

PROMOTION RECOMMENDATION
The University of Michigan – Flint
School of Management

George O. White III, associate professor of management, with tenure, School of Management, is recommended for promotion to professor of management, with tenure, School of Management.

Academic Degrees:

Ph.D.	2008	University of Texas, El Paso, El Paso, Texas
M.B.A.	2006	University of Texas, El Paso, El Paso, Texas
LL.M.	2002	Emory University, Atlanta, GA
J.D.	2001	Western Michigan University, Lansing, MI
B.A.	1995	University of Alabama, Tuscaloosa, AL

Professional Record:

2017 – Present	Associate Professor, School of Management, University of Michigan-Flint
2016-2017	Associate Professor, Old Dominion University, Norfolk, VA
2010-2016	Assistant Professor, Old Dominion University, Norfolk, VA
2008-2010	Assistant Professor, School of Management, University of Michigan-Flint
2003-2004	Visiting Professor of International Business Law and Global Commerce, Hebei Normal University, Shijiazhuang, P.R. China
2002-2004	Adjunct Professor of International Business Law and Global Commerce, Hebei Normal University, Hebei, P.R. China
1997	English Language Instructor, International Village Language Center, Taichung, Taiwan

Summary of Evaluation:

Teaching: Professor White is a very fine teacher within the School of Management. His student evaluations are normally in the 4.5-4.7 range on a five point scale. This is significantly above the average and ranks him as one of the top four or five professors in the school. A feature of Professor White's teaching is his use of computer simulations for all courses. The simulations create seasonal and annual changes within a complex international business environment where students need to enter decisions related to accounting, finance, human resources, marketing, and supply chain management. Student teams are then able to see how their decisions compare with those of other student teams in an ever changing external competitive environment. This active and experiential learning is a memorable and pedagogically sound approach for knowledge acquisition. He creates podcasts of each class session that students can review later, as may be needed, at their convenience. This is a time consuming task, but one that demonstrates his concern for student learning. He has received several Golden Apple Awards from students who value his teaching. Finally, in 2019, he received the Outstanding Faculty Award for Teaching in the School of Management. This is a high honor as is well deserved.

Research: Professor White has published 26 peer reviewed journal articles since receiving his Ph.D. in 2008. In the past five years, nine of these publications have appeared. He is an active and well-respected scholar in his field of international business strategy with a special focus on non-market strategies and non-market cooperative agreements among multinational enterprises. His contributions are empirically driven and theory based. Empirical research focused on Southeast Asia, and in particular, the Philippines, is a niche that he has developed. He has contributed to filling in gaps in the literature as it pertains to inadequate legal systems that result in uncertainty for organizational decision making. Due to his recognized expertise, he has been invited to serve on six editorial boards for international journals. In addition, he is editing a special issue in the *Journal of International Management*. It is clear that he is a serious scholar with a strong basis for continued productivity and success.

Recent and Significant Publications:

- White, G.O., Hemphill, T.A., & Rajwani, T., & Boddewyn, J.J. "Does context really matter? The influence of deficient legal services on the intensity of political ties in regulatory and legal arenas," *Multinational Business Review*, 2020, 28(3), pp. 277-305.
- White, G.O., Boddewyn, J.J., Rajwani, T., & Hemphill, T.A. "Political ties and regulator vulnerability to political pressure: The moderating effects of regulatory and political distance," *Management International Review*, 2018, 58, pp. 743-769.
- White, G.O., Fainschmidt, S., & Rajwani, T., "Antecedents and outcomes of political tie intensity: Institutional and strategic fit perspectives," *Journal of International Management*, 2018, 24, pp. 1-15.
- White, G.O., Hemphill, T.A., Weber, T., & Moghaddam, K., "Institutional origins of wholly owned foreign subsidiary formal contracting practices; A judicial arbitrariness contingency perspective," *International Business Review*, 2018, 27, pp. 654-668.
- White, G.O., Guldiken, O., Hemphill, T.A., He, W., "Trends in international strategic management research from 2000 to 2013: Text mining and bibliometric analysis," *Management International Review*, 2016, 56, pp. 35-56.
- White, G.O., Boddewyn, J.J., & Galang, R.M.N., "Legal system contingencies as determinant of WOFS political tie intensity: Insights from the Philippines," *Journal of World Business*, 2015, 50, pp. 342-356.

Service: Professor White has served the university on several committees including the Graduate Board, the Scholarships/Awards/Special Events Committee, and the International Global Studies Committee. For the School of Management, he has served on the Graduate Committee. He has a special focus on service to the discipline and the global academic community by serving on six editorial review boards for peer reviewed journals including: *Journal of World Business*, *Journal of International Management*, *Multinational Business Review*, *Asia-Pacific Journal of Management*, and others. This is an impressive service commitment resulting in reviewing 40-50 papers per year. Closer to home, he participated in the Kalamazoo Community College summer program "Midwest Institute for International Intercultural Education."

External Reviewers:

Reviewer (A): "I find his papers researching the institutional environment and non-market strategies of foreign subsidiaries to be very interesting and important contributions to the field. His standing in the field is strong and he is working with some of the top scholars within the field of inquiry. I am confident that he, within his field, would be among the top candidates for a competitive professorship in the Nordic countries irrespective of school or university."

Reviewer (B): "I find his scholarly work impressive and of high caliber. His publications showcase quality, relevance, and intellectual rigor. He has not only an established research presence in the academic literature, but also played an active leadership role in the international management society by serving on the editorial board of elite international management journals."

Reviewer (C): "George is an important academic asset in the AIB community. I find his work interesting and occupying a certain research niche albeit not necessarily considered mainstream. My careful reading of some of his articles leads me to believe that he and his coauthors have a very good knowledge of the literature."

Reviewer (D): "It is clear that he continues to be highly productive. Since tenure, he has published six additional articles in high quality refereed journals. Given his in depth knowledge of the Philippines, his language skills, including Mandarin Chinese, and Filipino, and his legal background, he is uniquely positioned

to contribute toward and understanding of nonmarket strategy in South East Asia. Since 2015, his work has generated 521 citation.”

Reviewer (E): “Having 26 publications puts him in the top 10% among his cohort who received a PhD degree in 2008. Serving for top tier journals as a reviewer implies that academic communities recognize his intellectual contributions to the discipline. His published papers show high degrees of originality and rigor. I have no hesitation recommending that he be granted promotion.”

Reviewer (F): “Dr. White has emerged as a prominent and prolific scholar in the field of multinational nonmarket strategy research. His work represents an important advancement of our knowledge about the determinants/drivers of multinational political strategy in emerging markets. He is a solid and well-known IB researcher with important, promising research programs underway.”

Summary of Recommendation:

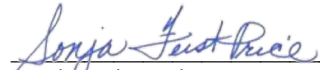
Professor White is recognized as an excellent and innovative teacher who is student oriented. His research totals close to 30 peer reviewed journal articles that are rigorous and theoretical rich. He serves on multiple prestigious editorial boards and is a valued colleague by peers around the world. Professor White provides excellent service to the School of Management, the university and to the discipline. I recommend George O. White III for promotion to professor of management, with tenure, School of Management.

Recommended by:



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

Recommendation endorsed by:



Sonja Feist-Price, Provost and
Vice Chancellor for Academic Affairs



Debasish Dutta, Chancellor
University of Michigan-Flint

May 2021