "Why is PIN Priced?" His research has also been widely covered in U.S. and international media, including the following papers and magazines: The Wall Street Journal, Financial Times, Reuters, Dow Jones Newswires, U.S. News & World Report, The New York Times, Barron's and The Economist. Currently teaching Real Estate Finance, Prof. Duarte has also taught PhD and MBA level courses in option pricing models, term structure models, empirical asset pricing and risk management. He is currently an associate editor of the Journal of Financial and Quantitative Analysis and he is a member of the Counselors of Real Estate.

EDUCATION

- Ph.D. (2000) University of Chicago
- MBA (2000), University of Chicago
- B.S. (1991), Eng. Instituto Tecnológico de Aeronautica, Brazil



JEFF FLEMING, PH.D.

Fayez Sarofim Vanguard Professor of Finance

AREAS OF SPECIALIZATION

Option pricing; implied volatility; volatility modeling; the role of information flow in financial markets.

BACKGROUND

Jeff Fleming is Fayez Sarofim Vanguard Professor of Finance at the Jones Graduate School of Business at Rice University. He joined the Rice faculty in 1993 and teaches courses on Futures and Options in the Jones School's MBA programs. His research interests include option pricing, implied volatility, volatility modeling, and the role of information flow in financial markets. He has published research articles in the *Journal of Finance*, the *Journal of Financial Economics*, the *Journal of Financial Econometrics*, and the *Journal of Econometrics*.

EDUCATION

- Ph.D. (1993), Duke University
- M.B.A. (1989), Duke University
- B.A. (1987), Cornell College



JENNIFER M. GEORGE, PH.D.

*Mary Gibbs Jones Professor of Management/
Professor of Psychology*

AREAS OF SPECIALIZATION

Organizational behavior; affect, mood, and emotion in the workplace; creativity; work-life linkages.

BACKGROUND

Jennifer George is the Mary Gibbs Jones Professor of Management and professor of psychology in Rice University's Jones Graduate School of Business. Her research focuses on understanding how people experience their jobs and organizations, why they experience them as they do and the consequences of these experiences. She is well-known for her research on affect, mood and emotion in the workplace, as well as on their determinants and their effects on various individual and group-level work outcomes. She is also interested in creativity in organizations and has explored how personal factors, including positive and negative mood, interact with situational factors to facilitate or inhibit creativity at work. Her other research interests include nonconscious processes, personality influences, groups and teams, prosocial behavior, customer service, values, work-life linkages, and stress and well-being.

EDUCATION

- Ph.D. (1987), New York University
- MBA (1979), New York University
- B.A. (1977), Wesleyan University



GUSTAVO GRULLON, PH.D.

(Pronounced: GRIL-yuhn)

Professor of Finance

AREAS OF SPECIALIZATION

Corporate finance; empirical asset pricing; regulatory and financial issues of mergers.

BACKGROUND

Gustavo Grullon is a professor of finance in Rice University's Jones Graduate School of Business. He is currently researching debt ratings and predatory behavior and how culture plays a part in the rate in which one approaches savings. He has also done extensive research in market response to dividend announcements.

EDUCATION

- Ph.D. (1998), Cornell University
- B.B.A. (1991), University of Puerto Rico



ROBERT E. HOSKISSON, PH.D.

George R. Brown Professor of Management

AREAS OF SPECIALIZATION

Organizational behavior; corporate strategy; international strategy; strategy in emerging economies; corporate entrepreneurship.

BACKGROUND

Robert Hoskisson is the George R. Brown Professor of Strategic Management in Rice University's Jones Graduate School of Business. His research is focused on corporate strategy and its outcomes in regard to performance and managerial commitment to innovation. In particular, he has examined what creates improved corporate performance and entrepreneurship in the multidivisional firm. He has studied how corporate governance (ownership, board involvement and executive compensation) has influenced corporate strategy and innovation, the relationship between corporate diversification (both product and international) strategy and performance and innovation, and how such diversification is facilitated through acquisitions and divestitures as well as cooperative strategies (alliances and joint ventures).

EDUCATION

- Ph.D. (1984), University of California, Irvine
- M.A. (1975), Brigham Young University
- B.S. (1973), Brigham Young University



WAGNER A. KAMAKURA, PH.D.

Jesse H. Jones Professor of Marketing

AREAS OF SPECIALIZATION

Marketing; marketing analytics; customer relationship management; market segmentation; consumption behavior in emerging economies.

BACKGROUND

Wagner Kamakura is the Jesse H. Jones Professor of Marketing. Prior to joining the Jones School, Kamakura taught at Duke University, University of Iowa, University of Pittsburgh and Vanderbilt University. Before joining academia, he worked in market analysis, forecasting and planning at Duratex and Massey-Ferguson of Brazil. He co-authored “Estratificação Socioeconômica e Consumo no Brasil” and “Market Segmentation: Conceptual and Methodological Foundations,” as well as more than a hundred articles in leading academic journals in marketing and other disciplines. He has served as editor of the Journal of Marketing Research, area editor of Marketing Science and associate editor of the Journal of Consumer Research. He is currently a member of the editorial boards of the International Journal of Research in Marketing, Journal of Business Research, Journal of Marketing Research, Journal of Retailing and Marketing Science.

EDUCATION

- Doctor honoris causa, Universidad de Granada, Spain
- Ph.D. in marketing, The University of Texas at Austin
- M.Sc. in industrial engineering, Escola Politécnica – Universidade de São Paulo, Brazil
- MBA in CEAG, EAESP Fundação Getúlio Vargas, Brazil
- B.S. in mechanical engineering, Instituto Tecnológico de Aeronáutica (ITA), Brazil



PRASHANT KALE, PH.D.

(Pronounced: PRIH-shant kah-LAY)

Associate Professor of Strategic Management

AREAS OF SPECIALIZATION

Mergers and acquisitions; competitive strategy; corporate strategy and growth.

BACKGROUND

Prashant Kale is an associate professor of strategic management in Rice University's Jones Graduate School of Business. His research focuses on strategic alliances and interfirm partnerships. He has done extensive research on mergers and acquisitions, particularly highlighting the differences between traditional mergers and mergers being executed by companies in emerging countries. He is a member of the editorial board of the Strategic Management Journal.

EDUCATION

- Ph.D. (1999), Wharton School of Business
- M.A. (1996) Wharton School of Business
- B.E. (1986), Pune University, India



VIKAS MITTAL, PH.D.

(Pronounced: vih-KAHS MIT-ahl)

J. Hugh Liedtke Professor of Marketing

AREAS OF SPECIALIZATION

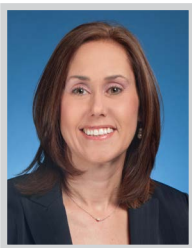
Marketing; consumer decision-making; health care; customer satisfaction; organization strategy.

BACKGROUND

Vikas Mittal is the J. Hugh Liedtke Professor of Marketing at Rice University's Jones Graduate School of Business. He currently serves on the editorial boards of the Journal of Consumer Research, Journal of Marketing, Journal of Marketing Research, Journal of Service Research, Journal of the Academy of Marketing Science, Journal of Interactive Marketing and Journal of Retailing. In 2006, Mittal was awarded the William F. O'Dell Award for making the most significant, long-term contribution to the theory, methodology and practice of marketing. In 2001, his research was recognized with the FedEx Excellence in Service Research Award at the Journal of Service Research. Mittal's publications appear in leading marketing journals, like the Journal of Consumer Research, Journal of Marketing, Journal of Marketing Research, and Marketing Science.

EDUCATION

- Ph.D. (1997), Temple University
- B.B.A. (1991), University of Michigan



KAREN NELSON, PH.D.

Harmon Whittington Professor of Accounting

AREAS OF SPECIALIZATION

Financial accounting; financial reporting; financial disclosure and securities regulation; earnings quality and earnings management; economic consequences of accounting choice.

BACKGROUND

Karen Nelson is the Harmon Whittington Professor in Accounting Rice University's Jones Graduate School of Business. Her research focuses on financial reporting quality and earnings management, including the role of regulators, auditors and private securities litigation in monitoring financial reporting quality. She has published her research in a number of top academic journals and has been invited to speak at more than 30 leading business schools in the U.S. and abroad. Her research has also been featured in leading financial publications, including The Wall Street Journal, Business Week and Forbes. She is on the editorial board of the Accounting Review and is an active member of the American Accounting Association.

EDUCATION

- Ph.D. (1997), University of Michigan
- B.S. (1988), University of Colorado



OTILIA OBODARU, PH.D.

Assistant Professor of Management

AREAS OF SPECIALIZATION

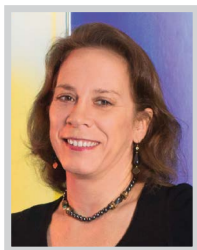
Organizational behavior; identity; gender; careers.

BACKGROUND

Otilia Obodaru is an assistant professor at Rice University's Jones Graduate School of Business. Prior to joining Rice, she was a postdoctoral fellow at INSEAD and a visiting Scholar at Harvard Business School, and she worked as an HR consultant in Romania for several years. Her research explores identity dynamics in the workplace, such as managing career trade-offs, constructing one's gender identity in male-dominated environments and understanding alternative selves – self-representations of whom a person might have been if something in the past happened differently. Her work has been published in leading management and practitioner journals, and her findings have been featured in various media outlets.

EDUCATION

- Ph.D. in organizational behavior (2010), INSEAD
- M.Sc. in organizational behavior (2007), INSEAD
- B.Sc. in international business (2000), Academy of Economic Studies



BARBARA OSTDIEK, PH.D.

(Pronounced: AHS-deck)

Associate Professor of Finance,

Senior Associate Dean of Degree Programs

AREAS OF SPECIALIZATION

Investments; portfolio management; economic environment of business; empirical asset pricing.

BACKGROUND

Barbara Ostdiek is the senior associate dean of degree programs and associate professor of finance at Rice University's Jones Graduate School of Business. A member of the Jones School faculty since 1994, Ostdiek has taught a variety of courses across all of the degree programs, most recently Portfolio Management and Economic Environment of Business. Ostdiek received the Jones Graduate School Excellence in Teaching Award in 2001, 2004 and 2009. Her research, which focuses on investments and asset pricing, includes articles addressing characteristics-based investment strategies, optimal portfolio formation, and information flow and volatility within and across markets. Ostdiek has published in top academic journals, including the Journal of Finance, the Journal of Financial Economics and the Journal of Financial and Quantitative Analysis. Ostdiek serves as audit committee chair on the board of trustees for the USAA Investment Management Company, is an independent member of Salient Partners Index Committee and serves on the Academic Board of Alternative Investments Forum. She is a member of the Houston Livestock Show and Rodeo Investment Committee and serves on the board of directors of Musiq.

EDUCATION

- Ph.D. (1994), Duke University
- B.A. (1986), University of Nebraska



K. RAMESH, PH.D.

(Pronounced: RAH-mehsh)

Professor of Accounting,

Deputy Dean of Academic Affairs

AREAS OF SPECIALIZATION

Financial accounting, reporting and governance; capital market information environment; role of accounting information in contracting and regulation; financial disclosures and valuation.

BACKGROUND

K. Ramesh is the Herbert S. Autrey Professor of Accounting and deputy dean of academic affairs in Rice University's Jones Graduate School of Business. His current research examines the extent of voluntary disclosure of corporate accounting information, the information content of financial reports mandated by securities regulators, the role of news wires and data aggregators in disseminating corporate accounting information to investors and the interplay between mandatory regulation and voluntary disclosures. He has published in leading academic journals, such as the *Accounting Review*, *Review of Accounting Studies*, the *Journal of Accounting and Economics* and the *Journal of Finance*. During his tenure as vice president at two leading economic consulting firms, Ramesh worked with leading law firms, Big-Four audit firms, major corporations and governmental agencies. He was an academic fellow at the Office of the Chief Accountant, U.S. Securities and Exchange Commission, from 2007 to 2008. He is past president of the Financial Accounting and Reporting Section of the American Accounting Association.

EDUCATION

- Ph.D. (1991), Michigan State University
- Master of Accounting (1985), Washington State University
- Bachelor of Commerce (1978), University of Madras



DOUGLAS SCHULER, PH.D.

Associate Professor of Business and Public Policy

AREAS OF SPECIALIZATION

Business and government relations; corporate political activities; corporate social responsibility; industry voluntary governance schemes.

BACKGROUND

Douglas Schuler is an associate professor of business and public policy at Rice University's Jones Graduate School of Business. His research interests lie in studying the antecedents and outcomes of corporate political activities and public policies that affect business firms. He also is interested in business participation in voluntary self-governance schemes and corporate social responsibility. He has published widely in a number of leading management and political science journals.

EDUCATION

- Ph.D. (1992), University of Minnesota
- B.S. (1985), University of California, Berkeley



D. BRENT SMITH, PH.D.

*Associate Professor of Management and Psychology,
Senior Associate Dean of Executive Education*

AREAS OF SPECIALIZATION

Human resource management; organizational behavior; change management; motivation; executive leadership.

BACKGROUND

Brent Smith is an associate professor of management and of psychology and senior associate dean of executive education in Rice University's Jesse H. Jones Graduate School of Business. He is a founding partner of TalentSage LLC, a management consultancy, where he specializes in executive selection, coaching and development and the use of personality assessments in these contexts. He has offered executive management training programs around the world for many Fortune 500 companies and has earned awards for his research on personality, organizational culture and employee attitudes.

EDUCATION

- Ph.D. (1999), University of Maryland, College Park
- M.A. (1996), University of Maryland, College Park
- B.A. (1992), University of Tulsa



SCOTT SONENSHEIN, PH.D.

Associate Professor of Management

AREAS OF SPECIALIZATION

Organizational change; general management and leadership; ethical and social issues in business.

BACKGROUND

Scott Sonenshein is an associate professor of management at Rice University's Jesse H. Jones Graduate School of Business. His research interests lie in examining managerial and employee reactions to organizational change. He also has conducted extensive research about ethical issues in business and how organizations address critical social issues. Sonenshein's research spans a variety of industries, including retail, banking and manufacturing. He has published extensively in leading academic journals and currently serves on five editorial boards.

EDUCATION

- Ph.D. (2007), University of Michigan
- M.Phil. (1999), University of Cambridge
- B.A. (1998), University of Virginia



JAMES P. WESTON, PH.D.

Professor of Finance

AREAS OF SPECIALIZATION

Financial markets; corporate finance; risk management; stock markets.

BACKGROUND

James Weston is a professor of finance in Rice University's Jones Graduate School of Business. He joined Rice's faculty in 2000 and teaches the first-year MBA finance elective course that focuses on valuation, corporate finance and financial modeling. His research covers a wide array of corporate finance issues -- from banking to stock-market liquidity and risk management. His research articles have appeared in many of the leading academic finance publications and have been widely cited in the popular press. He is a former assistant economist at the Federal Reserve Bank of New York.

EDUCATION

- Ph.D. (2000), University of Virginia
- M.A. (1996), University of Virginia
- B.A. (1993), Trinity College



DUANE WINDSOR, PH.D.

Lynette S. Autrey Professor of Management

AREAS OF SPECIALIZATION

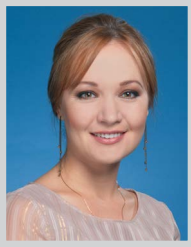
Business ethics; corporate governance; corporate social responsibility; leadership, public and nonprofit management; social enterprise; stakeholder management.

BACKGROUND

Duane Windsor is the Lynette S. Autrey Professor of Management at Rice University's Jones Graduate School of Business. His research interests emphasize business ethics, corporate social responsibility and stakeholder theory. He has published in some other areas as well. His work appears in a number of books and in journals such as *Business & Society* (of which he has been editor since 2007), *Business Ethics Quarterly*, *Journal of Business Ethics*, *Journal of Business Research*, *Journal of Corporate Citizenship*, *Journal of Management Studies*, *Journal of Public Affairs* and *Public Administration Review*.

EDUCATION

- Ph.D. (1978), Harvard University
- A.M. (1975), Harvard University
- B.A. (1969), Rice University



ANASTASIYA ZAVYALOVA, PH.D.

Assistant Professor of Strategic Management

AREAS OF SPECIALIZATION

Organizational wrongdoing; reputation management; role of business in society.

BACKGROUND

Anastasiya Zavyalova is an assistant professor of strategic management at Rice University's Jones Graduate School of Business. Zavyalova's research focuses on negative events in organizations (for example, product recalls, on-campus murders and NCAA scandals in U.S. universities, child abuse scandals in Catholic Church) and the role of information intermediaries in helping repair organizational reputation. In 2011 she was a recipient of a dissertation grant from the Center for Corporate Reputation, Oxford University. The first essay of her dissertation has been nominated for Best Paper for Practical Implications Award by the Strategic Management Society. Her empirical paper on toy recalls, "Managing the Message: The Effects of Firm Actions and Industry Spillovers on Media Coverage Following Wrongdoing," is forthcoming at the Academy of Management Journal. Zavyalova has taught social entrepreneurship and business policies courses.

EDUCATION

- Ph.D. (2012), University of Maryland
- B.S. (2006), Methodist University



YAN (ANTHEA) ZHANG, PH.D.

Professor of Strategic Management

AREAS OF SPECIALIZATION

International business; CEO succession planning; corporate governance; strategy and innovation in emerging markets.

BACKGROUND

Yan Anthea Zhang is a professor of management in Rice University's Jesse H. Jones Graduate School of Business. She was named the 2010 Emerging Scholar by the Strategic Management Society. Her research has been published in top-tier journals, including the Academy of Management Journal, Journal of International Business Studies and the Journal of Management. Currently, she serves on the editorial board of the Academy of Management Journal. Zhang is a member of the Academy of Management, Strategic Management Society and the Academy of International Business. She is a founding member of the International Association on Chinese Management Research.

EDUCATION

- Ph.D. (2001), University of Southern California
- M.A. (1997), City University of Hong Kong
- M.A. (1995), Nanjing University
- B.A. (1992), Nanjing University



JING ZHOU, PH.D.

Houston Endowment Professor of Management and Psychology, Director for Asian Management Research and Education

AREAS OF SPECIALIZATION

Creativity and innovation in the workplace; entrepreneurship; leadership; motivation; diversity and cross-cultural management.

BACKGROUND

Jing Zhou's interests include organizational, contextual and personal factors that promote or inhibit creativity and innovation; cross-cultural differences, and creativity in entrepreneurship. She's been published in top journals including the Academy of Management Journal, Journal of Applied Psychology, and Journal of Management. In addition, Handbook of Organizational Creativity, edited by Zhou, is an authoritative book for managers. Zhou is currently editing the Oxford Handbook of Creativity, Innovation and Entrepreneurship. Zhou is associate editor of the Journal of Applied Psychology; an editorial board member for the Academy of Management Journal, the Academy of Management Review, the Journal of Applied Psychology, the Journal of Business Venturing, the Journal of Management, Management and Organization Review and Strategic Entrepreneurship Journal; chair of the Micro Organizational Behavior/ Human Resource Management Track of Academy of International Business; and vice president and program chair, senior vice president and president of the International Association for Chinese Management Research. Zhou holds Fellow status by the American Psychological Association, Society for Industrial and Organizational Psychology, and the Association for Psychological Science.

EDUCATION

- Ph.D., University of Illinois at Urbana-Champaign
- Master's degree, Peking (Beijing) University
- Bachelor's degree, Peking (Beijing) University



HAJO ADAM, PH.D.

Visiting Assistant Professor of Management

Postdoctoral Fellow

AREAS OF SPECIALIZATION

Organizational behavior; culture; clothing; emotions; decision-making; negotiations.

BACKGROUND

Hajo Adam is a visiting assistant professor and postdoctoral fellow at Rice University's Jones Graduate School of Business. Prior to joining Rice, he was a visiting assistant professor and postdoctoral fellow at Northwestern University's Kellogg School of Management. His research investigates how cultural, emotional and physical factors influence key organizational processes such as task performance, decision-making and negotiation behavior. His work has been published in leading management and psychology journals, and he has discussed his findings in the written press, on radio and on television.

EDUCATION

- Ph.D. in organizational behavior (2010), INSEAD
- M.Sc. in organizational behavior (2007), INSEAD
- B.B.A. in international management (2004), International University in Germany



WILLIAM ARNOLD

Professor in the Practice of Energy Management

AREAS OF SPECIALIZATION

Geopolitics of energy; managing energy transitions; the changing competitive environment among NOCs, IOCs and service companies; Arctic exploration; impact on the bottom line of environmental and social factors.

BACKGROUND

Bill Arnold is a professor in the practice of energy management at Rice University's Jones Graduate School of Business. Previously, as Royal Dutch Shell's Washington director of international government relations and senior counsel for the Middle East, Latin America and North Africa, Arnold engaged at the highest levels of government in the U.S. and abroad to provide geopolitical insights, develop business strategies, build scenarios and advance multibillion-dollar projects. He also held a White House appointment as senior vice president of the Export Import Bank of the United States from 1983 to 1988, when he received the Distinguished Service Award. He was Eximbank's liaison officer to the Berne Union, the World Bank and the International Monetary Fund. He developed special export credit packages for Brazil and Mexico during the first Latin American debt crisis.

EDUCATION

- MBA (1972), University of Texas at Austin
- M.A. (1968), University of Texas at Austin
- A.B. (1966), Cornell University



JILL FOOTE, PH.D.

Senior Lecturer in Finance

AREAS OF SPECIALIZATION

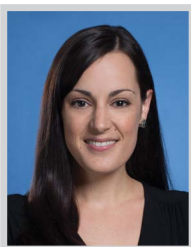
Investment management; financial markets -- particularly stocks and bonds; the economy.

BACKGROUND

Jill Foote is a senior lecturer in finance, director of the El Paso Corporation Finance Center and director of the M.A. Wright Investment Fund (the MBA student-managed portfolio) at Rice University's Jones Graduate School of Business. Her principal teaching responsibilities are in investment management. She is also the faculty adviser of the Rice Finance Club and serves as executive director of the Rice Summer Business Institute, an intensive two-week summer program that introduces high school students from Houston's low- and moderate-income areas to the world of business and finance. Prior to joining the Jones School in 2002, she worked for 13 years at Goldman Sachs in New York, where her last seven years were spent as a vice president managing projects in strategic initiatives, new business ventures and risk management; and operational, regulatory and financial audits and risk reviews. The first six years were spent as a sales associate in fixed income – first in money markets, then in emerging debt. She holds a chartered financial analyst (CFA) designation and is on the board of directors of the CFA Society of Houston.

EDUCATION

- Ph.D. in economics (2002), Fordham University
- M.A. in economics (1992), New York University
- B.A. in economics/managerial studies (1987), Rice University



MORGAN L. GRACE

Lecturer in Management

AREAS OF SPECIALIZATION

Corporate organizational communications; social media marketing; crisis communication; public speaking; rhetorical theory; gendered studies; cross-cultural communications.

BACKGROUND

Morgan L. Grace is a lecturer in management at Rice University's Jones Graduate School of Business. Her degrees in Communication Studies have concentrations specific to organizational communication management and quantitative statistical data analysis. Her main academic research focuses are in interpersonal and cross-cultural communication strategies along with organizational communication and gender satisfaction. Morgan is currently serving as the faculty advisor for the JGSB Significant Others Club.

EDUCATION

- M.A., Texas Tech University
- B.A., Texas Tech University



ELIZABETH C. O'SULLIVAN

Director, MBA Communication Program

Senior Lecturer in Communication

AREAS OF SPECIALIZATION

Leadership communication; communication strategy; public speaking; writing; interpersonal communication; public relations; investor relations; crisis communication; cross-cultural and intergenerational communication.

BACKGROUND

Elizabeth O'Sullivan is the Director of the MBA Communication Program and a senior lecturer in communication at Rice University's Jones Graduate School of Business. She has more than 10 years industry experience in corporate communication and investor relations in the oil and gas industry (Oceaneering International Inc. and The Meridian Resource Corporation). In addition, she has more than 15 years of academic experience teaching as a Jones School faculty member. She has designed courses and taught for all levels of students, ranging from the undergraduate business minor to all tracks in the M.B.A. program and Ph.D. students. She has initiated programs for international students, including diction coaching and international immersion week, and works with international students Rice-wide through collaboration with the Office of International Students and Scholars.

EDUCATION

- MBA (1982), Texas A&M University
- B.A. (1978), Gettysburg College, Gettysburg, Pennsylvania



DAVID TOBIN, PH.D.

Lecturer in Communication

AREAS OF SPECIALIZATION

Leadership communication; interpersonal communication; public presentations, with or without PowerPoint; business writing; the art of listening; elevator pitches; advertising.

BACKGROUND

David Tobin is a full-time lecturer in communication at Rice University's Jones Graduate School of Business. He has 25 years of experience in the advertising business. Prior to advertising, he taught English at Colorado State University and Emory University. He has consulted with Canada's Foreign Affairs and International Trade Office, coaching Canadian entrepreneurs as they prepare for business plan competitions and venture-capital pitches. Tobin has also worked with corporations, school systems and hospitals to help executives and employees improve their communication skills.

EDUCATION

- Ph.D. in English (1977), Princeton University
- M.A. in English (1974), Princeton University
- B.A. (1972), University of Michigan



CRAIG CECCANTI

Lecturer in Management

AREAS OF SPECIALIZATION

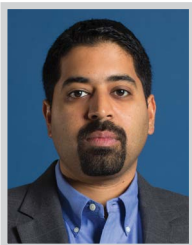
Small business marketing; digital marketing; entrepreneurship; franchising.

BACKGROUND

Craig Ceccanti is a lecturer in marketing and entrepreneurship at Rice University's Jones Graduate School of Business. As co-founder and CEO of Pinot's Palette, a national retail franchise, he brings leading brand strategies and pragmatic marketing methodologies to the university. With a background in technology and strategy consulting, Ceccanti focuses on digital, integrated and social marketing techniques for small business.

EDUCATION

- MBA in strategy and entrepreneurship (2008), Rice University
- B.S. in information systems and decision sciences (2003), Louisiana State University
- B.S. in computer science (2003), Louisiana State University



MANNY CHANA

*Director of Health Care Programs,
Lecturer in Management*

AREAS OF SPECIALIZATION

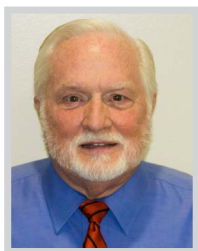
Health care; economics; strategy

BACKGROUND

Manny Chana is the Director of Health Care Programs as well as a faculty member at Rice University. He is responsible for the overall strategy and development of all health care related programs, events, faculty and courses at the Rice University Jones Graduate School of Business. His primary areas of teaching are healthcare management and strategy. Prior to joining Rice University he was a successful healthcare entrepreneur and a consultant at McKinsey & Co. focused on healthcare. He has turned around, owned and assisted hospitals throughout the country. In addition, he has expertise in the evolution of healthcare to a patient centric model from the physician, patient, insurance, employer and government perspectives.

EDUCATION

- MBA, Rice University
- B.A. Economics/Psychology, Vanderbilt University
- Economics (Cert), Harvard University
- Mathematics (Cert), Duke University



TERRY HEMEYER

Adjunct Professor in Management

AREAS OF SPECIALIZATION

Crisis management; corporate, litigation and financial communications; advertising; media, government, employee and community relations; consumer/b-to-b marketing and segmentation.

BACKGROUND

Terry Hemeyer is an adjunct professor in management at Rice University's Jones Graduate School of Business. He has been a C-suite executive for a Fortune 150 company and was the top communications executive for an international consumer company. He has also assisted two U. S. presidents on communication matters. He served in the U. S. Air Force, was selected for the rank of colonel and received the Bronze Star for his wartime service. Hemeyer is also the senior lecturer for the University of Texas at Austin's College of Communication, where he teaches integrated communication and strategies.

EDUCATION

- M.A. (1969) The University of Denver
- B.S. (1960) The Ohio State University
- (1985) Stanford University Graduate School of Business Executive Program



PIUS K. LEUNG, CCIM, CPM, CIPS

Adjunct Professor in Management – Strategy and Environment

AREAS OF SPECIALIZATION

Real estate investment advisory; valuation and investment analysis; asset and project management; managerial/leadership training.

BACKGROUND

Pius Leung is an adjunct professor in management in the area of strategy and environment at the Jones Graduate School of Business. Leung is a certified commercial investment member, a certified property manager, a certified international property specialist and a member of the Royal Institution of Chartered Surveyors. He served as president of the CCIM Institute in 2005. He served on the executive committee of the National Association of Realtors, in 2006 and 2007. Leung is a senior faculty member of the CCIM Institute and faculty emeritus of the Institute of Real Estate Management. He currently holds the title of visiting professor of the School of International Economics and Trade of the University of International Business and Economics in Beijing. He has teaching experience around the world in countries such as Czech Republic, Poland, Russia, Japan, Mexico, Korea and China. The Houston Association of Realtors named Leung the International Realtor of the Year in 1998 and the Realtor of the Year in 2002.

EDUCATION

- Doctor of Finance – Honorary (2004), University of International Business and Economics, Beijing
- Master of Accountancy (1982), University of Mississippi
- Bachelor of Accountancy (1981), University of Mississippi



DONALD J. LYONS, MT(ASCP), CPHIMS, FACHE

Adjunct Professor in Management – Health Care Management

AREAS OF SPECIALIZATION

Strategic projects and studies in health care operations; health care information technology and bio and clinical informatics; finance; revenue cycle optimization; efficiency improvements; international health care systems development; strategic management programs

BACKGROUND

Don Lyons is CEO and managing partner of InterOPERANT, an advisory team that assists health care providers in ensuring their key strategic initiatives are met. He began his career as a medical technologist and board-certified clinical microbiologist (American Society of Clinical Pathologists). He has an MBA in finance and program(s) for technology entrepreneurship through the Harvard/MIT/The University of Texas MD Anderson Cancer Center Collaborative as well as the University of Texas at Austin Lyndon B. Johnson School of Public Affairs – ELITE, Executive Management Program for Information Technology Excellence. Prior to forming InterOPERANT, he was the vice president of operations at Emerging Health Information Technology, a spinoff subsidiary of Montefiore Medical Center in New York; Deputy CIO at The University of Texas MD Anderson Cancer Center; and president, CEO and shareholder of Life Biosystems AG, GmbH and Inc.

EDUCATION

- MBA in management of finance, (1989), City University/University of Washington
- B.A. in biology/biochemistry, B.A. in philosophy/psychology (1979), Gonzaga University



REGINA MAYOR

Adjunct Professor in Management

AREAS OF SPECIALIZATION

Business performance improvement; organizational transformation; energy strategy and investment.

BACKGROUND

Regina Mayor is a Principal in KPMG's Advisory Services practice, specializing in Business Performance Improvement and Organizational Transformation. Regina serves as the Advisory Industry Leader for Energy, Natural Resources and Chemicals and as the Americas Oil & Gas Leader. In both these capacities, she helps determine the strategy and investment for the firm to better serve the Energy industry as well as optimizes the delivery of our services nationally. Regina has over 22 years of experience delivering large scale business and technology changes to major oil companies around the world. Regina is a sought after speaker, having spoken at industry forums like the World Energy Conference, National Petroleum Refiners Association, and the Argus Americas Crude Conference. Additionally, she has published many thought leadership articles on performance improvement demonstrated through tangible, financial results. She was a Captain in the U.S. Army Reserve (and interned with SHAPE at the Pentagon).

EDUCATION

- Masters of Public Policy, Harvard University
- B.S., Cornell University



NANCY L. SAUER

Lecturer in Management

AREAS OF SPECIALIZATION

Government relations, including issue management, lobbying and political ethics; public affairs; energy and environmental policy.

BACKGROUND

Nancy L. Sauer is an adjunct lecturer in management at Rice University's Jones Graduate School of Business, where she teaches business-government relations. She operates a government relations consulting firm that provides political risk assessment, issue management, lobbying, crisis communication and community relations services to energy companies, engineering firms and financial institutions. Her prior experience includes more than 25 years as a lobbyist and government relations professional with Pennzoil Company, American General, Unocal and Chevron. She has extensive experience leading national and international industry coalitions, and she writes and speaks nationally on energy and environmental policy.

EDUCATION

- M.A.T.S. (2007), Covenant Theological Seminary
- B.A. (1982), Duke University



LAURENCE E. STUART

Adjunct Professor in Management

AREAS OF SPECIALIZATION

Labor and employment law; business law; personnel management.

BACKGROUND

Laurence Stuart is an experienced lawyer who is board certified in labor and employment law by the Texas Board of Legal Specialization. He represents companies and executives in labor and employment matters, including wrongful termination and employee disloyalty litigation, development of personnel policies, implementation of workforce reductions, negotiation and drafting of employment agreements and compensation packages, union avoidance and collective bargaining. Named a Texas “Super Lawyer” eight times by Thomson Reuters (2003-2005 and 2008-2012) and was recognized as a “Leading Labour Lawyer of the World” by Euromoney in 2003, he served as president and general counsel of HR Houston and as an instructor for the Equal Employment Opportunity Commission’s Technical Assistance Program. A member of the National Association of Corporate Directors, the Society for Human Resource Management and other professional organizations, he is a regular speaker at national and regional human resources conferences; Stuart has been quoted in the Wall Street Journal, New York Times, Houston Chronicle, among other media; and has authored articles on employment law topics. Before founding Stuart PC, Stuart was a partner at Baker & McKenzie and co-director of the labor and employment practice at Legge Farrow.

EDUCATION

- J.D. (1995), Tulane University School of Law
- B.A. (1991), University of California, Irvine



DAVID VANHORN

Adjunct Professor in Management

AREAS OF SPECIALIZATION

Operations and supply chain management; corporate strategy, particularly for companies with highly engineered, complex products and services; manufacturing; Lean/Six-Sigma; engineering and new product development; nonprofit strategic management.

BACKGROUND

David VanHorn has served as an adjunct professor in management since 2007 at Rice University's Jones Graduate School of Business. Expertise includes operations and supply chain management, including strategy, global supply chains, planning and logistics, Lean/Six-Sigma, services operations. He created and leads the second-year, capstone applied-strategic planning course that has worked directly with more than 90 Houston community nonprofit organizations on strategic challenges in the last five years. The capstone course was a finalist for the 2012 MBA Roundtable Innovation Award and has received multiple honors in the Houston community. A managing partner for Angel Rock Management Advisors, he was previously with Booz & Company, Archstone Consulting and Deloitte. Before consulting, he was a principal engineer with the Boeing Co., where he served in technical roles on NASA's Space Station and Shuttle/Mir programs.

EDUCATION

- MBA (2000), Jones Graduate School of Business, Rice University
- M.E. in aerospace engineering (1990), Iowa State University
- B.S. in aerospace engineering (1989), Iowa State University



REID C. WILSON

Adjunct Professor of Management in Real Estate

AREAS OF SPECIALIZATION

Law/legal risk; real estate; lending and land use law.

BACKGROUND

Reid Wilson is an adjunct professor in Rice University's Jones Graduate School of Business. His educational focus is on legal risk in business transactions -- identifying, understanding, mitigating and accepting -- based on the premise that there is legal risk in all transactions, and it is often tied to financial return. A senior partner in Wilson, Cribbs & Goren P.C., a Houston-based real estate boutique law firm formed in 1985, his practice involves a broad array of commercial real estate practice throughout Texas, including purchase and sales transactions, commercial leases of all types, financing and development. He is acknowledged statewide as an expert in land-use law and land-use dispute resolution. Active in providing professional education to the commercial real estate and legal industries, Wilson is a frequent speaker and author on real estate and land use topics. He is a frequent contributor to *Tierra Grande*, a quarterly publication of the Texas RE Center at Texas A&M University. He is a contributing editor to *Texas Municipal Zoning Law* (Lexis Legal Publication) and author of its *Subdivision Law Appendix*.

EDUCATION

- J.D. (1979), University of Texas
- B.B.A. (1975), University of Texas

ABOUT THE JONES GRADUATE SCHOOL OF BUSINESS

Located on a 300-acre wooded campus in Houston, Texas, Rice University is consistently ranked among the nation's top 20 universities by U.S. News & World Report. The Jones Graduate School of Business at Rice is one of the world's leading business schools. Named in honor of the late Jesse H. Jones, a prominent Houston business and civic leader, the Jones School is distinguished by its strong foundation in accounting, finance, marketing, organizational behavior and management with areas of excellence in energy, entrepreneurship and health care.

Degreed programs include the Rice MBA, MBA for Executives, and MBA for Professionals as well as joint MBAs in medicine, engineering and professional science. A Ph.D. in Business — in marketing, finance, strategic management, accounting, and organizational behavior — attracts candidates aspiring to become faculty at business schools in prestigious research universities internationally. The Jones School also provides an undergraduate business minor and full schedule of non-credit executive education open enrollment and customized courses for business and industry along with certificates in finance and accounting, health care and marketing.

To learn more about the Jones School, please visit business.rice.edu/future.

Rice University
Jones Graduate School of Business

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