

**Rachida Aïssaoui, Ph.D.**

Assistant Professor  
Ohio University  
College of Business  
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**Education**

2013 Ph.D. Management, Organization Theory – *University of Memphis*, Memphis, TN  
1999 MBA – *Southeastern Louisiana University*, Hammond, LA  
1999 Master of International Negotiation – *International Business School ESCI Fontainebleau*, France  
1998 Exchange year – *School of Business and Economics ETEA*, Cordova, Spain

**Research Interests**

- Institutional change
- Cultural globalization
- Strategies in controversial industries

**Teaching Interests**

Organizational theory  
International business  
Strategic management

**Courses Taught**

Introduction to Management (MGMT 3110) – *University of Memphis*  
Introduction to International Business (MGT 3600) – *Ohio University*  
Cross-cultural Management and Leadership (MGT 4640) – *Ohio University*  
Business Strategy (MGT 4800J) – *Ohio University*  
Strategic Leadership (MBA 6380) – *Ohio University*  
Study Program in Cuba (MBA 6900) / Designed the course and co-directed it – *Ohio University*

**Publications**

Pittaway, L., **Aïssaoui, R.**, & Fox, J. (Forthcoming) Social constructionism and entrepreneurial opportunity. In *Philosophical reflexivity in entrepreneurship*.

**Aïssaoui, R.** & Geringer, M.J. (In press) International business research output and rankings of Asia-Pacific universities: A 40-year time-series analysis. *Asia-Pacific Journal of Management*.

**Aïssaoui, R.** & Amis, J. (2017) Institutional logics, power, and school district consolidation. In *The dynamics of school district consolidation: Race, economics, and the politics of educational change*. University of Tennessee Press.

**Aïssaoui R.** & Fabian, F. (2015) The French paradox: Implications for variations in global convergence. *Journal of International Management*, 21(1): 31-48.

Amis, J. & **Aïssaoui, R.** (2013) Readiness for change: An institutional perspective. *Journal of Change Management*, Special Issue "Change Readiness," 13(1): 69-95.

**Aïssaoui, R.** & Amis, J. (2012) Quantum change. In E. Kessler (ed.), *The SAGE Encyclopedia of Management*. Thousand Oaks, CA: Sage.

## Under Review

- Aïssaoui, R., & Fabian, F.** Globalization, economic development, and corruption: A cross-lagged contingency perspective.
- Aïssaoui, R., & Fabian, F.** The GLOBE debate: When power structures interdependency creates gaps between individual and national values.
- Pittaway, L., Ferrier, M., **Aïssaoui, R., & Mass, P.** Trends in entrepreneurship education: Innovation infrastructure.
- Geringer, M.J., & **Aïssaoui, R.** Canadian universities' contributions to international business research.

## Working Papers

- Aïssaoui, R.** A longitudinal approach to human development, corruption, and wealth.
- Aïssaoui, R.** Corruption and entrepreneurship.
- Aïssaoui, R.** Privatization through hijacking: How entrepreneurs overcame institutional constraints to privatize public schools.
- Aïssaoui, R., Fabian, F., & Wiggins, R.** Regulation and deregulation in restricted markets: Implications for strategy implementation.
- Uzuegbunam, I., **Aïssaoui, R., & Taylor-Bianco, A.** Family embeddedness and new venture performance in a *man-know-man* economy: The role of founders' education.
- Aïssaoui, R.** Institutional logics and cladogenesis, anagenesis, and syngensis of organizational forms: The transformation of public schools in Shelby County, TN.
- Aïssaoui, R., & Geringer, M.J.** The evolution of a discipline: Network analysis of institutional productivity and linkages in international business, 1970-2010.
- Aïssaoui, R.** When resources facilitate change: An institutional empowerment perspective.
- Aïssaoui, R.** The homogeneity and heterogeneity of fields.
- Aïssaoui, R.** From episodic to systemic power: The role of institutional logics. Target: *Academy of Management Journal*.
- Aïssaoui, R.** A typology of organizational stigma, social exclusion, and coping strategies. Target: *Organization Studies*.

## Awards

- Ohio University **2018 University Professor** Award.
- Ohio University **2018 Above and Beyond** Award.
- Aïssaoui, R.** (2017) Globalization, economic development, and corruption: A cross-lagged contingency perspective. Honorable Mention (2<sup>nd</sup> Best Paper) at the *Interdisciplinary Insights on Corruption and Fraud 2017 Conference*.
- Aïssaoui, R., & Fabian, F.** (2017) The GLOBE debate: Power structures interdependency and gaps between individual values and national practices. Nominated Best Conference Paper at the *Academy of International Business Southeast 2016*.

## Awards

Nominated Best Reviewer at the *Academy of International Business Southeast 2016*.

**Aïssaoui, R., & Fabian, F.** (2016) Going global: A longitudinal assessment of cultural change at the individual and national levels. *Academy of International Business Southeast 2016* Best Conference Paper.

**Aïssaoui, R., & Fabian, F.** (2016) The global convergence controversy: A longitudinal multilevel assessment of cultural change. *Southern Management Association 2016* Best Paper in Track: Organization Theory, International Management, and Management History.

**Aïssaoui, R., & Geringer J.M.** (2015) International business research productivity in Asia-Pacific, 1970-2009. Finalist Best Conference Paper *Academy of International Business Southeast 2015*

Best Reviewer *Academy of International Business Southeast 2015* Conference

Best Reviewer in Track: Organization Theory and International Management *Southern Management Association 2015*.

**Aïssaoui, R.** (2014) The homogeneity and heterogeneity of fields. *Southern Management Association 2014* Best Doctoral Student Paper in Track: Organization Theory and International Management.

**Aïssaoui, R., & Amis, J.** (2014) From episodic to systemic power: The role of institutional logics. Finalist *European Group of Organizations Studies 2013* Best Doctoral Student Paper.

**Aïssaoui, R., Amis, J., & Lawrence, T.** (2013) When resources facilitate change: An institutional empowerment perspective. *Southern Management Association 2013* Best Doctoral Student Paper in Track: Organization Theory and International Management.

**Aïssaoui, R.** (2012) Institutional struggles over (de)segregation in Shelby County, TN. Finalist at the Benjamin L. Hooks Paper Competition, Annual Civil Rights & Human Rights Conference organized by the *Benjamin L. Hooks Institute for Social Change*, Memphis, TN, April 2012.

## Conference Presentations and Paper Development Workshops

Uzuegbunam, I., **Aïssaoui, R.**, & Taylor-Bianco, A. (2018) Do entrepreneurs shape institutions? Founder education, gender, and resource mobilization in Africa. Accepted for presentation at the *Academy of Management 2018* Annual Conference, Chicago, IL.

**Aïssaoui, R., Fabian, F., & Uzuegbunam, I.** (2017) Globalization, economic development, and corruption: A cross-lagged contingency perspective. Accepted for presentation at the *Academy of International Business 2018* Conference, Minneapolis, MN.

**Aïssaoui, R.** (2017) Globalization, economic development, and corruption: A cross-lagged contingency perspective. Presented at the *Interdisciplinary Insights on Fraud and Corruption 2017* Conference, Porto, Portugal.

**Aïssaoui, R., & Fabian, F.** (2017) The GLOBE debate: Power structures interdependency and gaps between individual values and national practices. Presented at the *Academy of International Business Southeast 2017* Conference, Washington, D.C.

Uzuegbunam, I., **Aïssaoui, R.**, & Taylor-Bianco, A. (2017) Family embeddedness and new venture performance in a man-know-man economy: The role of founders' education. Presented at the *Academy of International Business Southeast 2017* Conference, Washington, D.C.

## Conference Presentations and Paper Development Workshops

- Aïssaoui, R., & Fabian, F.** (2017) Going global: When power structures interdependency creates gaps between individual and national values. Presented at the *Academy of Management 2017 Conference*, Atlanta, GA.
- Aïssaoui, R., Geringer, M., & Mani, D.** (2017) The effects of co-authorship networks on the performance of international business scholars. Presented at the *Strategic Management Society 2017 Conference*, Houston, TX.
- Uzuegbunam, I., Taylor-Bianco, A., & **Aïssaoui, R.** (2017) Hiring frictions in man-know-man economies: Founder's education, gender, and family ties in emerging market ventures. Presented at the *Strategic Management Society 2017 Conference*, Houston, TX.
- Aïssaoui, R., & Fabian, F.** (2016) Going global: A longitudinal assessment of cultural change at the individual and national levels. Presented at the *Academy of International Business Southeast 2016 Conference*, Tampa, FL.
- Aïssaoui, R., & Fabian, F.** (2016) The global convergence controversy: A longitudinal multilevel assessment of cultural change. Presented at the *Southern Management Association 2016 Conference*, Charlotte, NC.
- Aïssaoui, R., & Fabian, F.** (2016) Institutionalizing charter schools: The role of institutional logics in the diffusion of new organizational forms. *Western Academy of Management*, Portland, OR.
- Geringer, M., & **Aïssaoui, R.** (2015) Meeting the challenge of globalization? Trends in Canadian universities contributions to international business research. *Administrative Sciences Association of Canada 2015 Conference*, Halifax, Canada.
- Aïssaoui, R., & Geringer, M.** (2014) International business research productivity in Asia-Pacific, 1981-2010. Accepted for presentation at the *Strategic Management Society 2014 Conference*, Sydney, Australia.
- Aïssaoui, R., Amis, J., & Lawrence, T.B.** (2014) The homogeneity and heterogeneity of fields. *Western Academy of Management*, Napa Valley, CA.
- Aïssaoui, R., Fabian, F., & Wiggins, R.** (2013) Regulation and deregulation in restricted markets: Implications for strategy implementation. *Strategic Management Society 2013 Junior Faculty Workshop*, Atlanta, GA.
- Aïssaoui, R., Amis, J., & Lawrence, T.** (2013) When resources facilitate change: An institutional empowerment perspective. *Southern Management Association*, New Orleans, LA.
- Aïssaoui, R., & Amis, J.** (2013) From episodic to systemic power: The role of institutional logics. *European Group of Organization Studies*, Montreal, Canada.
- Aïssaoui, R., Fabian, F., & Wiggins, R.** (2013) Regulation and deregulation in restricted markets: Implications for strategy implementation. *Southern Management Association*, New Orleans, LA.
- Aïssaoui, R.** Institutional power (2012) Accepted at the Paper Development Workshop on Power and Institutions at the Judge Business School, University of Cambridge, UK, April 2012.

## Conference Presentations and Paper Development Workshops

- Aïssaoui, R.** Institutional struggles over (de)segregation in Shelby County, TN (2012) Finalist at the Benjamin L. Hooks Paper Competition, *Annual Civil Rights & Human Rights Conference* organized by the Benjamin L. Hooks Institute for Social Change, Memphis, April 2012.
- Aïssaoui, R., & Amis, J.** (2012) Institutional power. *Southern Management Association*, Fort Lauderdale, FL.
- Aïssaoui, R.** (2012) A typology of organizational stigma, social exclusion, and coping strategies. *Southern Management Association*, Fort Lauderdale, FL.
- Aïssaoui, R. & Wiggins, R.** (2012) Market structure and market growth in restricted demand markets. *Academy of Management*, Boston, MA.
- Aïssaoui R. & Fabian, F.** (2011) The French paradox: Implications for variations in global convergence. *Southern Management Association*, Savannah, GA.
- Aïssaoui R.** (2011) The global convergence controversy: The mediating effect of power structures interdependency. *Academy of Management*, San Antonio, TX.
- Aïssaoui R.** (2010) An integrated approach to organizational change, power, and sensemaking. *Academy of Management*, Montreal, Canada.

## Service

Member of the Editorial Review Board of the *International Business: Research, Teaching, and Practice (IBRTP)* since 2017

### **Academy of International Business Southeast**

Track chair "Governments, NGOs, global institutions and state-owned enterprises" – AIB Southeast 2018

Track chair "Governments, NGOs, global institutions and state-owned enterprises" – AIB Southeast 2017

Track chair "Governments, NGOs, global institutions and state-owned enterprises" – AIB Southeast 2016

### **Southern Management Association**

Member Best Overall Doctoral Student Paper committee – SMA 2016

Member Best Doctoral Student Paper in Track committee – SMA 2016

Discussant "Organizational learning: Exploration and exploitation" – SMA 2011

### **Western Academy of Management**

Discussant "Strategy/OT/IM: IB Paper Session: Expats and Repatriation" – WAM 2016

### **Ad hoc reviewer**

Journal of International Management

International Business Review

## **Work Experience**

***Business Controller in the Retail Industry*** from 2000 to 2009

Media Saturn (Group MediaMarkt), Castorama (Group Kingfisher), Leroy Merlin

***Assistant in Consulting Firms*** from 1991 to 1996

McKinsey, AT Kearney, Deloitte & Touche

## **Languages**

French: Native

English: Fluent

Spanish: Fluent

Arabic: Working knowledge

Russian: Beginner