

AGNIESZKA SKUZA

Jindal School of Management, The University of Texas at Dallas
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EDUCATION

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|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2018 | Doctor of Science (DSc.) in Economic and Management Sciences
Department of Management
Poznan University of Economics and Business, Poznan, Poland |
| 2004 | Ph.D. in Economic Sciences
Department of Management
Poznan University of Economics and Business, Poznan, Poland |
| 1997 | M.A. in Management and Marketing
Department of Management
Academy of Economics, Poznan, Poland |

ACADEMIC WORK AND TEACHING EXPERIENCE

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| 2018 – present | Visiting Professor and Associate Professor of Instruction,
Organizations, Strategy, and International Management
Jindal School of Management
University of Texas at Dallas, Richardson, Texas, USA
Teaching courses for graduate and undergraduate students:
Organizational behavior, Managing organizations, International
business, International strategic management, Business in a global
world, Introduction to human resource management, Managing
global teams |
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2004 - 2018	<p>Associate Professor of Management Institute of Marketing Poznań University of Economics and Business, Poznań, Poland</p> <p>Teaching courses for graduate and undergraduate students: International strategic management, International business Organizational behavior, Team management, International human resource management, Cross-cultural communication, Human resource management, Strategic human resource planing</p>
2002 – 2013 (various semesters)	<p>Visiting Assistant Professor Jindal School of Management University of Texas at Dallas, Richardson, Texas, USA</p> <p>Teaching courses for graduate and undergraduate students: International human resource management, Organizational behavior</p>
2004, 2017	<p>Visiting Professor Universidad de Guanajuato, Guanajuato, Mexico</p> <p>Teaching courses for graduate and undergraduate students: Organizational behavior, International strategic management, International business</p>
2005, 2006	<p>Universidade Portucalense, Porto, Portugal</p> <p>Teaching sections of courses for graduate and undergraduate students: International strategic management, Cultural differences in business organizations</p>
2009	<p>University of Applied Sciences, Oulu, Finland</p> <p>Teaching sections of courses for graduate and undergraduate students: Cross-cultural communication, International strategic management</p>
2008, 2009, 2010	<p>National University of Ireland, Galway, Ireland</p> <p>Teaching sections of courses for graduate students: Talent management in Central-Eastern Europe, Strategic management in Central-Eastern Europe</p>
2007, 2008, 2010, 2011	<p>Universidad de Alicante, Alicante, Spain</p> <p>Teaching sections of courses for graduate and undergraduate students: International human resource management; International business</p>

PROFESSIONAL SERVICE

Ann and Jack Graves Foundation Conference Series: Sustainability As A Solution To Global Business Challenges, Jindal School of Management, University of Texas at Dallas, 2021, conference co-chair.

20th Annual World Business Congress, Poznań, 2011, conference co-chair.

ICHEM, International Conference On Higher Education Marketing, Academy of Marketing, Kraków, 2008, conference co-chair.

Scientific conference Product management III – theory, practice, perspective, 2008, Poznań University of Economics and Business, Poznań, conference co-chair.

LANGUAGES

Polish (native), English (fluent), Spanish (fluent)

RECENT PUBLICATIONS (since 2010)

McDonnell A., Skuza A., Jooss S., Scullion H. (2021). Tensions in talent identification: a multi-level stakeholder perspective. *The International Journal of Human Resource Management*, DOI: 10.1080/09585192.2021.1976245.

McDonnell A., Skuza A. (2021). Talent spotting. in: I. Tarique (ed.) *Companion to talent management*, London: Routledge.

Skuza A., Scullion H., (2021). Talent management in European organisations. in: I. Tarique (ed.) *Companion to talent management*. London: Routledge.

Skuza A., Zaharie M., Scullion H., (2021). Talent management: Contemporary issues: Text and Cases. in: A. Wilkinson, T. Dundon, T. Redman, (eds.) *Contemporary Human Resource Management: Text and Cases*, 6/E. Harlow: Pearson.

Skuza A., McDonnell A., Scullion H. (2019). *Macro talent management in Poland: The role of talent and the challenges ahead*. in: *Macro Talent Management in Emerging and Emergent Markets. A Global Perspective*. London: Routledge.

Skuza A. (2018). *Zarządzanie talentami a orientacja na uczenie się przedsiębiorstw*. Poznań: Poznań University of Economics and Business Press.

Skuza A., Scullion H., Collings D.G. (2017). Talent management in Europe. in: M. Dickmann, C. Brewster, P. Sparrow (eds.), *International Human Resource Management: Contemporary HR Issues in Europe*. London: Routledge.

Skuza A., Scullion H. (2016). Talent management: Contemporary issues: Text and Cases. in: A. Wilkinson, T. Redman, T. Dundon (eds.) *Contemporary Human Resource Management: Text and Cases*, 5/E. Harlow: Pearson.

Skuza A., Scullion H. (2015). Talent management: Contemporary issues in European context. in: Carolina Machado (ed.) *International Human Resource Management. Challenges and Changes*. London: Springer.

Skuza A., McDonnell A., Scullion H. (2015). Talent management in the emerging markets. in: Horwitz, F. and Budhwar, P. (eds.) *Handbook of Human Resource Management in Emerging Markets*. Cheltenham: Edward Elgar.

Sojkin B., Bartkowiak P., Skuza A. (2015). Changes in students' tertiary education choice determinants in Poland - a comparative study between 2008 and 2013. *Higher Education: The International Journal of Higher Education Research*, 69(2), pp. 209-244.

Skuza, A., Scullion, H. (2014). Talent development and learning challenges in the CEE: The case of Poland. in: C. Machado, J.P. Davim (eds.) *Transfer and management of knowledge*. London: Wiley, pp. 49-80.

Skuza A., Scullion H., McDonnell A. (2013), An analysis of the talent management challenges in a post-communist country: the case of Poland. *The International Journal of Human Resource Management*, 24(3), pp. 453-470.

Sojkin B., Bartkowiak P., Skuza A. (2012). Determinants of Higher Education Choices and Student Satisfaction: the Case of Poland. *Higher Education: The International Journal of Higher Education Research*, 63(5), pp. 565-581.

Skuza A., Woldu H. (2012). Individual, Organizational, and Managerial Predictors of Organizational Innovation: The Case of Poland. *Journal of Transnational Management*, (1), pp. 4-20.

Woldu H., Skuza A., Dalgic T., Altinbasak I. (2012). Viewing the Cultural Value Orientations of Austria, Poland, and Turkey through Six Cultural Dimensions: An Emphasis on Turkish Cultural Fit to European Union Members. *Poznań University of Economics Review*, 12(4), pp. 51-71.

Skuza A. (2011). Podnoszenie innowacyjności przedsiębiorstw jako metoda przedłużenia cyklu życia produktów. in B. Sojkin (eds.). *Produkt w fazie spadku i odnowienia*. Poznań: Poznań University of Economics Press, pp. 104-112.

Skuza A. (2010). Organizational Innovation: Individual and Organizational Impacts – the case of Poland. *Advances in Global Management Development*, XIX, pp. 55-62.

RECENT CONFERENCE PAPERS (since 2010)

Skuza A., Woldu H., Alborz S. (2020). A Managerial Perspective on Learning Organization - The Case of Poland. in: *Sustainable Economic Development and Advancing Education Excellence in the era of Global Pandemic*. Proceedings of the 36th International Business Information Management Association Conference / ed. by K. S. Soliman, Granada, Spain.

Skuza A., Woldu H., Alborz S. (2020). Implications of Talent Definitions for Talent Management Practice. in: *Sustainable Economic Development and Advancing Education Excellence in the era of Global Pandemic*. Proceedings of the 36th International Business Information Management Association Conference / ed. by K. S. Soliman, Granada, Spain.

Woldu H., Skuza A., Alborz S., (2020). Analysis of culture value orientations and dynamics of Mexican and U.S. individuals during pre-and post-NAFTA periods: Implications for cross-cultural management and negotiation. *Academy of Business Research*, 25-27 March, New Orleans.

Woldu H., Skuza A. (2019). Looking at the Polish employees cultural value changes in the last three decades: Cultural divergence and convergence during and post-economic transition. *International Conference on Global Perspectives in Business, Economics, Management Sciences & Finance*, December 21-22, Budapest, Hungary, ISBN 978-969-683-932-3.

Skuza, A., McDonnell A. (2017). The link between talent management sophistication and talents' organizational commitment and job satisfaction. *EIASM 6th Talent Management Workshop*, Barcelona, Spain.

McDonnell A., Skuza A., Scullion H. (2017). Considering the what or who is talent question: Multi-level perspectives from within multinational companies in Poland. *3rd Global Conference of International Human Resource Management*, New York, USA.

Skuza A. (2014). The effect of HRM practices and management attitudes on employee behavior - learning commitment perspective. *40th European International Business Academy Conference*, Uppsala, Sweden.

McDonnell A., Skuza A., Scullion H. (2014). What is meant by talent and how is it defined? Multi-level explorations of multinational companies in Poland?. *International Human Resource Management Conference Uncertainty in a Flattening World: Challenges for IHRM*, Kraków, Poland.

Skuza A., Woldu H. (2011). Individual, Organizational and Managerial Predictors of Organizational Innovation: The Case of Poland. in: *Challenges And Opportunities Of Global Business In The New Millennium: Contemporary Issues And Future Trends*. 20th Annual World Business Congress, The International Management Development Association, Poznan, Poland.

Skuza A. (2010). Organizational Innovation: Individual and Organizational Impacts – the case of Poland. in: *Critical Issues in Global Business: Lessons From The Past, Contemporary Concerns And Future Trends*. 19th Annual World Business Congress, The International Management Development Association, Konya, Turkey.

Woldu H., Skuza A. (2009). Is the Mexican culture becoming similar to that of United States in Post-Nafta era? Viewing both cultures through four cultural dimensions. in: *The International Academy of Business and Public Administration Disciplines*, Dallas, USA.

Skuza A. (2009). Enhancing organizational responsiveness by developing employees' transferable skills: the case of Poland. in: *Conference Proceedings of The International Academy of Business And Public Administration Disciplines*, Dallas, USA.

AWARDS AND RECOGNITIONS

An award granted by Rector of the Poznań University of Economics and Business for original and creative scientific achievements in the academic year 2014/2015 documented by scientific publications with significant impact on the knowledge and directions of further research.

Awarded the Research Grant by Polish Ministry of Higher Education, "Learning orientation in MNCs in Poland", 2012-2014.

Research award for a paper: Is the Mexican culture becoming similar to that of United States in Post-Nafta era? Viewing both cultures through four cultural dimensions. Woldu H., Skuza A. in: *The International Academy of Business and Public Administration Disciplines*. Dallas, 2009, pp. 970-984.

Research award for a paper: China and Poland: internet access in developing countries. Jaska P., Hogan P., Olsztyńska A. (Skuza), Zhang X. in: *The International Academy of Business and Public Administration Disciplines*. 2008, Dallas, Texas, USA.

Polish Ministry of Education Reward for Outstanding Doctoral Thesis (Reward for a major contribution to the Polish science of management), Poznań, Poland, 2004.

OTHER INTERESTS

Photography, bird photography, travel