

## DR. VAS TARAS

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### Summary:

- [University of North Carolina at Greensboro](#), Assistant Professor of International Business
- [X-Culture](#) Project Director
- Publications in [JAP](#), [JIBS](#), [IJHRM](#), [AMLE](#), [JIM](#), [JWB](#), [OD](#), [PR](#), [ISEA](#), and others
- Numerous Best Paper, Best Symposium, Best Reviewer awards, grants, media appearances
- Associated Editor of [IJCCM](#); EB member of [JIBS](#), [JIM](#), [MRR](#), [EMNMU](#)
- Rich business consulting experience

### Research Interests

Cross-Cultural Team/Workgroup Management and Development, Global Virtual Teams, Utility Analysis  
Personnel Development Programs

### Education

- [Haskayne School of Business, University of Calgary, Canada](#), (2003-2008)  
PhD, Management  
Concentration: Human Resources and Organizational Dynamics/ Strategy and Global Management  
Doctoral dissertation: *Work-Related Acculturation: Change in Individual Work-Related Cultural Values Following Immigration.*
- [University of Texas at Dallas, USA](#), (2001-2003)  
Master's of Public Affairs / Political Economy
- [Rivne State Technical University, Ukraine](#), (1994-1999)  
BS Economics and Management

### Teaching

[University of North Carolina at Greensboro](#), since 2009

- [MGT-301 Introduction to International Business \(online and FTF\)](#)
- [MGT-304 Advanced Issues in International Management \(online\)](#)

[Universidad EAFIT, Colombia \(visiting\)](#), 2011

- [Cross-Cultural Management](#)

[University of Calgary, Canada](#), 2004-2008

- [Human Resource Management and Employment Relations](#)
- [Organizational Behavior](#)
- [Organizational Change and Development](#)
- [Organizational Leadership \(on-line\)](#)

[University of Texas at Dallas, USA](#), 2002-2003

- [Social Statistics](#)
- [Social Statistics \(on-line\)](#)

Other

- [Smart Note Taking for Students](#)
- [Image in Politics and Business](#)
- [Public Speaking/Debating](#)

## Selected Work Experience

- 2009 /pres [The Bryan School of Business and Economics, U. of North Carolina at Greensboro](#)  
Assistant Professor, International Management
- 2010/pres X-Culture Project Director ([www.X-Culture.org](http://www.X-Culture.org))
- 2011,12 [Universidad EAFIT, Colombia](#)  
Visiting
- 2007/08 [Haskayne School of Business, U. of Calgary](#)  
Lecturer, Course Coordinator, Human Resource Management and Organizational Dynamics
- 2007/pres [Teamwork Technologies](#), Founder/Owner  
Consulting in diversity management, teambuilding, cross-cultural team and workgroup development
- 2006/08 [University of Calgary Residence Services, Community Advisor \(part-time\)](#)  
Diversity management, community spirit development, student experience enhancement
- 1999/01 [Rise Co., Ukraine \(1200 employees\)](#) – Brand Manager  
Coordinated supplies from 9 countries and supervised nationwide promotion of several brands
- 1995/99 Autohatka (9 employees), Ukraine - CEO and co-founder  
Built a profitable company from ground up, automotive sales and repairs
- 1994/96 Interpreter (German, English, Russian, Ukrainian) for several international companies

## Publications and Proceedings

32. Taras, V., Berg, D. M., Erdener, C. B., Hagen, J. M., Johns, A., Meszoely, G., . . . Smith, R. C. (2015). More Food for Thought: Other Experiential Learning Projects. In V. Taras & M. A. Gonzalez-Perez (Eds.), *The Handbook of Experiential Learning in International Business* (pp. 873-886). Houndmills, UK: Palgrave Macmillan.
31. Gonzalez-Perez, M. A., & Taras, V. (2015). Conceptual and Theoretical Foundations: Experiential Learning in International Business and International Management Fields. In V. Taras & M. A. Gonzalez-Perez (Eds.), *The Handbook of Experiential Learning in International Business* (pp. 12-17). Houndmills, UK: Palgrave Macmillan.
30. Taras, V., & Gonzalez-Perez, M. A. (Eds.). (2015). *The Handbook of Experiential Learning in International Business*. Houndmills, UK: Palgrave Macmillan.
29. Taras, V., & Ordeñana, X. (2015). X-Culture: Challenges and Best Practices of Large-Scale Experiential Collaborative Projects. In V. Taras & M. A. Gonzalez-Perez (Eds.), *The Handbook of Experiential Learning in International Business* (pp. 131-149). Houndmills, UK: Palgrave Macmillan.
28. Junni, P., Sarala, R., Taras, V., & Tarba, S. (2013). Organizational ambidexterity and performance: A meta-analysis. *The Academy of Management Perspectives*.
27. [Gonzalez-Perez, M.A, Velez-Calle, A., Cathro, V., Caprar, D.V. & Taras, V. \(2014\) Virtual teams: Challenges and opportunities for International Business teaching and learning. \*Journal of Teaching in International Business. Paciber Special Issue, 25:200-213.\*](#)
26. Magnusson, P., Schuster, A., & Taras, V. (in press). A Process-Based Explanation of the Psychic Distance Paradox: Evidence from Global Virtual Teams. *Management International Review*.
25. Poór, J., Machova, R., Kerekes, K., Király, Á., & Taras, V. (2013). Experiences and Conclusions on the X-Culture International Case-Study Program. *Human Political Review, 1:13-23.*
24. Merkin, R., Taras, V., & Steel, P. 2013. State of the art themes in cross-cultural communication research: A systematic and meta-analytic review. *International Journal of Intercultural Relations, 38(1), 1-23.*
23. Taras, V., Muchinsky, P., Sarala, R., Avsec, A., Kemmelmeier, M., Aygun, Z. K., . . . Singelis, T. M. (2014). Opposite ends of the same stick? Multi-method test of the dimensionality of individualism and collectivism. *Journal of Cross-Cultural Psychology, 45(2), 213-245.*

21. Taras, V., Caprar, D. V., Rottig, D., Sarala, R. M., Zakaria, N., Zhao, F., . . . Minor, M. S. 2013. A global classroom? Evaluating the effectiveness of global virtual collaboration as a teaching tool in management education. *Academy of Management Learning & Education*, 12(3), 414-435.
20. Taras, V., Muth, T., & Gitlin, B. (2013). International collaboration experience: Using multi-country student collaboration projects to enhance learning and faculty research. In R. Griffith & L. F. Thompson (Eds.), *The age of internationalization: Developing an international organizational psychology curriculum*: Pringer Publishing.
19. Taras, V., Bryla, P., Gupta, S. F., Jiménez, A., Minor, M. S., Muth, T., Ordenana, X., Rottig, D., Sarala, R., Zakaria, N., Zdravkovic, S. (2013). Changing the Face of International Business Education: The X-Culture Project. *Academy of International Business Insights*, 12(4): 11-17.
18. Taras, V. Rowney, J., Steel, P. (2013). Work-Related Acculturation: Change in Individual Work-Related Cultural Values Following Immigration. *The International Journal of Human Resource Management*, 24(1-2):130-151.
17. Fendyur, A., & Taras, V. (2013). Quantitative Predictive Capacity of Human Development Index in Wireless Telephony Operations. *International Journal of Applied Management Science*, 5(1):66-79.
16. Taras, V. (2012). Trompenaars' and Hampden-Turner's cultural factors: Universalism-Particularism. *Wiley Encyclopedia of Management*, Volume 6: International Management.
15. Taras, V. (2012). Direct Versus Indirect Compensation: Balancing Value and Cost in Total Compensation. *Compensation and Benefits Review*, 44(1):24-28.
14. Taras, V., Steel, P., Kirkman, B. (2012). Improving National Cultural Indices Using a Meta-Analysis of Hofstede's Dimensions. *Journal of World Business*, 47(3): 329-341.
13. Taras, V., Steel, P., & Kirkman, B. L. (2011). Three Decades of Research on National Culture in the Workplace: Do the Differences Still Make a Difference? *Organizational Dynamics*, 40:189-198.
12. Taras, V., & Kline, T. J. B. (2010). Scale validation via quantifying item validity using the Dm index. *Psychological Reports*, 107(2), 535-546.
11. Taras, V., Steel, P., & Kirkman, B. L. (2010). Negative practice–value correlations in the GLOBE data: Unexpected findings, questionnaire limitations and research directions. *Journal of International Business Studies*, 41(8), 1330-1338.
10. Taras, V., Kirkman, B. L., & Steel, P. (2010). Examining the Impact of Culture's Consequences: A Three-Decade, Multi-Level, Meta-Analytic Review of Hofstede's Cultural Value Dimensions. *Journal of Applied Psychology*, 95(3), 405-439.
9. Steel, P. & Taras, V. (2010). Culture as a Consequence: A Multilevel Multivariate Meta-Analysis of the Effects of Individual and Country Characteristics on Work-Related Cultural Values. *Journal of International Management*. 16(2): 211-233.
8. Taras, V., Rowney, J. , Steel, P. (2009). Half a Century of Measuring Culture: Approaches, Challenges, Limitations, and Suggestions Based on the Analysis of 121 Instruments for Quantifying Culture. *Journal of International Management*, 5(14): 357-373.
7. Taras, V., & Steel, P. (2009). Challenging fundamental assumptions about culture: A multi-level multivariate meta-analysis. In C. Nakata (Ed.), *Beyond Hofstede: Culture Frameworks for Global Marketing and Management*: Macmillan/Palgrave.
6. Taras, V. (2008). Immigrant worker acculturation: Pace, extent, and predictors. *Perspective: Human Resources*, 3, 24.
5. Taras, V., & Rowney, J. (2008). Cross-Cultural Differences in Perceptions of Justice: Consequences for Academia. *International Studies of Educational Administration (ISEA)*, 36(3), 104-123.
4. Taras, V., & Rowney, J. (2007). Effects of Cultural Diversity on In-Class Communication and Student Project Team Dynamics: Creating Synergy in the Diverse University Classroom. *International Studies in Educational Administration (ISEA)*, 35(2), 66-82.

3. Taras, V., & Steel, P. (2006). *Culture as a consequence: A multilevel multivariate meta-analysis of the effects of individual and country characteristics on work-related cultural values*. Best Paper Proceedings, the Academy of Management Annual Meeting, Atlanta, GA.
2. Taras, V., & Steel, P. (2006). *Improving Cultural Indices and Rankings Based on a Meta-Analysis of Hofstede's Taxonomy*. Paper presented at the Academy of International Business Annual Meeting, Beijing, China. **Best Paper Proceedings/Temple/AIB Best Paper Award Nominee**.
1. Taras, V. (2003). Social and Economic Effects of Bureaucratization and Institutionalization of Management as a Profession. *Journal of Social Science Research (former ERGO)*, 1(2), 1-21.

### Other Publications

7. Taras, V. (2014). X-Culture Database, Data publication. Published Jun 25, 2014, Wikidemix: <http://wikidemix.org/x-culture-database-codebook/>
6. Taras, V. (2014). Pooled Culture Data Set: 88 Data Sets Pooled Together, Data publication. Published Jul 8, 2014, Wikidemix: <http://wikidemix.org/pooled-culture-data-set-88-data-sets-pooled-together/>
5. Taras, V. (2014). Acculturation of Immigrants in Canada, Data publication. Published Jun 24, 2014, Wikidemix: <http://wikidemix.org/acculturation-of-immigrants-in-canada/>
4. Taras, V. (updated regularly since 2005). Culture Survey Catalogue: Original Items, Scoring Keys and Psychometric Properties of 127 Instruments for Measuring Cultural Values and Behaviors. On-line at [http://vtaras.com/Culture\\_Survey\\_Catalogue.pdf](http://vtaras.com/Culture_Survey_Catalogue.pdf)
3. Taras, V. (updated regularly since 2005). Acculturation Survey Catalogue: Original Items, Scoring Keys and Psychometric Properties of 53 Instruments for Measuring Acculturation. On-line at [http://ucalgary.ca/~taras/\\_private/Acculturation\\_Survey\\_Catalogue.pdf](http://ucalgary.ca/~taras/_private/Acculturation_Survey_Catalogue.pdf)
2. Taras, V. (2008). Integrating immigrants into the workplace takes time. *National Post: Financial Post, Dec 9, 2008 issue*, full text available at <http://www.nationalpost.com/story.html?id=1051967>.
1. Taras, V. (2008). *Work-Related Acculturation: Change in Individual Work-Related Cultural Values Following Immigration*. Unpublished doctoral dissertation, University of Calgary, Canada.

### Selected Conference Presentations

57. Boulanger, M., Alon, I., Elston, J., Gabrenya, W., Galanaki, E., Komiak, P., . . . Taras, V. 2014. Cultural Intelligence: Can It Be Measured and Taught Universally? Panel session at the Academy of International Business Southeast USA conference, Miami, FL.
56. Taras, V., Tullar, W., & Yang, J. 2014. Withholding Effort: A Meta-analysis of the Literature on Social Loafing, Free Riding, and Shirking. Paper presented at the Academy of International Business Southeast USA conference, Miami, FL.
55. Taras, V., Steel, P., & Kirkman, B. 2014. Is the World Really Flat (or Flattening)? A Meta-Analytic Test of National Cultural Convergence and Modernization Theories. Paper presented at the Academy of International Business Southeast USA conference, Miami, FL.
54. Alon, I., Myer, J., Bouldeger, M., & Taras, V. 2014. A New Look at Cultural Intelligence: Development and Validation of BCIQ. Paper presented at the Academy of International Business Southeast USA conference, Miami, FL.
53. Taras, V., Steel, P., Rottig, D., Caprar, D., Zakharia, N., & Budde-Sung, A. 2014. Data Sharing, Research Crowdsourcing, and Open Collaboration: Latest Developments and Opportunities in International Business Studies. Paper presented at the Academy of International Business conference, Vancouver, Canada.
52. Taras, V., Rottig, D., & Magnusson, P. 2014. Researchers Needed: Presenting a Multi-Source Multi-Level Longitudinal X-Culture Database, Open To Everyone. Paper presented at the Academy of International Business conference, Vancouver, Canada.
51. Taras, V., Johns, A., Lertkornkitja, A., Sujarittanonta, L., Gonzalez-Perez, M. A., Jiménez, A., . . . Zakaria, N. 2014. Engage them and They'll Understand: Existing Projects and Best Practices of Integrating Experiential Learning in International Business Curriculum. Panel session at the Academy of International Business conference, Vancouver, Canada.
50. Fitzsimmons, S. R., Caprar, D. V., & Taras, V. 2014. Multicultural Individuals on Multicultural Teams:

- Process and Performance Outcomes. Paper presented at the Academy of International Business conference, Vancouver, Canada.
49. Taras, V. 2014. Large-Scale International Collaboration Projects for Experiential Learning and Research in IB. Panel session at the Academy of Management conference, Philadelphia, PA.
  48. Taras, V., Steel, P., & Kirkman, B. L. 2014. Does Country Equal Culture? Beyond Geography in Search for Cultural Entities. Paper presented at the Academy of Management conference, Philadelphia, PA.
  47. Taras, V. (2013). Collaborative Co-Creation. Paper presented at the Annual CAL4RINO conference, London, UK.
  46. Taras, V., Jarosiński, M., Librowicz, M., Robinson, N., Budde-Sung, A., Johns, A., . . . Ozaki, T. (2013). Hands-On, Minds-On: Experiential Learning Projects in International Business Education. Paper presented at the Academy of International Business Annual Meeting, Istanbul, Turkey.
  45. Magnusson, P., Schuster, A., & Taras, V. (2013). A Process-Based Explanation of the Psychic Distance Paradox: Evidence from Global Virtual Teams. Paper presented at the Academy of International Business Annual Meeting, Istanbul, Turkey.
  44. Taras, V., Caprar, D., Rottig, D., Sarala, R., Zakaria, N., Zhao, F., . . . Huang, V. Z. (2013). A global classroom? A multi-method evaluation of effectiveness of international collaboration exercises in international management education. Paper presented at the Academy of International Business Annual Meeting, Istanbul, Turkey.
  43. Alon, I., Meyers, J., Boulanger, M., Taras, V., Tan, J.-S., Vargas-Hernández, J. G., . . . Prange, C. (2013). Business Cultural Intelligence Quotient (BCIQ). Paper presented at the Academy of Management Annual Meeting, Orlando, FL.
  42. Tarba, S., Sarala, R., Junni, P., & Taras, V. (2013). A meta-analysis of the effect of organizational ambidexterity on performance. Paper presented at the Academy of Management Annual Meeting, Orlando, FL.
  41. Taras, V., Sarala, R., (Guenter Stahl, Symposium Chair), G. S. S. (2013). The Effects of International Collaboration Exercises on Learning Outcomes in International Management Education. Paper presented at the Academy of Management Annual Meeting, Orlando, FL. **Management Education MED Best Global Symposium award, and Emerald Best International Symposium Award** finalist.
  40. Taras, V., Bathula, H., Caprar, D., Baldegger, R., Bode, A., Bryla, P., Froese, F., Huang, V., Jimenez, A., Lei, C., Minor, M., Rottig, D., Vaiginienė, E., Wankel, C., Ordenana, X., Sarala, R., Schuster, A., Zakaria, N., & Zhao, F. (2013). Using global virtual team exercises in cross-cultural management courses: Implications and insights on best practices. ANZIBA Conference, Macquarie University, Sydney.
  39. Taras, V., Caprar, D., Bathula, H., Bryla, P., Magnusson, P., Sarala, R., Froese, F., & Jimenez, A. (2013). The effects various forms of team diversity on global virtual team performance. ANZIBA Conference, Macquarie University, Sydney.
  38. Bode, A., Taras, V., Bryla, P., Caprar, D., Froese, F., Jimenez, A., Magnusson, P., Sarala, R. (2013). The Effects of Various Forms of Team Diversity on Global Virtual Team Performance. Paper presented at the 2013 International Conference on Information, Business and Education Technology (ICIBET 2013), Beijing, China.
  37. Taras, V., Steel, P., & Kirkman, B. L. (2012). Does Country Equal Culture? Beyond Geography in the Search for Cultural Entities. Paper presented at the Academy of International Business – Southeast USA Chapter, Ft. Lauderdale, FL. **Best Conference Paper Award.**
  36. Zankis, S., Newbury, W., & Taras, V. (2012). Global Social Tolerance Index And Robust Multi-Method Country Rankings. Paper presented at the Academy of International Business – Southeast USA Chapter, Ft. Lauderdale, FL. **Best Conference Paper Award** finalist.
  35. Taras, V., Bode, A., Jimenez, A., Schuster, A., Wankel, C., Lei, C., Caprar, D., Rottig, D., Vaiginienė, E., Froese, F., Zhao, F., Bathula, H., Minor, M., Zakaria, N., Bryla, P., Baldegger, R., Sarala, R., Huang, V. Z., & Ordenana, X. (2012). The Effects of International Collaboration Exercise on Learning Outcomes in Cross-Cultural International Management Courses'. Paper presented at the Academy of International Business – Southeast USA Chapter, Ft. Lauderdale, FL. **Best Conference Paper Award** finalist.
  34. Taras, V., Matysek-Jędrych, A., Gitlin, B., Punnett, B. J., Rottig, D., Vianelli, D., Curran, L., Magnusson, P., Karabati, S., Gupta, S., & Muth, T. R. (2012). *Multi-Country Collaboration Projects in IB/IM Education: Challenges and Best Practices for Enhancing Teaching and Research*. Panel session presented at the Academy of International Business – Southeast USA Chapter, Ft. Lauderdale, FL.
  33. Taras, V., Bryla, P., Caprar, D. V., Jimenez, A., Magnusson, P., & Sarala, R. M. (2012). A Comparative Analysis of the Effects of Different Forms of Team Diversity on Global Virtual Team Performance. Paper presented at the Academy of International Business Annual Meeting, Washington, DC. **Temple/AIB Best Paper Award nominee.**

32. Taras, V., Bode, A., Chun, D., Curran, L., Gupta, S., Igoe, J., Magnusson, P., Ordeñana, X., Punnett, B.J., Sarala, R., Schuster, A., Vargas-Hernández, J., Zakaria, N. (2012). Large-Scale Multi-Country Experiential Learning Projects in IB/IM Education: Challenges and Best Practices for Enhancing Teaching and Research. Paper presented at the Academy of International Business Annual Meeting, Washington, DC. **Management Education Global Forum Best Symposium Award** for the symposium that **best creates the opportunity to address global issues of significance to management education and/or development.**
31. Taras, V., Bode, A., Schuster, A., Chan, D., Jiménez, A., Vargas-Hernández, J. G., Gupta, S., Sarala, R., Bryla, P., Curran, L. (2012). Large-scale international student collaboration projects and experiential exercises in IB. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
30. Steel, P., Taras, V., & Merkin, R. (2012). *The Happy Culture*. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
29. Steel, P., Taras, V., & Merkin, R. (2012). *A Meta-Analytic Review of Subjective Well-Being And Culture*. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
28. Taras, V., Machova, R., & Poor, J. (2012). *Az X-culture nemzetközi esettanulmány program tanulsagai és tapasztalatai*. Paper presented at the A vallalati Kommunikációmnedzsment Emberi Oldala conference, Budapest, Hungary.
27. Taras, V., Nayir, D. Z., Bryla, P., Ozaki, T., Poor, J., Siddiqui, S. H., Vaiginieni, E. (2011). *Different Forms of Distance in Teams: Antecedents and Consequences*. Paper presented at the Academy of International Business Annual Meeting, Nagoya, Japan.
26. Taras, V. (2011). *Country ≠ Culture: In search of More Meaningful Dimensions for Grouping Cultures*. Paper presented at the Rykkio Northeastern Symposium, Tokyo, Japan.
25. Fendyur, A., & Taras, V. (2011). *Quantitative predictable capacity of Human Development Index in wireless telephony operations*. Paper presented at the Northeast Decision Sciences Institute Annual Meeting, Montréal, Canada.
24. Taras, V., Sarala, R., Muchinsky, P. (2010). *Opposite ends of the same stick: Multi-method test of independence of individualism and collectivism*. Paper presented at the Academy of International Business Annual Meeting, Rio de Janeiro, Brazil.
23. Merkin, R. S., Taras, V., & Steel, P. (2010). *The impact of culture on satisfaction: A meta-analytic review*. Paper presented at the Academy of International Business Annual Meeting, Rio de Janeiro, Brazil.
22. Merkin, R. S., Taras, V., & Steel, P. (2010). *State-of-the-art themes in cross-cultural communication research: A meta-analytic review*. Paper presented at the Academy of Management Annual Meeting, Montreal, Canada.
21. Taras, V., Singh, G. (2010). *Immigrant Value Transition: Change in Cultural Values Following Relocation to a Different Country*. Paper presented at the Academy of Management Annual Meeting, Montreal, Canada.
20. Taras, V., Kirkman, B. L., & Steel, P. (2009). *Examining the Impact of Culture's Consequences: A Three-Decade, Multi-Level, Meta-Analytic Review of Hofstede's Cultural Value Dimensions*. Paper presented at the Academy of International Business annual meeting San Diego, CA.
19. Taras, V., & Rowney, J. Steel, P. (2009). *Work-related acculturation of immigrant employees*. Paper presented at the Academy of International Business Annual Conference, San Diego, CA.
18. Taras, V., & Kline, T. J. B. (2009). *Quantifying Item Validity Using the Dm Index*. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.
17. Taras, V. (2008). *Work-related acculturation: Change in individual work-related cultural values following immigration*. Paper presented at the Academy of International Business Annual Conference, Milan, Italy.
16. Taras, V., & Rowney, J. (2008). *Cross-cultural differences in perceptions of justice: Consequences for academia*. Paper presented at the Academy of International Business Annual Conference, Milan, Italy.
15. Taras, V., & Rowney, J. (2007). *Quantifying Culture: Approaches, Challenges and Suggestions Based On Analysis of 121 Value Measures*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
14. Taras, V., & Steel, P. (2007). *Work-Related Culture: A Multilevel Multivariate Meta-Analysis* Paper presented at the Academy of International Business Annual Meeting, Indianapolis, IN.

13. Taras, V., & Roney, J. (2006). *Half a Century of Measuring Culture: Approaches, Challenges, Limitations, and Suggestions Based on the Analysis of 72 Instruments for Quantifying Culture*. Paper presented at the Academy of International Business Annual Conference, Beijing, China.
12. Taras, V., & Roney, J. (2006). *How useful are National Averages? Within-Country Variations in Cultural Values in the US*. Paper presented at the Conference of the Administrative Sciences Association of Canada, Banff, Canada.
11. Roney, J., Lepene, I., Toffoli, R., & Taras, V. (2006). *National Culture: Reality or Myth?* Paper presented at the Conference of the Administrative Science Association of Canada Annual Conference, Banff, Canada.
10. Taras, V. (2006). *Quantifying Survey Construct Validity Using the Dh Index*. Paper presented at the Terry White Research Colloquium Series, Calgary, AB, Canada.
9. Taras, V. (2006). *Challenges of Conducting a Meta-Analysis*. Paper presented at the Terry White Research Colloquium Series, Calgary, AB, Canada.
8. Taras, V., & Steel, P. (2005). *Cross-Cultural Differences and Dynamics of Cultures over Time: A Meta-Analysis of Hofstede's Taxonomy*. Paper presented at the Academy of Management Conference, Honolulu, HI.
7. Taras, V. (2005). *Work-Related Acculturation: Change in Work-Related Cultural Values Following Immigration*. Paper presented at the Academy of International Business Conference/Doctoral Student Consortium, Quebec City, Canada.
6. Taras, V. (2005). *New Approach to Acculturation Assessment: Work-Related Acculturation*. Paper presented at the Immigration, Ethnicity and Multiculturalism in Canada Annual Conference, Calgary, Canada.
5. Taras, V. (2005). *Differences in Effect of Gender on Individual Cultural Values in Different Countries: A Meta-Analysis*. Paper presented at the Gender Research Symposium, Calgary, Canada.
4. Taras, V., & Steel, P. D. (2004). *Cross-Cultural Differences and Predictors of Personal Cultural Values: A Meta-Analysis*. Paper presented at the Immigration, Ethnicity and Multiculturalism in Canada Conference, University of Calgary, Canada.
3. Taras, V. (1999). *Causes and Effects of Hyperinflation in Post-Soviet Ukraine*. Paper presented at the Rivne State Technical University Annual Management Conference, Rivne, Ukraine.
2. Redlinger, L. J., Huesca-Martin, P., & Taras, V. (2003). *Student Retention at the University of Texas at Dallas. Internal Report*.
1. Taras, V. (1999). *Management of International Economic Activities in Small and Medium Businesses Operating in Western Ukraine*. Unpublished bachelor thesis, Rivne State Technical University, Rivne, Ukraine.

## Awards

12. Journal of International Business Studies, Best Reviewer Award, 2014
11. Junior Teaching Excellence Award, awarded annually to best teacher at the [Bryan School of Business and Economics, University of North Carolina at Greensboro](#), 2014
10. Academy of International Business USA SE Division, *Best Conference Paper Award* and \$500 prize for the paper titled "Does Country Equal Culture? Beyond Geography in the Search for Cultural Entities", co-authored with Steel, P. and Kirkman, B. L., 2013
9. Academy of Management, [Management Education and Development Division](#), *Management Education Global Forum Best Symposium Award*., 2013
8. Academy of Management, [Management Education and Development Division](#), *Management Education Global Forum Best Symposium Award* and \$500 prize for organizing a symposium that best creates the opportunity to address global issues of significance to management education and/or development., 2012
7. Best Reviewer Award, [Academy of International Business](#), Annual Meeting, 2012
6. UNCG Research Excellence Award, awarded annually to best researcher at the [Bryan School of Business and Economics, University of North Carolina at Greensboro](#), 2011

5. Best Reviewer Award, [International Management Division](#), [Academy of Management](#) Annual Meeting, 2011
4. Best Reviewer Award, [International Management Division](#), [Academy of Management](#) Annual Meeting, 2010
3. Best Reviewer Award, [International Management Division](#), [Academy of Management](#) Annual Meeting, 2008
2. Best Reviewer Award, [International Management Division](#), [Academy of Management](#) Annual Meeting, 2007
1. Official honor received from the Minister of Youth and Sports of Ukraine “For active work and contribution to creation and implementation of the State Youth Policy”, 1997

### **Grants, Scholarships**

23. [SSHRC of Canada](#), The Use of Peer Feedback for Enhancing Performance in Virtual Teams (collaborator, with Magda Donia (PI) and Thomas O’Neill (CA)), \$74,703, 2014-2016
22. SHRM Foundation, [Free-Riding in Global Virtual Teams: An Experimental Study of Antecedents and Strategies to Minimize the Problem](#), (Principal Investigator, with Thomas O’Neil, William Tullar, Piers Steel), \$75,300, 2014-2016
21. CAL4RINO Project Administration Grant, for X-Culture project management, \$9,000, 2013.
20. UNCG International Travel Grant, \$700, 2013.
19. UNCG Summer Research Grant, \$5,000, 2013.
18. UNCG Junior Faculty Research Grant, \$5,000, 2013.
17. Bryan Dean’s Research Scholar Program Grant, \$1,500, 2012.
16. Royal Bank of Canada Investing in New Research Grant, \$17,500, 2012.
15. BASPRO Research Grant, Study of International Virtual Teams, \$5,000, 2012.
14. [Kohler Research Grant](#), X-Culture International Collaboration Project, \$1,000, 2012.
13. Summer Research Scholarship, one stipend for MBA student, \$3,000, 2011.
12. Undergraduate Summer Research Grant, two stipends for undergraduate students, \$6,000, 2011.
11. [Haskayne School of Business](#) Research Grant, \$10,000, 2008.
10. [The Social Sciences and Humanities Research Council of Canada Scholarship](#), \$20,000, 2006/2007.
9. Graduate Research Scholarship, \$2,500, 2006.
8. [The Alberta Ukrainian Centennial Research Scholarship](#), \$30,000, 2005-2006, renewed for 2007.
7. [Canadian Human Resource Planners](#) Research Scholarship, \$2,000, 2005.
6. HROD Research Grant, University of Calgary, \$6,200, 2004.
5. Dean’s Entry Scholarship, University of Calgary, \$5,000, 2003.
4. E. [Muskie Freedom Support Act Graduate Fellowship](#) - American Councils for International Education: ACTR/ACCELS, by US Government, appr. \$120,000, 2001-03.
3. [Karl Duisberg Gesellschaft / Volkswagen AG Fellowship](#), Germany, 2000, appr. \$25,000, 2001.
2. Project Harmony / Community Connections Fellowship, by the US Government, appr. \$10,000, 1999.
1. Ridna Schkola Fellowship, Germany, appr. \$35,000, 1993/94.

### **Invited Presentations, Workshops, Consulting**

2014

- The Fall of the Berlin Wall: Watching From Near, Seeing the Shockwave Today. Looking Back, Moving Forward, 25th Anniversary of the Fall of the Berlin Wall Symposium, Greensboro, NC.



- How to Improve Participation in Team-Based Experiential Learning Projects and Global Virtual Teams, University of North Carolina Teaching and Research Symposium, 2014
- Boost Your Research Productivity: Large-scale research collaboration and research crowdsourcing. University of Groningen, the Netherlands
- Experiential Learning In International Business: Why and How. University of Groningen, the Netherlands

2013

- Evaluation of an Organizational Culture Assessment System, private consulting project.
- Experiential Learning Projects in Management Education, invited presentation to interdisciplinary audience, University of North Carolina at Greensboro, NC.
- Use of Large-Scale International Collaboration Projects in IB Education, invited presentation to interdisciplinary audience, University of North Carolina at Greensboro, NC.

2011

- Maximizing Performance in Diverse Work Groups, a training session hosted by the Human Resource Services, Professional Development Program, University of North Carolina at Greensboro, NC.

2010

- Conducting Business Effectively in the United States: Differences and Best Practices When Working with Americans, training session for CARTUS International
- Examining the Impact of Culture's Consequences: A Three-Decade, Multi-Level, Meta-Analytic Review of Hofstede's Cultural Value Dimensions, invited presentation, [Texas A&M University](#).

2008

- Challenges and best practices of work in cross-cultural corporate workgroups, a series of professional development workshops for [Jacobs Engineering Group Inc.](#)

2007

- Cross-cultural communication in academic context, professional development workshop for the University of Calgary Residence Services staff.
- Cross-Cultural Team Building, professional development workshop for [YWCA of Calgary](#), training program designer and coach.
- Challenges and Best Strategies of Learning in Cross-Cultural Settings, workshop as a part of orientation for MBA students, [Haskayne School of Business](#), [University of Calgary](#).
- Cross-Cultural Diversity Training for ESL Instructors, staff development consulting program for [Calgary Immigrant Educational Society](#), program designer and coach.
- Diversity Management and Cross-Cultural Workgroup Development, consulting program for [Maple Leaf Academy](#), program designer and coach.
- Challenges and Best Practices of Work in Cross-Cultural Settings, professional development seminar series for [Calgary Board of Education](#), [Chinook Learning Services](#), program designer and coach.
- Cross-Cultural Team Building, professional development consulting project for [Calgary Immigrant Women's Association](#), training program designer and coach.
- Diversity Management and Cross-Cultural Team Building, professional development consulting project for [Calgary Immigrant Educational Society](#), program designer and coach.
- Challenges and Best Practices of Work in Cross-Cultural Settings, professional development consulting project for [Equilibrium International Education Institute](#), program designer and coach.

- Teamwork Effectiveness in Cross-Cultural Settings, professional development consulting project for [Calgary Catholic Immigrant Society](#), program designer and coach.

2006

- Cross-Cultural Workgroup and Diversity Management: Challenges and Best Practices. Seminar organized for HR managers by the [Strategic Capabilities Network](#), Calgary, Canada.
- The Open Compliance and Ethics Group (OCEG), development of Organizational Culture Survey
- American Academy of Pediatrics, development of a cultural competency self-assessment tool

2005

- Immigrant Employees and Change in Work-Related Cultural Values: Consequences for the Workplace. Seminar organized for [Strategic Capabilities Network](#) (former Canadian Human Resource Planners), Calgary, Canada.

### Media Appearances

- “Classroom Innovation: X-Culture by Dr. Vas Taras” (Nov/Dec 2014), BuzEd, pp: 33-35, <http://www.e-digitaleditions.com/i/406930/34>
- “Vas Taras creates X-Culture to expose students to real-world, global business environment”, (Aug 28, 2012), Campus Weekly, <http://ure.uncg.edu/prod/cweekly/2012/08/28/vastaras/>
- “Cool Stuff: Challenging the Time Zones, X-Culture Business Project”, Florida Institute of Technology Cool Stuff, <http://www.fit.edu/cool-stuff/x-culture>
- “Crossover X-Culture Engages Biz Students Around the Globe”, (August 2, 2012), UNCG Now, <http://newsandfeatures.uncg.edu/crossover-x-culture-engages-biz-students-around-the-globe/#sthash.Vw0oQXtJ.dpbs>
- “Minds Across the Water: X-Culture Takes Business Education Global”, (Sep 14, 2012), Campus Weekly
- Fergusson, N. (May 4, 2012), Fox 8 News, “Got to be NC in China”, for full text and video visit <http://myfox8.com/2012/05/04/got-to-be-nc-in-china/>
- Fergusson, N., (May 3, 2012). *Fox8 News*, From NC to China: China Reviving the State’s Furniture Industry, for full text and video visit <http://myfox8.com/2012/05/03/from-nc-to-china-reviving-the-states-furniture-industry/>
- PhD Alumnus-Professor Collaboration Gets ‘Gold’ Publication Status (2011). *Alumni Connections: Haskayne School of Business*, 10(1): 20.
- Up & Coming. (2010). *UNCG Research: 2010 Spring issue, Research Scholarship and Creative Activity*.
- Seligson, H. (December 23, 2009). For American Workers in China, a Culture Clash. *New York Times*, <http://www.nytimes.com/2009/12/24/business/global/24chinawork.html>
- Seligson, H. (January 5 , 2010). Culture of learning. *The Telegraph*, Calcutta, India, from [http://www.telegraphindia.com/1100105/jsp/jobs/story\\_11942197.jsp](http://www.telegraphindia.com/1100105/jsp/jobs/story_11942197.jsp)
- Yong, L. (December 23, 2009). For American Workers in China, a Culture Clash. *China Digital Times*, from <http://chinadigitaltimes.net/2009/12/for-american-workers-in-china-a-culture-clash>
- Jing, L. (January 4, 2010). Changing views on race – Country faces culture clash as foreign residents increase. *Beijing Today*, from <http://www.beijingtoday.com.cn/?p=16779>
- I., R. G. (December 24, 2009). Neodlučni Kinezi i surovi Amerikanci najbolji saradnici, from [http://www.danas.rs/vesti/svet/globus/neodlucni\\_kinezi\\_i\\_surovi\\_amerikanci\\_najbolji\\_saradnici.12.html?news\\_id=180002](http://www.danas.rs/vesti/svet/globus/neodlucni_kinezi_i_surovi_amerikanci_najbolji_saradnici.12.html?news_id=180002)
- Seligson, H. (Dec 30, 2009). China and the West in the workplace. *Taipei Times*, from <http://www.taipeitimes.com/News/editorials/archives/2009/12/30/2003462158>
- Hin, G. C. (2009). 中国职场的美国文化冲突. *Epoch Times*, from <http://www.epochtimes.com/b5/9/12/26/n2766749.htm>

- Managing Multiculturalism in the Workplace. (2009). Momentum, from <http://www.aucc.ca/momentum/en/benefits/cohesive.html>
- [Radio Canada International, RCI](#), overview of Vas Taras' research findings in "Immigrant Culture and Acculturation" program (in Chinese), Dec 17, 08 - audio file available at <http://www.rciviva.ca/rci/ch/dossiers/70598.shtml>
- "Integrating immigrants into the workplace takes time", a report on Vas Taras' research findings in National Post: Financial Post, Dec 9, 2008 issue, full text available at <http://www.nationalpost.com/story.html?id=1051967>.
- Interview with [CBC Canada International Radio](#) in program "Work-Related Value Acculturation and Immigrant Employee Management", Sep-16-06
- Interview with [CBC Canada International Radio](#) in program "Canada Today: Foreign Direct Investment and Foreign Takeovers", Sep-2-06
- Interview with [CBC Canada International Radio](#) in program "Economic Boom In Calgary", Jun-10-06

## Reviews

### *Journals*

- Academy of Management Journal (x3)
- Cross Cultural Management an International Journal (x1)
- Cross-Cultural Research (x2)
- International Journal of Cross-Cultural Management (x21)
- International Journal of Human Resource Management (x1)
- International Marketing Review (x2)
- Human Relations (x3)
- Human Resource Management (x1)
- Human Resource Management Journal (x1)
- Journal of Applied Psychology (x1)
- Journal of Business Venturing (x2)
- Journal of Business Ethics (x1)
- Journal of Cross-Cultural Psychology (x5)
- Journal of International Business Studies (x20)
- Journal of International Management (x11)
- Journal of Management Studies (x1)
- Journal of Research in Personality (x1)
- Management Research News (x1)
- Management Research Review (x7)
- Organizational Development and Human Decision Process (x1)
- Technological and Economic Development of Economy (x1)

### *Conferences*

- Academy of Management Annual Meeting (x28) - 2007, 2008, 2010, 2011 *IMD Best Reviewer Awards*
- Academy of International Business Annual Meeting (x26)
- ASAAC (x1)

- Leadership and Management in a Changing World: Lessons from Ancient East and West Philosophy (x6)

#### *Research Grants and Awards*

- Estonian Research Council research grant review (x1)
- King Fahd University of Petroleum & Minerals research grant review (x1)
- BASPRO research grant Selection Committee member (x1)
- US-Israel Bi-national Science Foundation research grant review (x1)
- Dexter Award, Academy of Management (x1)

#### *Textbook reviews*

- Taylor and Francis Publishing textbook review (x1)
- McGraw-Hill Publishing textbook review (x1)
- Routledge Publishing textbook review (x2)

#### **Student Supervision**

- 2013, Educational empowerment of student collaborative learning in the university studies, Doctoral Committee member, Jurgita Vizgirdaite, Kaunas Technical University
- 2012, Current U.S. Apparel Industry, Doctoral Dissertation Committee Member, Sojin Jung, University of North Carolina at Greensboro
- 2012, Effects of Corporate Social Responsibility on Brand Perception in the Apparel Industry, Master's Thesis Committee Member, Hongjoo Woo
- 2012, Cultural Effects On Marketing and Advertising, honors research project, by Ogechukwu Onwurah
- 2012, Corporate Training; Reviewing the Past and Present to Direct the Future, honors research project, Karen Parnell
- 2011, Utility of Cross-Cultural Organizational Training, honors research project, Karen Parnell
- 2011, The International Green Energy Business: Why America is Not a Leader, honors research project, Melanie Ellsweig
- 2011, Does Cross-Cultural Training Work? Evaluation of Effectiveness of Cross-Cultural Training Programs Using an Integrative Meta-Analytic Literature Review, honors research project, Ansley Lawson
- 2010, Team Building: Cross functional and Cross-Cultural Teams, honors research project, Karen Parnell
- Supervised Student Research Projects
  - 2011, The Role of Biases and Stereotypes in Evaluation of Economic Effects of International Trade, by Matthew Johnson.
  - 2011, The Role of Biases and Stereotypes in Evaluation of Economic Effects of Immigration, by Farhad Sultanov
  - 2011, Utility Evaluation of Cross-Cultural Training in Corporations, by Bridgett Blose

#### **Organized Events**

- 2012, Internationalizing Business Curriculum, speakers: Romie Littrell (AUT Business School), Allan Bird (Northeastern)

#### **Professional Affiliation and Other**

- [X-Culture Project](#) Director
- Associate Editor, [International Journal of Cross-Cultural Management](#) (2012-present)
- **Editorial Board member:**
  - [Journal of International Business Studies](#) (2013-present)
  - [Journal of International Management](#) (2009-present)
  - [Management Research Review](#) (2011-present)
  - Economics Bulletin of National Mining University (2013-present)
- Membership:
  - [Academy of Management](#), 2003 – present
  - [Academy of International Business](#), 2003 – present
  - Canadian Human Resource Planners/Strategic Capability Network, 2005-2008
- Committee and Workforce experience
  - University of North Carolina at Greensboro Student Learning Enhancement Committee (SLEC), 2014-present
  - Department of Management Planning and Faculty Development Committee, 2013-present, Chair 2014-present
  - Bryan School of Business and Economics Teaching and Learning Committee, 2012-present
  - Department of Management BASPRO Research Committee, 2012
  - Bryan School of Business and Economics Course Evaluation Design Committee, 2013
  - Bryan School of Business and Economics Undergraduate Program Committee, 2011-2012, in consultant role since 2013
  - Bryan School of Business and Economics Curriculum Redesign Workforce, 2012
- Languages: English, German, Russian, Ukrainian (native)

For more information, see [www.vtaras.com](http://www.vtaras.com) and [www.X-Culture.org](http://www.X-Culture.org)