

José C. Alves

April 2020

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

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Education

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

M.Sc. in Management, Catholic University of Portugal and Inter-University Institute of
Macau, Jan. 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 2018 - present
Open Institute, Director

University of Saint Joseph, Macau
Dean, School of Business 2017 - 2018
Dean, Faculty of Administration and Leadership 2014 - 2017
Pro-Rector for Business Development 2011 - 2012
Vice-Rector for Academic Affairs 2007 - 2011
Associate Professor of Management 2007 - 2018
Coordinator for Academic Affairs 1999 - 2003
Lecturer in Business Administration 1999 - 2003

Isenberg School of Management, University of Massachusetts, Amherst
Teaching Assistant 2005 - 2007
Research Assistant 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
Member of various Selection and Hiring Committees

2009 - 2018
2007 - 2018

Honors and Fellowships

Doctor Honoris Causa, Universidade Privada de Angola July 18, 2016
Fellow, International Engineering and Technology Institute Jan 15, 2020
<http://www.ieti.net/memberships/fellows.aspx>

Professional Service

Journal Reviewer

Asia Pacific Management Review, 2020-

International Journal of Entrepreneurship and Small Business, 2020-

Founding Member, International Association Chinese Management Research, 2001 –
Member, Academy of Management, 2004 -

Conference Reviewer, International Association Chinese Management Research, 2008 -
Editorial Advisory Board Member, Journal of Advanced Research in Entrepreneurship
and New Venture Creation.

Research Advisor, Goeman Bind HTO, a private non-profit international legal and policy
research think-tank and advisory headquartered in Delhi, India, 2016 -
<https://gbhto.org/leadership-team/prof-jose-alves/>

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

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

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

Alves, J., 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. 11-14 April 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*. Presented at the British Academy of Management Conference, 3-5 September, 2019

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.

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.
- 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

Other Talks and Presentations

Global Entrepreneurship Education: Great Bay Area and Latin America, AMBA Latin America Conference, Quito, Ecuador, 4 Sep 2019

Entrepreneurship Education in Portuguese Speaking Markets, China 2050 Conference, Hangzhou, 27 April 2019

Internationalization of Chinese Family Business, Silk Road Entrepreneurship Education Network Conference, City University of Macau, Macau, 8 April 2019

Current Research Interests

Innovation and Entrepreneurship in China

The study of innovation ecosystems in the Greater Bay Area of China and the investigation of technology-based entrepreneurship.

Indigenous Chinese Management

The study of management in China from a Chinese perspective, drawing on Chinese concepts, traditions, and philosophy.

Leadership, Strategy, and Internationalization

The study of leaders in Chinese firms and their strategies for internationalization.

The examination of business environment in high-risk markets, particularly in Portuguese speaking markets, and internationalization strategies of firms.

Teaching

City University of Macau

DBA Program

Literature Review

2019-2020

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

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.*

In-Progress MBA Dissertation Supervisions

2. *Cao YuanBo, The motivation of women entrepreneur in china: Take HengQin and Macao as an example*
3. *Huang Huaxia, The influence and change of artificial intelligence on organizational form: Take the Midea as an example*
4. *Huang Lihui, Attracting, Motivating and Retaining Talents in Hengqin IT Firms*
5. *Lin Yihuan, A Study On Hong Kong Retail Enterprises Strategic Transformation in Case of Lifestyle*
6. *Yang Yu, Smart Government in the New Era of Intelligent Technology: The case of Longhua in Shenzhen*
7. *Zhang Qi, The Entrepreneurial Ecosystem between Hengqin and Macau: The case study of the Hengqin Inno-valley*
8. *Zhou Shi, Research on the Role and Value of Industrial Funds in the Process of Regional Economic Development*

In-Progress DBA Dissertation Supervisions

9. *Wenjing Yang, A Study on the Inner Mechanism of International Entrepreneurship of Chinese Enterprises: From the Perspective of International Entrepreneurship Self-efficacy.*

University of Saint JosephDoctorate

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. Mieiro, 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, Nádía (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