

LUISA HELENA
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CURRICULUM VITAE

Luísa Helena Ferreira Pinto

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RESEARCH INTERESTS

An extensive international experience as a Global Human Resource Executive formed the basis for the academic interest for the areas of international human resource management, expatriation and cross-cultural management. I am currently pursuing cross-cultural research programs and visiting teaching positions in US/Europe.

CURRENT POSITION

- Since 2009** **University of Porto, School of Economics
Porto, Portugal**
Assistant Professor, currently teaching International and Intercultural Management (3 ECTS, Doctoral Programme in Business and Management Studies); International Human Resource Management (3 ECTS, Master in Economy and Human Resource Management); Human Resource Management (6 ECTS, Undergraduate), and Negotiation (7.5 ECTS, Master in Commercial Management)
- Since 2012** **University of Porto, School of Economics
Porto, Portugal**
Member of the Scientific Commission of the Master in Commercial Management.
Member of the Scientific Commission of the Master in Management.
- Since 2010** **University of Porto, School of Economics
Porto, Portugal**
Member of the Scientific Commission of the Master in Economy and Human Resource Management.

EDUCATION

- 2008** **University of Minho, School of Economics and Management**
PhD in Administration Sciences, area of Political and Administrative Organisation.
Thesis: *The effects of organizational culture on expatriates and repatriates' cross-cultural adjustment, general satisfaction and withdrawal intentions.*
Advisors: Carlos Cabral-Cardoso (University of Minho) and William B. Werther, Jr. (University of Miami).
- 2005** **University of Porto, Business School**
Master of Management Sciences.
Thesis: *International Assignments: policies and practices related to the internationalization of Portuguese firms.*

Advisors: Daniel Bessa (University of Porto) and William B. Werther, Jr. (University of Miami).

- 1993 – 1994** **University of Porto, Business School**
MBA - Master Business Administration.
- 1986 – 1991** **University of Porto, School of Psychology and Education Sciences**
B.A. in Psychology, area of Work and Organizational Psychology.

TEACHING EXPERIENCE

- Since 2010** **University of Porto, Porto Business School**
Post-graduation in People Management
Chair of International Human Resource Management
- Since 2008** **University of Porto, School of Economics**
Teaching Assistant of International Human Resource Management (5 ECTS, Master in Economy and Human Resource Management); Human Resource Management (4 ECTS, Undergraduate), Organizational Behaviour (4 ECTS, Undergraduate).
- 2007 – 2009** **University of Aveiro, Department of Economics, Management and Industrial Engineering**
Invited/Assistant Professor of Human Resource Management (6 ECTS, Undergraduate) and Organizational Behaviour (6 ECTS, Undergraduate).
- 2001 – 2005** **University of Porto, Business School**
MBA and Post-graduation in General Management
Invited Professor of Human Resource Management, with José Miguez.
- 2003 – 2004** **University of Porto, School of Economics**
Part-time Teaching Assistant of Human Resource Management and Psychosociology of Organizations (Undergraduate).
- 1995 – 2000** **University of Porto, School of Engineering, Polytechnic of Porto**
Part-time Teaching Assistant of Human Resource Management and Psychosociology of Organizations (Undergraduate).
- 1991 – 1995** **University of Porto, School of Psychology and Education Sciences**
Junior Assistant of Social Psychology (Undergraduate), with Félix Neto.

PUBLICATIONS

PAPERS IN PEER-REVIEWED JOURNALS

- 2015** Fisher, K.; Hutchings, K.; Pinto, L. (forthcoming 2015). *Pioneers across war zones: The lived acculturation experiences of US female military expatriates*. **International Journal of Intercultural Relations. Special Issue on Acculturation and Overseas Assignees**. ISI listed journal. 2013 Impact Factor 1.213.
- Pinto, L.; Maia, H. (forthcoming 2015). *Work-life interface of Portuguese international business travellers*. **Academia Revista Latinoamericana de Administración**. ISI listed journal. 2013 Impact Factor 0.395.

- 2012 Pinto, L.; Cabral-Cardoso, C.; Werther, W. *Adjustment elusiveness: An empirical investigation of the effects of cross-cultural adjustment on general assignment satisfaction and withdrawal intentions*. **International Journal of Intercultural Relations**, 36(2), 188–199. ISI listed journal. 2012 Impact Factor 1.322.
- Pinto, L.; Cabral-Cardoso, C.; Werther, W. *Compelled to go abroad? Motives and Outcomes of International Assignments*. **The International Journal of Human Resource Management**, 23(11), 2295-2314. ISI listed journal. 2012 Impact Factor 0.792.
- 2011 Pinto, L.; Cabral-Cardoso, C.; Werther, W. (2011). *Why solidarity matters (and sociability doesn't): The effects of perceived organizational culture on expatriation adjustment*. **Thunderbird International Business Review**, 53(3), 377-389. Scopus listed journal. 2010 SJR: 0.03

BOOKS & CHAPTER BOOKS

- 2015 Pinto, L. (*forthcoming*). Planeamento estratégico e operacional do capital humano. In Gomes, J.; Pina e Cunha, M.; Rego, A., Cabral-Cardoso, C.; Marques, C. (Eds.), **Manual de Gestão de Pessoas e do Capital Humano**. Lisboa: Edições Sílabo, (2^a Ed.).
- 2012 Rego, A., Pina e Cunha, M. & Pinto, L. (2012). Gestão transcultural de Recursos Humanos. In Lobato Neves & Fontes da Costa (Eds.), **Gestão de Recursos Humanos de A a Z**, pp. 357-360, Lisboa: RH Editora.
- 2010 Pinto, L. **Managing International assignments: The effects of organizational culture on cross-cultural adjustment, general satisfaction and withdrawal intentions**. LAP Lambert Academic Publishing.

PUBLICATIONS IN PROGRESS

- 2015 Pinto, L.; Araújo, R. *Social networks of Portuguese self-initiated expatriates*. **Paper status: paper re-submitted to the Journal of Management Development**.
- Pinto, L.; Caldas, R. *What do you mean by 'expatriation'? A sense-making approach*. **Paper status: paper re-submitted to the Management Research: The Journal of the Iberoamerican Academy of Management**.
- Pinto, L.; Cabral-Cardoso, C.; Werther, W. *Expatriates' withdrawal intentions: The influence of organizational culture and satisfaction with the assignment* **Paper status: paper submitted to Cross-Cultural Management: An international Journal**.
- Pinto, L.; Cabral-Cardoso, C.; Werther, W. *Self-initiated expatriates: Motivations as predictors of subjective assignment success*. **Paper status: in preparation to submit to the International Journal of Cross-Cultural Management**.

CONFERENCE PRESENTATIONS

- 2015 Campos, J.; Pinto, L.; Hippler, T. *The domains of cross-cultural adjustment: and empirical study with international students*. Paper accepted at the **15th Annual Meeting of the European Academy of Management**, 17-20 June, Kozminski University, Warsaw, Poland.
- Rua, O.; Pinto, L. *'Who and what really counts?' Understanding expatriate assignment success through a multiple stakeholder view*. Paper accepted at the **15th Annual Meeting of the**

European Academy of Management, 17-20 June, Kozminski University, Warsaw, Poland.

Campos, J.; Pinto, L. *Host social interaction and social connectedness as antecedents of international students' cross-cultural adjustment*. Communication at the **15th Conference of Eurasia Business & Economics Society (EBES)**, 8-10 January, Lisbon, Portugal.

Rua, O.; Pinto, L. *Expatriate Assignment Success: a Multiple Stakeholder View*. Communication at the **15th Conference of Eurasia Business & Economics Society (EBES)**, 8-10 January, Lisbon, Portugal.

2014 Fisher, K.; Hutchings, K.; Pinto, L. *Female military expats: Sixty years of work in international war zones*. Paper presented at the **74th Annual Meeting of the Academy of Management**, 1-5 August, Philadelphia, PA.

Pinto, L.; Araujo, R. *Anchoring abroad: Exploring the composition, diversity and roles of Portuguese self-initiated expatriates' social networks*. Paper presented at the **14th Annual Meeting of the European Academy of Management**, 4-7 June, University of Valencia, Valencia, Spain.

Araujo, R. Pinto, L. (2014). Portuguese self-initiated expatriates and their social networks: *composition, diversity and roles*. Communication at the **7th Meeting of Young Researchers of University of Porto**, 12-14 February, Porto, Portugal.

Geraldes, R.; Pinto, L. (2014). *Country embeddedness: An exploratory study about the strengths that connect Portuguese young adults to Portugal*. Communication at the **7th Meeting of Young Researchers of University of Porto**, 12-14 February, Porto, Portugal.

2013 Fernandes, A.; Pinto, L. (2013) *Antecedents do burnout*. **Paper presented at the IV National Conference of Research and Intervention in Human Resource Management** organized by the Polytechnic School of Setubal, 28-29 January, School of Management, Portugal.

Pinto, L.; Maia, H. (2013). *'Across boundaries': narratives of work-life interface among international business travellers*. Paper presented at the **13th Annual Meeting of the European Academy of Management**, 26-29 June, Galatasaray University, Istanbul, Turkey

2012 Pinto, L.; Caldas, R. (2012). *Exploring the context and meaning of expatriation: a sense making approach*. Paper presented at the **5th Workshop on New Analyses of Expatriation - EIASM**, 13-14 December, ESSEC, Paris, France.

Pinto, L. (2012). *The interaction between self-initiated expatriates' motivations to relocate and assignment success*. Paper presented to the **12th Annual Meeting of the European Academy of Management**, 6-8 June, Rotterdam School of Management, Erasmus University, Netherlands.

2010 Pinto, L.; Cabral-Cardoso, C.; Werther, W. (2010). *When organizational culture lead to turnover among international employees. The mediating role of general assignment satisfaction*. Paper presented at **36th EIBA Annual Conference**, 9-11 December, Porto University, School of Economics, Porto, Portugal.

Pinto, L.; Cabral-Cardoso, C.; Werther, W. (2010). *It's all in the mind: Cultural distance, psychic distance, and expatriation outcomes*. Paper presented at **11th International Human Resource Management Conference**, 11-14 June, Aston Business School, Birmingham, UK.

Pinto, L.; Cabral-Cardoso, C.; Werther, W. (2010). *The effects of perceived socio-cultural adjustment on expatriates' assignment satisfaction and withdrawal intentions*. Paper presented at **10th Annual Meeting of the European Academy of Management**, 19-22 May, Tor-Vergata University, Rome, Italy.

2008 Pinto, L.; Cabral-Cardoso, C.; Werther, W. (2008). *Why solidarity matters (and sociability does not): The effects of perceived organizational culture on expatriation adjustment*. Paper presented at the **4th Workshop on Expatriation - EIASM**, 23-24 October, Las Palmas de Gran Canaria.

EDITORIAL ACTIVITY

Since 2013 **Member of the Editorial Board of the *International Journal of Business and Management***, ISSN 1833-3850, published by Canadian Center of Science and Education, indexed at EBSCOhost, Electronic Journals Library, Google Scholar, ProQuest (among others).

Member of the Editorial Board of the *International Business Research*, ISSN 1913-9004, published by Canadian Center of Science and Education, indexed at EBSCOhost, EconLit, Google Scholar, ProQuest (among others).

Since 2012 **Associate Editor from the Journal of Global Mobility (JGM)** – The home of expatriate management research, ISSN: 2049-8799, published by Emerald, indexed at British Library and Cabell's Directory of Publishing Opportunities in Management and Marketing.

REVIEWER ACTIVITY

2015 **75th Annual Meeting of the Academy of Management** - 7-11 August, Vancouver, BC, Canada, for the Division & Interest Groups of Human Resources and Organizational Behaviour.

15th EURAM Annual Conference (European Academy of Management), 17-20 June, Kozminski University, Poland, for the track: *International Management - Expatriate Management*.

Since 2014 Reviewer for regular and special issues of the **International Journal of Human Resource Management, International Journal of Intercultural Relations, Portuguese Journal of Management Studies, International Business Research, Management Research: The Journal of the Iberoamerican Academy of Management, International Journal of Business Management, and Cross-Cultural Management: an International Journal**.

- 2014** **74th Annual Meeting of the Academy of Management** - 1-5 August, Philadelphia, PA, for the Division & Interest Groups of Human Resources and Organizational Behaviour.
- 14th EURAM Annual Conference** (European Academy of Management), 4-7 June, Valencia University, Valencia, Spain, for the track: *International Management - Expatriate Management*.
- 2013** **National Conference of Research and Intervention in Human Resource Management** organized by the Polytechnic School of Setubal, Portugal, School of Management, 28-29 January 2013. Reviewer for the track: *International Human Resource Management*.
- 13th EURAM Annual Conference** (European Academy of Management), 26th-29th June, Galatasaray University, Istanbul, Turkey, for the track: *International Management - Expatriate Management*.
- 2012** **Reviewer for the first issue** of the *Journal of Global Mobility (JGM)* – The home of expatriate management research.
- 12th EURAM Annual Conference** (European Academy of Management), 6th-8th June, Rotterdam School of Management, Erasmus University, Netherlands, for the track: *International Management - Expatriate Management: Developing a Community of Scholars*.
- 2011** **37th EIBA Annual Conference** (European International Business Academy), 8-10 December, Bucharest, for the track: *International human resource management and cross-cultural aspects*.
- 11th EURAM Annual Conference** (European Academy of Management), 1st-4th June, Estonian Business School, Tallinn, Estonia, for the track: *Expatriate management: new domains, new insights*.
- 2010** **36th EIBA Annual Conference (European International Business Academy), 9-11 December, Porto, School of Economics, for the track: *International human resource management and cross-cultural issues*.**
- 10th EURAM Annual Conference** (European Academy of Management), 19-22 May, Tor-Vergata University, Rome, Italy, for the track: *Expatriate management: new trends, new challenges and new prospects*.

AFFILIATIONS

- 2011 – 2014** **EURAM - European Academy of Management**_ Member of EURAM Board to represent Portugal.
- Since 2010** **Portuguese Psychology Association**_ Permanent Member
- Since 2009** **AoM - Academy of Management**_ Member