

Dr. Andreas G. F. Hoepner

Contact Information

Lecturer in Banking & Finance
School of Management
University of St. Andrews
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St. Andrews, Fife, KY16 9RJ
Scotland, UK

Phone: +44 (0)759 5837714
E-mail address: ah445@st-andrews.ac.uk
Year of Birth: 1982
Nationality: German

Research Interests

Primary Research Interest(s):

- Responsible Investment
- Investment Performance Evaluation
- Sociolytics (Social Media Analytics)

Further Research Interest(s):

Carbon Finance; Corporate Finance; Corporate Governance; Corporate Social Responsibility; Downside Risk Measurement; Financial Markets; Intangible Assets; Islamic Investment; Microfinance; Research Design; Responsible Banking; Scientometrics; Statistics; Strategy; Sustainable Development; Systematic Review Methods

Current Appointments

02/2009 – present	Lecturer in Banking & Finance, School of Management, University of St. Andrews
09/2009 – present	Academic Fellow, Principles for Responsible Investment (PRI), United Nations (First and only Academic Fellow of the PRI)
10/2011 – present	Deputy Director, Centre for Responsible Banking & Finance, School of Management, University of St. Andrews
11/2011 – present	Associate, University of Edinburgh Business School

Previous Appointments

03/2010 – 02/2012	External Verifier, The Chartered Institute of Bankers in Scotland, Edinburgh, UK
08/2002 – 09/2005	Cooperative Student, Miele & Cie., Guetersloh, Germany
09/2001 – 07/2002	German Civilian Service Member, Geriatric Care Centre “Alt & Jung”, Bielefeld, Germany
10/1999 – 07/2001	Receptionist and Barkeeper, “Court No. 1” tennis club, Bielefeld, Germany
08/1998 – 07/2000	Chess Player (semi-professional), Youth team, SK Turm Emsdetten, Germany
10/1997 – 07/2000	Security Officer, Alm (German Football stadium), DSC Arminia Bielefeld, Germany

Education

10/2006 – 12/2009*	Ph.D. in Finance (typos only), School of Management, University of St. Andrews
10/2005 – 09/2006	M. Litt. (Dist.) in Finance in Management, School of Management, University of St. Andrews
10/2002 – 09/2005	Bachelor of Honours (1 st) in Industrial Business Administration with emphasis on Finance and Marketing, University of Cooperative Education Stuttgart, Germany
10/2002 – 09/2004	Value Analyst, Association of German Engineers (VDI), Germany
10/2002 – 06/2004	Trainer in Professional Management Education, Chamber of Industry and Commerce, Stuttgart, Germany
09/2003 – 12/2003	Exchange Student, University of California at Santa Barbara
08/1992 – 07/2001	Abitur (1.5) with main subjects History, Latin, Mathematics and Physical Education, Ceciliengymnasium, Bielefeld

* Submission, Graduation in 06/2010

Patent(s)

- US patent application 61/445,948 on ‘Investment Performance Measurement’ (Applicant: University of St. Andrews; Designated inventor: Andreas G. F. Hoepner) based on the following work:
 - Hoepner, A. G. F. & McMillan, D. G. ‘Bigger loss, much higher risk, but better Sharpe ratio!? A theoretically valid and robust solution to the negative Sharpe ratio problem.’
 - Hoepner, A. G. F. & McMillan, D. G. ‘Empirical test of alternative solutions to the negative Sharpe ratio problem: Active investors are best advised to use the H6, H7 or H8-measure.’

Published and forthcoming work

1. Barnett, M. L.; Hoepner, A. G. F.; Lux, S. & Timofeeva, I. (forthcoming) ‘Managing Reputation through Collusion’ *Best Paper Proceedings of the 2012 Academy of Management Meeting, Boston, MA, USA*
2. Hoepner, A. G. F.; Kant, B.; Scholtens, L. J. R. & Yu, P.-S. (forthcoming) ‘Environmental and Ecological Economics in the 21st century: an age effect adjusted citation analysis of the most influential articles, journals, authors and institutions’, *Ecological Economics*
 - [Scopus Citations: 0 ; SSRN Citations: NA; Google Scholar Citations: 0; Scimago 4 year Impact Factor 2011: 2.06; ISI 5 year Impact Factor: 3.232; FT 45 list: No; ABS Rating: 3 of 4]
3. Biehl, C. F.; Hoepner, A. G. F. & Liu, J. (forthcoming) ‘Social, Environmental and Trust issues in Business and Finance’ In *Baker, H. K. and Nofsinger, J. (eds.) Socially Responsible Finance and Investing*, Hoboken: Wiley.
4. Hawley, J. P., A. G. F. Hoepner, K. L. Johnson, J. Sandberg, and E. J. Waitzer (forthcoming) ‘Handbook of institutional investment and fiduciary duty’. *Cambridge: Cambridge University Press*.

5. Beinisch, N., J. P. Hawley, T. Hebb, A. G. F. Hoepner, and D. Wood (forthcoming) ,Handbook of responsible investment'. *Abingdon: Routledge*.
6. Hoepner, A. G. F., D. G. McMillan, and M. Fraser (forthcoming) ,Is responsible investment under-researched?' In *N. Beinisch, J. P. Hawley, T. Hebb, A. G. F. Hoepner, and D. Wood (eds.) Handbook of responsible investment*, Abingdon: Routledge.
7. Hoepner, A. G. F. and Wilson, J. O. S. (forthcoming in May 2012) 'Social, Environmental, Ethical and Trust (SEET) issues in Banking: An Overview' In *J. R. Barth, Chen Lin, and Clas Wihlborg (eds.) Research Handbook on International Banking and Governance*, forthcoming.
8. Hoepner, A. G. F. and Unerman, J. (2012) 'Explicit and implicit subject bias in the ABS journal quality guide', *Accounting Education*, 21 (1): 3-15 – Lead Article –
 - [Scopus Citations: 0 ; SSRN Citations: NA; Google Scholar Citations: 0; Scimago 4 year Impact Factor 2011: Not yet; ISI 5 year Impact Factor: No; FT 45 list: No; ABS Rating: 2 of 4]
9. Adamsson, H.; Hoepner, A. G. F.; Rammal, H. G. and M. Rezec. (2011) 'A review of Islamic funds' financial performance and investment style in muslim and non-muslim countries' In *S. Hadj Ali, and A. Escurat (eds.) Finance Islamique. Regard(s) sure une finance alternative*: 129-132. Algiers: Mazars.
10. Hoepner, A. G. F., H. G. Rammal and M. Rezec. (2011) 'Islamic Mutual Funds' Financial Performance and International Investment Style: Evidence from 20 Countries.' *European Journal of Finance*, 17 (9-10): 828-850. [
 - [Scopus Citations: 0; SSRN Citations: 4; Google Scholar Citations: 7; Scimago 4 year Impact Factor 2011: 0.50; ISI 5 year Impact Factor: Not yet; FT 45 list: No; ABS Rating: 3 of 4]
 - Featured in *Les Echos* (October, 2009) 'Les fonds islamiques du Golfe sont les plus performants'
 - Featured in *Governance Metrics International's* (March, 2011) 'Ten things to know about Responsible Investment & Performance'
11. Mattison, R., M. Trevitt, L. van Ast, J. Gifford, N. Mnatsakanian, O. Watson, C. Zimmerman, V. Piani and A. G. F. Hoepner (2011) 'Univeral Ownership and Environmental externalities'. *New York: United Nations Environmental Programme*
12. Gray, R. H. and Hoepner, A. G. F. (2011) 'Please cite this: An exploratory paper on citations, impacts and the social accounting literature'. *Social and Environmental Accountability Journal*, 31 (1): 25-47.
 - [Scopus Citations: 0; SSRN Citations: NA; Google Scholar Citations: 1; Scimago 4 year Impact Factor 2011: No; ISI 5year Impact Factor: No; FT 45 list: No; ABS Rating: No]
13. Hoepner, A. G. F., H. G. Rammal and M. Rezec. (2010) 'By the numbers. Comprehensive study sheds light on Islamic mutual fund performance'. *Business Islamica*, February 2010: 28-20.
14. Hoepner, A. G. F., H. G. Rammal and M. Rezec. (2009) 'Islamic Mutual Funds: Reviewing their Financial Performance and Investment Style around the World. *Opalesque Islamic Finance Intelligence*, 4: 20-21.
15. Hoepner, A. G. F. (2008) 'A Categorisation of the Responsible Investment Literature.' *Bibliography, United Nations Principles for Responsible Investment Academic Network*.

Working Papers (submitted and/or circulating on SSRN)

Biehl, C. F., M. Dumke, A. G. F. Hoepner, and J. O. S. Wilson ,SRI funds: Does more social or more environmental mean less financial performance?' [[Available from SSRN](#)]

de Aguiar, T. R. S.; Hoepner, A. G. F. & Majithia, R. 'Dying for Shareholder Value? The case of breast-milk substitute marketing.'

Hoepner, A. G. F. 'Portfolio Diversification and Environmental, Social and Governance Criteria: Must Responsible Investments Really Be Poorly Diversified?'

- Awarded US\$7,000 PRI Academic Research Award for papers of excellence on responsible investment at the PRI Academic Conference in Copenhagen in May 2010
- Featured in Business Ethics – Online Magazine (May, 2010) 'Opinion: ESG Yields Profits'
- Featured in Investing for the Soul (May, 2010) 'New Study Claims Integrating ESG Into Investment Selection Criteria Improves Portfolio Diversification & Reduces Risk'
- Featured in Allroya (June, 2010) 'Can Ethical Investing Produce Higher Returns'
- Featured in the RI Digest of the United Nation's Principles for Responsible Investment (September, 2010) 'Responsible investors bring eggs home in a better basket'
- Featured in Oddo Securities (January, 2011) '2011 SRI convictions – ESG integration, just DO IT!'
- Featured in Governance Metrics International's (March, 2011) 'Ten things to know about Responsible Investment & Performance'
- Featured in RCM – Allianz Global Investors (July, 2011) 'Sustainability: opportunity or opportunity cost'
- Featured in United Nations Principles for Responsible Investment (August, 2011) 'Annual report of the PRI Initiative 2011'

Hoepner, A. G. F. 'Future Scenarios of Responsible Investment Processes Across Asset Classes: A Morphologic Analysis.' [[Available from SSRN](#)]

Hoepner, A. G. F. & Canales, J. I. 'Impact in the Field of Organization Studies (1996-2009): Where do the Top 500 papers come from?'

Hoepner, A. G. F. & McMillan, D. G. 'Research on 'Responsible Investment': An Influential Literature Analysis (ILA) comprising a rating, characterisation, categorisation & review.' [[Available from SSRN](#)]

Hoepner, A. G. F., M. Rezac, and K. S. Siegl 'Does pension funds' fiduciary duty prohibit the integration of any esg criteria in investment processes? A realistic prudent investment test' [[Available from SSRN](#)]

- Featured in United Nations Principles for Responsible Investment (August, 2011) 'Annual report of the PRI Initiative 2011'
- Awarded €3,000 FIR/PRI Research Grant in Paris in September 2011
- Covered in Le Monde (September 27th 2011, Economie 6) 'Une ethnographie de la finance'

Hoepner, A. G. F., Yu, P.-S. & Ferguson, J. 'CSR across Industries: When can who do well by doing good?' [[Available from SSRN](#)]

- Featured in the RI Digest of the United Nation's Principles for Responsible Investment (April, 2010) 'Study shows that companies listed on the Global 100 Most Sustainable Corporations outperform benchmarks'
- Featured in Governance Metrics International's (March, 2011) 'Ten things to know about Responsible Investment & Performance'

Hoepner, A. G. F. & Zeume, S. 'The Dark Enemy of Responsible Mutual Funds: Does the Vice Fund Offer More Financial Virtue?' [[Available from SSRN](#)]

- Featured in Les Echos (October, 2009) 'Le «fonds du vice» ne paye pas'

Hoepner, A. G. F. & Zeume, S. 'Do Mutual Fund Managers Have Asset Management Skills? Evidence from New Measures on Crisis Management and Directional Trading.' [[Available from SSRN](#)]

Major (multi paper) Research Projects

- Armitage, Seth [Edinburgh]; Hoepner, A. G. F.; Liñares-Zegarra, José M. [St. Andrews]; Liu, Frank H. [Glasgow]; Sandberg, Joakim [Gothenburg] and Wilson, John O. S. [St. Andrews] ‘Microfinance’ (in collaboration with Microfinanza)
- Barnett, Michael L. [Oxford] and Hoepner, A. G. F. ‘Trust, reputation and ESG factors’
- Borth, Damian [Kaiserslautern] and Hoepner, A. G. F. ‘Sociolytics’
- Hebb, Tessa [Carleton Ottawa] and Hoepner, A. G. F. ‘Institutional investors, the UN Principles for Responsible Investment and ESG Shareholder Engagement (2007-2011)’
- Hoepner, A. G. F. ‘Integrating of environmental, social and governance (ESG) factors into portfolio investment process to optimise ESG performance, ESG impact and financial performance’ (in collaboration with EiRIS)
- Hoepner, A. G. F. and Scholtens, Bert [Groningen] ‘Environmental aspects and financial markets’

Keynote Speeches, Executive Education, Seminars, Webinars, and Roundtable Discussions

1. Seminar, HiPPO (Happiness in Public Policy Organisation), St. Andrews, March 2012
2. Executive Education Lecture, DHBW, St. Andrews, February 2012
3. Webinar, MSCI, February 2012
4. Seminar, Deutsche Bank, Frankfurt, February 2012
5. Executive Education Lecture, Principles for Responsible Investment, London, January 2012
6. Roundtable, MSCI, New York, December 2011
7. Executive Education Lecture, Principles for Responsible Investment, London, December 2011
8. Seminar, Nordea, Helsinki, December 2011
9. Seminar, University of St. Andrews’ Ethical Investment Campaign, St. Andrews, December 2011
10. 1st Responsible Banking & Finance conference, St. Andrews, November 2011
11. Seminar, RCM (Allianz Global Investors), London, November 2011
12. Seminar, School of Business, University of Dundee, November 2011
13. Seminar, Baden-Wuerttemberg Cooperative State University Karlsruhe, October 2011
14. Seminar, Highland Good Steward Management, St. Andrews, October 2011
15. Roundtable Discussion, MISTRA Idea Generation Group, Stockholm, October 2011
16. 4th UN Principles for Responsible Investment Academic Conference, Stockholm, September 2011
17. French Social Investment Forum Award Ceremony, Paris, September 2011
18. PRI in Person Conference, Paris, September 2011
19. 23rd International Congress on Social and Environmental Accounting Research, St. Andrews, September 2011
20. Seminar, British Academy of Management (SCRAM meeting), London, September 2011
21. British Accounting Association Scottish Area Group Annual Conference, Edinburgh, August 2011
22. Executive Education Lecture, Churchill College, University of Cambridge, August 2011
23. Seminar, FHDW, Bielefeld, July 2011
24. Seminar, Department of Economics, Econometrics and Finance, University of Groningen, July 2011
25. Keynote Speech, UK/China Forum 2011, University College London, June 2011
26. Roundtable Discussion, British Accounting and Finance Association Board Meeting, St. Andrews, June 2011
27. Keynote Speech, 7th Scottish Doctoral Management Conference, St. Andrews, May 2011
28. Webinar, Social Investment Forum, May 2011
29. Executive Education Lecture, Churchill College, University of Cambridge, April 2011
30. British Accounting and Finance Association Conference, Birmingham, April 2011
31. Seminar, RCM (Allianz Global Investors), London, March 2011
32. MISTRA Fiduciary Duty conference, Gothenburg, March 2011
33. Seminar, Baden-Wuerttemberg Cooperative State University Karlsruhe, November 2010
34. Executive Education Lecture, Churchill College, University of Cambridge, October 30th 2010
35. Executive Education Lecture, Churchill College, University of Cambridge, October 12th 2010

36. 22nd International Congress on Social and Environmental Accounting Research, St. Andrews, September 2010
37. British Accounting Association Scottish Area Group Annual Conference, Glasgow, August 2010
38. 3rd UN Principles for Responsible Investment Academic Conference, Copenhagen, May 2010
39. British Accounting Association Conference, Cardiff, March 2010
40. Emerging Scholars in Banking & Finance Conference, Cass Business School, December 2009
41. Seminar, EIRiS, London, December 2009
42. St. Andrews Business Summit, St. Andrews, November 2009
43. Seminar, School of Management, University of St. Andrews, November 2009
44. Seminar, Accounting & Finance Division, Nottingham University Business School, October 2009
45. 2nd UN Principles for Responsible Investment Academic Conference, Ottawa, October 2009
46. 21st International Congress on Social and Environmental Accounting Research, St. Andrews, September 2009
47. Seminar, Department of Accounting & Finance, University of Dundee, March 2009
48. Seminar, School of Management, University of St. Andrews, February 2009
49. Keynote Speech, St. Andrews Business Summit, St. Andrews, November 2008
50. Seminar, Department of Accounting & Finance, University of Stirling, October 2008
51. 1st European Centre for Corporate Engagement & UN PRI Academics Conference, Maastricht, September 2008
52. British Accounting Association Scottish Area Group Annual Conference, Glasgow, September 2008
53. 3rd Corporate Responsibility Research Conference 2008, Belfast, September 2008 (3 papers presented)
54. 20th International Congress on Social and Environmental Accounting Research, St. Andrews, September 2008
55. ICAS/BAA Accounting & Finance Scotdoc Colloquium 2008, Glasgow, June 2008
56. 4th Scottish Doctoral Management Conference, St. Andrews, May 2008
57. St. Andrews Economic Forum, St. Andrews, May 2008
58. ICAS Research Development Programme, Edinburgh, February 2008
59. 19th International Congress on Social and Environmental Accounting Research, St. Andrews, September 2007
60. ICAS/BAA Accounting & Finance Scotdoc Colloquium 2007, Dundee, June 2007
61. 3rd Scottish Doctoral Management Conference, St. Andrews, June 2007
62. Seminar, University of St. Andrews' Ethical Investment Campaign, St. Andrews, March 2007
63. 2nd Scottish Doctoral Management Conference, St. Andrews, June 2006

Awards / Bursaries / Grants / Scholarships

- 1 £ 4,000 research grant from the Principles for Investors in Inclusive Finance (PIIF) for research on the implications of social aspects of microfinance: January to March 2012
- 2 C\$ 30,000 as part of a C\$ 1 million research grant received by the Carleton Centre for Community Innovation from the Social Science and Humanities Research Council (SSHRC) of Canada (PhD student Arleta A. A. Majoch working on grant): October 2011 to September 2013
- 3 € 3,000 FIR/PRI Research Grant in Paris in September 2011 for a paper titled 'Does pension funds' fiduciary duty prohibit the integration of any ESG criteria in investment processes? A realistic prudent investment test' (with M. Rezec [St. Andrews] and S. Siegl [Abo Akademi Turku])
- 4 200,000 Swedish Krona (~ £20,000) from MISTRA for a research project on 'Impact of Value on SRI Practice: A Comparison of Financial Professionals & Beneficiaries' (with Ralf Barkemeyer [Leeds], PhD student Marcus Nilsson working on grant): July 2011 to June 2012
- 5 US\$ 7,000 PRI Academic Research Award for papers of excellence on responsible investment at the PRI Academic Conference in Copenhagen in May 2010 for a paper titled 'Portfolio Diversification and Environmental, Social and Governance Criteria: Must Responsible Investments Really Be Poorly Diversified?'
- 6 Travel Bursary of C\$ 1,200 towards the attendance of the 2nd UN Principles for Responsible Investment Academic Conference in Ottawa (2009)
- 7 Queen's University Belfast's Promising researcher bursary of £220 towards the attendance of the Corporate Responsibility Research Conference 2008 (2007)
- 8 ACCA bursary of £170 p.a. towards the attendance of the 19th and 20th International Congress on Social and Environmental Accounting Research (2007 and 2008)
- 9 Tuition fee waver scholarship of the University of St. Andrews School of Management towards a Ph.D. degree in Finance (2006-2009)
- 10 Best student, All Master Classes 2006, University of St. Andrews School of Management (2006)

- 11 Best student, Finance and Management Master Class 2006, University of St. Andrews School of Management (2006)
- 12 Distinction, Master of Letters in Finance and Management, University of St. Andrews School of Management (2006)
- 13 45% tuition fee reduction scholarship of the University of St. Andrews School of Management towards a M. Litt. degree in Finance in Management (2005-2006)
- 14 Scholarship of the Landesstiftung foundation Baden-Württemberg towards an exchange semester at the University of California at Santa Barbara (2003)

PhD students

1. Michael Rezec (commenced Oct 2010) 'ESG integration into investment portfolios' (joint supervision with John O.S. Wilson)
2. Christoph F. Biehl (commenced Oct. 2010) 'Corporate Social vs. Financial Performance: a meta-theory and meta-regression analysis' (joint supervision with John O.S. Wilson)
3. Hampus Adamsson (commenced Oct. 2010) 'Islamic Investment' (joint supervision with John O.S. Wilson)
4. Jianghong (Cherry) Liu (commenced Oct. 2010, adopted supervision in June 2011) 'Ethics in Banking' (joint supervision with John O.S. Wilson)
5. Arleta A. A. Majoch (commenced Oct. 2011) 'Institutional investors, the UN Principles for Responsible Investment and ESG Shareholder Engagement (2007-2011)' (joint supervision with Tessa Hebb and John O.S. Wilson)
6. Kristina Krueger (commenced part-time Oct. 2011) 'GDP and its alternatives' (joint supervision with Dimitris Chronopoulos, external advice from Bert Scholtens)
7. Qian Li (commenced Oct. 2011) 'ESG scandals, reputation and firm type' (joint supervision with John O.S. Wilson, external advice from Mike Barnett)
8. Marcus Nilsson (commenced Oct. 2011) 'ESG factors and mutual funds' (joint supervision with Dimitris Chronopoulos)
9. Martina Macpherson (commenced part-time Oct. 2011) 'Global Conventions, ESG factors and financial markets' (joint supervision with John O.S. Wilson)
10. Irena Timofeeva (commenced Feb. 2012) 'Asset Pricing and Banking' (joint supervision with John O.S. Wilson)

Professional Memberships and Services

- Professional Services to the School of Management of the University of St. Andrews
 - Library Representative (2011-present)
 - Seminar Series Organiser (2009-present)
 - Undergraduate Admissions Officer (2009-present)
 - Co-Director of Finance (2010-2011)
- Professional Services to the academic community
 - Editorial Board Member: Journal of Sustainable Finance and Investment (2010-present)
 - Ad hoc referee for: Accounting, Auditing and Accountability Journal; British Accounting Review; Cambridge University Press; ESRC; European Journal of Finance; German Economic Review; Journal of Sustainable Finance and Investment; Management Research News; McGraw-Hill; Omega; Routledge; and Wiley
- Professional Memberships
 - 2011-present Member of MISTRA Idea Generation Group for New Financial Sector Programme
 - 2011-present Member of Sustainable Investment Research Platform (SIRP)
 - 2009-present Member of the Network for Sustainable Financial Markets
 - 2008-present Member of the United Nations based Principles for Responsible Investment (PRI) Academic Network
 - 2008-present Member of the British Accounting and Finance Association
 - 2008-present Member of the St. Andrews Sustainability Institute (SASI)
 - 2006-present Member of the Centre for Social and Environmental Accounting Research (CSEAR)

Teaching Experience

- Research Supervision
 - Ph.D. thesis

- M.Res Dissertation
- M.Litt Dissertation supervision
- M.A./M.Sc. Dissertation supervision
- B.A./B.Sc. Dissertation supervision
- Taught Modules
 - Alternative Investments: Hedge Funds, Private Equity, Socially Responsible Investment, Islamic Finance, Carbon Finance ...
 - Carbon Finance
 - Corporate Finance and Control
 - Corporate Finance and Accounting in a global context
 - Investment in a low carbon economy
 - Research Methods
 - Responsible Investment
 - Risk Management
 - Strategic Financial Management
 - Strategic Management

Extracurricular Activities

- Chess (Semi-professional youth player for SK Turm Emsdetten; 49 games available on 365Chess.com; listed below are games against opponents with ELO rating)
 - Hoepner vs Handke (ELO: 2230) 0-1
 - Hoepner vs Peshlow (ELO: 2192) 1-0
 - Hoepner vs Aumann (ELO: 2299) 1-0
 - Keller (ELO: 2287) vs Hoepner ½-½
 - De Gleria (ELO: 2433) vs Hoepner 1-0
- Fitness
- Football
 - Captain of Gateway Utd. (Football team of St Andrews' School of Management), 2008-2010
- Jogging (Selected Runs)
 - Edinburgh Marathon 2010, 2011
 - Edinburgh Half Marathon 2010
 - Hermannslauf (31.2km) 2002, 2003, 2004, 2011
 - Isle of Skye Half Marathon 2011 (PB: 1:45:49)
 - Ljubljana Marathon 2011

Language skills

- German (Native language)
- English (Fluent)
- Spanish (2.5 year course with final examination)
- Chinese (0.5 year course)

Referees

Michael L. Barnett

Professor of Strategy
 Saïd Business School
 University of Oxford
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L. J. R. (Bert) Scholtens

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Jill Solomon

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Jeffrey Unerman

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John O. S. Wilson
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