

# A. Carolin Fleischmann

*Assistant Professor*

Department of Business Communication  
University of Southern California, Marshall School of Business

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## EDUCATION

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**Ph.D. (Dr. rer. pol.) in International Management**, 2014, University of Bamberg, Germany

**Master's Degree in International Business Administration**, 2008, University of Bamberg, Germany

**Diplôme de 'French and European Management'**, 2006, EM Strasbourg, France

## TEACHING EXPERIENCE

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**Assistant Professor**, Department of Business Communication, Marshall School of Business, University of Southern California, USA, 2017 -

- BUAD 302: Communication Strategy in Business
- WRIT 340: Advanced Writing for Business
- BUAD 104: Learning about International Commerce, Madrid
- Robert J. Coury Applied Leadership Program

**Acting Chair**, Department of International Management, University of Bamberg, Germany, 2016 - 2017

### Undergraduate:

- Introduction to International Management

### Graduate:

- Intercultural Communication and Management
- Strategy, Organization, and Management of Multinational Corporations
- International Financial Management
- Presentation and Rhetorical Skills
- Consulting Project in International Business (with BMW, Siemens Healthineers, Sixt, Puma, Faber-Castell, KPMG)

**Visiting Professor**, International Business, University of Applied Sciences Pforzheim, Germany, 2017 -

- International Trade: Strategy and Operations

**Adjunct Professor**, Center for Management Communication, Marshall School of Business, University of Southern California, USA, 2015 - 2016

- BUAD 302: Communication Strategy in Business

**Freelance Coach and Language Instructor**, Los Angeles, USA, 2015

- Business German
- German and European Business Communication

**Lecturer**, Department of International Management, University of Bamberg, Germany, 2008 - 2014

Undergraduate:

- Introduction to International Management
- Business and Academic Writing for Foreign Exchange Students
- International Business Ethics

Graduate:

- Intercultural Communication and Management
- Academic Writing
- International Financial Management
- Presentation and Rhetorical Skills
- Case Study Seminar (with Mercedes-Benz, Siemens, Audi, and many other corporations)

**Lecturer**, Akademie Handel (professional education), Nuremberg, Germany, 2013 - 2015, 2017.

- International Business Relations
- International Financial and Currency Management

**Visiting Professor**, Montpellier Business School, France, 2009 - 2013

- Intercultural Communication and Management
- International Business and Ethics

**Trainer**, ZiLS (Center for Innovative Teaching), University of Wuerzburg, Germany, 2012

- Foreign Trade: Strategy and Operations
- Motivational Speaking and Teaching
- Introduction to Higher Education Didactics

**Visiting Professor**, University of Alcalá de Henares, Spain, 2010

- Intercultural Communication and Management

**Language Instructor**, CAMETA, Beijing, China, 2004

- German for Business Professionals

## DEPARTMENTAL AND UNIVERSITY SERVICE & ADMINISTRATIVE EXPERIENCE

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**Member** of the Marshall Clinical Faculty Committee, 2018 -.

**Coach** for IBEAR students and international students in the full-time MBA program, 2018.

**Acting Chair** of the Department of International Management, University of Bamberg, Germany, 2016 - 2017.

**Academic Counselor** for students enrolled in Master's program "European Business Administration", 2012 - 2014.

**Supervisor** for undergraduates' and graduates' final theses, 2008 - 2014 and 2016 - 2017.

**Academic Counsellor** for incoming and outgoing students in study abroad programs, 2008 - 2014.

**Member** of the hiring committee for new faculty members, 2011 -2012.

**Project Leader** for the establishment of an International Career Center and internship program for Computer Science and Business Majors, 2012.

**Head** of curriculum development for "Intercultural Communication and Management", 2011.

**Assistant to the Chair** of the German Association of Business Schools (conducted surveys, prepared presentations, organized meetings), 2009 - 2011.

**Member** of the organization committee for a national Ph.D. workshop, 2010.

## RESEARCH PUBLICATIONS AND CONFERENCE PRESENTATIONS

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Fleischmann, C. & Fleischmann, M., International orientation of professional football beyond Europe: A digital perspective on the global reach of English, German and Spanish clubs, *Sport, Business, Management: An International Journal*, forthcoming.

Fleischmann, C., Aritz, J., Cardon, P. (2019), Language Proficiency and Media Synchronicity Theory: The Impact of Media Use on Satisfaction and Inclusion in Multilingual Virtual Teams, *Proceedings of the 52nd Hawaii International Conference on System Science*, Maui, HI (Best Paper Award Nomination).

Fleischmann, C., Kaumanns, D., & Thiel, S. (2019), F&E-Internationalisierung von Big Pharma Unternehmen in Schwellenländern [R&D Internationalization of Big Pharma in Developing Countries], in Pfannstiel, M, Da-Cruz, P., & Schulte, V., eds., *Internationalisierung im Gesundheitswesen*, Springer: Wiesbaden, 317-338.

Li X., Shrivastava, A., Swartz, S. & Insignares, F., Warren, N., Logemann, M., Nordbäck E., Cardon, P. Aritz, J., Fleischmann, C. Panel presentation "Using the Virtual Business Professional Project in Research", *International Conference of the Association for Business Communication, Miami, FL, October 24-27, 2018*.

Fleischmann, C. & Kerner, L. (2018), Intersections of Gender and National Culture in Managerial Decision-

- Making, *Association for Business Communication Annual Conference, Miami, FL, October 24-27, 2018.*
- Fleischmann, C., Aritz, J., & Cardon, P. (2018), Social Collaboration Tools for Virtual Teams: A Global Learning Opportunity for Students, *International Association for Computer Information Systems Annual Conference, Clearwater Beach, FL, October 3-6, 2018.*
- Fleischmann, C., Folter, L.-C., & Aritz, J. (2017), The impact of perceived foreign language proficiency on hybrid team culture, *International Journal of Business Communication* (published online first).
- Czychon, C. & Fleischmann, C. (2017), The International Scale of European Multinationals: An Updated Perspective on the Regional 'Strategies' of MNEs?, *Academy of International Business 2017 Annual Meeting, Dubai, VAE, July 1-5, 2017.*
- Fleischmann, C., Folter, L., & Aritz, J. (2017), Perspectives on Multicultural Teamwork: The impact of foreign language proficiency on hybrid culture, *European Academy of Management Annual Conference, Glasgow, UK, June 21-24, 2017.*
- Czychon, C. & Fleischmann, C. (2017), The international scale of European multinationals: An updated perspective on the regional strategies of MNEs? *German Association for Business Research (VHB) International Management Chapter 2017 Annual Meeting, Kiel, Germany, April 28-29, 2017.*
- Fleischmann, C. (2017), Assessing the impact of perceived foreign language proficiency on hybrid culture building, *German Association for Business Research (VHB) International Management Chapter Junior Researchers Workshop, Kiel, Germany, April 26-27, 2017.*
- Fleischmann, C. & Pasztor, S. (2016), East, meet West: Innovative approaches to equip Confucian-heritage culture (CHC) business students to become more effective communicators in the classroom and the business world, *Association for Business Communication Annual Conference, Albuquerque, NM, October 19-22, 2016.*
- Fleischmann, C. (2014), *Interkulturalisationsprozesse in multikulturellen Kreativteams: Theoretische Konzeption und empirische Analyse* [The Process of Interculturalization in Creativity-Generating Multicultural Teams: A Theory-Based Model and an Empirical Analysis].
- Fleischmann, C. & Renker, L.-C. (2013), Hybrid Culture Building and Foreign Language Proficiency - Do These Constructs Interact?, *73rd Annual Meeting of the Academy of Management, Lake Buena Vista, FL, August 9-13, 2013.*
- Fleischmann, C. & Renker, L.-C. (2013), Foreign Language Proficiency as a Precondition of Hybrid Culture Building? An Empirical Study, *INBAM Annual Conference, Lisbon, June 17-19, 2013.*
- Fleischmann, C. & Renker, L.-C. (2012), It takes two to Tango - The effect of foreign language proficiency on hybrid culture building in international management teams, *Western Business & Management Association Annual Conference, Paris, October 5-6, 2012.*
- Engelhard, J., Renker, L.-C., & Fleischmann, C. (2012), Fremdsprachenkompetenz in multikulturellen Teams - Inter-Sprache und Interkultur [Foreign Language Skills in Multicultural Teams - Hybrid Language and Hybrid Culture], in Petrovic, O., Reichmann, G., & Schlögl, C., eds., *Informationswissenschaft.*
- Engelhard, J., Fajen, A., Renker, L.-C., & Weber, C. (2009), Unité et diversité - l'"interculturel" comme héritage

des situations culturelles de recouplement [Unity and Diversity - “the Intercultural“ as a Result of Cross-Cultural Encounters], in Kalika, M. & Urban, S., eds., *Les Hommes et le Management: des Réponses à la Crise*, Economica: Paris, 266-280.

## PROFESSIONAL ORGANIZATIONS

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Academy of International Business (AIB)

Academy of Management (AOM).

Association for Business Communication (ABC).

European Academy of Management (EURAM).

## REVIEWER SERVICES

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Academy of International Business Annual Meeting, 2017, 2019.

Hawaii International Conference on System Sciences, 2018.

International Conference on Information Systems, 2018.

International Journal of Technology Marketing, 2017.

European Academy of Management, 2017 - 2018.

Management International Review, 2011 - 2014.

Academy of Management Annual Meeting, 2013, 2018.

Journal of Intercultural Relations, 2013.

Journal of International Business Studies, 2012 - 2013.

European International Business Academy 2012 Annual Meeting.

## HONORS, AWARDS, AND GRANTS

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**RTPC Fellowship**, University of Southern California, Marshall School of Business, 2018-2019.

**Summer Research Funding**, University of Southern California, Marshall School of Business, 2018.

**Mathilde-Planck teaching grant**, University of Applied Sciences Pforzheim.

**As web private party research sponsoring.**

**Lord Foundation**, University of Southern California, Marshall School of Business, 2016.

**Ludwig Erhard Dissertation Award**, Nominee, 2015.

**E-Fellows Graduate Scholarship**, 2008 - 2014.

**FNK International Research Grant**, University of Bamberg, 2011.

**Sponsored Visiting Scholar**, University of Alcala de Henares, Spain, 2010.

**Certificate of Higher Education Didactics** (teaching and learning methods, curriculum development, classroom media use, evaluation, student counselling), Association of Bavarian Universities, 2010.

**FNK Research Grant**, University of Bamberg, 2010.

**Commerzbank Summer Fellowship**, 2007.

**Erasmus scholarship for studying abroad**, 2005 - 2006.

**Winner of the German Federal Mathematics Competition**, 2002.