

José C. Alves

June 2022

City University of Macau
 Faculty of Business
 4th Floor, Luso-Chinese Building
 Avenida Padre Tomás Pereira, Taipa
 Macau SAR, China

Telephone: +853 85902572
 Mobile: +853 66590321
 Email: josealves@cityu.mo

Education

Ph.D. in Business Administration, University of Massachusetts, Amherst, 2007
 Major: Organization Studies, Minor: Research Methods

M.Sc. in Management, Catholic University of Portugal & Inter-University Institute of
 Macau, 1999, Major: International Business

Licentiate in Civil Engineering, University of Coimbra, Portugal, Dec. 1991

Academic Appointments*City University of Macau*

Faculty of Business, Dean and Professor
 Open Institute, Director

Since 2018
 2018 - 2021

University of Saint Joseph, Macau

Dean, School of Business
 Dean, Faculty of Administration and Leadership
 Pro-Rector for Business Development
 Vice-Rector for Academic Affairs
 Associate Professor of Management
 Coordinator for Academic Affairs
 Lecturer in Business Administration

2017 - 2018
 2014 - 2017
 2011 - 2012
 2007 - 2011
 2007 - 2018
 1999 - 2003
 1999 - 2003

Isenberg School of Management, University of Massachusetts, Amherst

Teaching Assistant
 Research Assistant

2005 - 2007
 2003 - 2005

Major Administrative Assignments*University of Saint Joseph, Macau*

Coordinator, Ph.D. in Business Administration 2007 - 2012
 Coordinator, Master in Business Administration 2007 - 2016
 Coordinator, Bachelor in Business Administration 2014 - 2016
 Member, Scholarship Committee 2012 - 2017
 Coordinator, Installation of the Pre-University program in Hong Kong 2010 - 2011
 Member, Installation Committee of the Representation Office in Beijing 2009 - 2011
 Chair of various Scientific Councils and Pedagogic Councils 2009 - 2018
 Member of various Selection and Hiring Committees 2007 - 2018

Honors

Doctor Honoris Causa, Universidade Privada de Angola, July 18, 2016

Professional Service

- Cross-Cultural & Strategy Management Review, Reviewer since 2021
- European Academy of Management, Member since 2021
- [Boston University Metropolitan College, Advisory Board](#) member since 2020
- Asia Pacific Management Review, Reviewer since 2020
- Neurociências e Educação, RevistaMultidisciplinar.com, [Member of Scientific Commission](#) since 2020
- International Journal of Entrepreneurship and Small Business, Reviewer, since 2020
- [Macau Ricci Institute](#), Board Member since 2017
- Academy of Management, Member since 2004
- [International Association Chinese Management Research, Founding Member](#) and Conference Reviewer since 2001

Books

- Goncalves, M., Alves, J., Frota, C.M., Xia, H. & Arcot, R.V., (2014) *Advanced Economies and Emerging Markets: Prospects for Globalization*. New York: Business Expert Press.
- Goncalves, M., Alves, J., & Arcot, R.V., (2014) *Doing Business in Emerging Markets: Roadmap for Success*. New York: Business Expert Press.
- Goncalves, M. & Alves, J., (2014) *Emerging and Frontier Markets*. New York: Business Expert Press.

Publications in Refereed Journals

- Alves, J., & Yang, W. (2022). Cognitive Mechanisms in Entrepreneurship Competence: Its Implication for Open Innovation. *Journal of Open Innovation: Technology, Market, and Complexity*, 8(2), 65.
- Yang, W. & Alves, J., (2021). Impact of HRM Practices on Employee Turnover Intentions Through Organizational Climate: A Social Identity Perspective. *International Journal of eBusiness and eGovernment Studies*, 13(2), 260-280.
- Alves, J. C., Lok, T.C., Luo, Y., & Hao, W. (2020). Crisis challenges of small firms in Macao during the COVID-19 pandemic. *Frontiers of Business Research in China*, 14(1), 1-23.
- Phillips, J.O.L., Osorio, A.E., Alves, J. (2018) Transgenerational Entrepreneurship in Chinese Family Businesses: Proposal for a model of work-life synergy, *International Journal of Business, Human and Social Sciences*, 12 (6): 779-787. DOI 10.5281/zenodo.1317165 ISSN: 2517-9411
- Castro Soeiro, F., Santos, M., Alves, J. (2016) Network-based Innovation: The case for Mobile Gaming and Digital Music, *European Business Review*, 28(2): 155-175. DOI 10.1108/EBR-07-2015-0072. ISSN: 0955-534X
- Guo, C., & Porschitz, E.T. & Alves, J. C. (2013) Exploring Career Agency during Self-Initiated Repatriation: A Study of Chinese Sea Turtles. *Career Development International*. (SSCI). ISSN: 1362-0436
- Mieiro, S., Ramos, P.N., & Alves, J. (2012) "Gaming Tourism Boom, Foreign Currency Inflows, and Dutch Disease Effects: an Empirical Model for Macau," *International Journal of Trade, Economics and Finance*, vol. 3, no. 6, pp. 421-427. ISSN: 2010-023X
- Lovelace, K., Manz, C.C., Alves, J.C. (2007). "Work Stress and Leadership Development: The Role of Self-Leadership, Shared Leadership, Physical Fitness and Flow in

Managing Demands and Increasing Job Control.” *Human Resources Management Review*, 17 (4), 374- 387. ISSN: 1053-4822

Alves, J.C., Lovelace, K., Manz, C.C., Matsypura, D., Toyasaki, F., Ke, K. (2006) “A cross-cultural perspective of self-leadership”. *Journal of Managerial Psychology*, 21 (4), 338-359. ISSN : 0268-3946

Alves, J.C., Manz, C.C., Butterfield, D.A. (2005) “Developing Leadership Theory in Asia: The Role of Chinese Philosophy”. *International Journal of Leadership Studies*, 1(1), 3-27. ISSN: 1554-3145

Publications in Edited Books

Santos, P.P., Li, Y. Alves, J. (2022) The New Face of Multilateralism: The Case of “Chinese” Forums. In Leandro, F., *The Palgrave Handbook of Globalization with Chinese Characteristics - The Case of the Belt and Road Initiative*.

Porschitz, E.T., Guo, C., & Alves, J. C., (2012) “Going through the mist”: Early career transitions of Chinese millennial returnees. In Eddy Ng, Sean Lyons, and Linda Schweitzer (Eds.) “Managing the New Workforce: International Perspectives on the Millennial Generation” (pp. 86-106). Northampton, MA: Edward Elgar. ISBN 978-0-5793-300-3.

Alves, J.C. & Ruane, S.G. “Sidebar on Emotion across Cultures”. In Manz, C.C. and Neck, C.P. (2007) *Mastering Self-Leadership: Empowering Yourself for Personal Excellence* (4th ed.), Upper Saddle River, N.J.: Prentice-Hall, Inc.

Alves, J. C. & Manz, C. C. (2006) “Self-leadership.” In J.H. Greenhaus & G.A. Callanan (Eds.) *Encyclopedia of Career Development*. Thousand Oaks, CA: Sage

Publications in Conference Volumes

Cunha, L.M. , Ho, I., Alves, J., Rocha, C., Rocha, D., Braga, P., Lima, R.C., and Moura A.P. (2020), “A Cross-cultural Study on Port Wine Perceptions, Liking and Emotions: Insights from the Portuguese and Chinese Cultures,” Poster presentation at 9th European Conference on Sensory and Consumer Research, Rotterdam, December 13-16.

Wang, Y., Alves. J.C., Wang, Y.-G. (2020). “Linking workplace mindfulness to individual creativity: the bridging mechanisms”, in *Proceedings of European Academy of Management 2020 (Virtual)*. December 4-6, 2020.

Wang, Y., Alves. J.C., Wang, Y.-G. (2020). “A proactivity perspective on empowerment practices and upward voice”, in *Proceedings of the Tenth International Symposium on Multinational Business Management*, November 20-22, 2020. Nanjing University, China.

Wang, Y., Alves. J.C., 2020. “Workplace mindfulness and individual creativity: untangling the motivational mechanisms”, in *Proceedings of British Academy of Management 2020 Conference (Virtual)*. September 2-4, 2020.

Ji, Y. Alves, J.C. (2020) *Financial Services Marketing Research: A Bibliometric Analysis*. Presented at the China Marketing International Conference (Virtual), Chinese Scholar Marketing Association, June 20-30, 2020.

Alves. J.C., Lok, T.C., Luo Y.B, Hao, W. (2020) *Crisis Management for SMEs in Macau S.A.R.: Survival, Resilience and Renewal Strategies during the COVID-19 Outbreak*. IACMR 2020 COVID-19 Outbreak and Management Special Session. April 11-14, 2020. Via online, <http://www.iacmr.org/english.php?c=show&id=2058>

Wang, Y., Hui, C., Alves. J.C., Shang, L., Zhi, X. (2019) *Think Twice Before Rocking the Boat: Employees’ Power, Perception of Power, and Upward Voice*. in *Proceedings of*

British Academy of Management 2019 Conference, September 3-5, 2019. ISBN: 978-0-9956413-2-7

- Zhang, X., Lin, J., Alves J. (2016) Institutional work in and around institutional voids: Investigating the role of strategic leadership. Presented at the International Academy of Chinese Management Research conference, Hangzhou.
- Chiang, L, & Alves, J. (2013) Training Busy Middle Managers in the Booming Hospitality Industry of Macao. Refereed paper to be presented at the 12th International Conference of the Asia Chapter of Academy of Human Resources Development, Taipei, November 5-8.
- Mieiro, S., Ramos, P.N., & Alves, J. (2012) "Dutch Disease in a Gaming Tourism Economy: The case of Macau". Presented at the Third International Conference on Business, Economics and Tourism Management, Hong Kong, October 27-28.
- Guo, C., G. Porschitz, E. & Alves, J. (2012) Building Careers in the Next Land of Opportunities: Understanding Career Development of Chinese Returnees. Presented at the International Academy of Chinese Management Research conference, Hong Kong.
- Guo, C., G. Porschitz, E. & Alves, J. (2009) "The paths and ladders of "sea-turtles": How do young Chinese returnees understanding their careers? Presented at the Eastern Academy of Management meeting, Hartford, CT.
- Alves, J.C., Ding, L., Xi, Y. (2008) Harmony and the Temporal Dynamics of Team Creativity. Presented at the International Academy of Chinese Management Research conference, Guangzhou.
- Alves, J.C., Manz, C.C., Butterfield, D.A. (2007) A Leadership Development Framework Applicable for Chinese Managers Trained Abroad. Presented at Festschrift Honoring James (Jerry) G. Hunt, Texas Tech University, Lubbock, TX.
- Porschitz, E.T. & Alves, J.C. (2007) "'Stopping by the pond': Using metaphors to understand student labor union conflict and cooperation." Presented at the Labor and Employment Relations Association meeting, Chicago.
- Alves, J.C., Manz, C.C., & Butterfield, D.A. (2006) "Leadership development of Chinese managers trained abroad: Implications for theory and practice". Presented at the Business as an Agent of World Benefit (BAWB) Global Forum co-organized by the United Nations Global Conference and the Academy of Management.
- Alves, J.C., Lovelace, K., Manz, C.C., Matsypura, D., Toyasaki, F., Ke, K. (2006) "A cross-cultural perspective of self-leadership". Presented at the Academy of Management meeting, Atlanta.
- Alves, J.C. & Porschitz, E.T. (2006) "A Psychological Contract View of Empowerment". Presented at the Academy of Management meeting, Atlanta.
- Alves, J.C. (2006) "The imagined place of 'Doing Business with China'". Presented at the Eastern Sociological Society meeting, Boston.
- Alves, J.C. (2005) "From diversity to intercultural teams". Presented at the Iberoamerican Academy of Management meeting, Lisbon.
- Butterfield, D. A., Alves, J. C. (2005) "Effects of Sex-role Stereotypes in Public Leadership: The U.S. Presidential Elections of 2004." Presented at the Decision Sciences Institute meeting, San Francisco, CA.
- Alves, J.C., Butterfield, D.A., & Manz, C.C. (2005) "A Research Project Framing Leadership in Asia's Fast Developing Regions." Presented at the PDW organized by the Asia Academy of Management, Academy of Management meeting, Hawaii.
- Mangaliso, M. P., Alves, J. C., & Osorio, A. (2005) "The Impact of Uncertainty and

Decentralization on Information Usefulness: An International Comparison.”
Presented at the Eastern Academy of Management meeting, Springfield, MA.

Powell, G. N., Butterfield, D. A., Alves, J. C., & Bartol, K. M. (2004). Sex effects in evaluations of transformational and transactional leaders. Best paper proceedings of the Academy of Management meeting, New Orleans.

Alves, J. C. (1998). “Key success factors of companies in territories of Portuguese and non-Portuguese language: Comparison of the cases of Macau and Hong-Kong.” (in Portuguese). Third Meeting of Economists of Portuguese Language, Macau, China.

Research in Progress

Alves, J.C. & Carter, J.L. (2022) Monte do Pasto: Building an international competitive sustainable beef brand, from farm to fork. Submitted to The Case Journal.

Wang, Y., Alves, J.C., Wang, Y.-G. (2021) “Workplace mindfulness and individual creativity: the dual mediating mechanism”.

Current Research Projects

Entrepreneurship in the Greater Bay Area of China

The study of entrepreneurship and innovation ecosystems in the Greater Bay Area of China: policies and regulations to promote innovation and support technology startups, formation of innovation clusters, university-industry collaboration, business models of startups, venture capital.

International Business between China and Portuguese Speaking Markets

The study of Chinese companies doing business in Portuguese-speaking markets and companies from Portuguese-speaking markets doing business in China: institutions and leaders, government policy, business environment, market entry strategies, global-born firms, role of technology.

Keynote Talks

Alves, J. (2022) China and Brazil Relations: Investment, Innovation, and the Greater Bay Area of China. Symposium for Scientific Initiation. Faminas University, Belo Horizonte, Brazil, 22-24 June 2022.

Alves, J. (2021) Winners and Losers in University Business Collaboration. 2021 Maritime Silk Road international Conference on the Cooperation and Integration of Industry, Education, Research and Application. Hainan University, China, 30 Nov 2022.

Alves, J. (2021) Cross Border Entrepreneurship: The Case of Macau and Hengqin. Virtual Symposium International Human Resource Management and International Entrepreneurship Practices, School of Business, Zhejiang University City College, Hangzhou, China, 21 May 2021.

Alves, J. (2020) The Network-Based Business School: Why it is growing and how it will change business education. Hainan University, Business School Development Forum, 7 Dec 2020.

Alves, J. (2020). Entrepreneurship Education in Times of COVID-19. Silk Road Entrepreneurship Education Network Conference, City University of Macau, 21 Aug 2020.

Other Talks and Op-Ed

- The Platform is Possible. with Marco Rizzolio. Macau Business, 28 Dec 2021
<https://www.macaubusiness.com/opinion-the-platform-is-possible/>
- Interview to TDM Talk Show. 10 May 2021.
<https://www.youtube.com/watch?v=nGttqUfgJCs>
- Challenging problems require new solutions. Macau Business, December 2020, p.96-97.
<https://www.macaubusiness.com/opinion-challenging-problems-require-new-solutions/>
- Global Entrepreneurship Education: Great Bay Area and Latin America, AMBA Latin America Conference, Quito, Ecuador, 4 Sep 2019.
<https://www.associationofmbas.com/latin-america-conference-2019-session-9/>
- Macau Platform: Bridge between China and Portuguese Speaking Markets. China 2050 Conference, Hangzhou, 27 April 2019.
<https://www.associationofmbas.com/app/uploads/2019/11/Jose-Alves.pdf>
- Internationalization of Chinese Family Business, Silk Road Entrepreneurship Education Network Conference, City University of Macau, Macau, 8 April 2019.
<https://cityu.edu.mo/en/academic-frontiers-silk-road-entrepreneurship-education-network-conference/>

Unpublished Sponsored Research

- Alves, J.C., Osorio, A.E, Guo, C., Khong, Y.W. (2019) Cross border entrepreneurship: Macau, Zhuhai, and Hengqin. Research Report FOB-01-2019. City University of Macau. Research Grant 100,000 MOP from Macau Foundation. Available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3468328
- Alves, J. & Hauptman, O. (Aug. 31, 2016) Environmental Innovations in Macau SAR China: Cases of Technology Transfer and Adaptation to Local Needs and Context. Research Grant 70,000 MOP from Macau Foundation.
- Alves, J. Osorio, A., Corradini, M (Aug. 31, 2016) Exploring Innovation in Food Systems in the Pearl River Delta Region. Research Grant 70,000 MOP from Macau Foundation.
- Alves, J.C. & Osorio, Arturo E., Macau's Business Clusters: Present and Future (Aug. 31, 2015). Research Grant 440,000 MOP from Macau Foundation. Available at SSRN: <http://ssrn.com/abstract=2657263>
- Alves, J.C. and Trimarchi, M, (Aug. 31, 2015). Macau's Strategies to Develop Training of Talented People With Expertise in the Cooperation Between China and Portuguese Speaking Countries. Research Grant 340,000 MOP from Macau Foundation.
- Mangaliso, Mzamo P., Alves, José C., Knipes, Bradford J., Osorio, Arturo E. and Mangaliso, Zengie A., Culture as the Context of Environmental Uncertainty, Structural Decentralization, and Strategic Significance of Information: A Three Country Comparison (Nov. 8, 2010). Available at SSRN: <http://ssrn.com/abstract=1705393>

Commissioned Research Projects

- Project leader, "Airlines Perceptions of Airport Services", ADA - Administration of Airports, Macau, 2017
- Project leader, "Airport Service Quality Survey and Service Satisfaction Survey with Duty Free and Food & Beverage Outlets ", ADA - Administration of Airports, Macau, 2017, 2018

Project leader, "Mystery Shopper Study", ADA - Administration of Airports, Macau, 2016

Principal Researcher, "Customer Satisfaction Study", BNU - Banco Nacional Ultramarino, 2012

Researcher, "Organizational Culture Study", CEM - Macau Electricity Company, 2003

Researcher, "Fresh Food Supply Chain and Industry Dynamics in Macau", IACM - Civic Affairs Institute of Macau, 2002

Teaching

City University of Macau

DBA Program

Literature Review 2019-2022

MBA Program

Managerial Business 2020-2021

BBA program

Research Methods 2018-2019

Executive Education

Colloquium on Intellectual Property Rights Oct 2018

Colloquium on Tourism Apr 2019

Colloquium on Finance May 2019

Online Colloquium on SME development after Covid-19 July 2021

Completed MBA Dissertation Supervisions

1. Zhang Kun (2019) *Research on the Relations of Female Leadership, Team Climate, and Employee Performance. Master of Business Administration Dissertation.*
2. Cao YuanBo (2020), *The motivation of women entrepreneur in china: Take HengQin and Macao as an example*
3. Huang Lihui (2020), *Attracting, Motivating and Retaining Talents in Hengqin IT Firms*
4. Lin Yihuan (2020), *A Study On Hong Kong Retail Enterprises Strategic Transformation in Case of Lifestyle*
5. Yang Yu (2020), *Smart Government in the New Era of Intelligent Technology: The case of Longhua in Shenzhen*
6. Zhang Qi (2020), *The Entrepreneurial Ecosystem between Hengqin and Macau: The case study of the Hengqin Inno-valley*
7. Zhou Shi (2021), *Research on the Role and Value of Industrial Funds in the Process of Regional Economic Development*
8. Li Jiali (2021), *Opportunities and Challenges in Marketing of Traditional Chinese Medicine: The Case Study of Hengqin.*
9. Xie, Kathy (2022) *Research on the Current Situation of Smart Street Lights in China.*
10. Yang, Lydia (2022) *Renewable Energy Policies in China from 2010 to 2020.*

In-Progress MBA Dissertation Supervisions

11. Huang Huaxia, *The influence and change of artificial intelligence on organizational form: Take the Midea as an example*

Completed DBA Dissertation Supervisions

12. *Yang Wenjing (2022), A Study on the Inner Mechanism of International Entrepreneurship of Chinese Enterprises: From the Perspective of International Entrepreneurship Self-efficacy.*
13. *Ming Lei (2022), The study on the communication mechanism of university-industry collaboration: How to make the university-industry collaboration effective - take FAW for instance.*
14. *Chen Xiaoheng (2022), The Co-creation of Digital Servitization in the Industrial Internet of Things Startups.*

In-Progress DBA Dissertation Supervisions

15. *Jin Yunche, Entrepreneurship Ecosystem: A case study of tea industry in China.*

Shanghai University, Visiting Professor

Global Strategic Management	2021-present
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University of Saint Joseph**Doctorate**

Specialist Studies and Reading	2010 - 2018
Integrative Research Seminars	2010 - 2018
Methodologies of Investigation	2014 - 2018
Ph.D Supervisor	2010 -

Executive

International Strategic Leadership for Integrated Resorts, 2017, 2018
Organized for Sands China in collaboration with the
Catholic University of Portugal and Cornell University.

Master

Leadership, Ethics and Diversity	2016
Creativity, Innovation, and Entrepreneurship	2011
School Finance	2010 - 2011
Research Methods	2010 - 2018
Leadership in Education	2010
Political Analysis and Markets	2009 - 2010
Asian Business & Comparative Management	2009
Managing People in Public Administration	2008
People, Strategy and Leadership in Organizations	2008 - 2018
Diversity & Organizational Development	2006
Reward Systems	2006
Quantitative Methods in Management	1999 - 2003

Undergraduate

Politics, Markets and Culture	2018
Cross-cultural Interaction	2017
Building Communities	2016
Global Strategic Management	2014 - 2018
Leadership and Governance	2011 - 2017
Managing Social Enterprises	2012
Organizational Behavior	2006 - 2007

Dissertation Supervisions*Ph.D in Business Administration*

1. Lam, Cindia (2012) Accounting in Macau: A Historical Perspective.
2. Mieirol, Susana (2013) Dutch Disease in Macao: Diagnosis and Treatments.
3. Rato, Ricardo (2013) Subjective Wellbeing and Quality of Work Life in Macau.
4. Philips, Jenny (2015) Social Capital and Family Business.
5. Gonçalves, Marcus (2017), Lusophone-African MNE's Internationalization Modes

Master of Business Administration

6. Yau, Yun Kai (2008) Casino Attraction Attributes for Mass-Market Mainland Chinese Tourists in Macau.
7. Cândido, Danilo (2008) The Mozambican Hotel Industry: Current Situation and Future Prospects.
8. Ribeiro, Paulo (2008) Foreign Pharmaceutical Companies in China: IPR and Investment.
9. Chung, Chun Ki (2009) Chinese Shoppers' Satisfaction Towards Western Style Shopping Center In Macao.
10. Tam, In I (2009) Customer Satisfaction Towards Macao Water Service
11. Hoi, Vai In (2009) Active Life: A Business Plan for an After-School Educational Center in Macau.
12. Remédios, Irene (2009) Franchising in Macau: Context and Perspectives.
13. Tai, Joe (2009) A Social Network Analysis of Teamwork at CPTTM.
14. Sam, Un Cheong (2009) Social Network Analysis of the Departmental Merger of the Sociedade de Jogos de Macau, S.A.
15. Pinto, José (2009) Attitude Towards Celebrity Brand Advertising in Macao
16. Lei, Sok Chi (2009) Retention Factors for I.T. Professionals in Macao
17. U, Kin Lung (2009) Employee Retention: An Exploratory Study in a Macau Casino Company
18. Tou, Mecia (2009) Career Plateau in Macau: An Examination of Casino Frontline Staff
19. Martins, Nádia (2009) The Hospitality Industry: A Sustainable Environment.
20. Mineiro, Rui (2009) (Em)powering Timor-Leste.
21. Schmitt, Stacey (2009) Organizational Change and the Application of the Theoretical Perspective of Complexity
22. Shimeobi, Reginald (2010) Transformational Leadership in a Cross Cultural Context
23. Lou, Chi Kin (2010) The Path to Corporate Social Responsibility at Coca Cola Macau Ltd.
24. Carvalho, Ahod (2010) Development of SMEs In Angola.
25. Angeja, Daniela (2010) Macau Ocean Trade: A Business Plan.
26. Ng, Kin Wa (2011) The Generics Pharmaceutical Industry: The Present and Future of Antibiotics
27. Silva, Miguel (2011) Profile Technician Business Plan 2011-12
28. Gabriel, Eurico (2012) Employee Engagement at the BMW (Macau) Ltd.
29. Zhao, Wen Yuan (2012) A Financial Valuation Study of Oracle Corporation
30. Chan, Man Leng (2012) Plastic Recycling "Green Idea": Business Plan for a Social Enterprise
31. Karki, Sanjib (2013) Analysis of Fuhong Society's marketing strategies to achieve self-sustainability.
32. Pereira, Alexandre (2013) Business Plan For a Cultural-Fashion Retailer.
33. Lam, Alfred Ka Fai (2013) The Labor Market for Casino Dealers in Macau: Future Scenarios and Implications for The City of Dreams.
34. Tang, Jacqueline Mui Wa (2013) Housing (Un)affordability in Macau.

35. Organo, Olen Royce Riesgo (2013) What Motivates Generation Y Employees in Macau: An Exploratory Study.
36. Ng, Laney Ian io (2013) Exploring Fashion Trends With Internet Blogs: An Application to Design Esta Studio.
37. Lien, Dash Hon Cheong (2013) Employee Turnover After Company Merger: A Case in Macao
38. Cheang, Melody Choi Leng (2013) Web Portals in Macau: Qoos.Com versus Cyberctm.Com
39. Chiang, Rachel Leng (2013) Training Busy Middle-Level Managers: An Exploratory Study in Macao Hotel Industry
40. Lei, Matthew Kuong Chon (2013) The Macau Lodging Sector: Current Needs and Opportunities for Budget Hotels
41. Fong, Black Seng Lok (2013) Business Operations Improvement at the KIN FU Chinese Restaurant
42. Leong, Cosmo Ka Wai (2013) Analysis of Customer In-Store Experience at The Atrium Macau
43. Vong, Virginia Sok I (2013) Animal Welfare in Macau: A Feasibility Study of a Nonprofit Organization.
44. Cheong, Keith Kong Nam (2013) Real Estate Transactions in Macau: Issues and Recommendations
45. Leong, Katrina Weng Man (2013) Business Plan of Waffle Crepe Delight
46. Un, Susana Wong (2013) Molecular Cuisine In Macao
47. Lai, Kelly Kai Neng (2013) Business Analysis and Development of a Tutorial Center in Macau
48. Ng, Cathy Choi Teng (2013) Training and Development at The Grand Lapa Hotel in Macau: A Qualitative Study
49. Chan, Addy Kuai Son (2013) E-Waste Recycle Plant In Macau: A Feasibility Study
50. Lei, Sherry Lai Leng (2013) The Sai Van Lake Square Integrated Tourism Project: Issues and Reflections.
51. Gerald Fok (2015) Financial Challenges of Small Medium Enterprises in China
52. Kuong Weng Man, Mandy (2015) Exploratory Study on Perceptions of Young Adults About Speed Dating Service in Macao
53. Jesko von den Steinen (2015) E2S ENSO Entertainment Strategies: A Business Plan
54. Xian Jia Xing, Starr (2015) Exploratory Study of Management Style Change in Laos
55. Che Sio Wong, Kelvin (2016) Meetings and Conventions in Macao: Challenges and Opportunities
56. Marjory Vendramini (2016) Social Impact Assessment: The Case of the Cradle of Hope Association in Macau
57. Irene Moreira (2016) Chinese Traditions in Business Ceremonies in Macau
58. João Farinha (2016) Feasibility of a Gourmet e-Marketplace in Macau
59. António Ramirez (2016) Can the Application of Neuroscience Improve Processes for Ongoing Improvement in Organizations?
60. Hoi Mang Hong, Ronald (2017) Investigating the Relationship between Human Resource Management Practices and the "Intention to Stay" by Therapists in Macau
61. Chan Sai Lai, Derek (2018) Shopping Styles of Chinese Generation Y: Luxury Shopping in Macau
62. Kan Yean Phinn, Dana (2018) Early Career Promotions in Hospitality
63. Mui Wing Yan, Cindy (2018) Exploring Service Quality in Luxury Retail In Macau
64. Ka Man Cheong (2018) A Comparative Analysis of Smartphone Brands in Macau: Apple and Samsung

Master of Government Studies

65. Leong, Cecilia (2009) Governance of Urban Planning in Macau

66. Amuno, Solomon (2009) Assessment of the Factors Affecting Solid Waste Management in Macau
67. Wong, Kit Weng (2010) Foreign Workers in Macau
68. Sio Lameiras, Nga Man (2010) Service Quality in the Public Sector: An Exploration in Macao's Public Service and Information Center
69. Leong, Vengian (2010) The Pay Structure Reform of Macau Civil Service: The Civil Servants' Perspective
70. Wong Min Min, Rebecca (2017) The Perception of the Provident Fund Individual Accounts Among University Students, Labor Force and Retirees In Macao
71. Hong Mei On, Tina (2017) Citizens' Satisfaction With the Services Delivered by IACM's Hawker Management Services

Master of Education

72. Pablo, Alberto (2011) Perceptions of Justice in Students' Assessment: Exploratory Study in Macau's secondary schools (In Portuguese)

Dissertation Committees

Served in more than 100 dissertation panels as chair or examiner.

Industry Experience

Assistant Engineer, British Petroleum, Lisbon, Portugal, 1996 – 1997

Surveyor and Loss Adjuster, Peritosmar-McLarens Europ. Partners Ltd., Lisbon, 1993 - 1995

Civil Engineer at Teixeira Duarte-Engineering and Construction S.A., Lisbon, 1992 - 1993