

Vita

JEREMY W. SUITER

Office:

Department of Business & Public Administration
111 Novatney Hall
University of Alaska Southeast
11066 Auke Lake Way
Juneau, AK 99801
Phone: (907) 796-6364
E-Mail: jwsuiter@alaska.edu

Residence:

11909 Glacier Highway, Unit 204
Juneau, AK 99801
Phone: (801) 791-1420

Education

University of Pittsburgh, Katz Graduate School of Business

Ph.D., 2012

Major: Strategic Management

Minor: Econometrics/Research Methodology

Weber State University, Goddard School of Business and Economics

M.B.A., 2001

Brigham Young University, David M. Kennedy Center for International Studies

B.A. (Magna cum Laude), 1994

Major: International Relations

Minor: Spanish

Teaching Experience

Assistant Professor of Management – *Strategic Management (BA462)*. **2017 – present**

University of Alaska Southeast, Juneau, AK

Taught 100% on-line capstone strategy course for undergraduates. Redesigned syllabus, quizzes, and projects, and graded all student work. Gathered data for assessment of learning purposes using Peregrine testing and Capsim strategy simulation experience.

Assistant Professor of Management – *International Business (BA387)*. **2017 – present**

University of Alaska Southeast, Juneau, AK

Taught 100% on-line international business elective offered to undergraduates, including syllabus redesign, exam and assignment creation, and use of two feature-length films as basis for cross-cultural study. Graded all student work.

Assistant Professor of Management – *Applied Business Research (BA498)*. **2017 – present**

University of Alaska Southeast, Juneau, AK

Taught 100% on-line business research elective for undergraduates. Guided student learning through quizzes, on-line discussions, and research project milestones. Graded student work.

Assistant Professor of Management – *Principles of Management (BA301)*. **2017 – present**

University of Alaska Southeast, Juneau, AK

Taught 100% on-line core management course offered to undergraduates. Guided student learning through quizzes, on-line discussions, and management research project milestones. Graded all student work.

Assistant Professor of Strategic Management **2012 – 2017**
& International Business – *Strategic Management (MBA 6180, BSAD 4780)*.
 Weber State University, Ogden, UT

Taught hybrid/traditional capstone strategy courses for both graduate (MBA) students and undergraduates in the Goddard School of Business & Economics. Redesigned the syllabi and selected new texts for both courses, created exams and performed all grading of written work and oral strategic analysis presentations. Collected/reported data for assessment of learning.

Assistant Professor of Strategic Management **2012 – 2017**
& International Business – *International Business (MGMT 3400)*.
 Weber State University, Ogden, UT

Radically redesigned the international business elective offered to undergraduates at the Goddard School, including designing the syllabus, selecting a text and cases, and creating exams and assignments. Taught and graded all student work.

Assistant Professor of Strategic Management **2015**
& International Business – *Study Abroad in International Business - Italy (BSAD 4850)*.
 Weber State University, Ogden, UT

Led study abroad trip to Rome and Florence, Italy for eleven undergraduate students. Designed syllabus, managed trip logistics, selected texts and cases, and created assignments. Taught and graded all student work with assistance of second faculty member.

Assistant Professor of Strategic Management **2013**
& International Business – *International Business Field Studies - Europe (MBA 6520)*.
 Weber State University, Ogden, UT

Assisted lead faculty member Dr. Doris Geide-Stevenson on study abroad trip to France and Germany with nine graduate students and several family members. Helped manage trip logistics, designed syllabus, selected texts and cases, and created assignments. Aided in teaching and grading all student work.

Instructor/Lecturer – *Strategic Management (BUSSPP 1080)*. **2010 – 2011**
 University of Pittsburgh, Pittsburgh, PA

Taught traditional capstone strategy course for College of Business Administration undergraduates. Collaborated with fellow doctoral students on development of syllabus and overall course structure and requirements, created exams, and administered all grades. Received excellent ratings (4.18/5.0) of overall teaching effectiveness on student evaluations.

Adjunct Instructor – *Investments (FIN 3300)*. **2004 – 2005**
 Weber State University, Ogden, UT

Co-instructed with Dr. Kyle Mattson, collaborated on all curriculum and exam development, performed all grading of group presentations, pitch books, and other written work.

Adjunct Instructor – *Personal Finance (FIN 1010)*. **2004 – 2005**
Weber State University, Ogden, UT

Co-instructed with Dr. Kyle Mattson, collaborated on all course content, guest speakers and exam development, performed all grading of written work.

Adjunct Instructor – *Financial Management (FIN 3200)*. **2004**
Weber State University, Ogden, UT

Collaborated on curriculum development, utilized skill tests as required by department, developed midterm and final examinations, met with students, graded all written work.

Awards and Distinctions

Crystal Crest Master Teacher Award Nominee, Weber State University	2016
Outstanding Graduate, Weber State University	2001
Trustees Scholarship, Brigham Young University	1991 – 1993
National Merit Scholarship, Brigham Young University	1987 – 1991

Languages

English – native language
Spanish – speak fluently, read and write with high proficiency

Service Activities & Professional Affiliations

Member, University of Alaska Southeast Faculty Senate Undergraduate Curriculum Committee, 2017 – present
Management Emphasis Lead, University of Alaska Southeast Business & Public Administration Department, 2017 – present
Member, University of Alaska Southeast BPA ACBSP Accreditation Team, 2017 – present
Co-chair, Crystal Crest Master Teacher Award Selection Committee, 2016
Member, Weber State University Faculty Senate Teaching, Learning & Assessment Committee, 2013 - 2016
Member, Goddard School Assurance of Learning Committee, 2012 – 2016
Goddard School Representative, Weber State Athletic Recruitment meetings, 2013 – 2014
Member, Academy of Management, 2009-2016
Member, Strategic Management Society, 2009-2016
Member, Academy of International Business, 2011-2016
Member, Southern Management Association, 2012-2016
Member, Western Academy of Management, 2013-2016
Reviewer, BPS & IM Divisions, 2009 Annual Meeting of the Academy of Management

Work Experience

Business and Tax Consultant/Accountant **2003 – present**
Jeremy Suiter, Ph.D., M.B.A., E.A. (self-employed), Layton/Ogden, Utah & Pittsburgh, PA
Successfully launched my own practice providing tax and business consulting to start-up and

existing small businesses across the country; advised clients on entity choice for liability protection and tax advantages; provided federal and state income and payroll tax preparation services to individuals, partnerships/LLCs, corporations, estates/trusts, and non-profits as an IRS-certified Enrolled Agent.

Accountant/Firm Business Manager/Consultant **1999 – 2003**
West & West Accounting, Layton, Utah

Provided tax, accounting, and management consulting services to owners of small- to medium-sized businesses; managed accounting firm with 4-6 staff and 1,700 individual and business clients; provided all of firm's Certified QuickBooks ProAdvisor consulting; prepared taxes for individuals, partnerships, corporations, and non-profits; handled network management and software issues, made IT decisions.

- Increased gross revenue by 42% and net profit by 33% in first year.
- Grew business tax and consulting practice by 108 percent.
- Earned MBA degree with top honors while employed full-time.

Operations Manager **1998 – 1999**
TCH (Transportation Clearing House, a division of Flying J), Ogden, Utah

Managed customer service department (25-35 CSRs/leads); rewrote claims procedures and cleared six-month backlog in 2 weeks; designed CSR proficiency tests and training modules.

- Wrote user manual for newest version of company PC software.
- Spearheaded team that wrote operations manual detailing all business processes.

Resource Manager **1994 – 1998**
AT&T/Citibank Universal Card Services, Salt Lake City, Utah

Managed daily operations of credit card service center; delivered and documented discussions with employees regarding attendance, Family Medical Leave Act (FMLA), and labor relations policies; supervised 20-40 CSRs in all aspects of performance; handled escalated account issues.

- Improved team productivity by 95% from July to September 1998.
- Optimized cost and efficiency of servicing Spanish-speaking customers, helping to save company \$2.3 million a year using internal bilingual staff instead of outsourcing.
- Improved management skills—45.6% increase in employee feedback scores.

Foreign Service Officer Intern **1993**
U.S. Department of State, Bureau of Inter-American Affairs, Office of Policy Planning and Coordination, Washington, DC

Prepared bureau inputs to classified documents, memoranda and correspondence for the Deputy Assistant Secretary of State. Earned Top Secret U.S. government security clearance.

- Researched, drafted, and edited policy papers, briefing books for high-level diplomatic contacts with Latin American heads of state, and State Department budget recommendations to Congress.
- Published weekly calendar of important diplomatic, cultural, and political events in Latin America/Caribbean for Department-wide use.

Research

Interests

1. Strategic Management: studying knowledge transfer within organizations, including the extent to which templates or standardized routines are used and the reasons why replication efforts follow/deviate from a strategy of copying templates exactly;
2. International Business: assessing contextual differences and their impact using institutional, cultural, economic, and other forms of distance;
3. Entrepreneurship: examining the strategies and cultures with which organizations both large and small may be able to achieve success, including in distant, risky environments such as emerging or base of the pyramid markets.

Dissertation

Title: “Distance, Deviation from a Template, and Performance: Investigating a Moderated Mediation Model.”

Committee Members: John E. Prescott (Chair, Thomas O’Brien Chair of Strategy), Susan K. Cohen, John Hlland, Ravi Madhavan, and Robert Jensen (Brigham Young University).

Abstract: This study is a response to AMJ editor Peter Bamberger’s October 2008 call for the development of cross-level, moderated mediation models. Specifically, my model fits his description of a more complex context theory examining how contextual factors may moderate different stages of a lower-level mediation process. In a knowledge transfer setting, greater distance between source (where a template or set of standardized routines originates) and recipient environments means that greater differences exist between the two contexts. The mechanism explaining why distance drives increased deviation from the template is *contextual fit*. Greater difference in contexts drives more deviation as a better fit is sought between the template and the recipient environment; better performance is associated with better fit. The form of the distance-performance relationship is U-shaped, determined by a threshold effect wherein low levels of distance do not elicit much deviation from the template. As distance levels increase, fit deteriorates and performance decreases. Once the threshold is reached, distance becomes salient enough to trigger greater deviation in order to achieve better fit. At this inflection point, the performance effect turns positive. Thus contextual fit explains why deviation mediates the distance-performance relation, and the threshold effect determines the form of that relation (U-shaped). Several studies have empirically shown that deviation from standardized routines significantly affects performance; some of these studies show positive effects and others negative. I explore how deviation mediates the distance-performance relationship as well as the direct and moderating influence of distance on the deviation-performance relationship in order to help explain the conflicting pattern of results. Various conceptualizations of distance utilized include administrative, cultural, demographic, economic, financial, geographic, global connectedness, knowledge, and political distance. The effects are tested with an unbalanced panel data set of monthly deviation and performance indicators for international units of a large U.S.-based non-food franchisor in 30 countries over a ten-year period.

Dissertation successfully defended April 25, 2012.

Conference/Seminar Presentations

Suiter, J.W., and R. Herko. Executive succession and the value of stability. Paper presented at the Organizations & Entrepreneurship Department Brown Bag Seminar series, Pittsburgh, PA, January 2009.

Suiter, J.W., and D. Lee. Acquirer-target experience and performance across institutional and economic distance. Paper presented at the Academy of Management conference, Chicago, IL, August 2009.

Working Papers

Three paths from strategic planning toward long-term performance. Shin, S.Y. and Suiter, J.W. To be submitted to Business Horizons or Organizational Dynamics (TBD).

The antecedents and performance benefits of top management team stability. Suiter, J.W. (with R. Herko and H. Ells). To be submitted to Journal of Sport Management.

The performance implications of replication strategies for knowledge transfer in environments of extreme poverty. Suiter, J.W. To be submitted to Journal of International Business Studies.

Acquirer-target experience and post-acquisition performance over cross-border distance. Suiter, J.W. (with D. Lee.) To be submitted to Journal of International Business Studies.