

PROMOTION RECOMMENDATION  
The University of Michigan-Flint  
School of Management

Keith J. Kelley, assistant professor of management, School of Management, is recommended for promotion to associate professor of management, with tenure, School of Management.

Academic Degrees:

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| Ph.D.  | 2013 | Florida International University, Strategy and International Business Miami, FL            |
| M.I.B. | 2008 | Florida International, International Business, University Miami, FL                        |
| B.S.   | 2001 | University of New Hampshire, Business Administration and International Affairs, Durham, NH |

Professional Record:

2014 – Present            Assistant Professor, School of Management, University of Michigan-Flint

Summary of Evaluation:

Teaching: Professor Kelley has made and offered five different course preparations since he joined the School of Management in 2014. He has taught between seven to eight courses per year. All the courses pertain specifically to his expertise in international business such as courses in Global Strategy, International Management, and International Business. Student evaluations of Professor Kelley note that students consider him an excellent teacher with evaluation scores averaging approximately 4.35 on a five point scale. He notes in his self-report that his scores have been improving each year, which is an important sign of growth and signals an increasing awareness of how to help students learn. Professor Kelley is also eager to improve his teaching through professional development activities. He twice attended the Lilly Conference on college teaching and participated in an intensive eight week course development program for online courses offered through the Office of Extended Learning. He prides himself on never being late for class, receiving a Golden Apple Award, and making sure his course materials are relevant and up to date.

Research: Professor Kelley has seven published journal articles. In the past two years, his diligent tenacious focus on research has seen significant successes with four published papers. His efforts continue to gain traction with several papers in progress. He has published as a sole author and as a co-author. As such, he can work alone and complete a project or can work with colleagues on joint projects. A paper in the *Journal of Business Research* with an impact factor of 4.02 regarding the importance of the nationality of board members will be an important contribution. He also published notable articles in the *International Journal of Emerging Markets* and the *Multinational Business Review* with impact factors of 2.06 and 1.43, respectively. His research focusing on international business aspects of corporate governance and issues particular to emerging markets will likely be increasingly cited in the coming years and decades. Professor Kelley continues to work with recognized scholars from his Ph.D. institution (Florida International University) which will result in continued strong research output in quality journals.

Recent and Significant Publications:

Alvarado-Vargas, M., Kelley, K.J., “Bullwhip Severity in Conditions of Uncertainty: Regional Versus Global Supply Chain Strategies,” *International Journal of Emerging Markets*. In press and available online, 2019

Kelley, K.J., Thams, Y., “Global Reputation Management: Understanding and Managing Reputation as Shared Value across Borders,” Global Aspects of Reputation and Strategic Management Vol: 18. Emerald Group Publishing Limited. In press available 16 July, 2019.

- Kelley, K.J., Hemphill, T.A., Thams, Y., “Corporate and Social Responsibility, Country Reputation, and Corporate Reputation: A perspective on the Creation of Shared Value in Emerging Markets,” *Multinational Business Review*, 27 (2), 2019, pp. 178-197.
- Thams, Y., Kelley, K.J., Von Glinow, M., “Foreigners in the Boardroom: The Impact of Firms’ Local Socio-Cultural Context,” *Journal of Business Research*, 91, 2018, pp. 8-18.
- Kelley, K.J., “Socially Responsible Global Supply Chains: The Human Rights Promise of Shared Responsibility and ISO 45001,” *Journal of Global Responsibility*, 7 (2), 2016, pp. 163-180.
- Hemphill, T.A., Kelley, K.J., “Spatial Relativism in Multinationality and Performance Research,” *American Journal of Business*, 31 (4), 2016, pp. 187-205.
- Kelley, K.J., “Liabilities of Regionalization and the Emerging Market Firm,” *American Journal of Business*, 31 (3), 2016, pp. 146-163.

Service: Professor Kelley has an exceedingly strong service record. He served as the departmental faculty secretary and the secretary for the School of Management. In these roles, he coordinated meeting agendas and minutes which is typified by detailed and often time consuming work. He served on the Assurance of Learning Committee, the Undergraduate Curriculum Committee, and was a very engaged co-faculty advisor for the International Business Student Organization. He also chaired the BBA marketing program review. In addition to these internal service commitments, he also reviewed manuscripts for the *Multinational Business Review*, *Business & Society*, the *International Journal of Emerging Markets*, and the *American Journal of Business*. These service commitments demonstrate a willingness to help out where needed and be engaged both within the university and with the larger discipline specific academic community.

External Reviewers:

Reviewer (A): “The articles published in these journals focus on understanding country reputation and management capabilities, among others, in conjunction with corporate reputation, and the articles are well-written. Overall, Professor Kelley has made numerous research contributions in terms of both publications and conference presentations.”

Reviewer (B): “Dr. Kelley’s work reveals his superior ability to identify interesting yet relatively new research questions, and then investigate them with the application of relevant theoretical knowledge and empirical designs. His papers also reveal his ability to integrate different literatures from theoretical paradigms and phenomena, and synthesize them into interesting results. In summary, Dr. Kelley is a serious and thoughtful academic.”

Reviewer (C): “Dr. Kelley has a strong pipeline of research which suggests that he will be producing high quality work for years to come. In sum, he appears to be doing all the right things.”

Reviewer (D): “He has written with well-known and not so well-known scholars. This signals that he has gleaned the interest of influential scholars, but doesn’t count on them to carry him through a project. I think he is gradually gaining influence in the IB field. I have only witnessed him as a track chair in the recent AIB-Lat conference in Bolivia. He seemed to have done a good job and people seemed pleased with his track.”

Reviewer (E): “Dr. Kelley has oriented his research over time to topics of greater relevance and potential to the field of International Business, and has expanded in parallel the range of methodological approaches to tackle these questions, with a noticeable improvement in the quality of the outlets where his research is being published. These are all positive trends that bode well for his promise as a scholar.”

Reviewer (F): “The evidence is unambiguous that Dr. Kelly will continue to make meaningful contributions to the international business field into the future. He demonstrates strong skills in both

quantitative and qualitative methods. He has an active work-in-process, a demonstrated track record of productive collaborations, and a growing profile in the field.”

Summary of Recommendation:

Student evaluations of Professor Kelley note that students consider him an excellent teacher with evaluation scores averaging approximately 4.35 on a five point scale. He notes in his self-report that his scores have been improving each year, which is an important sign of growth and signals an increasing awareness of how to help students learn. Professor Kelley has seven published journal articles. In the past two years, his diligent tenacious focus on research has seen significant successes with four published papers. His efforts continue to gain traction with several papers in progress. He has published as a sole author and as a co-author. As such, he can work alone and complete a project or can work with colleagues on joint projects. Professor Kelley has an exceedingly strong service record. He served as the departmental faculty secretary and the secretary for the School of Management. In these roles he coordinated meeting agendas and minutes which is typified by detailed and often time consuming work. His service commitments demonstrate a willingness to help out where needed and be engaged both within the university and with the larger discipline specific academic community. I strongly recommend Keith J. Kelley for promotion to associate professor of management, with tenure, School of Management.

Recommended by:



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Scott D. Johnson, Ph.D.  
Dean, School of Management  
Professor of Marketing

Recommendation endorsed by:



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Keith Moreland, Interim Provost and  
Vice Chancellor for Academic Affairs



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Debasish Dutta, Chancellor  
University of Michigan-Flint

May 2020