

## **JOAN D. PENNER-HAHN**

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### **CURRENT POSITIONS**

**University of Michigan, Ross School of Business, 2017-present**

Intermittent Lecturer, ST 290 Business Strategy

**Zingerman's Mail Order, Ann Arbor, MI**

Accounting Specialist, 2012-present

- Assist with various accounting tasks primarily:
  - Coordinate Accounts Payable
  - Manage cash flow
  - Analyze expenditure trends
  - Handle State related transactions
- Member of the Governance Committee
  - Participated in development and on-going guidance of a employee ownership program to foster employee commitment
  - Currently developing a ownership investment program for transitioning the company ownership from the founders to a future employee owned company.

Service Center, 2008-2012

- Assisted customers with purchases
- Analyzed purchasing trends and shipping costs
- Instituted new formats for information collection
- Trained new staff

### **ACADEMIC APPOINTMENTS**

**University of Michigan Ross School of Business**

Intermittent Lecturer, Global Strategy, 2012

Intermittent Lecturer, ST558 World Economy, 2015, 2016

Intermittent Lecturer, ST390 Corporate Strategy 2017, 2018

**University of Michigan, Ross School of Business**

Managing Editor, Journal of Asian Business (part-time) (2009- 2015)

- Responsible for all aspects of Journal publication
- Managed subscription database
- Handled editorial duties – soliciting manuscripts, obtaining reviewers, communicating with authors, editing submissions.
- Prepared Journal for publication.

**Wayne State University**

**School of Business Administration**

Assistant Professor of Management, 2001-2008

**Classes taught:**

Corporate Strategy –Undergraduate and Graduate levels

International Business – Graduate level

### **University of Michigan Business School**

Assistant Professor, Corporate Strategy and International Business, 1999-2001

Assistant Professor, Corporate Strategy, 1998-1999

Visiting Assistant Professor, Corporate Strategy 1995-1998

### **HEC, Paris, France**

Visiting Lecturer on Research Methods, 1999

### **OTHER PROFESSIONAL EXPERIENCE**

**Ford Motor Company**, Price Analyst, Dearborn, MI 1986-1987

**Schlage Lock Company**, Supervisor of Materials Management, San Francisco, CA 1983-1985

**U.S. Dept. of Labor**, Bureau of Labor Statistics, Economist 1980-1982

### **EDUCATION**

**University of Michigan Business School**, Ann Arbor, MI

Ph.D., Corporate Strategy June 1995

Masters of Business Administration May 1988

**University of Virginia**, Charlottesville, VA

College of Liberal Arts and Sciences

Bachelor of Arts - Economics May 1980

### **PUBLICATIONS**

“Does International Research And Development Increase Patent Output? An Analysis of Japanese Pharmaceutical Firms” with Myles Shaver, Strategic Management Journal, Vol 26, No. 2, pp. 121-140, February 2005.

“Why R&D in Increasingly International” Financial Times Series - Mastering Strategy, November 1999.

"Globalization of Japanese Pharmaceutical Research and Development: Learning and the Parent-Subsidiary Relationship" with David Methe in Japanese Multinationals Abroad: Individual and Organizational Learning, edited by Schon Beechler and Alan Bird, Oxford University Press, 1999.

“Firm and Environmental Influences on Mode and Sequence of Foreign Research and Development Activities”, Strategic Management Journal Vol. 19, No. 2, pp. 149-168, February 1998.

"Pharmaceutical Prices, Quantities and Innovation: Comparing Japan with the U.S." with Naoki Ikegami, Will Mitchell, PharmoEconomics 6 (5), 1994.

"Flexibility Ratios and Manufacturing Strategy" with J.E. Ettl, Management Science Vol.40, No. 11, November 1994.

"Adoption Complexity and Economies of Scope for New Process Technology in Manufacturing", with J.E. Ettl, Journal of High Technology Management Research Vol.5, No. 1, 1994.

"High Technology Manufacturing in Low Technology Plants", with J.E. Ettl, Interfaces 23: 6, November-December 1993.

"Focus, Modernization, and Manufacturing Technology Policy", with J.E. Ettlíe, in Manufacturing Strategy: The Research Agenda for the Next Decade Proceedings of the Industry-University Conference on Manufacturing Strategy, Ann Arbor, MI, January 8-9, 1990, pp. 153-164.

"Evolution of Decision Grounding and Manufacturing Innovation", with J.E. Ettlíe in Proceedings of the Decision Sciences Institute, New Orleans, November 20-22, 1989, pp. 155-157.

## **PRESENTATIONS**

"Following the development of a technology" Strategic Management Society Meeting, San Deigo, CA, October 2007.

"Doing Business Research In Emerging Economies" Organizer and Moderator, Professional Development Workshop presented at the Academy of Management Annual Meeting, Philadelphia, PA, August 2007

"Improving International Strategy Research" Organizer, Professional Development Workshop presented at the Academy of Management Annual Meeting, Philadelphia, PA, August 2007

"Following the development of a technology" at Mackenzie University, Sao Paulo, BZ, June 2007.

"Intangible Investments, Life Cycle, and Value Creation" with E. Kayo, and L. Basso, presented at the Strategic Management Society Annual Meeting, Vienna, Austria, November 2006.

"The Value Relevance of Intangible Capabilities Deployment: the Role of Firm Life Cycle" with E. Kayo, and L. Basso, presented at the 30° Encontro da ANPAD, Salvador / BA, Brazil, September 2006.

"Doing Business Research In Emerging Economies" Professional Development Workshop presented at the Academy of Management Annual Meeting, Atlanta, GA, August 2006.

"Sources of Variation in Performance: What Matters" with H. van Kranenburg, J. Haagedoorn and R. Osborn presented at the Strategic Management Society Annual meeting, Orlando, FL, October 2005.

"Exploring the Effect of Corporate Strategy on Variability in Performance" with H. vanKranenburg and R. Osborn presented at the Academy of Management Annual Meeting, Honolulu, HI, August 2005.

"The Internationalization of Research and Development: A Firm Level Study" presented at the Academy of International Business Annual Meeting, Quebec City, Canada, July 2005.

"Dynamic Growth In Global Industries: Issues And Innovations" Professional Development workshop presented at the Academy of Management Annual Meeting, August 2004, New Orleans, Louisiana.

"Does International Research And Development Increase Patent Output? An Analysis of Japanese Pharmaceutical Firms", invited seminar at Bowling Green University, January 2001.

“Empirical Research Methods”, invited seminar at HEC, Jouy en Josas, France, June 1999.

“Does international research and development increase patent output: An analysis of Japanese pharmaceutical firms”, with J. M. Shaver, presented at HEC, Jouy en Josas, France, April 1999.

“Does international research and development increase patent output: An analysis of Japanese pharmaceutical firms”, with J. M. Shaver, presented at INSEAD, Fontainebleau, France, April 1999.

“When international research and development increases patent output: An analysis of Japanese pharmaceutical firms”, with J.M. Shaver, presented at AIB, Vienna, October 1998.

“How international research and development affects patent output: An analysis of Japanese pharmaceutical firms”, with J.M. Shaver, presented at the Strategic Management Society International Conference, Barcelona, Spain, October 1997.

“Organizational Learning in a Global Context: The Japanese Pharmaceutical Industry” (with David Methe) presented at the Asia Pacific Journal of Management Conference, Singapore, February 27-28, 1997.

"Globalization of Japanese Pharmaceutical Research and Development: Learning and the Parent-Subsidiary Relationship", with David Methe, presented at the Strategic Management Society International Conference, Phoenix, AZ, November 1996.

“Internationalization of Research and Development” presented at the Academy of Management, Cincinnati, OH, August 10, 1996.

"Globalization of Japanese Pharmaceutical Research and Development: An Organizational Learning Perspective", with David Methe, presented at the Japanese Business Society Annual Meeting, Ann Arbor, MI, June 1995.

"Japanese Research and Development Strategies" presented at the 11th Japan Technology Management Program Student Seminar, May 6, 1995, Ann Arbor, MI.

"Internationalizing Research and Development: A Firm-Level Study" presented in the session, Current Research in Technology Transfer at ORSA/TIMS Detroit 1994, October 25, 1994.

"Plant Location and Global Manufacturing: An Empirical Study", with A. Karnani, F. Brian Talbot, and Anil Khurana, presented at the Academy of Management, Atlanta, August 1993.

"Technology Transfer and Corporate Strategy", with J.E. Ettl, presented at Decision Sciences Institute, 21st Annual Meeting, San Diego, CA, November 19-21, 1990.

"Purchase Rationale Complexity", with J.E. Ettl, presented at the International Manufacturing Strategy Conference, University of Warwick, Coventry, England, June 1990.

"Adopting New Process Technology: Post Purchase Decision Rationales", with J. E. Ettl, presented at the United Nations Seminar on Computer-Integrated Manufacturing, Botevgrad, Bulgaria, September 25-29, 1989.