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Assistant Professor of Management
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EDUCATION

- February, 2014: **Post-Doctoral** in International Business at EAESP - Fundação Getúlio Vargas, São Paulo (www.fgv.br), AACSB accredited.
- May, 2011: **PhD** in Business administration and Tourism, University of Vale do Itajaí, Santa Catarina, Biguaçu (www.univali.br).
- December 1999: **M.Sc.** in Management, Federal University of Santa Catarina, Florianópolis (www.ufsc.br).
- July 1991: **MBA** in International Marketing, PUC, Rio de Janeiro (www.puc-rio.br).
- December 1988: **Bachelor** in Chemical Engineering, IME, Rio de Janeiro (www.ime.eb.br).

ACADEMIC APPOINTMENTS

Since 2014 **Assistant Professor** of Management. ENMU (www.enmu.edu).
2011-2014 **Assistant Professor** of Management. UNISUL (www.unisul.br).
2013-2013 **Visiting Researcher**, Copenhagen Business School (www.cbs.dk).
2010-2012 **Lecturer**, Programs in Management. UFSC (www.ufsc.br).
2010-2011 **Research Assistant** at the Lauder Institute of Management and International Studies, Wharton School, University of Pennsylvania (www.lauder.wharton.upenn.edu).
2009-2010 **Visiting Scholar**, Wharton School, University of Pennsylvania (www.wharton.upenn.edu).
2008-2009 **Lecturer** Programs in Management and Economy. UDESC (www.udesc.br).
2008-2009 **Visiting Scholar**, CREPA, Université Paris Dauphine (www.dauphine.fr).
1999-2007 **Lecturer** Programs in Management and International Relations. UNIVALI (www.univali.br).
1990-1993 **Lecturer** Programs in Chemical Engineering. IME (www.ime.eb.br).

RESEARCH INTERESTS

International Business, Strategy, and Research Methods.

HONORS & AWARDS

- Nominee for Georgia Tech Best Innovation, Institutions, and Emerging Markets Paper Award - Academy of International Business South East US Chapter Conference - **AIB/SE 2013** – Atlanta – US.
- Best Thematic Paper Award - Academy of International Business South East US Chapter Conference - **AIB/SE 2012** - Fort Lauderdale – US.

- Emerald Publishing Award for Best Paper on Emerging Markets – European International Business Academy Conference - **EIBA 2012** – Brighton – UK.
- 5th Brazilian Mathematics Olympiad, bronze medal as 3rd place, Brazilian Mathematics Society - Rio de Janeiro – 1983.

PUBLICATIONS

- [14] 2015: Xavier, W. (with Ochoa, S., Arvate, P.) New business dynamics and aggressiveness between competitors **International Journal of Emerging Markets**.
- [13] 2015: Xavier, W. (with Luz, T., Mussi, C., Fiates, G.) Evaluating the Service Quality of Information Technology: The perspective of users and service providers from a Brazilian University – **Business Management Review**.
- [12] 2015: Xavier, W. (with Newbury, b, McIntire, J.) Exploring the Interconnections between Institutions, Innovation, Geography, and Internationalization in Emerging Markets **International Journal of Emerging Markets**.
- [11] 2015: Xavier, W. (with Domingues, F, Birochi, R.) Gestão por Processos: Uma Análise da Ferramenta de Gestão Utilizada no Poder Judiciário de Santa Catarina **Revista Eletrônica de Estratégia e Negócios**, v.8 (1), p. 200-238.
- [10] 2015: Xavier, W. (with Carneiro, J., Bandeira-de-Mello, R., Cuervo-Cazurra, A., Gonzales-Perez, M., Parente, R.) **Doing Research and Publishing on Latin America**, book chapter in AIB-LAT Book Series, Palgrave Macmillan, New York.
- [9] 2014: Xavier, W. (with Bandeira-de-Mello, R., Marcon, R.) Institutional Environment and Business Groups Resilience – **Journal of Business Research**.
- [8] 2013: Xavier, W. (with Bandeira-de-Mello, R., Marcon, R.) Minority Government Ownership: Evidence from Brazil **EIBAZine** - European International Business Academy Newsletter, v. 10, p. 9-13.
- [7] 2013: Xavier, W. (with Lana, J., Martins, F., Marcon, R.) The Impact of Cross-Listing on Firms Capital Structure: Evidence from Brazil – **Business Management Dynamics**.
- [6] 2012: Xavier, W. (with Godoy, C. K.) O Produtivismo e suas Anomalias (Productivism and its Anomalies). **Cadernos EBAPE.BR**.
- [5] 2011: Xavier, W. (with others) **Brazil Retail Industry**, book chapter in Retailing in Emerging Markets, Fairchild Pub, New York.
- [4] 2010: Xavier, W. Lições da Índia – um caminho replicável? (Book Review of The India Way, from Cappelli, P., Singh, H., Singh, J.; Useem, M. Harvard Business Press, 2010) **RAE Eletrônica**.
- [3] 2010: Xavier, W. (with Camilo, S., Bandeira-de-Mello, R, Marcon, R.) Capital Structure Effect on Firm Value. **Revista Ibero-Americana de Estratégia**.
- [2] 2010: Xavier, W. (with Godoy, C. K.) Panopticon Acadêmico (Academic Panopticon). **Gestão & Planejamento**.
- [1] 2009: Xavier, W. (with Camilo, S. and Carvalho, C.) Brazilian Industries Performance Analysis 2003–2006 **Contextus**.

MANUSCRIPTS UNDER REVIEW

1. Xavier, W. (with Bandeira-de-Mello, R., Marcon, R.) Minor Government Ownership – under review, first author.
2. Xavier, W. (with Bandeira-de-Mello, R., Marcon, R.) O Ambiente Institucional e os Business Groups no Brasil (Institutional Environment and Business Groups in Brazil) – under review, first author.

MANUSCRIPTS IN PROGRESS

1. Xavier, W. (with Bandeira-de-Mello, R., Marcon, R.) Ownership Structure of Business Groups – working paper, first author.
2. Xavier, W. (with Kallas, D., Marcon, R.) Business groups Genesis in Brazil: a historical perspective – working paper, first author.
3. Xavier, W. (with Lana, J., Marcon, R., Bandeira-de-Mello, R.) Financial Internationalization and Corporate Governance: Evidence from Brazil – working paper.

CONFERENCE & SEMINAR PRESENTATIONS

- 2015: **AIB/SE** Academy of International Business - US SE Chapter, Savannah, US.
→ The moderating effect of industry concentration on the relationship between institutions and firm performance (with Kallas, D.; Bandeira-de-Mello, R) – paper presentation
- 2015: **EnANPAD** - Brazilian Academy of Management general Conference, Belo Horizonte, Brazil.
→ Research Networks - Panel
- 2015: **AOM** - Academy of Management Meeting, Vancouver, Canada.
→ Junior Faculty paper Development Workshop
→ Sovereign Wealth Funds: Analysis of the performance of the Brazilian Sovereign Wealth Fund (with Camilo, S. P.; Darosi, G.) – paper presentation
- 2015: **AIB** - Academy of International Business, Bangalore, India
→ Multinationals in Big Emerging Markets: Dynamic Challenges, Opportunities and Implications for International Business Theory and Practice - Panel
- 2014: **AIB/SE** Academy of International Business - US SE Chapter, Miami, US.
→ Superior Economic Performance In Developed And Developing Countries (with Ruiz, S. & Arvate, P.) – paper presentation
- 2014: **AIB** - Academy of International Business, Vancouver, Canada.
→ Business Groups' Ownership Structure in Emerging Countries (with Camilo, S. P.; Bandeira-de-Mello, R. & Marcon, R.) – paper presentation
→ Junior Faculty Consortium
- 2013: **IAM** - 8th Iberoamerican Academy Conference, São Paulo, Brazil.
→ Financial Internationalization and Corporate Governance: Evidence From Brazil (with Lana, J. & Marcon, R.) – paper presentation
- 2013: **AIB/SE** Academy of International Business - US SE Chapter, Atlanta, US.
→ Research on BRICS - One size does not fit all – panel presentation
→ Financial Internationalization and Corporate Governance: Evidence From Brazil (with Lana, J. & Marcon, R.) – paper presentation
- 2013: **AIB** - Academy of International Business, Istanbul, Turkey.
→ Business Groups' Ownership Structure in Emerging Countries (with Camilo, S. P.; Bandeira-de-Mello, R. & Marcon, R.) – paper presentation
→ Junior Faculty Consortium

- 2013: **AOM** - Academy of Management Meeting, Orlando, US.
→ Junior Faculty Consortium
- 2013: **EnANPAD** - Brazilian Academy of Management general Conference, Rio de Janeiro, Brazil.
 - Fundos de Pensão, Ativismo e Governança Corporativa (with Marcon, R.; Lana, J. & Silva, A. L.) – paper presentation
 - Conexões Políticas e a Estrutura de Capital das Empresas Brasileiras (with Martins, F.; Marcon, R.; Lana, J. & Bandeira-de-Mello; B.) – paper presentation
 - Internacionalização Financeira e Desempenho da Firma. (with Lana, J.; Marcon, R. & Bandeira-de-Mello; B.) – paper presentation
- 2013: **3Es** - Brazilian Academy of Management Strategy Conference, Bento Gonçalves, Brazil.
 - Effect of Political Connections on Stock Price Behavior of Brazilian Companies (with Lana, J.; Martins, F. & Marcon, R.) – paper presentation
 - Minor Government Ownership: Evidence From Brazil (with Bandeira-de-Mello, R e Marcon, R.) – paper presentation
- 2013: **CBS** - Copenhagen Business School Seminar, Copenhagen, DK.
 - Minor Government Ownership (with Bandeira-de-Mello, R e Marcon, R.) – paper presentation
- 2012: **EIBA** - European International Business Academy Conference, Brighton, UK.
 - Minor Government Ownership: Evidence From Brazil (with Bandeira-de-Mello, R. e Marcon, R.) – paper presentation
 - The Effects of ADRs on Capital Structure and Cost of Capital - evidence from Brazil (with Lana, J., Martins, F., Bandeira-de-Mello, R e Marcon, R.) – paper presentation
 - Political Connections effect on Stock Market Price – evidence from Brazil (with Lana, J., Martins, F., Bandeira-de-Mello, R e Marcon, R.) – paper presentation
- 2012: **AIB/SE** - Academy of International Business, South East Chapter, Fort Lauderdale, US.
 - Minor Government Ownership: Evidence From Brazil (with Bandeira-de-Mello, R e Marcon, R.) – paper presentation
 - The Ownership Structure of Business Groups and the Influence of the Institutional Environment (sole author) – paper presentation
- 2012: **EnANPAD** -Brazilian Academy of Management Conference, Rio de Janeiro, Brazil.
 - Ambiente Institucional e os Business Groups no Brasil (sole author) – paper presentation
- 2012: **ESPM** - VII International Symposium on Administration and Marketing, São Paulo, Brazil.
 - The Effect of ADRs on Capital Structure and Cost of Capital: Evidence from Brazil (with Lana, J.; Martins, F.) – paper presentation
- 2012: **AIB** - Academy of International Business, Washington, US.
 - Junior Faculty Consortium
- 2012: **BALAS** - Business Association of Latin American Studies Conference, Rio de Janeiro, Brazil.

- Institutional Environment and Business Groups Resilience in Brazil (with Bandeira-de-Mello, R. e Marcon, R.) – paper presentation
- 2011: **AIB** - Academy of International Business, Nagoya, Japan.
 - Doctoral Consortium
- 2011: **SMS** - Strategic Management Society Special Conference, Rio de Janeiro, Brazil.
 - Understanding Business Groups Resilience in Brazil (with Bandeira-de-Mello, R. e Marcon, R.) – paper presentation
 - Doctoral Consortium
- 2011: **AOM** - Academy of Management Meeting, San Antonio, US.
 - Doctoral Consortium
- 2012: **FGV** - Fundação Getúlio Vargas Seminar, São Paulo, Brazil.
 - Ambiente Institucional e os Business Groups no Brasil (sole author) – paper presentation
- 2010: **AIB** - Academy of International Business, Rio de Janeiro, Brazil.
 - Doctoral Consortium
- 2010: **Wharton** - Wharton Entrepreneurial Center Seminar, Philadelphia, US.
 - Academic Panopticon (with Godoi, C. K.) – paper presentation
- 2010: **UNIVALI** - Univali PhD Seminar, Biguaçu, Brazil.
 - Agrupamento dos setores da economia nacional segundo o seu desempenho: estudo utilizando análise fatorial e de clusters (with Camilo, S. P. O. e Carvalho, C. E.) – paper presentation
- 2009: **EnANPAD** - Brazilian Academy of Management Conference, São Paulo.
 - Efeito da Estrutura de Capital no Valor das Firms: Uma Análise Baseada na Resource-Based-View (with Camilo, S. P. O.; Bandeira-de-Mello, R. e Marcon, R.) – paper presentation
- 2008: **EnANPAD** - Brazilian Academy of Management Conference, Rio de Janeiro.
 - Análise Exploratória de Setores da Economia Brasileira – 2003 a 2006 - com base nos indicadores de performance, através da análise multivariada de dados (with Camilo, S. P. O. e Carvalho, C. E.) – paper presentation

RESEARCH GRANTS

- 2015: Travel Stipend for AIB 2015 Bangalore – CAPES (Brazilian Ministry of Education) Process # 29111-15-9. Amount: US\$ 4,000.
- 2014: Travel Stipend for AIB/Lat 2014 Medellín – UNISUL Foundation. Amount: US\$ 2,000.
- 2013: Travel Stipend for EnANPAD 2013 Rio de Janeiro – Fundação Getúlio Vargas. Amount: US\$ 1,250.
- 2013-2015: Research Grant - CNPq (Brazilian Ministry of Education) Process # 407229/2012-4. Amount: US\$ 10,500.
- 2012-2013: Post Doc Research Grant - CNPq (Brazilian Ministry of Education) Process # 163214/2011-5. Amount: US\$ 53,000.
- 2012: Travel Stipend for AIB/SE 2012 Fort Lauderdale – FAPESP (www.fapesp.org.br). Amount: US\$ 5,000.
- 2012: Travel Stipend for EIBA 2012 Brighton – CAPES (Brazilian Ministry of Education) Process # 12475-12-2. Amount: US\$ 3,300.
- 2012: Travel Stipend for AIB 2012 Washington, D.C. – Fundação Getúlio Vargas. Amount: US\$ 3,350.
- 2012: Travel Stipend for EnANPAD 2012 Rio de Janeiro – Fundação Getúlio Vargas. Amount: US\$ 1,150.
- 2011: Travel Stipend for AIB 2011 Nagoya – AIB foundation. Amount: US\$ 750.
- 2010: Travel Stipend for AIB 2010 Rio de Janeiro – AIB foundation. Amount: US\$ 750.
- 2009-2010: Visiting Scholar Research Grant CAPES (Brazilian Ministry of Education) Process # 2488-09-4. Amount: US\$ 9,000.

PROFESSIONAL AFFILIATIONS

- Since 2012: Member of the European International Business Academy (**EIBA**).
- Since 2010: Member of the Academy of International Business (**AIB**).
- Since 2009: Member of the Academy of Management (**AOM**).
- Since 2008: Member of the Brazilian Academy of Management (**ANPAD**).

EDITORIAL BOARD MEMBER

- Co-Editor of special issue of Innovation, Geography, Institutions and Internatinalization in Emerging Markets, 'International Journal of Emerging markets,' 2014.
- Since 2014: Associate Editor of the journal Desenvolvimento Socioeconômico
- Since 2012: Deputy Editor of the journal Estratégia & Negócios
- Since 2010: Editorial Assistant of the Journal of Global Commerce Research

REFEREE ACTIVITIES

Peer reviewed journals

- International Business Review
- BAR – Brazilian Academy Review
- Journal of Global Commerce Research
- IJoEM: International Journal of Emerging Markets.
- BAR: Brazilian Administration Review
- Gestão & Planejamento
- RECADM: Revista Eletrônica de Ciência Administrativa.

- Revista Eletrônica de Estratégia & Negócios
- RAM: Revista de Administração Mackenzie
- Turismo Visão e Ação

Conferences review service

- Academy of International Business Conference Meeting (**AIB**).
- Academy of International Business US Southeast Chapter Meeting (**AIB/SE**).
- Academy of International Business Latin America Chapter Meeting (**AIB/Lat**).
- European Academy of Management Meeting (**EURAM**).
- European International Business Academy Conference (**EIBA**).
- The Business Association of Latin American Studies Conference (**BALAS**).
- Academy of Management Meeting (**AOM**).
- Strategic Management Society Conference (**SMS**).
- Brazilian Academy of Management Meeting (**ANPAD**).

TEACHING

COURSES TAUGHT

Since 2014: **Assistant Professor** of Management, ENMU (www.enmu.edu).

Graduate Courses: Strategic Management, Managerial Research Analysis.

Undergraduate Courses: Business Strategy and Policy.

2011-2014: **Professor** of Management, UNISUL (www.unisul.br).

Graduate Courses: Strategy, Applied Statistics, Multivariate Statistics.

Undergraduate Courses: Strategic Management, Probability & Statistics, and Corporate Finance.

2010-2012: **Lecturer** – Programs in Management, UFSC (www.ufsc.br).

Undergraduate Courses: Operational Research.

2008-2009: **Lecturer** – Programs in Management and Economy, UDESC (www.udesc.br).

Undergraduate Courses: Corporate Finance, Capital Markets, Accounting, and Mathematics for Finance.

1999-2007: **Lecturer** Programs in Management and International Relations, UNIVALI (www.univali.br).

Undergraduate Courses: International Markets Analysis, Marketing Management, International Marketing, Customer Relationship Marketing.

1990-1993: **Lecturer** Programs in Chemical Engineering, IME (www.ime.eb.br).

Undergraduate Courses: Project Analysis.

AD HOC GRADUATE COURSES

2015 - PhD Seminar: Institution Theory, UNIVALI (www.univali.br).

2013 - PhD Seminar: Applied Statistics for Corporate Finance, UNIVALI (www.univali.br).

- 2012 - Doctoral Seminar: Multivariate Statistics, UNIVALI (www.univali.br).
- 2011 - MBA Seminar: Risk Management, Faculdades Ação (www.faculdadesacao.com.br).
- 2009 - MBA Seminar: Risk Management, UNOESC (www.unoesc.edu.br).

MENTORING

MBA THESIS SUPERVISION

2014 - Flavia de Martins Faria Vieira Domingues. Gestão por processos: uma análise da ferramenta utilizada para promover o alinhamento das estratégias organizacionais no poder judiciário de Santa Catarina (Process Management: an analysis of the tools used to promote the alignment of organizational strategies in the Santa Catarina state judiciary system). MBA thesis – Universidade do Sul de Santa Catarina (www.unisul.br).

2014 - Gilberto Carlos Monteiro Darosi. Fundos Soberanos: Considerações Sobre O Fundo Soberano Do Brasil (Sovereign Funds: Brazilian Sovereign Fund Analysis). MBA thesis – Universidade do Sul de Santa Catarina (www.unisul.br).

2012 - Rodrigo Antonio Martins. A estrutura intelectual dos estudos sobre empresas familiares: uma abordagem brasileira e portuguesa (The intellectual structure of family business studies: a Brazilian and Portuguese approach). MBA thesis – Universidade do Sul de Santa Catarina (www.unisul.br).

2012 - Michele Engicht. Análise e Importância da Adoção de uma Política de Crédito para as Empresas (Analysis and Relevance of credit Policy). MBA Thesis. – Universidade para o Desenvolvimento do Alto Vale do Itajaí (www.unidavi.edu.br).

2009 - Danielle Schmidt Foletto Xavier. Comportamento do investidor individual em relação ao risco - um estudo de caso em um fundo de pensão (Individual investor behavior towards risk: evidence from a pension fund). MBA thesis. Complexo de Ensino Superior de Santa Catarina (www.cesusc.edu.br).

DISSERTATION & THESIS COMMITTEE MEMBER

2015 – Ronald Concer. Capital mobility and institutional levels: the influence of the corruption on the FDI flows. PhD qualification - Fundação Getúlio Vargas, São Paulo (www.fgv.br)

2015 – Yong Ju Shim. Subsidy, Learning, Innovation and Export: How Do Emerging Economy Firms Become Exporters? PhD qualification - Fundação Getúlio Vargas, São Paulo (www.fgv.br)

2014 – Sandra Ruiz Ochoa. New Business Dynamics and Aggressiveness between Competitors MBA Thesis - Fundação Getúlio Vargas, São Paulo (www.fgv.br)

2014 Murialdo Loch. Os Aspectos Institucionais, a relação de agência e o desempenho do setor elétrico brasileiro PhD qualification – Universidade do Vale do Itajaí (www.univali.br).

2013 – Dalmir Antonio de Santanna. Cultura e Comprometimento Organizacional: Um estudo de caso no segmento de condutores elétricos (Culture and Organizational Commitment: A case study in the electrical conductors industry), MBA thesis – Universidade do Sul de Santa Catarina (www.unisul.br).

2013 – Felipe Flores. A influência das conexões políticas na estrutura de capital das empresas brasileiras (The influence of political connections in the capital structure of Brazilian listed companies), MBA thesis – Universidade do Vale do Itajaí (www.univali.br).

2013 – Jeferson Lana. Internacionalização financeira e performance das empresas brasileiras listadas (Financial Internationalization and performance of Brazilian listed companies), MBA thesis – Universidade do Vale do Itajaí (www.univali.br).

2011 - Elisete Santos da Silva Zagheni . Estrutura de cooperação para redes internacionais do turismo: um estudo no município de Itajaí/SC (Cooperation Structure for tourism international networks: a study in the city of Itajaí/SC), PhD Dissertation – Universidade Federal de Santa Catarina (www.ufsc.br).

PROFESSIONAL EXPERIENCE

Since 1998	Founder & partner , Paço Services Ltd.
2001-2005	Founder & partner , Equilibrium Day Spa Ltd.
1998-2002	Founder & partner , Paço da Dança Ltd.
1989-1995	Brand Manager , IBM Brasil Ltd.
1983-1984	Military Service , Brazilian Army, rank Second Lieutenant

PERSONAL REFERENCES

- Ian Mac Millan
Dhirubhai Ambani Professor of Innovation and Entrepreneurship
The Wharton School - University of Pennsylvania
Vance Hall, 3733 Spruce Street, Philadelphia, PA 19104-6374
Tel (215) 898-4856; Email macmilli@wharton.upenn.edu
- Jorge Carneiro
Assistant Professor of Management
IAG Business School, Pontifical Catholic University of Rio de Janeiro
Rua Marquês de São Vicente, 225 Rio de Janeiro-RJ 22451-900
Tel + 55 21 9163-4177; Email jorgemtc@iag.puc-rio.br
- Rodrigo Bandeira de Mello
Associate Professor of Management
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Rua Itapeva, 474 São Paulo –SP Brazil 01332-000
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- Ronaldo Parente
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11200 S.W. 8th St, RB 310 - Miami, FL 33199
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- Rosilene Marcon
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- Torben Pedersen
Professor of Management
Copenhagen Business School and Bocconi University
Kilevej 14, K.2.88, DK-2000 Frederiksberg Denmark
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- Witold Jerzy Henisz
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