

Curriculum Vitae

Pao T. Kao

Researcher and Lecture in the Department of Business Studies

Uppsala University, Sweden

Citizenship: Taiwan; Permanent Resident Status: Sweden

1 Educational Background (Degrees and other Education)

A Degree

- Ph.D. Department of Business Studies (International Business),
Uppsala University, Sweden
- M.Sc. International Business, Nottingham University Business School,
University of Nottingham, Ningbo Campus, China
- M.A. Communications, Department of Journalism and Mass Communication,
University of Westminster, London, UK
- B.Sc. Plant Pathology, Department of Plant Pathology,
National Taiwan University, Taipei, Taiwan

B Dissertation

Monograph dissertation “Institutional change and foreign market entry processes – A longitudinal study of three Swedish firms in China”
Dissertation defended: December 18th, 2013
Main supervisor: Professor Martin Johanson, Uppsala University
Deputy supervisor: Associate Professor Desirée Holm, Uppsala University
Thesis opponent: Professor Poul Houman Andersen, Aalborg University, Denmark
Examining committee: Professor James Sallis, Uppsala University; Associate Professor Susanne Stenbacka, Uppsala University; Associate Professor Jörgen Elbe, Dalarna University

2 Employment History

- 2015.11 – 2020.02 Researcher and Lecturer, Department of Business Studies, Uppsala University
- 2013.08 - 2015.06 Instructor, Department of Marketing, Asper School of Business, University of Manitoba, Canada
- 2011.02 - 2011.04 Visiting Researcher, Nordic Centre, Fudan University, China
- 2008.09 - 2013.12 Ph.D. Candidate, Department of Business Studies, Uppsala University

3 Teaching Profile

A Teaching experience

Department of Business Studies, Uppsala University

Period	Course Title	Responsibilities
2021 Spring	Markets and Marketing (2FE864)	Lectures, project supervision, examination

	Integration Course for Double Degree Students from China (Communication in English)	Lectures, in-class discussions
2020 Fall	The Global Firm (2FE859)	Course leader, lectures, in-class discussions, examiner
	Integration Course for Double Degree Students from China (Communication in English)	Course leader, lectures, in-class discussions
2020 Spring	Master's Thesis (2FE622)	Thesis supervision
	Markets and Marketing (2FE864)	Lectures, project supervision, examination
	Integration Course for Double Degree Students from China (Communication in English)	Lectures, in-class discussions
2019 Fall	Doctoral student supervision	Supervision
	International Business and Regional Development (2FE989)	Lectures, in-class discussions
	The Global Firm (2FE859)	Examiner
	International Business (2FE226)	Lectures, in-class discussions
	Doctoral student supervision	Supervision
	Integration Course for Double Degree Students from China (Communication in English)	Course leader, lectures, in-class discussions
2018 Spring	Master's Thesis (2FE622)	Thesis supervision
	Markets and Marketing (2FE864)	Lectures, project supervision, examination
	Integration Course for Double Degree Students from China (Communication in English)	Lectures, in-class discussions
2017 Fall –	Integration Course for Double Degree Students from China (Communication in English)	Lectures, in-class discussions
2017 Spring	Marketing Research (2FE849)	Lectures, in-class discussion, assignment examination
2016 Spring	Marketing Research (2FE849)	Lectures, in-class discussion, assignment examination
2013 Spring	Industrial Marketing (2FE825)	Lectures, in-class discussion, project supervision, assignment examination
2012 Fall	The International Firm in a Global Economy (2FE805)	Seminar leader, in-class discussion, assignment examination
2012 Spring	Industrial Marketing (2FE825)	Lectures, in-class discussion, project supervision, assignment examination
2011 Fall	The International Firm in a Global Economy (2FE805)	Seminar leader, in-class discussion, assignment examination

Department of Marketing, Asper School of Business, University of Manitoba, Canada

Period	Course Title	Responsibilities
2015 Winter	Marketing Management (MKT4210)	Development of course guideline and materials, lectures, in-class case discussions, student project planning and supervision, recruiting industry speakers/project participants, course examinations
2014 Fall		
2014 Winter		
2013 Fall		
B Program Coordinator		
2018 – Present	Master’s Program in Business Management IB track coordinator	
C Course Leader and Program Development		
2019 – Present	Integration Course for Double Degree Students from China (Communication in English), Uppsala University	
2013 Fall – 2015 Spring	Marketing Management (MKT4210), University of Manitoba	
D Pedagogic Developmental Project		
2019 Fall	Project Leader for the redesign of the Integration Course for Double Degree Students from China (Communication in English) in the Department of Business Studies. Project is funded by an Uppsala University Education Development Project Grant (Projektmedel för pedagogisk utveckling 2019).	
E Pedagogic trainings		
2015 Spring	Reg Litz Teaching Day, Asper School of Business, University of Manitoba, Canada (Participant and organizing team member)	
2013 Spring	Academic Teacher Training Course, Pedagogic Unit, Uppsala University (7.5 ECTS)	
F Study Material Development		
2014 Fall	“Librestream” brief case	

4 Research Interest and Research Projects

My research interests lie in understanding how firms strategically manage international activities under dynamic market conditions.

Keywords: internationalization, changes, opportunity discovery, emerging market, qualitative method

A Research Projects

Ongoing research projects (data has been collected or is currently ongoing)

2019 – Present International opportunity discovery and collective entrepreneurial action (in collaboration with Professor Martin Johanson, Researcher Siavash Alimadami, PhD student Johanna And, Uppsala University, based on the EU funded project IHMEC)

2017 – Present Returnee entrepreneurs, network embeddedness, and opportunity recognition (in collaboration with Dr. Wensong Bai, Zhejiang Institute of Technology and Dalarna University)

- 2017 – Present Innovation transfer and contextual barriers (in collaboration with Dr. Olivia Kang, Uppsala University)
- 2016 – Present Internationalization of Taiwanese family business groups (Professor Hsi-Mei Chung, I-Shou University and Assistant Professor Sven Dahms, Asian Institute of Management)

B Pending Research Projects

- Initiating and applying for funding from Swedish Handelsbanken for a project entitled “Investigating Repatriate Knowledge” (in collaboration with Associate Professor Christine Holmström Lind, Uppsala University, and Dr. Wensong Bai, Zhejiang Institute of Technology and Dalarna University)
- Initiating and applying for funding from Lennart ‘Aktiestinsen’ Israelsson Foundation for a project entitled “Cultivate entrepreneurial cognition: How do international study programs and international experiences influence an individual’s evaluation of international opportunity?” (in collaboration with Dr. Wensong Bai, Zhejiang Institute of Technology and Dalarna University)

5 Publications and Conference Papers

A Dissertation

1. Kao, P. 2013. *Institutional Change and Foreign Market Entry Behaviour of the Firm : A Longitudinal Study of Three Swedish Firms in China*. Företagsekonomiska institutionen, Uppsala University (ISSN 1103-8454)

B Peer-reviewed Articles in Journals

2. Chung, H.-M., Dahms, S., Kao, P., 2021. Emerging Market Multinational Family Business Groups and the Use of Family Managers in Foreign Subsidiaries. *Management International Review*. doi:10.1007/s11575-021-00437-y
3. Bai, W., Kao, P., Wu, J., 2021. Returnee entrepreneurs and the performance implications of political and business relationships under institutional uncertainty. *Journal of Business Research* 128, 245–256. doi:10.1016/j.jbusres.2021.02.014
4. Johanson, M., Kao, P., Lundberg, H., 2020. Knowledge grafting during internationalization: utilizing localized professionals in the foreign market. *Journal of Knowledge Management* 24 (9), 2009–2033. doi: 10.1108/JKM-12-2018-0747
5. Blankenburg Holm, D., Johanson, M., Kao, P., 2015. From outsider to insider: Opportunity development in foreign market networks. *Journal of International Entrepreneurship* 13, 337–359. doi:10.1007/s10843-015-0154-8
6. Johanson, M., Kao, P., 2015. Emerging market entry and institutional change – three Swedish manufacturing firms in China between 1980 and 2010. *Management & Organizational History*, 10, 189–208. doi:10.1080/17449359.2015.1029946
7. Kao, P., Redekop, W., Mark-Herbert, C., 2012. Sustainable supply chain management - the influence of local stakeholder expectations in China’s agri-food industry. *Journal on Chain and Network Science* 12, 273–289. doi:10.3920/JCNS2012.x216

C Peer-reviewed Articles in Books

8. Kang, O., Kao, P., 2019. Contextual Transfer Barriers, Social Interaction, and Innovation Transfer Performance, in: Chidlow, A., Ghauri, P.N., Buckley, T., Gardner, E.C., Qamar, A., Pickering, E. (Eds.), *The Changing Strategies of International Business*. Springer International Publishing, Cham, pp. 73–94. doi: 10.1007/978-3-030-03931-8_4

9. Johanson, M., and Kao, P., 2010. Networks in internationalisation in Pla-Barber, José and Alegre, Joaquín (ed.) *Reshaping the Boundaries of the Firm in an Era of Global Interdependence*. Bingley: Emerald. doi: 10.1108/S1745-8862(2010)0000005010

D Working Papers

10. Blankenburg Holm, D., Johanson, M., Kao, P., A path dependence perspective on the internationalisation process. Aim to submit to *Journal of International Business Review*
11. Kao, P., Market Uncertainty and Shocks in Internationalisation. Under revise and resubmit for the *Journal Asian Business & Management*

E Peer-reviewed, Full-length Conference Papers

12. Bai, W. and Kao P. Returnee Ventures: Uncertainty, Political and Business Relationships, and Performance. Presented at the 2019 AIB Annual Meeting, Copenhagen, Denmark
13. Kang, O. and Kao, P. Contextual transfer barriers, social interaction, and innovation transfer performance. Presented at the 2018 AIB-UK & Ireland Chapter Annual Conference, Birmingham, U.K.
14. Kao, P., Chung, H.-M. & Dahms, S. Institutional distance and institutional capital during international expansion. Presented at the competitive session in Track 8, 2017 AIB Annual Meeting, Dubai, United Arab Emirates
15. Kao, P. Let's work together - MNCs' collaborative activities during periods of turbulent change in emerging markets. Presented at the Administrative Sciences Association of Canada 2017 Conference, Montreal, Canada
16. Kao, P., MNCs' collaborative activities in emerging markets during periods of turbulent change. Presented at the 42nd European International Business Academy 2016 Conference, Vienna, Austria
17. Kao, P., Institutional change: Transitional and turbulent changes and how they impact market entry firms. Presented at the Administrative Sciences Association of Canada 2016 Conference, Edmonton, Canada.
18. Kao, P., MNC's responses to institutional voids – Cases of Swedish firms in China. Presented at the Administrative Sciences Association of Canada 2015 Conference, Halifax, Canada.
19. Blankenburg Holm, D., Johanson, M., and Kao, P., Internationalization into emerging markets as a strategy process. Presented at the Academy of International Business 2014 Conference, Vancouver, Canada.
20. Johanson, M. and Kao, P., Networks in internationalisation. Presented at the Academy of International Business 2014 Conference, Vancouver, Canada.
21. Kao, P., Institutional change and opportunity discovery during foreign market entry. Presented at the Administrative Sciences Association of Canada 2014 Conference, Muskoka, Canada.
22. Johanson, M., Kao, P. and Redekop, W., How do market-leading foreign subsidiaries in China overcome changes in laws and regulations and sustain their success? Presented at the workshop on Translating Potential into Profits: Foreign Multinationals in Emerging Markets since the 19th Century, held in 2012 in Washington, D.C., U.S., and at the Long Range Planning Special Issue & Research Conference, held in 2012 in Hong Kong.

F Invited Seminar Presentations

23. Kao P. and Wan, F., Recognising market opportunity in emerging markets. Presented at the Hickson 2014 Research Day, Asper School of Business, University of Manitoba.

- 24 Kao. P., Institutional change and the foreign market entry behaviour of the firm. Presented at 2013 PhD student seminar, Asper School of Business, University of Manitoba

5 Research Grants and Educational Scholarships

2020	Swedish Handelsbanken Jan Wallanders och Tom Hedelius stiftelse Tore Browaldhs stiftelse Scholarship 110 000 SEK (Anslagsnummer Fh20-00071).
2019	Uppsala University Education Development Project Grant 82 000 SEK (Dnr UFV 2019/199)
2015	Swedish Handelsbanken Wallanderstipendiat Scholarship 1 365 000 SEK (Anslagsnummer W2014-0433:1).
2010	Swedish Handelsbanken Hedeliusstipendium Scholarship 110 000 SEK (Anslagsnummer H2010-0340:1).

6 Academic Service

A Within the University

2019.08.26	Uppsala University International Master's Student Introduction
2018.03- 2018.04	Student Team Mentor, L'Oreal Brandstorm 2018 Competition Nordic Final, Copenhagen, Denmark (2 nd place in the competition)
2016 - Present	Organiser, Uppsala Seminar in International Business (USIB)
2017.11.01	Ph.D. Thesis Proposal Opponent, Tobias Pehrsson, School of Business, Administration and Law, University of Gothenburg (in collaboration with Professor Jan-Erik Vahlne, School of Business, Administration and Law, University of Gothenburg)
2017.09.27-28	Organizer, Internationalization – The next generation workshop, Uppsala & Sigtuna
2015.02 – 2015.05	Team Mentor, Asper School of Business, Canada's Next Top Ad Exec Competition (Finalists)
2014.10 – 2015.02	Marketing Team Mentor, Asper School of Business, JDC West 2015 Business Case Competition (1 st place winners in the competition)
2014.03.20	Guest Judge, Marketing Competition, University of Manitoba Indigenous Youth Career Conference
2013.05	Ph.D. Thesis Proposal Opponent, Wenson Bai, Department of Business Studies, Uppsala University
2011.01	Ph.D. Thesis Proposal Opponent, Olof Lindahl, Department of Business Studies, Uppsala University

B In Professional Organizations

2016.09 – Present	Executive Committee Member, Academy of International Business Canada Chapter
2016.06 – 2017.06	IB Division Chair, Administrative Sciences Association of Canada
2015.06 – 2016.06	IB Division Program Coordinator, Administrative Sciences Association of Canada
2014.06 – 2015.06	IB Division Editor, Administrative Sciences Association of Canada

2014 – 2016 Sessional Chair, Administrative Sciences Association of Canada
Conference

C Reviewing (Journals and Conferences)

Journal of World Business	AIB Conference
Journal of Management Studies	EIBA Conference
International Journal of Emerging Markets	ASAC Conference
Journal of Business History Review	Strategic Management Society Conference
Thunderbird International Business Review	Euro-Asia Management Studies Association

D Professional Affiliations

European Academy of International Business (EIBA)
Academy of International Business (AIB)
Administrative Sciences Association of Canada (ASAC)
Euro-Asia Management Studies Association (EAMSA)

7 Collaboration with Industry (EU project)

2019.02 – Present Project Coordinator, IHMEC project
The IHMEC project (<http://ihmec.fi/>) is financed by Interreg Central Baltic Programme (European Regional Development Fund). Indoor Hygiene (IH) refers to the infection prevention and control in the built environment, and it answers to the threat of antibiotic resistant microbes. The IHMEC project connects academics and companies from Sweden, Finland, and Estonia to provide innovative and tailor-made IH solutions to the Kingdom of Saudi Arabia.

From Uppsala University's perspective, the IHMEC project highlights the challenges that firms encounter in the process of internationalization and entry to emerging markets, which has been part of the research tradition and a prominent area in the International Business field in the Department of Business Studies.

I am Project Leader for the Swedish side of the IHMEC project, and my responsibilities include project management and organization among project partners, identification and collaboration with Swedish firms having IH solutions, trade show and workshop planning, and development of the internationalization strategy proposition.

2020.05.28 Asia Observatory Resilience Podcast – Taiwan
In responding to the growing need of companies for suggestions in dealing with the Covid-19 adversity, a podcast is launch to collect insights and impulses from EAMSA network (Euro-Asia Management Studies Association).

I participated and gave an insight of the business response from Taiwanese companies. (<http://www.asia-observatory.org/2020/05/28/resilience-podcast-15-taiwan/>)

8 Non-academic Work Experience

2006.03 – 2006.09 Annual Report Project Manager and Editor

	International Cooperation and Development Fund (TaiwanICDF), Taipei, Taiwan
2003.10 – 2005.06	Project Manager WeeLee International Tourism Management Co. Ltd., Kaohsiung, Taiwan
2002.07 – 2003.09	Foreign Rights Manager Grimm Press Co., Ltd., Taipei, Taiwan