

MIGUEL P. CALDAS

COLLEGE OF BUSINESS & TECHNOLOGY | THE UNIVERSITY OF TEXAS AT TYLER

3900 University Blvd. | Tyler, TX 75799 USA

Off Ph: 903.565-5698 | Cel Ph: 985.869.1637 | email: mcaldas@uttyler.edu

EDUCATION

- **1998: Ph.D. Business Administration, FGV-EAESP**
(Fundação Getúlio Vargas – Escola de Administração de Empresas de São Paulo – Top-ranked South American business school, AACSB-Accredited)
(Concentration: Organizational change and redesign)
- **1992: M.Sc. Business Administration, FGV-EAESP**
(Concentration: Human Resources, Downsizing, Outplacement and outcomes on executives' future career).
- **1986: B.A. Business Administration, Universidade de Brasília (UnB).**

(M.Sc. and Ph.D. degrees were formally evaluated and independently assessed in the USA by Morningside Evaluations and Consulting, which asserted the equivalency of all foreign credentials; this was requested due to permanent residence procedures).

PROFESSIONAL EXPERIENCE IN ACADEMIA

University of Texas at Tyler	08/2014 to date
<i>Full Professor (Tenured) of Management and IB</i>	
FGV-EAESP (Fundação Getulio Vargas - Escola de Administração de Empresas)	06/2007 to 07/2014
<i>Tenured Associate Professor at the Management Department (ADM)</i>	
Loyola University New Orleans	07/2003 to 05/2007
<i>D Gerald N. Gaston Endowed Chair in International Business and Associate Professor of Management Independent (part-time) Consulting (through WTC New Orleans)</i>	
FGV-EAESP (Fundação Getulio Vargas - Escola de Administração de Empresas)	01/1997 to 07/2003
<i>Assistant, Tenure-track / Tenured Associate Professor at the Management Department (ADM)</i>	
ESPM - Escola Superior de Propaganda e Marketing	04/1987 - 12/1996
<i>Lecturer, Professor - ESPM Business School</i>	

(MOST RECENT) ACADEMIC OUTPUT

RESEARCH OVERVIEW

1. Very active stream of research, at first within Latin America (until recently, primarily in Portuguese), and more recently, while living in the U.S., focus shifted to English-written outlets.
2. Publication thus far include:
 - In English:
 - 15 peer-reviewed journal articles (including one in *JWB*, one in *JCCP*, two in *AME*, two in *Management Research*, one in *AoM's Management Research*, one in *Sage's Organisation*, and one in *BPMJ*) and book chapters (including one in *Mintzberg et al.[2003]'s Strategy Process*)
 - 16 refereed conference proceedings; and
 - 27 refereed conference articles

- In Portuguese, Spanish and/or French:
 - 9 Authored/Edited books;
 - 40 peer-reviewed journal articles and book chapters (including 20 in periodicals that, albeit in foreign language, are listed in Cabell's, with <10% acceptance rate); and
 - 29 refereed conference proceedings
 - 7 awarded papers, including two divisional Best Paper Awards from the AoM (Academy of Management).
3. Research agenda has been concentrated mostly on **international and comparative management and human resources**, as well as **organization** and **national** (Brazilian, Latin American) **culture** and the **professional service firms** (typically consulting) industry.

TEACHING OVERVIEW

1. Teaching areas:

- | | |
|--|--|
| ▪ International Business | ▪ International Management |
| ▪ Global Strategy | ▪ Organization and Management Theory/Culture |
| ▪ Organizational Behavior & Leadership | ▪ Human Resources |

2. Experience: has taught face-to-face, online, and hybrid classes, all extensively. Has more than 100 professionally edited videos to enhance online and hybrid teaching experience. Has taught for 15 years one of the Core Global courses (LAMGO-Global Leadership) in OneMBA, a top-30 FT Executive MBAs, involving hybrid teaching to students simultaneously located in 5 continents.

MOST RECENT RESEARCH OUTPUT

Work in Progress

1. Ostermeier, K., Cooper, D., & Caldas, M.P. (2018) An International Perspective on the Relationship Between Authenticity Climate and Group-Level Performance: A cross-cultural study in United States and Brazil. Target: Organizational Behavior and Human Decision Processes (OBHDP). Status: Finalizing submission (Fall 2017).
2. Caldas, M.P., Bullara, R., & Wood Jr, T. (2018) Does proficiency in managerial competencies matter? An examination of the effect of managers' competencies appraisal on organizational unit performance in a large bank in Brazil. Target: International Journal of Human Resource Management (IJHRM). Status: Preparing manuscript (Spring 2018).
3. Souza, R., Wood Jr., T., Caldas, M. Looking for Social Relevance: The Saga of Knowledge Production Models in Management Research. Target: Research Policy (RP). Status: Preparing manuscript (Spring 2018).
4. Ostermeier, K., Caldas, M.P., & Cooper, D. (2018) A Cross-Cultural Comparison of the Relationship Between Authenticity Climate and Organizational Identification: Evidence from United States and Brazil. Target: Journal of International Management (IJM). Status: Data analysis.
5. Hancock, J., Caldas, M.P., Ostermeier, K., & Cooper, D. (2018) Big wheels keep on turnin': Functional and dysfunctional turnover in a high churn multi-million people direct sales force. Target: Journal of International Management (IJM). Status: Data analysis.
6. Caldas, M.P., Bullara, R., & Wood Jr, T. (2018) Does proficiency in managerial competencies matter? An examination of the effect of managers' competencies appraisal on organizational unit performance in a large bank in Brazil. Target: International Journal of Human Resource Management (IJHRM). Status: Data analysis.

7. Caldas, M.P. (2018) The effect of Crime on FDI inflows and International Business activity in emerging markets. Target: Journal of World Business. Status: Data collection.

Refereed Journal Articles & Book Chapters in English

8. Chong, M. P. M., Peng, T.-K., Fu, P.P., Richards, M., Muethel, M., Caldas, M.P., Shang, Y. (2015) Relational Perspectives on Leaders' Influence Behavior: The Mediation of Western Leader-Member Exchange (LMX) and Chinese Guanxi. *Journal of Cross Cultural Psychology*, 46(1), January 2015: pp. 71–87. DOI: 10.1177/0022022114554035
9. Chong, M. P. M., Muethel, M., Richards, M., Fu, P.P., Peng, T.-K., Shang, Y., Caldas, M.P. (2013) Influence behaviors and employees' reactions: An empirical test among six societies based on a transactional–relational contract model. *Journal of World Business*, 48(3), July 2013: pp. 373–384. DOI: 10.1016/j.jwb.2012.07.021
10. Alcadipani, R., & Caldas, M. P. (2012) "Americanizing Brazilian management." *Critical Perspectives on International Business*, 8(1): pp.37–55. DOI: [10.1108/17422041211197558](https://doi.org/10.1108/17422041211197558)
11. Caldas, M. P., Tonelli, M. J., & Lacombe, B. M. B. (2011) "IHRM in developing countries: Does the functionalist vs. Critical Debate make sense south of Equator?" *BAR - Brazilian Administration Review*, 8(4): p. 433-453, 2011.
12. Thomaz Wood Jr., Miguel P. Caldas, (2009) "Legacy Identities: A Tale of Repression and Redemption", *Management Research*, Vol. 7(1), pp.7 – 20. DOI: [10.2753/JMR1536-5433070101](https://doi.org/10.2753/JMR1536-5433070101)
13. Wood Jr., T., & Caldas, M.P. (2007) "Brazilian firms and the challenge of competitiveness." In: Robert Grosse; Luiz F. Mesquita. (Eds.). *Can Latin American Firms Compete?* Oxford: Oxford University Press, 2007, v. 1, p. 232-249.
14. Caldas, M.P. (2006) "Conceptualizing Brazilian Multiple and Fluid Cultural Profiles." *Management Research*, 4(3), Fall 2006: pp.169–180. DOI: [10.2753/JMR1536-5433040303](https://doi.org/10.2753/JMR1536-5433040303)
15. Wood, T., Caldas, M. (2002) "Adopting imported managerial expertise in developing countries: the Brazilian experience." *Academy Of Management Executive*, 16(2), pg. 18-32.
16. Caldas, M. (2002) "President Fernando Henrique Cardoso on a decade of social and economic change in Brazil." *Academy Of Management Executive*, 16(2), p. 8-12.
17. Wood, T., Vasconcelos, F. & Caldas, M. (2002) "Ambev: The making of a Brazilian giant." In: Henry Mintzberg, Joseph Lampel, James Brian Quinn & Sumantra Ghoshal (Eds.). *The Strategy Process*, 4. ed, p. 229-233. New Jersey: Prentice Hall, 2002.
18. Wood, T. & Caldas, M. (2001) "Reductionism and Complex Thinking during ERP Implementations." *Business Process Management Journal*, 7(5): pg.387-393. DOI: [10.1108/14637150110406777](https://doi.org/10.1108/14637150110406777)
19. Wood, T. & Caldas, M. (2001) "Reductionism and Complex Thinking in ERP Systems Implementations." *RAC - Revista de Administração Contemporânea*, 5(2), mai./ago.: pg. 91-111.
20. Caldas, M. e Wood, T. (2000) "Fads and fashions in management: The case of ERP" *RAE - Revista de Administração de Empresas da EAESP/FGV*, 40(3), jul./set.: pg. 8-17.
21. Caldas, M. & Wood, T. (1999) "Identity and organizations: Mapping theoretical diversity." In: Miguel Pina e Cunha & Carlos A. Marques. (Eds.) *Readings in Organization Science: Organizational Change in a Changing Context*: p. 101-119. Lisbon: ISPA, 1999.
22. Caldas, M. & Wood, T. (1997) " 'For the English to see': The importation of managerial technology in late 20th-century Brazil." *Organization*, 4(4): 517-534.

Refereed Conference Presentations in English

Ostermeier, K., Cooper, D., & Caldas, M. (2017) "Psychological Authenticity Climate, Gender, and Employee Outcomes." Paper presented at the *Academy of Management Annual Meeting* in Atlanta, GA, August 2017: AoM Symposium "Exploring Essential Drivers and Antecedents of Workplace Authenticity". Atlanta, GA, August, 2017.

Alcadipani, R. & Caldas, M. (2011) "Americanizing Brazilian Management Education." Paper presented at the *Academy of Management Annual Meeting* in San Antonio, TX, August 2011: CMS & IM Divisions Joint Symposium "Close Encounters of the Postcolonial Kind: Organizing in the Context of East-West". San Antonio, TX, August, 2011.

Chong, M.P.M., Fu, P.P., Müthel, M., Richards, Y.F.S., Shang, Y., Peng, T-K., & Caldas, M. P. (2011) "Relational Power Matters: Evidence from Multilevel Tests between East and West." Paper presented at the *Academy of Management Annual Meeting* in San Antonio, TX, August 2011: IM Division Paper Session "West Meets East: Cross Cultural Influences on Management and International HRM ". San Antonio, TX, August, 2011.

Caldas, M. P., Tonelli, M. J., & Lacombe, B. M. B. (2009) "To be critical or to be functionalist: IHRM in developing countries." Paper presented at the *Academy of Management Annual Meeting* in Chicago, IL, August 2009: CMS Division Paper Session "Management and Labour Relations". Chicago, IL, August, 2009.

Wood, T. & Caldas, M. (2006) "'Legacy Identities' and the Intertwine of Multiple Identities During Organizational Upheaval: The case of a Latin American *Enron* subsidiary." Presentation at the Organizational Identity Workshop in Lund, Sweden, May 2006.

Caldas, M. & Wood, T. (2006) "Legacy Identities" During Organizational Turmoil: The Case Of A Latin American *Enron* Subsidiary." Paper presented at the 2006 EGOS [*European Group of Organization Studies*] Conference, Bergen, Norway, July 2006.

Wood, T. & Caldas, M. (2006) "Legacy Identities during Organizational Change: The Case of an Enron Subsidiary." Presentation at the *Academy of Management Meeting* in Atlanta, GA, August 2006: ODC Division, August, 2006.

Caldas, M., & Wood, T. (2006) "Organizational Identity in the Third Millennium: Beyond 'Central, Distinctive and Enduring'." Presentation at the *Academy of Management Meeting* in Atlanta, GA, August 2006: OMT Division, August, 2006.

Caldas, M. (2006) "Falling From Grace: The dynamics of identification and des-identification with disgraced organizations." Presentation at the Organizational Des-Identification Workshop in Lund, Sweden, October 2006.

Caldas, M. & Avrichir, I. (2005) "Brazil's *Embraer* and National Competitiveness – Global Links, not Diamonds: A critical case test of the Diamond Model's validity in Latin America." Paper presented at the 2005 *Academy of International Business* in Quebec City, Canada, July, 2005.

Caldas, M., Wood, T., & Steur, R. (2005) "Identity in the midst of change: From central, distinctive and enduring, to multiple, deceiving and fluid." Paper presented at the 2005 EGOS [*European Group of Organization Studies*] Conference, Berlin, Germany, June 2005.

Caldas, M. & Alcadipani, R. (2003) "Re-Colonizing Brazil: The Americanization of Brazilian culture and management in the 20th Century." Paper presented at the annual meetings of the *Academy of Management* (Critical Management Division), Seattle, Washington, August 2003.

Azevedo, M. & Caldas, M. (2003) "Mechanization of Work Design in Call Centers: An exploratory empirical examination of the 'Sweatshop' argument." Paper presented at the annual meetings of the *Academy of Management* (Critical Management Division), Seattle, Washington, August 2003.

Alcadipani, R., & Caldas, M.P. (2003) "Post-colonialism in Latin American Management." Paper presented at the Critical Management Studies Conference, 2003, Lancaster. CMS 3, 2003.

Caldas, M. & Wood, T. (2002) "What's All the Laugh about? Critique, Anecdotes, Irony, and the Consultant's Job." *Paper presented at the annual meetings of the Academy of Management (Management Consultation Division)*, Denver, Colorado, August 2002.

Vasconcelos, F. & Caldas, M. (2002) "Do Isomorphism and Ceremonial Behavior in Organizational Intervention Pay Off ? The case of ISO 9000." *Paper presented at the annual meetings of the Academy of Management (Management Consultation Division)*, Denver, Colorado, August 2002.

Vasconcelos, F., Caldas, M. & Wood, T. (2001) "It's Not About Who Does It, It's About How It's Done: What Management Consultants can Learn from Corporate Mergers and Acquisitions in Emerging Countries." *Paper presented at the annual meetings of the Academy of Management (Management Consultation Division)*, Washington, D.C., August, 2001.

Tonelli, M.J., Caldas, M., Vasconcelos, F. & Wood, T. (2001) "Narratives of mystery, fear, sex, and power in mergers and acquisitions." *Paper presented at the annual meetings of the Academy of Management (Critical Management Studies Division)*, Washington, D.C., August, 2001.

Vasconcelos, F., Vasconcelos, I. & Caldas, M. (2001) "The Requisite Stress: A study on fear management and intentional stress-inducing organizational strategies." *Paper presented at the 17th EGOS Colloquium*. Lyon, France, July 5-7, 2001.

Caldas, M. & Tonelli, M. J. (2000) "Marriage, rape or neither ? Interpreting images and representations from survivors of mergers and acquisitions." *Paper presented at the annual meetings of the Academy of Management (Critical Management Studies Division)*, Toronto, August 2000.

Caldas, M. & Wood, T. (2000) "The Part and the Whole: Reductionism and Complex Thinking in ERP Systems Implementations." *Paper presented at the annual meetings of the Academy of Management (Organization Development and Change Division)*, Toronto, August 2000.

Caldas, M. & Hernandez, J. M. (2000) "Resistance to Change: If we know so much, why does it still threaten effective consulting?" *Paper presented at the annual meetings of the Academy of Management (Management Consultation Division)*, Toronto, August 2000.

Hernandez, J. M. & Caldas, M. (2000) "Toward a Model of Individual Resistance to Change." *Paper presented at the annual meetings of the Academy of Management (Organization Development and Change Division)*, Toronto, August 2000.

Caldas, M. & Wood, T. (1999) "How consultants can help organizations survive the ERP frenzy?" *Paper presented during the annual meetings of the Academy of Management (Management Consulting Division)*. Chicago, August 1999.

Wood, T. & Caldas, M. (1999) "Stripping the 'Big Brother': Unveiling the backstage of the ERP Fad." *Paper presented during the annual meetings of the Academy of Management (Critical Management Studies Division)*. Chicago, August 1999.

Caldas, M. & Wood, T. (1998). "*Identity and Organizations: Searching for an interdisciplinary conceptual framework.*" *Paper presented during the annual meetings of the Academy of Management (Organization and Management Theory Division)*. San Diego, August 1998.

Caldas, M. (1998) "A taste of one's own medicine: An empirical investigation on the adoption of consulting services by consulting firms." *Paper presented during the annual meetings of the Academy of Management (Management Consulting Division)*. San Diego, August 1998.

Caldas, M. (1996). "Towards a More Comprehensive Model of Managerial Innovation Diffusion: Why consultants are not the only ones to blame." *Paper presented during the annual meetings of the Academy of Management (Management Consulting Division)*. Cincinnati, August 1996.

Refereed Journal Articles & Book Chapters in Portuguese, Spanish & French (Partial list - Since 2009)

Tonelli, M. J., Caldas, M., Lacombe, B. M. B. & Tinoco, T. (2011) "La production academic en ressources humaines au Brésil: 1991-2000." [Scholarly research in Human Resources in Brazil: 1991-2000] In: Gilles SIMARD et Amparo JIMÉNEZ (Eds.) *Gestion Des Ressources Humaines En Amérique Latine: Enjeux Disciplinaires Et De Pratiques Professionnelles*. Paris (France): Archives Contemporaines, 2011.

(This is a TRANSLATED ADAPTATION of Tonelli, Caldas, Lacombe & Tinoco [2003], originally published in Portuguese in *RAE*)

Caldas, Miguel P. (2009) "Culturas brasileiras: entendendo perfis culturais no plural e em mutação." [Brazilian Cultures: Understanding cultural profiles in plural tense and in mutation] In: Livia Barbosa (Ed.) *Cultura e Diferença nas Organizações: Reflexões Sobre Nós e os Outros*, p.53-83. Sao Paulo: Atlas, 2009.

(This is a TRANSLATED and EXTENDED VERSION of Caldas [2006], originally published in English in *Management Research*)

Caldas, Miguel P. (2009) "Um modèle conceptuel pour les profils culturels brésiliens multiples et fluides." [A conceptual model for Brazilian multiple and fluid cultural profiles] In: Livia Barbosa. (Org.). *Culture et différence dans les organisations: réflexions sur nous et les autres*, p.54-86. Sao Paulo: Atlas, 2009.

(This is a TRANSLATED and EXTENDED VERSION of Caldas [2006], originally published in English in *Management Research*)

ACADEMIC AND COMMUNITY SERVICE

Academic Service

Member of Editorial Review Board, *Journal of World Business* (Pergamon Publishers), 2000-2008.

Member of Editorial Board, *Organisation* (Sage Publications), 1999-2008.

Member of the Board, Academy of Management's Management Consultation Division, 1999-2007

Member of Review Panel, three *Academy of Management* Divisions: "Organization and Management Theory" (1999-2002); "Organization Development and Change" (2000-2012); "Management Consulting" (1997-2007)

Associate Editor and Member of Editorial Board, *RAC – Revista de Administração Contemporânea [ANPAD's Academic Journal in Business Administration]*, 2001-2003.

Associate Editor (1999-2003) and Member of Editorial Board (1999-present), *RAE – Revista de Administração de Empresas da EAESP/FGV [Major Brazilian Academic Journal in Business Administration, Listed on Cabell's]*.

Member of Review Panel, three *ENANPAD* Divisions [*Brazilian Academy of Management*]: "Organization and Management Theory" (1997-present); "Organization Behavior" (1999-present); "Human Resources" (1999-present)

Reviewer Panel, BALAS Conference: 2000, 2001, 2002 Conferences.

ENANPAD [Brazilian Academy of Management] "Organization and Management Theory" Track Chair, 1999-2000.

Member of Selection Committee, FGV's ORH (Area of Concentration: Organization and Human Resources)
Candidates to the Graduate (M.Sc., Ph.D.) Programs (1999-2003)

Member of FGV's Permanent Faculty Performance Criteria Revision Committee, June 1998-June 2000 terms.

PROFESSIONAL MEMBERSHIPS

Academy of Management

Academy of International Business

ANPAD (Brazilian Academy of Management)