

JEFFREY A. KAPPEN

Assistant Professor of International Business
Drake University
College of Business and Public Administration
2507 University Avenue, Aliber Hall 321
Des Moines, IA 50311

+1 515.271.4095
jeffrey.kappen@drake.edu

EDUCATION

2014 Ph.D. in Business Administration
Major field: Organization Studies
Supporting field: Sociology
Isenberg School of Management
University of Massachusetts, Amherst, MA

Dissertation: *Exploring Cooperation among the BRICS: The Organizational Implications of Growing Sino-Brazilian Business Relations.*

Committee: Dr. Marta B. Calás (Chair), Dr. Linda Smircich (Management), Dr. Sonia Alvarez (Political Science), Dr. Andrew Papachristos (Sociology, Yale University)

2002 Master of Business Administration
Majors: International Business and Marketing
Wisconsin School of Business
University of Wisconsin, Madison, WI

1995 Bachelor of Arts *cum laude*
Majors: International Relations, French, and Russian
Elected: Phi Beta Kappa, Phi Sigma Iota
Beloit College, Beloit, WI

International Expertise

2012 Graduate Certificate in Latin American Studies, University of Massachusetts Amherst
2001 International Summer School in Cross Cultural Management and Organizational Change
University of Economics and Business Administration, Vienna, Austria
1994 Certificate in Russian, Kuban State University, Krasnodar, Russia
1993 Diploma in Advanced French Studies, Université de Haute Bretagne, Rennes, France

RESEARCH

Interests

International Management; Organizational Behavior and Theory; Human Capital; Transnational Networks; Governance and Institutions; Social Impact and Sustainability

Journal Publications

- Marx, R., Garcia, J.E., Butterfield, D.A., Kappen, J.A. & Baldwin T.T. 2016. Is it Time for Change in Preparation in Business Doctoral Programs? A Study of Current Practice and a Critical Commentary. Forthcoming in *Journal of Management Education*.
- Severe, S.P., Kappen, J.A., Grout, J. & Tramosljanin, J., The Gender Effects of the New Boston Marathon Qualification Standards. Forthcoming in *Journal of Sports Analytics*, 1(1): 33-42.
- Mitchell, M.C., Kappen, J.A. & Heaston, W.R. Taboo No More: Life Insurance in China and India: A Qualitative Country Institutional Profile. *Management Research Review*, 38(8): 813-839.
- Miller, C., Mitchell, M.C., Kappen, J.A. & Banzuela-de Ocampo, M. Whither the Professor? Crafting a Viable Business Doctoral Program in a Developing Country. *Journal of International Business Education*, (9)1: 183-200.
- Mitchell, M.C., Rafi, I., Severe, S. & Kappen, J.A. Conventional vs. Islamic Finance: The Impact of Ramadan Upon Sharia-Compliant Markets. *Organizations and Markets in Emerging Economies*, 5(1): 105-124.

Edited Cases and Chapters

- Kent, J. & Kappen, J.A. 2016. Interpreting and Translation. Forthcoming in *International Encyclopedia of Organizational Communication*.
- Mitchell, M., Kappen, J. A., Hamad, M., 2014. An Expanding Dilemma: A Tough Choice Between Egypt and Venezuela (Revised and Updated). In I. Alon & E. Jaffe, *Global Marketing 2e*. New York, NY: McGraw-Hill.

Manuscripts under review

- Heaston, W. R., Mitchell, M. & Kappen, J.A. Towards an Institutional Model of Organizational Corruption Controls: The Case of FIFA. Under review at *Organization Studies*.
- Gauthier, J. & Kappen, J.A. Rhetorical Strategies in the Legitimization of Genetically Modified Foods. Under review at *Corporate Communications*.

Works in Progress

- Kappen, J.A. Exploring the Limits of Relational Governance: Cases in Sino-Brazilian Relations
- Kappen, J.A. Friend and Foe: Legitimizing Chinese Business in Latin America
- Kappen, J. A. & Gauthier, J. Talking Transnational Social Responsibility: Ecuador vs. Chevron
- Kappen, J. A. The Cultural Heat Sink: Interorganizational Conflict across Borders
- Kappen, J. A., Chawla, K., & Mitchell, M. Towards the Institutionalization of Screening and Measuring for Social Impact: Implications for Islamic Finance.
- Kent, S.J. & Kappen, J.A. Interpreting Eureka: Practices of Plurilingualism
- Kappen, J.A. & Lie, S. Applying Cultural Discourse Analysis to Enhance Cross-Cultural Competency
- Kappen, J.A. & Mitchell, M. Teaching the Politics of International Trade
- Mitchell, M. & Kappen, J.A. Developing an Undergraduate Research Program in International Business.

Undergraduate Research Papers in Progress

- Kappen, J.A. & Runesu, C. Insuring Instability: Risk Management in Zimbabwe

Peer Reviewed Conference Presentations

- Marx, R., Garcia, J.E., Butterfield, D.A., Kappen, J.A., Baldwin T.T. & Asebrook, R. 2016. Is teaching preparation in doctoral business programs effective? *Research in Management Education and Learning*, Fontainebleau, France.
- Kent, S.J. & Kappen, J.A. 2015. Organizing Language Use: Practices of Plurilingualism. *Academy of International Business*, Bangalore, India.
- Kappen, J.A., Chawla, K. & Mitchell, M. 2015. *Towards the Institutionalization of Screening and Measuring for Social Impact: Implications for Islamic Finance*. 10th International Conference on Islamic Economics and Finance, Qatar Foundation, Doha, Qatar.
- Severe, S.P., Kappen, J.A., Grout, J. & Tramosljanin, J., 2014. *Gender Fairness of the New Qualification Standards for the Boston Marathon*. Missouri Valley Economics Association, St. Louis, MO.
- Chawla, K., Kappen, J. A., Mitchell, M. & Rafi, M. I. 2014. Islamic Finance: Exploring the Institutionalization of an Emerging Field. *Academy of International Business – SE*. Miami, FL.
- Rafi, M. I, Goebel, M., Navaratnam, R., Rahmat, M. F., Skajewski, R., Mitchell, M. & Kappen, J.A. 2014. Finance, Food, and Pharma: The Institutionalization of Islamic Halal Regulation. *Academy of International Business – USA-SE*. Miami, FL.
- Kappen, J.A. 2013. Exploring the Limits of Relational Governance in Sino-Brazilian Commerce. *Academy of International Business - SE*, Atlanta, GA
- Kappen, J.A., Naoumova, I; Wu, J; Xavier, W. 2013. *One Size Does Not Fit All: Conducting Research in the BRICS*. Panel at the Academy of International Business – USA-SE, Atlanta, GA
- Atinç, G. and Kappen, J. A. 2013. *Why Do Applicants Leave Without Submitting the Application?* Midwest Academy of Management Annual Meeting, Milwaukee, WI.
- Kappen, J.A. 2013. *Friend and Foe: Legitimizing 'Global China' in Brazil*. Society for the Advancement of Socio-Economics Annual Conference, Milan, Italy.
- Kappen, J.A. & Lie, S. 2013. *Applying Cultural Discourse Analysis to Enhance Cross-Cultural Competency*. Annual Organizational Behavior Teaching Conference, Asheville, NC.
- Marx, R., Garcia, J.E., Butterfield, D.A., & Kappen, J.A. 2011. *On the Folly of (R)ewarding Research While Also Needing (T)eaching*. Academy of Management meeting, San Antonio, TX.
- Kappen, J.A. 2011. *Food Fight! Cultivating Contestation in Global Agriculture*. European Group on Organization Studies (EGOS) colloquium, Gothenburg, Sweden.
- Kappen, J.A. & Nair, S. 2011. *The Internationalization of Service Firms: Perspectives from French Convention Theory*. Eastern Academy of Management International conference, Bangalore, India.
- Kappen, J.A. & Ruane, S.G. 2010. *Congrats, You're Hired! An Exercise for Identifying and Selling One's Strengths in Job Interviews*. OBTC Annual Meeting, Milwaukee, WI.
- Kappen, J.A. 2010. *Evaluating Doctoral Student Expectations for Teacher Preparation: Implications for Career Development Programs*. Academy of Management, Montréal, Canada.
- Butterfield, D.A., Marx, R., Garcia, J.E. & Kappen, J.A. 2010. *Dare to Care about Teaching? Yes We Can! How to Prepare Doctoral Students to Teach*. All Academy Teaching Committee PDW, Academy of Management, Montréal, Canada.
- Kappen, J.A. 2009. *Fear and Loathing in Reykjavik: Localizing Globalization*. European Group on Organization Studies (EGOS) Colloquium, Lisbon, Portugal.
- Kappen, J. A. & Logback, J. 2009. *Kallari Chocolate: (G)local Organizing for Sustainable Enterprise*. Case study for the United Nations Global Forum: Business as an Agent of World Benefit, Case Western University, Cleveland, OH.
- Kappen, J. A. 2009. *Whom We Invite to the Dance: (Re)interpreting Globalization*. Eastern Academy of Management, Hartford, CT.

Invited Lectures, Panels and Presentations

- 2016 *Global Internships and International Career Rotations*. Delta Sigma Pi Business Fraternity.
2016 *The Business Climate in Cuba*. International Traders of Iowa, Des Moines.
2015 *Doing Business across Cultures* Principal Financial Center for Global Citizenship, Drake University.
2015 *Is America too Big to Fail?* All State Delta Sigma Pi Business Fraternity Conference
2015 *A Panel on ISIS*. Middle East Peace and Prosperity Alliance, Drake University
2015 *Islamic Finance*. The Academic Minute, New England Public Radio
2015 *Management Challenges in the 21st Century*. Three-day, bilingual faculty development workshop. Tecnológico de Monterrey, Guadalajara, Mexico.
2014 *Globalization and Global Strategy*, Tecnológico de Monterrey. Guadalajara, Mexico.

TEACHING

Undergraduate

At Drake University

Course	Sections Taught	Average Ranking
Globalization	24	4.5/5.0
Organizational Behavior	3	4.8/5.0

At University of Massachusetts Amherst

Course	Sections Taught	Average Ranking
International Management	1	4.8/5.0
Introduction to Global Business	1	4.6/5.0
Organizational Behavior	5	4.9/5.0

Independent Studies and Honors Projects

- Spring 2012 with R. MacCorkle, “Business Ethics in International Management”
Spring 2011 with T. Michaelson, “Entrepreneurship and Honors Business Plan”
Spring 2010 with K. Schifino, “Interrogating Authentic Leadership”

International Teaching Experience

- 1995 – 1996 Visiting Lecturer in English Language and American Culture
Federal University at Ouro Preto, Minas Gerais, Brazil

Faculty Training and Development Activities

- May 2015 Best Practices for Study Abroad Travel Seminars, Drake University
October 2014 Global Learning: Leading Intercultural Experiences Abroad, Drake University
Spring 2014 Faculty Writing Project, Drake University
June 2013 Implementing Experiential Learning, OBTC Annual Conference
May 2013 Writing across the Curriculum, Drake University
June 2011 Doctoral Student Teaching Institute, OBTC Annual Conference

GRANTS, FUNDRAISING, HONORS AND AWARDS

Grants

- Drake University International Partner Development Grant: \$3850, 2016. Grant to further develop the international partnership with INCIEF, Kuala Lumpur, Malaysia.
- EMC Undergraduate Research Grant: \$2500, 2015. Grant to support research with Runesu, C. on insurance industry and the economic crisis in Zimbabwe.
- Drake University International Partner Development Grant: \$5630, 2015. Grant to further develop the international partnership with University de los Andes in Santiago, Chile.
- Drake University International Partner Development Grant: \$3500, 2014. Grant to explore international research partners at Tecnológico de Monterrey in Guadalajara, Mexico.
- Drake University Undergraduate Research Assistantship: \$3600, 2014–2015. Grant given to support undergraduate researchers for the 2014-2015 academic year.

Fundraising

- CIMB-Principal Financial Group + Drake University. 2016. \$20,000 gift to Drake University College of Business and Public Administration to support research into the similarities and differences between Islamic and Conventional Equities.
- DrakeIBiz Alumni and Friends Fund. 2015. Creation of fund to support study abroad, language acquisition, community outreach, and faculty/staff internationalization for Drake University International Business.
- Greater Des Moines Partnership + Drake University Global Internship Program. 2015. \$10,000 to support global internships for Drake University International Business students.
- James Foster International Business Endowment – \$7.0 million donation to Drake University with \$5.0 million earmarked for International Business and Study Abroad. The Foster gift will support the international business program by providing incentives experiential opportunities for immersive language acquisition, study abroad, and global internships. Additional funding will be provided for Endowed Chair in International Business, faculty and staff internationalization, promotion and outreach and undergraduate student research.

Honors & Awards

2015 Finalist, Emerald Best International Dissertation Award, Academy of Management
2014 Stanley Young Memorial Dissertation Award for Innovative Thought. UMass Amherst

ACADEMIC SERVICE

Professional Association Service

2015-2016 Annual Conference Program Chair, Academy of International Business – US Southeast
2014-2015 Membership Director, Academy of International Business – US Southeast

Drake University Service

Service to the College of Business & Public Administration

- International Business Program Committee, 2012 – Present
- CBPA Internationalization Activities:

- BUS001 International Opportunities Fair, 2014 – Present
- Study Abroad Advising Teaching Colloquium, 2014
- Outside Member, 2014-2015, Economics Search Committee, Development Economics
- Judge, Drake Enactus, Closing the GAP, Global Awareness Program Competition, 2015 – Present

Service to Drake University

- Nelson Institute for International Affairs Advisory Board, 2013 – Present
- Global Learning Scholarship Selection Committee, 2013 – Present
- World Languages and Cultures Steering Committee, 2014 – Present
- Fulbright Committee, 2014 – Present
- National Alumni Scholarship Interviewing Team, 2015 – Present
- Drake University Strategic Plan, Administrative Effectiveness Lead Qualitative Researcher, 2015.
- Graduation Marshall, May 2014, 2016

Reviewer

Conference Reviewing

Academy of International Business
Academy of Management

Journal Reviewing

International Business: Research, Teaching and Practice
International Journal of Emerging Markets
Journal of Management Education

Membership

Academy of International Business
Academy of Management

PROFESSIONAL EXPERIENCE

2014 – Present Partner, Bâton Global LLC, Des Moines, IA

- Global strategy/implementation focused on country risk assessment, resource allocation and international business portfolio optimization
- Organizational development focused on global mindset, cross-cultural communication

2004 – 2007 South America Accounts Manager, MacLean Power Systems, Franklin Park, IL

- Responsible for all inside sales and marketing activities in Iberia and South America
- Increased territory sales 34% over two years
- Coordinated offers for international public tenders for foreign electric and oil utilities
- Participated in new product development teams

2003 – 2004 International Sales Manager, EduSystems, Inc., Chicago, IL

- Managed preparation of technical and financial proposals for international education bids
- Acquired \$2 million in new projects in Samoa, the United Arab Emirates and Yemen
- Coordinated project prospecting, bidding and award processing activities

1996 – 2003 International Trade Associate, DEC International (Bou-Matic), Madison, WI

Daily Responsibilities

- Managed sales processing and logistics of \$10 million in annual export sales
- Coordinated European import network of \$2 million in annual purchases
- Managed multi-modal transportation network and international documentation

Project Experience

- Participated in reorganization of European sales and distribution operations
- Assisted in the establishment of offices and manufacturing facilities in Brazil
- Initiated compliance program for proper handling of hazardous materials

ADDITIONAL INFORMATION

Foreign Languages: *professionally fluent* French, Portuguese, Spanish; *proficient* Russian, Italian