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I. CURRICULUM VITAE

EDUCATION & ACADEMIC BACKGROUND

06/2001 – until now	Research Fellow at the Institute for Small Business Research (German: Institut für Mittelstandsforschung, ifm Mannheim) University of Mannheim, Germany
Since 09/2007	Research Fellow and Lecturer Department of “Small Business Research and Entrepreneurship” University of Mannheim, Germany
Since 09/2006	External Research Fellow & Lecturer Department of International Management University of Mannheim, Germany
05/2003-05/2008	PhD Candidate in the Doctoral Program of the Department of International Management, University of Mannheim, Germany <u>PhD Thesis</u> : “Entrepreneurship, Corruption and Institutional Environment: A Cross-National Comparison of Determinants of Corrupt Behavior of Entrepreneurs in the Former Soviet Union, Central-Eastern and Western Europe” (Advisors: Professor M. Perlitz & Professor W. W. Wittmann)
09/2006	Academic Stay at the University of Massachusetts, Amherst and Boston, Massachusetts, USA within the “University of Massachusetts & Baden-Wuerttemberg Exchange Program”
05/2000 – 08/2000	Research Assistant at the Small Business Research Department American University of Armenia, Yerevan, Armenia
10/1997-10/1998	Studies in Economics at the Ruhr University of Bochum, Bochum, Germany
10/1996 – 08/1997	Tutor of “Microeconomics”, Yerevan State University of National Economy, Yerevan, Armenia
06/1993-06/1999	<u>Diploma of Economics with Honors</u> , Faculty of General Economics, Yerevan State University of National Economy, Yerevan, Armenia; Grade: 5,0/ 5,0 max (excellent)
09/1983 – 05/1993	<u>Certificate with Honors</u> , Graduation from Russian Secondary School 2, Ninozminda, Georgia; Grade: 5,0/ 5,0 max (excellent)

AWARDS AND SCHOLARSHIPS

- 06/2006 Best Reviewer Award
International Management Division of the Academy of Management Meeting (AOM), Atlanta (Georgia, USA), 2006
- 04/2006 Best Paper Award for “Corruption and Entrepreneurship: How Formal and Informal Institutions Shape Firm Behavior in Mature and Emerging Market Economies”
Entrepreneurship Division of the Academy of Management Meeting (AOM), Atlanta (Georgia, USA), 2006
- 01/2001-04/2001 3-Month Scholarship for Junior Researcher
Emil-Koemmerling Stiftung for Talented Young Researchers
University of Mannheim, Germany
- 08/2000 – 12/2000 4-Month Scholarship for Academic Stay at the Institute for Small Business Research of the University of Mannheim
German Academic Exchange Service, Bonn, Germany
- 10/1997 – 10/1998 1-Year Scholarship for Exchange Study of Economics at the Ruhr University of Bochum, Bochum, Germany
German Academic Exchange Service, Bonn, Germany
- 06/1993 – 06/1999 6-Year Scholarship for Excellent Study at the Faculty of General Economics of the Yerevan State University of National Economy
Government of Armenia, Yerevan, Armenia

NON-ACADEMIC POSITIONS AND INTERNSHIPS

- 10/1998 – 10/1999 The Armenian-German Society, Yerevan, Armenia;
Economist & Specialist in Marketing,
Tasks: Development and marketing of tourism projects between Armenia and Germany; Economic and financial analysis of projects and programs of domestic small enterprises; making up advertisements
- 02/1998 – 04/1998 GENO-BANK ESSEN, Essen, Germany
Practical Experience within the DAAD-Exchange Program
Tasks: Data collection, analysis of bonds and stocks
- 09/1995 – 10/1996 Practical Experience at the “International Relations Department”,
Yerevan-Credit Bank, Yerevan, Armenia

CONSULTANCY AND EVALUATIONS

- Since 12/2005 Research Consultant and Member of the Expert Group on “Small Business Development and Corruption”
The United Nations Organization (UNO), Vienna, Austria
- 2/2001-4/2001 Research Consultant for “Public Policy Support for SMEs in the Syunik Region of Southern Armenia within the Integrated Food Security Program of South Armenia (IFSP SA)” (jointly with Ralph Ganter)
The German State Company for Technical Assistance,
(German: Gesellschaft für technische Zusammenarbeit, GTZ)

MEMBERSHIPS OF PROFESSIONAL BODIES

- Since 2006 Academy of Management Meeting (AOM)
- Since 2005 Forderverein Gründungsforschung e.V. (FGF)
- Since 2005 United Nations (UN)
Expert Group on “Small Business Development and Corruption”

LANGUAGES

- Armenian Mother Tongue
- Russian Fluent in Writing, Reading & Communication
- German Fluent in Writing, Reading & Communication
- English Fluent in Writing, Reading & Communication
- Georgian Georgian: Some Writing and Reading

COMPUTER SKILLS SPSS 15.0, STATA 9.0, MS-Word, Excel, Power Point,
World Wide Web, Knowledge of Access

INTERESTS Jogging, Playing Piano, Travelling and Reading

SOCIAL COMMITMENT German-Armenian Students’ Club “HAIK”
Member of the Executive Board & Women’s Representative
2003-05

REFERENCES Professor M. Habib, University of Massachusetts Boston, USA
Professor M. Perlitz, University of Mannheim, Germany
Professor W. W. Wittmann, University of Mannheim, Germany
Professor M. Woywode, University of Mannheim, Germany

II. RECORD OF TEACHING

Lectures & Seminars (in English & German)

1. **“International Entrepreneurship Research and Practice (IERP)”**, Lecture for Advanced Studies of Business Administration, University of Mannheim, Spring Semester 2008.
2. **“Theorien der Unternehmensgründung”**, Seminar for Advanced Studies of Business Administration, University of Mannheim, Spring Semester 2008.
3. **“International Entrepreneurship Research and Practice (IERP)”**, Lecture for Advanced Studies of Business Administration, University of Mannheim, Fall Semester 2007. A documentation of this lecture is available at: <http://www.ifm.uni-mannheim.de/unter/wir/tonoyan/lectures.html> (Course Evaluation: 2,45; 1-best grade, 5-worst grade).
4. **“International Entrepreneurship Research and Practice (IERP)”**, Lecture for Advanced Studies of Business Administration, University of Mannheim, Spring Semester 2007; (Course Evaluation: 1,83; 1-best grade, 5-worst grade).
5. **“International Entrepreneurship Research and Practice (IERP)”**, Lecture for Advanced Studies of Business Administration, University of Mannheim, Fall Semester 2006.

Supervision of Diploma Theses

Currently under Supervision

Three theses (German: Diplomarbeiten) on the following topics: entrepreneurship in emerging markets, corruption and entrepreneurship, internationalization strategies of SMEs

Completed Theses

2008, February, primary advisor:

Jonas Klupsch: “Alternative Finanzierungsinstrumente als Antwort auf die Herausforderungen durch Basel II? Eine theoretische und empirische Untersuchung von kleinen und mittelständischen Unternehmen in Deutschland”, Department of International Management, University of Mannheim.

2008, March, primary advisor:

Stefanie Nestels: “Internationalisierungsstrategien kleiner und mittlerer Unternehmen am Beispiel des Investitionsstandortes Indien”, Department of International Management, University of Mannheim.

III. RECORD OF PUBLICATIONS

ARTICLES IN REFEREED JOURNALS & BOOKS

1. Tonoyan, V., R. Strohmeier, M. Habib & M. Perlitz (2008) "Corruption and Entrepreneurship: How Formal and Informal Institutions Shape Firm Behavior in Transition and Mature Market Economies." Conditional Acceptance for "*Entrepreneurship: Theory and Practice*".
2. Tonoyan, V., R. Strohmeier & R. Leicht (2007) "Entrepreneurial Potential Among Female and Male Employees in Europe. A Resource-Based View." In A. Bührmann und K. Hansen (eds.) „*Entrepreneurial Diversity – Unternehmerinnen zwischen Businessplan und Bricolage*“, LIT Verlag, pp. 57-87.
3. Strohmeier, R. & V. Tonoyan (2007) "Working Part- or Full-Time? The Impact of Welfare-State Institutions on Atypical Work Forms. A Cross-National Comparison of Women's Self-Employment in Eastern and Western Europe." In M. Dowling & J. Schmude (eds.) *Empirical Entrepreneurship Research in Europe: New Perspectives*, Cheltenham: Edward Elgar, pp. 112-134.
4. Tonoyan, V., R. Strohmeier, M. Habib & M. Perlitz (2006) "Corruption and Entrepreneurship: How Formal and Informal Institutions Shape Firm Behavior in Mature and Emerging Market Economies." *Best Paper Proceedings of the 2006 Academy of Management Meeting*, Georgia, Atlanta, USA, August 11-16.
5. Tonoyan, V., R. Strohmeier & W. W. Wittmann (2005) "Gendered and Cross-Country Differences in the Perceived Difficulty of Becoming Self-Employed: The Impact of Individual Resources and Institutional Restrictions." In S. Zahra, C. G. Brush, P. Davidsson, J. Fiet, P. Greene, R. Harrison, M. Lerner, C. Mason, G. Meyer, J. Soul & A. Zacharakis (eds), *Frontiers of Entrepreneurship Research*, Babson Park, US: Babson College, Wellesley, MA, pp. 57-72.
6. Tonoyan, V. & R. Strohmeier (2005/2006) "Employment Growth and Firm Innovativeness: An Empirical Investigation of Women- and Men-Owned Small Ventures in Germany." In Achleitner, A.-K., H. Klandt, L. T. Koch & K.-I. Vogt (eds.) *Jahrbuch Entrepreneurship 2005/2006, Gründungsforschung und Gründungsmanagement*. Springer-Verlag Berlin, Heidelberg, New York, pp. 323-353.
7. Strohmeier, R. & V. Tonoyan (2005) "Bridging the Gender Gap in Employment Growth: On the Role of Firm Innovativeness and Occupational Segregation." *International Journal of Entrepreneurship and Innovation* 6 (4): 259-274.
8. Tonoyan, V. (2005) "The Dark Side of Trust: Corruption and Entrepreneurship." In: Höhmann, H. and Welter, F. (eds): "*Trust and Entrepreneurship: A West-East-Perspective*," Cheltenham: Edward Elgar, pp. 39-58 (translated into Chinese & reprinted in the Internet Center for Corruption Research).
9. Tonoyan, V., M. Perlitz & W.W. Wittmann (2004): "Corruption and Entrepreneurship: Unwritten Codes of Conduct, Trust and Social Values. East-West Comparison." In S. Zahra, C. G. Brush, P. Davidsson, J. Fiet, P. Greene, R. Harrison, M. Lerner, C. Mason, G. Meyer, J.

Soul & A. Zacharakis (eds), *Frontiers of Entrepreneurship Research*, Babson Park, US: Babson College, Wellesley, MA., pp. 534-548.

10. Tonoyan, V. (2003) "Corruption and Entrepreneurship: Does Trust Matter?" *Journal of Transforming Economies and Societies*, 10 (37): 2-20.

REFEREED CONFERENCE PROCEEDINGS & PRESENTATIONS

1. Strohmeyer, R. & V. Tonoyan (2008) "Employment Growth and Firm Innovativeness in Women- and Men-Owned Small Firms in Germany: An Effect of Endowments?" Paper to be presented at the *Workshop "Gender and the Labor Market" of the Centre for European Economic Research*, March 28-29, Mannheim, Germany.

2. Strohmeyer, R. & V. Tonoyan (2007) "Gender Differences in Academic Self-Employment: On the Role of Field of Study and the Mechanisms Behind." Paper presented at the *G-Forum: 11. Interdisziplinäre Jahreskonferenz zur Entrepreneurshipforschung*, Aachen, Germany, November 8-9.

3. Tonoyan, V., R. Strohmeyer & R. Leicht (2007) "Occupational Profile of Female Entrepreneurs: A Comparative Study of High Skilled versus Low-Skilled Self-Employment in 19 European Countries. On the Impact of Human Capital Endowments and Family Characteristics." Paper presented at the *G-Forum: 11. Interdisziplinäre Jahreskonferenz zur Entrepreneurshipforschung*, Aachen, Germany, November 8-9.

4. Tonoyan, V., R. Strohmeyer, M. Habib & M. Perlitz (2007) "Corruption and Entrepreneurship: How Formal and Informal Institutions Shape Firm Behavior in Transition and Mature Market Economies" Paper presented at the *Conference on "Entrepreneurship in Emerging Markets" for the Journal "Entrepreneurship Theory and Practice"* Fort Worth, Texas, USA, March 29-30.

5. Tonoyan, V. & R. Strohmeyer (2006) "Professional versus Marginal Self-Employment: On the Impact of Institutional Arrangements and Individual Characteristics. Cross-Gender and Cross-National Comparison within Western Europe." Paper presented at the *"2006 Babson College Entrepreneurship Research Conference (BCERC)", Kelley School of Business, Bloomington, Indiana, USA, June 8-10.*

6. Strohmeyer, R. & V. Tonoyan (2006) "On the Role of Welfare State Institutions for Atypical Work Forms in Self-Employment: A European Perspective." Paper presented at the *"2006 Babson College Entrepreneurship Research Conference (BCERC)", Kelley School of Business, Bloomington, Indiana, USA, June 8-10.*

7. Kraus, V., V. Tonoyan & R. Strohmeyer (2006) "Are Self-Employed Women A Marginal Work Force? A Comparison between Israel and Germany." Paper presented at the *RC 28 ISA Committee on Stratification and Social Mobility*, Nijmegen, the Netherlands, 11-14 May.

8. Tonoyan, V., R. Strohmeyer & R. Leicht (2006) "Entrepreneurial Potential Among Female and Male Employees in Europe: A Resource-Based View." Paper presented at the *International Conference on "Entrepreneurial Diversity – The Self-Perception of Female and Male Entrepreneurs"*, Incubator Center, Gelsenkirchen, Germany, May 19, 2006.

9. Strohmeyer, R. & V. Tonoyan (2006) "Working Part- or Full-Time? The Impact of Welfare-State Institutions on Work Form. A Cross-National Comparison of Women's Self-Employment in Western and Eastern Europe." Paper presented at the "Interdisciplinary European Conference on Entrepreneurship Research (IECER)", University of Regensburg, Germany, February 22-24.
10. Tonoyan, V., R. Strohmeyer, M. Habib & M. Perlitz (2006) "What Determines Corrupt Behavior of Entrepreneurs in Mature and Emerging Market Economies? A Focus on Institutional Relatedness." Paper presented at the "Interdisciplinary European Conference on Entrepreneurship Research (IECER)", University of Regensburg, Germany, February 22-24, 2006.
11. Strohmeyer, R. & V. Tonoyan (2005) "Gender Gap in Potential Entrepreneurship: The Role of Occupational Sex Segregation and Job Characteristics. A Cross-National Comparison within Western Europe." Paper presented at the 2005 G-Forum: 9.te Interdisziplinäre Jahreskonferenz zur Gründungsforschung, Friedrich-Schiller University of Jena, Jena, Germany, November 10-11.
12. Strohmeyer, R., V. Tonoyan & W. W. Wittmann (2005): "Gendered and Cross-Country Differences of Becoming Self-Employed: The Impact of Individual Resources and Institutional Restrictions." Paper presented at the "2005 Babson-Kauffman Entrepreneurship Research Conference", Babson College, USA, June 9th-11th.
13. Tonoyan, V. & R. Strohmeyer (2004) "Corruption and Entrepreneurship: How Formal and Informal Institutions Shape Small Firm Behavior. A Cross-National Comparison between East and West Europe." Paper presented at the 2004 G-Forum: 8.te Interdisziplinäre Jahreskonferenz zur Gründungsforschung, Stuttgart, Germany, November 3-5.
14. Tonoyan, V. & R. Strohmeyer (2004) "Employment Growth and Firm Innovativeness: Does Gender Matter? Comparison of Female- vs. Male-Owned Ventures in Germany." Paper presented at the 2004 G-Forum: 8.te Interdisziplinäre Jahreskonferenz zur Gründungsforschung, Stuttgart, Germany, November 3-5.
15. Tonoyan, V., R. Strohmeyer & K. DerGhoukassian (2004) "Corruption and Civic Society: A Conceptual and Empirical View. A Cross-National Comparison between Emerging Democracies in the Trans-Caucasus, Eastern Europe and the Baltic States." Paper presented at the 2004 Middle East and Central Asia Politics, Economics and Society Conference: Transitions and Inequality in the 21st Century", University of Utah, Salt Lake City, USA, September 9-11.
16. Tonoyan, V., M. Perlitz, W.W. Wittmann & R. Strohmeyer (2004) "Understanding Corrupt Behavior of Entrepreneurs. Impact of Cultural Values and Attitudes." Proceedings of the International Conference on Entrepreneurship: Contexts, Locales and Values, OECD Leed Programme, University of Essex & Paris Dauphine University, Paris, France, 22-24 September.
17. Tonoyan, V. & R. Strohmeyer (2004) "The Perceived Difficulty of Becoming Self-Employed: The Impact of Social, Human and Financial Capital. A Cross-Gender and Cross-Country Comparison within Europe." Proceedings of the International Conference on Entrepreneurship: Contexts, Locales and Values, OECD Leed Programme, University of Essex & Paris Dauphine University, Paris, France, 22-24 September.

18. Tonoyan, V. (2004) "The Bright and Dark Sides of Trust: Corruption and Entrepreneurship." *Internet Center for Corruption Research. A Joint Initiative of the University of Passau and Transparency International*, Download-Paper 11, http://wwwuser.gwdg.de/~uwvw/corruption_research_contributions.html.
19. Strohmeyer, R. & V. Tonoyan (2004) "Determinants of Employment Growth in Small Ventures: Comparison of Female vs. Male Owned Businesses in Germany." Paper presented at *the 2004 Babson-Kauffman Entrepreneurship Research Conference, University of Strathclyde, Glasgow, United Kingdom, 2-6 June*. Summary printed in 2005 *Frontiers of Entrepreneurship Research*.
20. Tonoyan, V., M. Perlitz & Werner W. Wittmann (2004) "Corruption and Entrepreneurship: Unwritten Codes of Conduct, Trust, and Social Values: East-West Comparison." Paper presented at *the 2004 Babson-Kauffman Entrepreneurship Research Conference, University of Strathclyde, Glasgow, United Kingdom, 2-6 June*.
21. Tonoyan, V. (2003) "Entrepreneurship and Corruption: Integrating Institutions, Rationality and Social Norms." Proceedings of the *International Symposium on Re/Constructing Corruption: Towards an Interdisciplinary Framework, University of East Anglia, Norwich, United Kingdom, 30th April to 2nd May*.
22. Tonoyan, V. (2003) "Corruption and Entrepreneurship: Impact of Trust and Civic Society. A Cross-Cultural Comparison of 21 Countries." Paper presented at *the International Conference on Trust and Entrepreneurial Behavior in East and West European Economies- Concepts, Developments, Comparative Aspects,* University of Bremen, Bremen, Germany September 26-27.
23. Tonoyan, V. (2003) "Determinants of Corrupt Behavior of Self-Employed: An Interdisciplinary Approach. A Comparison between EU Accession Countries and Western Europe." Paper presented at the *Doctoral Workshop of the International Conference on Research in Entrepreneurship and Small Business (RENT XVII), University of Lodz, November 20-21*.

NON-REFEREED ARTICLES AND DISCUSSION PAPERS

1. Strohmeyer, R. & V. Tonoyan (2005) "Selbständige Akademikerinnen: Motive und Chancen." *KONSENS: Informationen des Deutschen Akademikerinnenbunds* 21(3): 12-14.
2. Tonoyan, V. (2003) "Corruption and Entrepreneurship: Impact of Trust and Civic Society. A Cross-Cultural Comparison of 21 Countries." Grüne Reihe Nr. 58, Working Paper Series of the Institute for Small Business Research, University of Mannheim (German: Veröffentlichungen des Instituts für Mittelstandsforschung, Universität Mannheim).
3. Tonoyan, V. (2003) "Entrepreneurship and Corruption: Integrating Institutions, Rationality and Social Norms." Grüne Reihe Nr. 54, Working Paper Series of the Institute for Small Business Research, University of Mannheim (German: Veröffentlichungen des Instituts für Mittelstandsforschung, Universität Mannheim).
4. Ballarini, K., B. Buschmann, , S. Hillenbrand, L. v. Schuttenbach & V. Tonoyan (2004) „Ermäßigter Mehrwertsteuersatz auf arbeitsintensive und konsumnahe Dienstleistungen“ on

Behalf of the Wirtschaftsministeriums Baden-Württembergs, Grüne Reihe Nr. 59, Working Paper Series of the Institute for Small Business Research, University of Mannheim, (German: Veröffentlichungen des Instituts für Mittelstandsforschung, Universität Mannheim).

NON-REFEREED PRESENTATIONS

1. Tonoyan, V. (2005) “Selbständige Akademikerinnen: Motive und Chancen.” Vortrag in der DAB-Gruppe Rhein-Neckar-Dreieck, Deutscher Akademikerinnenbund (DAB), Mannheim, Hotel Steubenhof, 15. Juni.
2. Tonoyan, V. (2003) “Ursachen und Konsequenzen der Korruption für Kleine und Mittlere Unternehmen. Eine theoretisch fundierte und international vergleichende Analyse in West- und Osteuropa.” Präsentiert am Forschungskolloquium des Instituts für Mittelstandsforschung der Universität Mannheim, Mannheim, February 12, 2003.
3. Several Presentations at the Doctoral Workshops at the Chair for “International Management” at the University of Mannheim within the PhD program 2003-2006.

RESEARCH PROJECTS AND EVALUATIONS

1. Tonoyan, V. (2003-2007) “Entrepreneurship, Corruption and Institutional Environment: A Cross-Cultural Comparison of Determinants of Corrupt Behavior of Entrepreneurs in Eastern, Western Europe and the Former Soviet Union”. Dissertation Project within the Doctoral Study in Business Administration at the University of Mannheim to be finished in December 2007.
2. Leicht, R. & V. Tonoyan (2006-2009) „How Do Women Acquire their Entrepreneurship Relevant Know-How and How Does this Knowledge Impact their Survival Ability and Performance in Self-Employment?” Project financed by the Federal Ministry of Education and Research, Germany. Project Budget: 115.000 Euro.
3. Leicht, R., R. Strohmeyer & V. Tonoyan (2004-2006) „New Forms of Employment and Work: Self-Employed Women between Work and Family, Professionalization and Marginalization.”(German: Neue Erwerbs- und Arbeitsformen: Selbständige Frauen zwischen Beruf und Familie, Professionalität und Marginalität). Project financed by the Fritz-Thyssen Foundation. Project Budget: 100.000 Euro.
4. Leicht, R., A. Humpert, D. Keese, M. Leiss, M. See, R. Strohmeyer & V. Tonoyan Mittelstandsreport (2006). Project Report on Behalf of the Wirtschaftsministeriums Baden-Württembergs.
5. Ballarini, K., B. Buschmann, S. Hillenbrand, L. v. Schuttenbach & V. Tonoyan (2004) „Ermäßigter Mehrwertsteuersatz auf arbeitsintensive und konsumnahe Dienstleistungen“ Project Report on Behalf of the Wirtschaftsministerium Baden-Württemberg.
6. Ganter, R. & V. Tonoyan (2001) “Promotion of Small and Medium Sized Enterprises (SME) in the Syunik Region in Southern Armenia with Special Regard to Support Possibilities of the Integrated Food Security Program of South Armenia (IFSP SA).” An Evaluation on

Behalf of the German State Company for Technical Assistance (German: Gesellschaft für technische Zusammenarbeit, GTZ), Eschborn.

IN PREPARATION

1. "Entrepreneurship, Corruption and Institutional Environment: A Cross-Cultural Comparison of Determinants of Corrupt Behavior of Entrepreneurs in Eastern, Western Europe and the Former Soviet Union." PhD Thesis to be published in Edward Elgar Publishing House in 2008, *Cheltenham: Edward Elgar*.
2. "Institutional and Resource-Based Approaches to Women's Entrepreneurship: A Comparative Study of Mature and Emerging Market Economies", eds. Tonoyan, V., R. Strohmeier & R. Leicht. Edited Book to be published in Edward Elgar Publishing House in 2009, *Cheltenham: Edward Elgar*.
3. "Professional versus Marginal Self-Employment: On the Impact of Institutional Arrangements and Individual Characteristics. A Cross-Gender and Cross-National Comparison in Western Europe and North America." (jointly with Robert Strohmeier & Michele Budig).
4. "Older Entrepreneurs in Europe: Evidence from the Labor Force Survey" (jointly with Teemu Kautonen & Robert Strohmeier).
5. Book Review on "The Reemergence of Self-Employment: A Comparative Study of Self-Employment Dynamics and Social Inequality," edited by Richard Arum & Walter Müller (2004) (jointly with Robert Strohmeier).
6. "Determinants of Consumers' Willingness to Pay for Environmental Quality in Emerging and Mature Market Economies. A Multi-Level Analysis." (jointly with Michael Bosnjak).

IV. SERVICE TO PROFESSION

INVITED PARTICIPATION IN PANEL DISCUSSIONS AND WORKSHOPS

1. Presentation on "Corruption, Entrepreneurship and Institutional Environment: A Cross-National Comparison between Emerging and Mature Market Economies" at the Division on "Entrepreneurship, Growth and Public Policy" of the *Max-Planck Institute (MPI)*, Jena, Germany, March 12, 2008.
2. Presentation on "Why Do Firms Bribe? Impact of Institutions, Economic Rationality and Social Norms on Corrupt Behavior of Entrepreneurs: A Cross-National Comparison" at the *Department of Psychology and Statistics, Center for Decision Sciences and Center for Research on Environmental Decisions, Columbia University*, New York City, USA, November 29, 2007.

3. Workshop on “Wirtschaftskriminalität, Institutionenordnung und Ethik”, A Joint Initiative of the *Internationales Hochschulinstitut Zittau*, *European Business Ethics Networks* and *Deutsches Netzwerk für Wirtschaftsethik*, Zittau, Germany, September 13-15, 2007.
4. “Max Planck Summer Institute on Entrepreneurship Research”, Organized by David B. Audretsch and Werner Boente, *Max Planck Institute of Economics, Division: Entrepreneurship, Growth and Public Policy Group*, Berlin, July 9-13, 2007.
5. “Global Expert Workshop on Collective Business Action and National Initiatives on Anti-Corruption”, Joint Initiative of the *United Nations (UN)*, the *International Business Leaders Forum (IBLF)*, *Transparency International (TI)* and the *World Bank Institute (WBI)*, Barcelona, Spain, July 10-11, 2006.
6. “Expert Group Meeting on Small Business Development and Corruption”, Joint Initiative of United Nations Office on Drugs and Crime and United Nations Industrial Development Organizations, *United Nations (UN)*, Vienna, Austria, March 6-8, 2006.
7. “Industrie- und Handelskammer (IHK)-Forum „Going International: Erfolgsfaktoren im Auslandsgeschäft: Fakten, Erfahrungen und Perspektiven. International Metropolregion Rhein-Neckar”, Industrie- und Handelskammer Pfalz, Ludwigshafen, Germany, March 13, 2006.

ACADEMIC EVENT ORGANIZATION

1. Organizer of the Workshop on “*Multiple Goals in Environmental Decision Making*”, held by David Krantz (Columby University, New York) in Mannheim, March 6, 2008
2. Co-organizer of the Workshop on “*Incentives in Teams - Discrimination and Incentiv Reversal*“, held by Roi Zultan (University of Jerusalem) in Mannheim, March 6, 2008