

NATALIE SOLVEIG MIKHAYLOV

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**EDUCATION:**

- PhD, Management and Organization, Dec 2014. Turku School of Economics, University of Turku, Turku, Finland
  - Doctoral Thesis: *New School Ties: Social Capital and Cultural Knowledge Creation in Multicultural Learning Environments*
  - <http://urn.fi/URN:ISBN:978-952-249-377-4>
- MBA, HR Management, 1996. Golden Gate University, San Francisco, CA, USA
  - Master Thesis: *HR Strategy Development in Knowledge Intensive Companies (Oracle)*
- BS, Management (Magna Cum Laude) Golden Gate University, San Francisco, CA, USA

**Current positions:**

*Pontificia Javeriana University, Faculty of Economics and Business Administration, Department of Management and Organizations, Cali, Colombia (08/2016 – present)*

**Assistant Professor**

- Develop and teach courses in International Business and HR Management at pre and post graduate levels
- Conduct research in cross-cultural management, IHRM, social capital, online learning and knowledge creation

*Laureate Online University, Liverpool and Roehampton, UK (10/2015 – present)*

**Faculty Member**

- Supervise Master theses and Master final research projects as a faculty advisor
- Teach online courses in HRM and Leadership

**Teaching and Research:**

*Suleyman Shah University, Department of Business Administration, Faculty of Management and Administrative Science, Istanbul, Turkey (02/2015 – 07/2016)*

**Assistant Professor**

- Developed and taught courses in Business Administration
- Conducted research in cross-cultural management and knowledge creation, wrote papers and presented them at scientific conferences, wrote scientific articles for publication in academic journals, participated in academic advising
- Erasmus coordinator for Business Administration department

*Turku University, School of Economics, Department of Management and Entrepreneurship, Turku, Finland (03/2011 – 02/2015)*

**Researcher**

- Wrote papers and presented them at scientific conferences, wrote scientific articles for publication in academic journals, participated in academic advising and teaching as assigned.
- Finalized the doctoral dissertation research, prepared the manuscript for the review and defense, and participated in research seminars.

*University of New York, Prague (UNYP), Prague, Czech Republic (09/2009 – 02/2011)*

**Acting Chair, Department of Business Administration**

- Developed and taught MBA and BBA level courses in HR, Cross-Cultural Management and Organizational Behavior
- Mentored MBA and Bachelor level students, including thesis supervision

- Managed Business Department, supervised instructors, developed department curricula, reviewed syllabi, advised and counseled students, developed and taught MBA and BBA level courses.

*Universidad Espiritu Santo (UEES), Ecuador, Samborondon (01/2008 – 08/2009)*

**Docent of Management, International Career Program**

- Developed and taught courses in International Management and Marketing, including Cross-Cultural Factors in International Business, Managing Human Talent, Human Resource Management, Organizational Behavior, Consumer Behavior, International Marketing, Marketing Research, International Negotiations, Business Ethics, Introduction to Sociology, Strategic Marketing, Sales Management, and Marketing of Services.

*World Wide Education Technologies, WWEDU Finland OY, Turku (03/2007 – 07/2007)*

**Lecturer of Strategic Human Resource Management Module**

- Prepared and delivered 45-academic-hour online/video lecture for distance learning course for international MBA students.

*Laurea University of Applied Sciences, Hyvinkää, Finland (02/2007 – 05/2007)*

**Substitute Lecturer**

- Taught management courses to students in International Business programs. Topics included Management and Leadership, SME development, Entrepreneurship, Customer Service Systems and Global Marketing Strategy

*Anglo-American University, Prague, Czech Republic (09/2002 – 12/2006)*

*University of New York, Prague, Czech Republic (01/2001 – 09/2007)*

**Business Administration Faculty**

- Taught Global Human Resources Management, Human Resources Management, Organizational Behavior, International Marketing, Business Ethics and Management courses in international MBA programs, intensive weekend studies programs, study abroad and traditional BA/BS programs.

**OTHER COURSES**

***International Human Resource Management***

***Human Resource Management***

*University of New York, Prague (2001-2007) AND Anglo-American College, Prague (2002-2005)*

***Industrial Relations & Legal Aspects in HRM MA in Human Resource Management,***

*Institut Universitaire Kurt Bosch, Prague (Summer 2006)*

***Human Resource Management in Financial Services MBA in Finance Program***

*Institut Universitaire Kurt Bosch Prague (Spring 2006)*

***Human Resource Management Module Executive MBA***

*City University of Seattle, Prague (Summer 2006)*

***International Human Resource Management Executive MBA***

*University of Northern Virginia, Beijing (Winter 2006)*

***Global Human Resources***

*Institut Universitaire Kurt Bosch, Prague (Summer 2005 and Summer 2007)*

***Business and Personnel***

*Highbury College, Portsmouth, administered by UNYP, Prague (2002-2005)*

### **Employment Process**

Anglo-American College, Prague (Fall 2005)

**Adult Development and Learning Principles** MA, Training and Development,  
University of Louisville, Prague (Summer 2003)

### **Management**

#### **Cross-Cultural Management**

University of New York, Prague (Spring 2006, Summer 2007)

#### **Change Management; Introduction to Management; Business Ethics**

University of New York, Prague (Summer 2007)

Anglo-American College, Prague (2003 - 2006)

### **Organizational Behavior**

#### **Organizational Behavior**

University of New York, Prague (2003-2006)

#### **Organizational Behavior** European MBA

Ecole Supérieure de Commerce Et de Management, Prague (ESCEM), (Fall 2004)

### **Professional Experience:**

#### **Human Resources Services Manager**

University Corporation at Monterey Bay, CSU, CA (1998 - 2001)

#### **Human Resources Supervisor**

Hartnell College, Salinas, CA (1996 - 1998)

#### **International Executive Education Program Coordinator**

Golden Gate University, San Francisco, CA (1995 - 1996)

### **Publications:**

#### **A. Peer-reviewed scientific articles, book chapters and conference papers**

- Mikhaylov, N. S. (2018) *Chapter 18: European Sub-regional approaches to Human Resources Management* in G. Suder, M. Riviere and J. Lindeque (Eds.) Routledge Companion to European Business, London, UK: Routledge. In print.
- Mikhaylov, N. S (2018) *Development of Personal Learning and Social Networks: Strategies for knowledge creation and sharing in online learning environments* in A. Khare and D. Hurt (Eds) *On the line - Business Education in the Digital Age*. New York, USA: Springer. <http://www.springer.com/us/book/9783319627755>
- Mikhaylov, N.S. (2016) *Doing participant observation in your own organization: Social capital and cultural knowledge creation in multicultural learning environments* in B. Flett (Ed.) *Sage Research Method Cases*. London, UK: Sage Publications. <http://dx.doi.org/10.4135/9781473956087#sthash.muloCDOT.dpuf>
- Mikhaylov, N. S., Beaumont, E. & Fierro, I. (2016) 'Social capital development strategy and collaborative knowledge creation in higher education: The UK and Turkey' Conference paper. 9th International Conference of Education, Research and Innovation. November 14 -16, 2016, Seville, Spain. Published in ICERI2016 Proceedings ISBN: 978-84-617-5895-1 <https://library.iated.org/view/MIKHAYLOV2016SOC>

- Mikhaylov, N. S. (2016) 'Curiosity and its role in cross-cultural knowledge creation' *International Journal of Emotional Education* Vol. 8(1), 95-108.  
<https://www.um.edu.mt/cres/ijee/latestissue>
  - Mikhaylov, N. S., Fierro, I. & Beaumont, E. (2016) 'The influences of capital development strategies choice on international management students' collaborative knowledge creation: Turkey and Ecuador' Conference paper. 10th International Technology, Education and Development Conference. March 7-9 2016, Valencia, Spain. Published in INTED2016 Proceedings. <http://dx.doi.org/10.21125/inted.2016.0815>
  - Mikhaylov, N. S. & Fierro, I. (2015) 'Social capital and global mindset.' *Journal of International Education in Business*, Vol. 8(1), 59-75  
<http://www.emeraldinsight.com/doi/abs/10.1108/JIEB-09-2014-0018>
  - Mikhaylov, N. S. (2014) 'International business students' cross-cultural competence development: The influence of the educational environment.' *Sage Open*, Dec 4(4), 1-15 (21/12) DOI: 10.1177/2158244014564352  
<http://sgo.sagepub.com/content/4/4/2158244014564352>
  - Mikhaylov, N. S. (2014) 'Towards cosmopolitan outlook: Development of global mindset in international business education' *Advances in Business-Related Scientific Research Journal*, Vol. 5(2), 171-182. Excellence in Research and the Best Paper Award [http://www.absrc.org/pdf/ABSRJ\\_2014\\_Vol5\\_No2.pdf](http://www.absrc.org/pdf/ABSRJ_2014_Vol5_No2.pdf)
  - Mikhaylov, N. S. (2014) *Let's go party! Experiential learning vs. traditional classroom learning project* in M. A. Gonzalez-Perez and V. Taras (Eds.) *The Palgrave Handbook of Experiential Learning in International Business* (pp. 791-807) (ISBN 9781137467706) London: Palgrave  
<http://www.palgraveconnect.com/pc/doi/finder/10.1057/9781137467720.0055>
  - Mikhaylov, N. S. (2014) *Constructing data through qualitative interviews in multicultural and cross-cultural settings: Development of cross-cultural competence in international business students* in P. Brindle (Ed.) *Sage Research Method Cases*. London, UK: Sage Publications  
DOI: <http://dx.doi.org/10.4135/978144627305014533927>
  - Mikhaylov, N.S. (2014) 'Peers and mentors: Promoting cultural expertise in multicultural learning environment' Conference paper. 8<sup>th</sup> International Technology, Education and Development Conference. March 10-12 2014, Valencia, Spain. Published in INTED2014 Proceedings, (ISBN: 978-84-616-8412-0, ISSN: 2340-1079), pages 7536-7544
  - Mikhaylov, N.S. (2013) 'The role of trust and social capital development in formation of international and multicultural networks' Conference paper. The 12th Vaasa International Business Conference, August 21-23, 2013, Vaasa, Finland
  - Beaumont, E., Rowe, G. & Mikhaylov, N.S. (2012) 'Promoting interactive learning' *Bioscience Education* (19). Available at  
<http://journals.heacademy.ac.uk/doi/abs/10.11120/beej.2012.19000008>
- B Non-refereed scientific articles and conference papers**
- Mikhaylov, N.S. (2015) 'Curiouser and curiouser: The influence of cultural curiosity on cross-cultural competence' Conference presentation at 5<sup>th</sup> ENSEC 2015, July 1-4, Lisbon, Portugal.

- Mikhaylov, N. S. (2013) 'Let's go party! Experiential learning vs. traditional classroom learning project' Presented in a poster session at the 3<sup>rd</sup> Annual International CAL4RINO, Conference, November 28-29, London, UK
- Mikhaylov, N. S. (2007) 'Role of cross-cultural competency in entrepreneurship education and transcultural knowledge transfer' Conference paper. 9th International Conference of Finland Futures Research Centre and Finland Futures Academy 'Culture as Innovation' June 6-8, Turku, Finland

**D Publications intended for professional communities**

- Mikhaylov, N. S. 'It's Saturday afternoon – do you know what your employees are doing?' Dec 2010, HR Forum Magazine ([www. hronline.lidske-zdroje.org](http://www.hronline.lidske-zdroje.org))

**SELECTED ACCOMPLISHMENTS AND MERITS:**

- Reviewer for Journal of Management Learning and Knowledge and Performance Management Journal
- Member of the International Reviewer/ Advisory Board 'International Journal of Applied Research & Studies (iJARS)' from 2015
- Member of the International Advisory Board for ICERI2016
- Advised BBA and MBA students and acted as a thesis supervisor
- Appointed Acting Chair of Business Administration Department
- Elected to the Academic Council
- Appointed Management Department Leader
- Lived, worked and taught in eight countries on four continents