



CAROL WASBAUER READE

Professor of International Management
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EDUCATION

THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE: PhD Degree
University of London, Faculty of Economics, Department of Industrial Relations
Dissertation Title: *Organizational Identification of Managers in Multinational Corporations: A Quantitative Case Study in India and Pakistan*
Dissertation Advisors: Ricardo Peccei, Birgit Benkoff, Mari Sako, Sumantra Ghoshal
External Examiner: Michael Poole, Cardiff Business School, Cardiff University
Scholarship: Suntory-Toyota International Center for Economics and Related Disciplines

SOPHIA UNIVERSITY, TOKYO: MA Degree
Institute of Comparative Culture, Department of International Relations
Major: International Relations, with a specialization in International Business
Thesis: *Alaska and the Fate of Alaskco: A Case Study in Japan-US Energy Relations*
Thesis Advisor: Robert J. Ballon, S.J.

UNIVERSITY OF WISCONSIN, MILWAUKEE: BA Degree
Department of International Relations
Major: International Relations; Minor: Economics

TEACHING EXPERIENCE

Teaching Philosophy

To develop the whole person by inspiring a curiosity to explore and engage in the world's most pressing management issues through a multi-disciplinary, cross-cultural, and global lens.

Teaching Appointments

SAN JOSÉ STATE UNIVERSITY, 2005-present
Lucas College and Graduate School of Business, San José, CA
Professor, International Management (2015-present)
Associate Professor, International Management (2010-2015)
Assistant Professor, International Management (2005-2010)

CALIFORNIA STATE UNIVERSITY, MARITIME, 2003-2005
Department of Business Administration, CSUM, Vallejo, CA
Assistant Professor, International Business (2004-2005)
Lecturer, International Business (2003-2004)

POSTGRADUATE INSTITUTE OF MANAGEMENT, 1999-2003
University of Sri Jayewardenepura, Colombo, Sri Lanka
Senior Lecturer, Organizational Behavior, Negotiation, and Japanese Management

THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE, 1995-1997
Department of Industrial Relations, University of London, London, England
Part-time Instructor, Organization Theory and Behavior

Visiting Faculty Appointments

KYOTO UNIVERSITY, Kyoto, Japan, January 2019
Graduate School of Economics, East Asian Sustainability Development Studies Program
Visiting Professor, Cross-Cultural Management

GEORG-AUGUST UNIVERSITY OF GÖTTINGEN, Göttingen, Germany, Summer Term 2018
Faculty of Economic Sciences, Chair of Human Resource Management and Asian Business
Visiting Scholar in International Management (Recipient of DAAD Award - Deutscher Akademischer Austausch Dienst)

SOPHIA UNIVERSITY, Tokyo, Japan, 2007- present
Summer Session of East Asian Studies and Japanese Language
Visiting Faculty, Japanese Business and Management

SALZBURG GLOBAL SEMINAR, Salzburg, Austria, 2009, 2010
International Study Program in Global Citizenship, Sessions #33 and #40
Resource Specialist, International Business and Peace (2009); International Business and Biodiversity Loss (2010)

POSTGRADUATE INSTITUTE OF MANAGEMENT, Colombo, Sri Lanka, 2007, 2015
University of Sri Jayewardenepura
Visiting Scholar and Guest Lecturer, Negotiation

Recent Courses Taught

- International / Cross-Cultural Management
- International Business
- Negotiating Globally
- Negotiation and Conflict Management
- Japanese Business and Management

RESEARCH INTERESTS

My research focuses on the interface between the multinational enterprise (MNE) and the external environment by investigating 1) the effects of societal conflict and culture on employee behavior in MNEs and implications for international human resource management, and 2) MNE stakeholder relations with regard to alleviating poverty, protecting the natural environment, and fostering peace in war-torn societies. Geographical areas of interest include East and South Asia.

PUBLICATIONS

Peer-Reviewed Journal Articles

1. Reade, C., & McKenna, M. (2022). Pandemic stress and the role of resources in expatriate-local interaction adjustment: An extension of Berry's model. *Journal of Global Mobility*, 10(2): 265-285. [Special issue on global mobility in times of global calamity: Covid-19 reactions, responses, and ramifications for the future of work]
2. Reade, C., McKenna, M., & Oetzel, J. (2019). The role of MNEs in reducing migration push factors and promoting peace: A strategic HRM perspective. *Journal of International Business Policy*, 2(4): 377-396. [Special issue on migrants, migration policies, and international business research: Current trends and new directions; <https://doi.org/10.1057/s42214-019-00043-8>; Publisher SharedIt link to article: <https://rdcu.be/cm4YY>]
3. Bader, A.K., Reade, C., & Froese, F.J. (2019). Terrorism and expatriate withdrawal cognitions: The differential role of perceived work and non-work constraints. *The International Journal of Human Resource Management*, 30(11): 1769-1793. [Special issue on danger and risk as challenges for HRM: how to manage people in hostile environments]
4. Suder, G., Reade, C., Riviere, M., Birnik, A., & Nielsen, N. (2019). Mind the gap: The role of HRM in creating, capturing and leveraging rare knowledge in hostile environments, *The International Journal of Human Resource Management*, 30(11): 1794-1821. [Special issue on danger and risk as challenges for HRM: how to manage people in hostile environments]
5. Lee, H-J., & Reade, C. (2018). The role of ying-yang leadership and cosmopolitan followership in fostering employee commitment in China: A paradox perspective. *Cross Cultural & Strategic Management*, 25(2): 276-298. [Special issue on East Asian wisdom and its impact on business performance in a cross-cultural context].
6. Reade, C., & Lee, H-J. (2016). Does ethnic conflict impede or enable employee innovation behavior? The alchemic role of collaborative conflict management. *International Journal of Conflict Management*, 27(2): 199-224.
7. Reade, C., Thorp, R., Goka, K., Wasbauer, M., & McKenna, M. (2015). Invisible compromises: Global business, local ecosystems, and the commercial bumble bee trade. *Organization & Environment*, 28(4): 436-457.

8. Lee, H-J., & Reade, C. (2015). Ethnic homophily perceptions as an emergent IHRM challenge: Evidence from firms operating in Sri Lanka during the ethnic conflict. *The International Journal of Human Resource Management*, 26(13): 1645-1664.
9. Reade, C. (2015). Firms as 'Peaceful Oases': Conceptualizing the role of conflict-sensitive human resource management. *Business, Peace and Sustainable Development*, 5: 7-28.
10. Reade, C., Goka, K., Thorp, R., Mitsuhashi, M., & Wasbauer, M. (2014). CSR, biodiversity, and Japan's stakeholder approach to the global bumble bee trade. *The Journal of Corporate Citizenship*, 56: 53-66. [Special issue on Japanese approaches to CSR]
11. Reade, C., & McKenna, M. (2013). Leveraging indigenous knowledge for sustainable workplace harmony: A conflict management tool for international managers. *The Journal of Corporate Citizenship*, 51: 53-71.
12. Reade, C., Reckmeyer, W., Cabot, M., Jaehne, D., & Novak, M. (2013). Educating global citizens for the 21st century: The SJSU Salzburg Program. *The Journal of Corporate Citizenship*, 49: 100-116. [Special issue on creating global citizens and responsible leadership]
13. Reade, C., & Lee, H-J. (2012). Organizational commitment in time of war: Assessing the impact and attenuation of employee sensitivity to ethnopolitical conflict. *Journal of International Management*, 18(1): 85-101.
14. Lee, H-J., Iijima, Y., & Reade, C. (2011). Employee preference for performance-related pay: Predictors and consequences for organizational citizenship behavior in a Japanese firm. *The International Journal of Human Resource Management*, 22(10): 2086-2109.
15. Reade, C. (2009). Human resource management implications of terrorist threats to firms in the supply chain. *International Journal of Physical Distribution and Logistics Management*, 39(6): 469-485. [Special issue on managing supply chains in times of crisis]
16. Reade, C., & McKenna, M. (2009). Seeding the clouds for industrial relations climate change in emerging economies. *Thunderbird International Business Review*, 51(2): 125- 141.
17. Reade, C., Todd, A-M., Osland, A., & Osland, J. (2008). Poverty and the multiple stakeholder challenge for global leaders. *Journal of Management Education*, 32(6): 820-840. [Special issue on management education in the context of poverty]
18. Reade, C. & McKenna, M. (2007). From antiquity to the factory floor: Reviving 'Original Dispute Resolution' in the Sri Lankan subsidiary of a multinational enterprise. *International Journal of Conflict Management*, 18(2): 108-127. [Special issue on alternative dispute resolution of workplace conflict]
19. Reade, C. (2006). The waves came crashing: A salutation to colleagues in Sri Lanka for bettering the lives of the post-tsunami poor. *Sri Lankan Journal of Management*, 12(2): 103-117. [Special issue on the Asian tsunami]

20. Reade, C. (2003) Going the extra mile: Local managers and global effort. *The Journal of Managerial Psychology*, 18(3): 208-228. [Special issue on the management of expatriates: Contemporary developments and future challenges]
21. Jayaratne, G., & Reade, C. (2002). Team composition and effectiveness: A research note on the application of Belbin's Team Role Theory in a Sri Lankan garment manufacturer. *Sri Lankan Journal of Management*, 7(1-2): 45-65.
22. Reade, C. (2001). Antecedents of organizational identification in multinational corporations: Fostering identification with the local subsidiary and the global corporation. *The International Journal of Human Resource Management*, 12(8): 1269-1291.
23. Reade, C. (2001). Dual identification in multinational corporations: Local managers and their psychological attachment to the subsidiary versus the global corporation. *The International Journal of Human Resource Management*, 12(3): 405-424.

Peer-Reviewed Conference Proceedings

1. Bataineh, H., Reade, C., & Lee, H-J. (2022). Multiple shades of lingua franca: A qualitative study of communicative fluency among diverse expatriates in the UAE. Academy of International Business Annual Meeting, Miami/Virtual.
2. Suder, G., Riviere, M., & Reade, C. (2021). Understanding headquarters-subsidiary relations throughout Covid-19: A Tripolar Time Conceptualization for MNE learning and unlearning. Proceedings of the Academy of International Business Annual Meeting, Virtual.
3. Agrawal, N.M., & Reade, C. (2020). Agile innovation or perfect product? HRM and cross-cultural challenges of Japanese in-house software centers in India. Proceedings of the Academy of International Business Annual Meeting, Virtual.
4. Bader, B., Dang, Q.T., Froese, F.J., Haak-Saheem, W., & Reade, C. (2019). Insights on expatriate families: Dual careers, hazardous environments, and neglected voices. Proceedings of the Academy of International Business Annual Meeting, Copenhagen, Denmark.
5. Reade, C. & Lee, H-J. (2019). The bridging role of cosmopolitan leaders in an era of geopolitical uncertainty and social polarization. Proceedings of the Academy of International Business Annual Meeting, Copenhagen, Denmark.
6. Lee, H-J., Yoshikawa, K., & Reade, C. (2018). Intercultural communication challenges in East-East encounters. Proceedings of the Academy of Management Annual Meeting. [**Academy of Management Best Paper Proceedings**]
7. Bader, B. & Reade, C. (2018). International HRM in the context of terrorism: Towards an HR-terrorism response theory. Proceedings of the Academy of Management Annual Meeting.

8. Lee, H-J., Yoshikawa, K., & Reade, C. (2018). Intercultural communication challenges in small cultural distance contexts: Lessons from Japanese expatriates in China. Proceedings of the Academy of International Business Annual Meeting.
9. Bader, B., & Reade, C. (2018). The context of terrorism for managing people in MNCs: Towards an HR-Terrorism Response Theory. Proceedings of the Academy of International Business Annual Meeting.
10. Reade, C., & McKenna, M. (2018). Unmanaged migration and the role of MNCs in reducing push factors and promoting peace. Proceedings of the Würzburg International Business Forum.
11. Bader, B., & Reade, C. (2018). The role of HR in responding to terrorist threat: A systemic approach. Proceedings of the Würzburg International Business Forum.
12. Reade, C. (2017). Expatriate managers in difficult posts: Sociopolitical context, management behavior, and the mediating role of corporate social responsibility perceptions. Proceedings of the Annual Meeting of the Academy of International Business.
13. Suder, G., Reade, C., Riviere, M., Birnik, A., & Nielsen, N. (2017). Mind the gap: The role of HRM in creating, capturing and leveraging rare knowledge in hostile environments. Proceedings of the Annual Meeting of the Academy of International Business.
14. Suder, G., Reade, C., Riviere, M., Birnik, A., & Nielsen, N. (2017). Knowledge acquisition in hostile environments: The role of HRM. Proceedings of the Annual Meeting of the Academy of International Business, U.S. West Chapter (AIB-West).
15. Bader, A. K., Reade, C., & Froese, F. J. (2016). Terrorism and expatriates' withdrawal cognitions: Differential role of perceived constraints in the work and non-work domains. Proceedings of the 58th Annual Meeting of the Academy of International Business.
16. Lee, H-J., & Reade, C. (2016). Employee commitment to foreign firms in China: The role of cosmopolitanism and ying-yang leadership. Proceedings of the 58th Annual Meeting of the Academy of International Business.
17. Reade, C., & Lee, H-J. (2014). Does civil unrest impede or enable employee innovation behavior? The alchemic role of collaborative conflict management. Proceedings of the 56th Annual Meeting of the Academy of International Business.
18. Reade, C., Thorp, R., Goka, K., Wasbauer, M., & McKenna, M. (2014). Invisible compromises: Global business, local ecosystems, and the commercial bumble bee trade. Proceedings of the 56th Annual Meeting of the Academy of International Business.
19. Reade, C., Lee, H-J., & Nakai, T. (2014). Is building good employment relations in China a two-way street? Japanese leadership and Chinese cosmopolitanism. Proceedings of the Association of Japanese Business Studies Annual Meeting.

20. Lee, H-J, Yoshikawa, K., Reade, C., & Arai, R. (2013). The Confucian Asian Cluster? Cultural, economic, and institutional explanations of leadership challenges of Japanese managers in China. Proceedings of the Association of Japanese Business Studies Annual Meeting.
21. Reade, C., & Lee, H-J. (2013). Civil unrest and employee innovation behavior: The alchemic role of collaborative conflict management. Academy of Management Proceedings (AOM-Africa).
22. Reade, C., & McKenna, M. (2013). Indigenous conflict management traditions and industrial peace: A leveraging model. Academy of Management Proceedings (AOM-Africa).
23. Lee, H-J., & Reade, C. (2012). Don't they want to work with us? Workplace homophily climate in a society of ethnic tensions. Human Resource Management Abstracts. Academy of Management Proceedings.
24. Osland, J., Osland, A., & Reade, C. (2012). The Aracruz Simulation: Developing stakeholder dialogue skills for emerging economy contexts. In Feinberg, S. & Kiyak, T. (Eds), Proceedings of the 54th Annual Meeting of the Academy of International Business, p. 214.
25. Lee, H-J., Yoshikawa, K., & Reade, C. (2012). Culture under strain? Leadership challenges of Japanese managers in the UK and China. In Feinberg, S. & Kiyak, T. (Eds), Proceedings of the 54th Annual Meeting of the Academy of International Business, p. 204-205.
26. Reade, C., Lee, H-J., Yoshikawa, K. (2012). Cultural distance and the organizational dance: Two steps forward and one step back for Japanese expatriates in the UK and China. Proceedings of the Association for Japanese Business Studies.
27. Reade, C. (2012). Cuban values in transition: Juxtaposing entrepreneurial drive and revolutionary consciousness through the lens of crossvergence. Proceedings of the Western Academy of Management.
28. Reade, C. & Lee, H-J. (2011). Organizational commitment in an unstable ethno-political operating environment: The role of ethnic conflict sensitivity among employees of foreign-invested and indigenous firms. Proceedings of the Annual Meeting of the Academy of International Business.
29. Reade, C. & McKenna, M. (2011). The Trade Barrier Game: An experiential approach to understanding political behavior in trade negotiations. Proceedings of the Annual Meeting of the Academy of International Business.
30. Reade, C., Lee, H-J., & Iijima, Y. (2011). Employee preference for performance-related pay: Predictors and consequences for organizational citizenship behavior in a Japanese firm.' Proceedings of the Annual Meeting of the Association of Japanese Business Studies.
31. Osland, J., Osland, A., Reade, C., & Turner, M. (2011). Assessing behavioral learning outcomes in global leadership development: Integrity and the stakeholder dialogue competency.' Proceedings of the Western Academy of Management Annual Meeting.

32. Lee, H-J., & Reade, C. (2011). Perceived homophily climate in an environment of violent ethnic conflict: Assessing the impact of workgroup ethnic diversity, quality of work relationships, and employee sensitivity to ethnic conflict. Proceedings of the Annual Meeting of the Academy of International Business AIB-UKI (UK and Ireland Chapter).
33. Reade, C., Thorp, R., Shimizu, A., Wasbauer, M., & McKenna, M. (2009). The global bumble bee industry and ecological sustainability. Organizations and the Natural Environment Conference Paper Abstracts. Academy of Management Annual Meeting Proceedings, p. 27.
34. Reade, C., Shimizu, A., Wasbauer, M., & Thorp, R. (2009). The global bumble bee industry: Japan's stakeholder response to a commercial and ecological challenge.' Proceedings of the Annual Meeting of the Association of Japanese Business Studies.
35. Reade, C. (2008). HRM implications of external risk to firms in the supply chain. Proceedings of the 3rd World Conference on Production and Operations Management.
36. Reade, C. & Mckenna, M. (2008). Towards a conceptual 'Weather Map' of industrial relations climates in emerging economies. Proceedings of the Annual Meeting of the Western Academy of Management.
37. Reade, C. & McKenna, M. (2006). From local to global and back again: Tracing the non-linear road to industrial relations dispute resolution processes in an emerging economy. In Von Glinow, M.A. & Kiyak, T. (Eds), Proceedings of the 48th Annual Meeting of the Academy of International Business, p. 286.
38. Reade, C. (2005). Subsidiary role type and managerial attitudes: A comparative case study of subsidiary managers in the Indian and Pakistani operations of a British MNC. In Doz, Y. & Kiyak, T. (Eds), Proceedings of the 47th Annual Meeting of the Academy of International Business, pp. 185-186.

Peer-Reviewed Book Chapters

1. Bader, B. & Reade, C. (2021). The context of terrorism for managing people in multinational enterprises: Toward a human resource management terrorism-response theory. In E. Parry, M. Morley, and C. Brewster (eds) *The Oxford Handbook of Contextual Approaches to Human Resource Management*, Oxford University Press, Ch.7, pp. 135-155.
2. Bader, A.K., Reade, C., & Froese, F.J. (2021). Terrorism and expatriate withdrawal cognitions: The differential role of perceived work and non-work constraints. In B. Bader, T. Schuster, & M. Dickmann (eds) *Danger and Risk as Challenges for HRM*. Routledge. [ISBN: 9780367628642]
3. Suder, G., Reade, C., Riviere, M., Birnik, A., & Nielsen, N. (2021). Mind the gap: The role of HRM in creating, capturing and leveraging rare knowledge in hostile environments. In B. Bader, T. Schuster, & M. Dickmann (eds) *Danger and Risk as Challenges for HRM*. Routledge. [ISBN: 9780367628642]

4. Reade, C. & Lee, H-J. (2020). Geopolitics, social polarization, and the bridging role of cosmopolitan leaders. In M.E. Mendenhall, M. Zilinskaite, G.K. Stahl, & R. Clapp-Smith (eds.), *Responsible Global Leadership: Dilemmas, Paradoxes, and Opportunities*. Routledge, pp. 29-44. [ISBN: 978-1-138-04934-5]
5. Reade, C. & McKenna, M. (2019). The trade barrier game: An experiential approach to understanding political behavior in trade negotiations. In M.A. Gonzalez-Perez, K. Lynden, & V. Taras (eds) *The Palgrave Handbook of Learning and Teaching International Business and Management*. Palgrave MacMillan, pp. 633-651. ISBN: 978-3-030-20414-3
6. Reade, C. (2017). New in town? Assessing the role of diasporas for emerging economy expatriates. Commentary on Expatriate Managers from Emerging Economy Firms. In Bader, B., Schuler, T., and Bader, A.K. (Eds) *Expatriate Management: Transatlantic Dialogues*. London, UK, pp. 287-290.
7. Reade, C., Goka, K., Thorp, R., Mitsuata, M., & Wasbauer, M. (2016). From corporate social responsibility to accountability in the bumblebee trade: A Japanese perspective. In Atkins, J. and Atkins, B. (Eds) *The Business of Bees: An Integrated Approach to Bee Decline and Corporate Responsibility*. Sheffield, UK: Greenleaf Publishing, pp. 70-89.

Books

1. Reade, C. (1999). *Kaisha Culture* (a reader on Japanese corporate culture, used as a textbook in Japanese universities). Tokyo: Shohaku-sha.
2. Reade, C. (1996). *Kaisha wa Fushigi (The Baffling Japanese Corporation)*, a business novel about foreign employee experience in Japan). Tokyo: Shakaishiso-sha.

Book Reviews

1. Reade, C. (1995). *Japanese Multinationals: Strategies and Management in the Global Kaisha*, ed. by N. Campbell and F. Burton, in *Asia Pacific Business Review*, vol.2, no.1, Autumn 1995.
2. Reade, C. (1994). *Japan's 'Guest Workers'* by H. Shimada, in *Millennium Journal of International Studies*, vol.23, no.3, Winter 1994.

Textbook Cases and Published Working Papers

1. Reade, C. (2008). Managing channel conflict in the global IT industry. In Onkvisit, S. and Shaw, J.J., *International Marketing: Analysis and Strategy*, 5th edn. New York: Routledge, pp. 465-466.
2. Reade, C., & McKenna, M.R. (2007). Leveraging indigenous knowledge for sustainable industrial peace. *Business as an Agent of World Benefit Interactive Working Paper Series*, 1(2): 128-144. (Weatherhead School of Management, Case Western Reserve University).

Professional Reports, Trade Journals, and Media

1. Reade, C. (2009). Deciphering the enigma of employee engagement. *Professional Manager*, 1(2): 32-34.
2. Reade, C. (2002). Developing the capacity of labor officers to apply Interest-based Mediation in the resolution of industrial disputes. Technical assistance report submitted to the Department of Labor, Government of Sri Lanka, and The Asia Foundation, San Francisco, CA.
3. Reade, C. (2001, Mar 11). Collaborating to compete: Negotiation from an HR perspective. *The Sunday Times Business*, Colombo, Sri Lanka, p.1.

PRESENTATIONS

Peer-Reviewed Presentations

1. Bataineh, H., Reade, C., & Lee, H-J. (2022, July 15). Multiple shades of lingua franca: A qualitative study of communicative fluency among diverse expatriates in the UAE. Academy of International Business, Annual Meeting, Miami (virtual program).
2. Bataineh, H., Reade, C., & Lee, H-J. (2022, April 21). Multiple shades of lingua franca: A qualitative study of communicative fluency and cultural perceptions among diverse expatriates in the UAE. Academy of International Business, U.S. West Chapter (AIB-West) Annual Meeting, Virtual.
3. Suder, G., Riviere, M., & Reade, C. (2021, Jun 28). Understanding headquarters-subsiary relations throughout Covid-19: A Tripolar Time Conceptualisation for MNE learning and unlearning. Academy of International Business Annual Meeting, Virtual.
4. Agrawal, N.M., & Reade, C. (2021, Jun 24). Global constraints of the ‘Galapagos effect’: Cross-cultural management challenges and opportunities for Japanese in-house software centres in India. Association of Japanese Business Studies Annual Meeting, Virtual.
5. Suder, G., Riviere, M., & Reade, C. (2021, Feb 17-19). Understanding headquarters-subsiary relations throughout Covid-19: A Tripolar Time Conceptualisation for MNE learning and unlearning. Academy of International Business-Oceania Chapter (ANZIBA) Annual Meeting, Virtual. **ANZIBA Best Paper Award 2021**
6. Agrawal, N.M., & Reade, C. (2020, Jul 1-8). Agile innovation or perfect product? HRM and cross-cultural challenges of Japanese in-house software centres in India. Recorded presentation. Academy of International Business Annual Meeting, Virtual.
7. Haak-Saheem, W., Kothari, T., Moghaddam, K., Pruthi, S., & Reade, C. (2020, Feb 28). Migration and international business: A research agenda. Panel Presentation, moderated by Tanvi Kothari. Academy of International Business, U.S. West Chapter (AIB-West) Annual Meeting, San Diego, CA.

8. Reade, C., & McKenna, M. (2019, Oct 18). The Trade Barrier Game: An experiential approach to understanding political behavior in trade negotiations. Panel Presentation, in The Palgrave Handbook of Learning and Teaching International Business and Management Panel Session. Academy of International Business, Southeast Chapter (AIBSE) Annual Meeting, San Antonio Texas.
9. Bader, B., Dang, Q.T., Froese, F.J., Haak-Saheem, W., & Reade, C. (2019, Jun 25). Insights on expatriate families: Dual careers, hazardous environments, and neglected voices. Panel presentation, chaired by Margaret Shaffer. Academy of International Business Annual Meeting, Copenhagen, Denmark.
10. Reade, C. & Lee, H-J. (2019, Jun 26). The bridging role of cosmopolitan leaders in an era of geopolitical uncertainty and social polarization. Academy of International Business Annual Meeting, Copenhagen, Denmark.
11. Lee, H-J., Yoshikawa, K., & Reade, C. (2018, Aug 13). Intercultural communication challenges in East-East encounters. Academy of Management Annual Meeting, Chicago, IL. **[Finalist for 2018 International Management Division Best Paper in OB/OT/HR Award; Nominated for 2018 Carolyn B. Dexter Best International Paper Award]**
12. Bader, B. & Reade, C. (2018, Aug 13). International HRM in the context of terrorism: Towards an HR terrorism-response theory. Academy of Management Annual Meeting, Chicago, IL.
13. Bader, B. & Reade, C. (2018, Jun 27). The context of terrorism for managing people in MNCs: Towards an HR terrorism-response theory. Academy of International Business Annual Meeting, Minneapolis, MN.
14. Yoshikawa, K., Lee, H-J., & Reade, C. (2018, Jun 27). Intercultural communication challenges in small cultural distance contexts: Lessons from Japanese expatriates in China. Academy of International Business Annual Meeting, Minneapolis, MN. **[Special Session of AJBS Best Papers]**
15. Yoshikawa, K., Lee, H-J., & Reade, C. (2018, Jun 24). Intercultural communication challenges in small cultural distance contexts: Lessons from Japanese expatriates in China. Association of Japanese Business Studies (AJBS) Annual Meeting, Minneapolis, MN. **Palgrave Macmillan Best Paper Award 2018**
16. Reade, C., & McKenna, M. (2018, May 25). Unmanaged migration and the role of MNCs in reducing push factors and promoting peace. Würzburg International Business Forum, Würzburg, Germany.
17. Bader, B., & Reade, C. (2018, May 25). The role of HR in responding to terrorist threat: A systemic approach. Würzburg International Business Forum, Würzburg, Germany.
18. Reade, C. (2017, Jul 5). Expatriate managers in difficult posts: Sociopolitical context, management behavior, and the moderating role of corporate social responsibility perceptions. Academy of International Business Annual Meeting, Dubai, U.A.E.

19. Suder, G., Reade, C., Riviere, M., Birnik, A., & Nielsen, N. (2017, Jul 3). Mind the gap: The role of HRM in creating, capturing and leveraging rare knowledge in hostile environments. Academy of International Business Annual Meeting, Dubai, U.A.E.
20. Suder, G., Reade, C., Riviere, M., Birnik, A., & Nielsen, N. (2017, Feb 24). Knowledge acquisition in hostile environments: The role of HRM. Academy of International Business, U.S. West Chapter (AIB-West) Annual Meeting, San Jose, CA. **Best Paper Award (2nd Place) 2017**
21. Bader, A.K., Reade, C., & Froese, F.J. (2016, Jun 30). Terrorism and expatriates' withdrawal cognitions: Differential role of perceived constraints in the work and non-work domains. Academy of International Business Annual Meeting, New Orleans, LA.
22. Lee, H-J., & Reade, C. (2016, Jun 28). Employee commitment to foreign firms in China: The role of cosmopolitanism and ying-yang leadership. Academy of International Business Annual Meeting, New Orleans, LA.
23. Lee, H-J., & Reade, C. (2016, Jun 25). Employee commitment to Japanese firms in China: The role of cosmopolitanism and ying-yang leadership. Association of Japanese Business Studies Annual Meeting, New Orleans, LA.
24. Reade, C., & Lee, H-J. (2014, Jun 26). Does civil unrest impede or enable employee innovation behavior? The alchemic role of collaborative conflict management.' Academy of International Business Annual Meeting, Vancouver, BC, Canada. **Nominated for Aalto University School of Business "That's Interesting!" Award 2014**
25. Reade, C., Thorp, R., Goka, K., Wasbauer, M., Mitsuhashi, M., & McKenna, M. (2014, Jun 24). Invisible compromises: Global business, local ecosystems, and the commercial bumble bee trade. Academy of International Business Annual Meeting, Vancouver, BC, Canada.
26. Reade, C., Lee, H-J. & Nakai, T. (2014, Jun 21). Is building good employment relations in China a two-way street? Japanese leadership and Chinese cosmopolitanism. Association of Japanese Business Studies Annual Meeting, Vancouver, BC, Canada.
27. Reade, C. (2013, Oct 5). Creating 'Peaceful Oases': The role of supportive leadership in mitigating the psychological impact of political violence. 2013 Leadership for Peace and Prosperity Conference. Co-hosted by University of San Diego's Ahlers Center for International Business and Joan B. Kroc Institute for Peace and Justice, the Center for Peace and Commerce, and the Institute for Economics and Peace. University of San Diego, San Diego, CA.
28. Lee, H-J, Yoshikawa, K., Reade, C., & Arai, R. (2013, Jul 2). Confucian Asian Cluster? Cultural, economic, and institutional explanations of leadership challenges of Japanese managers in China. Association of Japanese Business Studies Annual Meeting, Istanbul, Turkey.
29. Lee, H-J, Reade, C., Yoshikawa, K., & Arai, R. (2013, Feb 22). When in China: Cultural, economic, and institutional explanations of leadership challenges of Japanese managers. International Organizations Network (ION), Victoria, B.C., Canada.

30. Reade, C., & Lee, H-J. (2013, Jan 8). Civil unrest and employee innovation behavior: The alchemic role of collaborative conflict management. Academy of Management, AOM Africa Conference, Johannesburg, South Africa.
31. Reade, C., & McKenna, M. (2013, Jan 8). Indigenous conflict management traditions and industrial peace: A leveraging model. Academy of Management, AOM Africa Conference, Johannesburg, South Africa.
32. Lee, H-J., & Reade, C. (2012). Don't they want to work with us? Workplace homophily climate in a society of ethnic tensions. Presentation at the Annual Conference of the Academy of Management, Boston, MA.
33. Lee, H-J., Yoshikawa, K., & Reade, C. (2012). Culture under strain? Leadership challenges of Japanese managers in the UK and China. Academy of International Business Annual Meeting, Washington, DC.
34. Osland, J., Osland, A., & Reade, C. (2012). The Aracruz Simulation: Developing stakeholder dialogue skills for emerging economy contexts. Academy of International Business Annual Meeting, Washington, DC.
35. Reade, C., Lee, H-J., & Yoshikawa, K. (2012). Cultural distance and the organizational dance: Two steps forward and one step back for Japanese expatriates in the UK and China. Association of Japanese Business Studies Annual Meeting, Washington, DC.
36. Reade, C. (2012). Cuban values in transition: Juxtaposing entrepreneurial drive and revolutionary consciousness through the lens of crossvergence.' Western Academy of Management Annual Meeting, La Jolla, CA, Mar 21-24.
37. Reade, C., & Lee, H-J. (2011). Organizational commitment in an unstable ethnopolitical operating environment: The role of ethnic conflict sensitivity among employees of foreign-invested and indigenous firms. Academy of International Business Annual Meeting, Nagoya, Japan, Jun 25-28.
38. Reade, C., & McKenna, M. (2011). The Trade Barrier Game: An experiential approach to understanding political behavior in trade negotiations. Academy of International Business Annual Meeting, Nagoya, Japan, Jun 25-28.
39. Reade, C., Lee, H-J., & Iijima, Y. (2011). Employee preference for performance-related pay: Predictors and consequences for organizational citizenship behavior in a Japanese firm. AJBS Best Paper Session, Academy of International Business Annual Meeting, Nagoya, Japan, Jun 25-28.
40. Reade, C., Lee, H-J., & Iijima, Y. (2011). Employee preference for performance-related pay: Predictors and consequences for organizational citizenship behavior in a Japanese firm. Association of Japanese Business Studies Annual Meeting, Nagoya, Japan, Jun 25-28. **Finalist for Palgrave Macmillan Best Paper Award 2011**

41. Lee, H-J., & Reade, C. (2011). Workplace homophily as a reflection of societal ethnic conflict: Assessing the impact of workgroup ethnic diversity and quality of work relationships. Academy of International Business UK and Ireland Chapter, Edinburgh, Scotland, Apr 14-16.
42. Osland, J., Osland, A., Reade, C., & Turner, M. (2011). Assessing behavioral learning outcomes in global leadership development: Integrity and the stakeholder dialogue competency. Western Academy of Management Annual Meeting, Victoria, B.C., Canada, Mar 23-27.
43. Reade, C., Thorp, R., Shimizu, A., Wasbauer, M., & McKenna, M. (2009). The global bumble bee industry and ecological sustainability. Academy of Management Annual Meeting, Chicago, IL, Aug 11.
44. Reade, C., Shimizu, A., Wasbauer, M., & Thorp, R. (2009). The global bumble bee industry: Japan's stakeholder response to a commercial and ecological challenge. Academy of International Business Annual Meeting, San Diego, CA, Jun 24.
45. Reade, C. (2008). HRM Implications of external risk to firms in the supply chain. Presentation at the 3rd World Conference on Production Operations Management, Tokyo, Japan, Aug 6.
46. Reade, C., & McKenna, M. (2008) Towards a conceptual 'Weather Map' of industrial relations climates in emerging economies. Western Academy of Management (WAM) Annual Meeting, Oakland, CA, Mar 26-29. **WAM Best Paper Award 2008**
47. Reade, C. (2007). The effects of war and terrorism on organizational commitment. Presented at the Fifth Annual Conference on Emerging Research Frontiers in International Business, on the theme of Conflict, Security and Political Risk: International Business in a Challenging Environment, Academy of International Business, Miami, FL, Nov 28-29.
48. Reade, C., McKenna, M., Bodine, N., & Miller, E. (2007). Interest-based meets indigenous dispute resolution: An integrative model for resolving disputes in non-western contexts. Presentation (and Panel Chair) at the Annual Conference of the Association for Conflict Resolution, Phoenix, AZ, Oct 24-27.
49. Reade, C., & McKenna, M. (2006). Leveraging indigenous knowledge for sustainable industrial peace. Presentation at the 1st global forum of Business as an Agent of World Benefit (BAWB), hosted by Case Western Reserve University, Academy of Management/United Nations Global Compact, Cleveland, OH, Oct 22-25. **Paper Recognition 2006**
50. Reade, C., & McKenna, M. (2006). From local to global and back again: tracing the non-linear road to industrial relations dispute resolution processes in an emerging economy. Presentation at the Annual Conference of the Academy of International Business, Beijing, China, Jun 23-26.
51. Reade, C. (2005). Subsidiary role type and managerial attitudes: A comparative case study of subsidiary managers in the Indian and Pakistani operations of a British MNC. Presentation at the Annual Conference of the Academy of International Business, Quebec City, Canada. Jul 9-12.

52. Reade, C. (2004). Terrorism and workplace conflict: Evidence from Sri Lanka. Presentation at the Annual Conference of the Association for Conflict Resolution, Sacramento, CA, Sep 29-Oct 1.

Invited Presentations, Interviews, and Roundtables

1. Reade, C. (2018, Oct 11). 'Cross-cultural negotiation.' Workshop for Early Career MBA, Silicon Valley Experience Program. Lucas College and Graduate School of Business, San José State University.
2. Reade, C. (2018, Mar 21). 'Intercultural communication challenges in small cultural distance contexts: Lessons from Japanese expatriates in China.' Presentation of paper by Lee, H-J., Yoshikawa, K., & Reade, C. at Hult Research Seminar, Hult International Business School, San Francisco Campus, San Francisco, CA.
3. Reade, C. (2017, Oct 12). 'Cross-cultural negotiation.' Workshop for Early Career MBA, Silicon Valley Experience Program. Lucas College and Graduate School of Business, San José State University.
4. Reade, C. (2016, Oct 6). 'Cross-cultural negotiation.' Workshop for Early Career MBA, Silicon Valley Experience Program. Lucas College and Graduate School of Business, San José State University.
5. Reade, C. (2016, Jun 25) 'Japan and South Asia: Lessons and Opportunities,' Panelist. Association of Japanese Business Studies Annual Meeting, New Orleans, LA.
6. Reade, C. (2015, Jul 3). 'Building Peaceful Oases: A Human Resource Management Perspective'. Keynote Speaker. Public Forum hosted by PIM Alumni Association, Postgraduate Institute of Management, University of Sri Jayewardenepura, Colombo, Sri Lanka.
7. Reade, C. (2010, Jul 16). 'Intercultural Communication'. Guest Speaker. Global Leadership Program for Keimyung University, South Korea. Hosted by Studies in American Language, SJSU
8. Reade, C. (2010, Jun 3). 'The Global Bumble Bee Industry and Sustainable Development'. Invited Resource Specialist and Guest Speaker. International Study Program in Global Citizenship, Session #40, Salzburg Global Seminar, Schloss Leopoldskron, Salzburg, Austria
9. Reade, C. (2009, Nov 11). 'Cross-cultural Communication for Business'. Guest Speaker. Executive Development Program for Norwegian Delegation. Hosted by International and Extended Studies, SJSU.
10. Reade, C., & McKenna, M. (2009, May 30). 'The Role of International Business in Promoting Peaceful Societies.' Invited Resource Specialist and Guest Speaker. International Study

Program in Global Citizenship, Session #33, Salzburg Global Seminar, Schloss Leopoldskron, Salzburg, Austria.

11. Reade, C. (2008, Jul). 'Yin and Yang of Negotiation: Finding the Pivot Point for Optimal Agreements'. Keynote Speaker. National Association of Women Business Owners (NAWBO) – Silicon Valley Chapter.
12. Reade, C. (2003, Aug 3). Going the Extra Mile: Local Managers and Global Effort. Featured Author. Invitation from the editor of *Journal of Managerial Psychology*, Emerald, Annual Conference of the Academy of Management, Seattle, WA.
13. Reade, C. (2002, Apr 4-5). 'Work to Live or Live to Work? A Commentary on Sri Lankan Views of American Work Attitudes'. Speaker and Panelist. Conference on American Visions and Values in a Changing World, panel on Economy and Workplace. Hosted by United States Information Service, Colombo, Sri Lanka.
14. Reade, C. (2002, Mar 15-16). Panelist. South Asia-Vietnam Project on Tripartism and Social Dialogue in Action: National Conference on Workplace Cooperation through Social Dialogue. International Labor Organization, Colombo, Sri Lanka.
15. Reade, C. (2002, Feb 26). 'Negotiation Skills for Win-Win Solutions'. Guest Speaker. HR Department-sponsored employee development program. Golden Key Securities, Colombo, Sri Lanka.
16. Reade, C. (2002, Jan 24). 'Collaborating to Compete: Negotiation from an HR Perspective.' Guest Speaker. HR Department-sponsored employee development program. Lanka Equities, Colombo, Sri Lanka.
17. Reade, C. (2001, Sep13). Invited participant. Roundtable on Principled Approaches to Conflict Resolution. National Peace Council of Sri Lanka, Colombo, Sri Lanka.
18. Reade, C. (2001, Aug 8). 'Mediation and Corporate Effectiveness'. Keynote Speaker. Rotary Club of Colombo West, Colombo, Sri Lanka.
19. Reade, C. (2001, Jul 3). 'Negotiation Skills for Workplace Collaboration.' Guest Speaker. Monthly HR Circle. Hayleys Group, Colombo, Sri Lanka.
20. Reade, C. (2001, Jun 22). 'Negotiation Skills for Workplace Collaboration.' Guest Speaker. Monthly HR Forum. John Keells Holdings, Colombo, Sri Lanka.
21. Reade, C. (2001, Jun 19). 'Interest-Based Negotiation: Skills for Creative Collaboration'. Guest Speaker. Institute of Personnel Management, Colombo, Sri Lanka.
22. Reade, C. (2001, Mar 13). 'Negotiation Skills: A Fundamental Competency'. Guest Speaker. Sri Lanka Institute of Training and Development, Colombo, Sri Lanka.
23. Reade, C. (2000, Dec 12). 'Collaborating to Compete: Negotiation from an HR Perspective'. Guest Speaker. Association for Human Resource Professionals, Colombo, Sri Lanka.

24. Reade, C. (1989, Oct). 'Japanese Corporate Philanthropy'. Interview. KQED Radio, San Francisco.

NOTABLE SERVICE TO THE UNIVERSITY

University

- Senator, College of Business Representative to the Academic Senate, May 2016-May 2017; May 2011-May 2013.
- Senate Representative to Professional Standards Policy Committee, May 2016-2017; May 2011-May 2013.
- Member, Search Committee, Director of Doctoral Program in Educational Leadership, Aug 2012-Mar 2013.
- Chair, SJSU Salzburg Scholars Program, Aug 2009-Jun 2010.
- Faculty Leader, SJSU Salzburg Scholars Study Abroad, Salzburg, Austria, May-Jun, 2010; May-Jun, 2009.
- Member, Steering Committee, SJSU Salzburg Program, Aug 2006-Jun 2010.

College

- Name Reader, LCoB Convocation, 2022; 2019.
- Director of Accreditation, Lucas College of Business, Aug 2013-May 2016.
- Member, Accreditation Steering Committee, Lucas College of Business, Aug 2013-May 2016.
- Member, College Management Team, Lucas College of Business, Aug 2013-May 2016; Aug 2011-Dec 2011.
- Member, Dean's Council of Chairs, Lurie College of Education, Aug 2012-May 2013
- Panel Chair, Global Career Day, Lucas College of Business, Oct 2017; Apr 2014.
- International Business Concentration Representative, College of Business, Aug 2011-May 2016.
- Member, MBA Curriculum Revision Task Force, College of Business, Mar 2013-Dec 2014
- Member, Transfer Orientation Panel, May-Jun 2010
- Member, College Assessment Committee, Aug 2008-Jun 2010.
- Member, College Retention, Tenure, and Promotion Committee, AY2020-2021

Department

- Member, Retention, Tenure, and Promotion (RTP) Committee, School of Management, Lucas College of Business, Sep 2021-Oct 2021.
- Member, Retention, Tenure, and Promotion (RTP) Committee, School of Global Innovation and Leadership, Lucas College of Business, Aug 2018-May 2019; Aug 2019-May 2020; Aug 2021-May 2022.
- Member, SGIL Director Review Committee, Sep 2021-Dec 2021

- Interim Department Chair, Educational Leadership, Lurie College of Education, (AY 2012 secondment from Department of Organization and Management, College of Business)
- Acting Department Chair, Organization and Management, College of Business, Aug 2011-Dec 2011.
- Chair, RTP Committee, Educational Leadership, Lurie College of Education (AY 2012).
- Member, Retention, Tenure, and Promotion (RTP) Committee, Organization and Management, College of Business, Aug 2011-Dec 2011.
- Co-chair, Faculty Recruitment Committee, Organization and Management, College of Business, Aug 2011-Dec 2011.
- Chair, International Business Faculty Recruitment Subcommittee, Organization and Management, College of Business, Aug 2011-Dec 2011.
- Chair, International Business Concentration Committee, AY2020-present
- Course Chair/Co-chair, International Management, 2006-present
- Course Chair, International Business, 2007-2010

SERVICE TO THE PROFESSION

Expert Panel

- Reviewer, research grant application, Social Sciences and Humanities Research Council of Canada, Dec 2009.
- Reviewer, survey questions for a project with the United Nations Global Compact and International Alert London, as an “expert on how business can promote peace and prevent and/or manage violent conflict,” Apr 2008.

Doctoral Consortium Panel

- Panelist, Doctoral Consortium, AIB / Sheth Foundation Doctoral Student Consortium, Academy of International Business Annual Meeting, New Orleans, Jun 2016

Paper Development Workshop

- Co-leader, *Journal of World Business* PDW session with Ajai Gaur, Gary Knight, and Martina Musteen. AIB-US West 2020 Annual Meeting, San Diego, CA.

Appointments to Editorial Boards/Editorships

- Associate Editor, *Asian Business and Management*, Nov 2019-present.
- Member, Editorial Board, *The International Journal of Human Resource Management*, Mar 2013-present.
- Member, Editorial Advisory Board, *Business, Peace and Sustainable Development*, Nov 2014-Dec 2017.
- Member, Editorial Board, *Sri Lankan Journal of Management*, Aug 2009-July 2015.

Appointments to Leadership Roles in Academic/Professional Associations

Association of Japanese Business Studies (AJBS)

- AJBS Executive Board Member, 2017-present
 - Vice Pres: Jul 2021-Jul 2023
 - Treasurer: Jul 2019-Jul 2021
 - Secretary: Jul 2017- Jul 2019
- Mentor, Master and Undergraduate Student Research and Career Seminar. Joint session of AJBS and International Academy of Strategic Management. Hosted by Chuo University, Tokyo, Japan, September 18, 2021.
- Conference Program Chair, 2015 AJBS Annual Meeting, Bangalore India. Term: Jul 2014-Jul 2015. Designed conference program and managed conference paper review system.

Association for Conflict Resolution (ACR)

- Member, Leadership Council, International Section, ACR, Sep 2008–Sep 2010.
- Liaison, International Section, Association for Conflict Resolution, Sep 2008 – Sep 2009. Appointed by the Chair of the International Section to liaise with the US State Department and US Department of Commerce for the purpose of designing an information sheet on alternative dispute resolution delivered to US embassies on Conflict Resolution Day 2009 and shared with US businesses operating overseas as a means to promote alternatives to litigation for resolving commercial, labor and other business-related disputes.
- Member, Conflict Resolution Day Committee, ACR, Sep 2008 – Sep 2009. Appointed by the President of ACR for the 2008-2009 program year. The Committee, reporting to the ACR Board, planned programs for Conflict Resolution Day 2009, Sep 2008–Sep 2009.
- Chair, Conflict Resolution Day Subcommittee, International Section, ACR, Sep 2008–Sep 2009.

Conference Track/Session Chair

- Track Chair, International HRM, Global Leadership and Cross-cultural Management Track, Academy of International Business, 2021 Annual Meeting, Virtual.
- Session Chair, Global Leadership, Academy of International Business, 2021 Annual Meeting, Virtual.
- Session Chair, HRM and Leadership in Japan, Association of Japanese Business Studies, 2021 Annual Meeting, Virtual.
- Session Chair, Global Talent, Gender, and Diversity, Academy of International Business, 2019 Annual Meeting, Copenhagen, Denmark.
- Session Chair, Japanese Firms in Emerging Economies, Association of Japanese Business Studies, 2018 Annual Meeting, Minneapolis, MN.
- Session Chair, Job Satisfaction and Employment Practices, Association of Japanese Business Studies, 2017 Annual Meeting, Dubai, United Arab Emirates.
- Session Chair, Human Resource Management Track, Academy of International Business, West Chapter (AIB-West), 2017 Annual Meeting, San Jose, CA
- Session Chair, Terrorism, Risk and Expatriation; Global Business and International Human Resources Track, Academy of International Business, 2016 Annual Meeting, New Orleans, LA.

- Session Chair, Best Papers of the Association of Japanese Business Studies, Academy of International Business, 2015 Annual Meeting, Bangalore, India.
- Session Chair, Organizational Behavior in Japanese Firms, Association of Japanese Business Studies, 2014 Annual Meeting, Vancouver, Canada.

Reviewer of Academic Papers

CONFERENCE PAPERS

Academy of International Business
 Academy of International Business, West Chapter (AIB-West)
 Academy of Management
 Association of Japanese Business Studies
 International Conference on Intercultural Collaboration
 Western Academy of Management

JOURNAL PAPERS

Asia-Pacific Business Review
Asia-Pacific Journal of Management
Business, Peace, and Sustainable Development
Case Research Journal
Cross Cultural & Strategic Management
European Journal of International Management
Global Business and Organizational Excellence
International Journal of Conflict Management
International Journal of Conflict and Violence
International Journal of Human Resource Management
International Journal of Logistics and Operations Management
International Journal of Manpower
Journal of Asian Business Studies
Journal of Asia-Pacific Business
Journal of Global Mobility
Journal of International Business Policy
Journal of International Business Studies
Journal of International Management
Journal of Management Education
Journal of Social and Personal Relationships
Journal of World Business
Labor & Industry: A Journal of the Social and Economic Relations of Work
Millennium: Journal of International Studies
Organization & Environment
Sri Lankan Journal of Management
U.S.-Japan Women's Journal

OTHER: ENGAGEMENT IN THE INTERNATIONAL COMMUNITY

MIGRATION, BUSINESS & SOCIETY NETWORK, based at Vienna University of Economics and Business, 2021-current.

EMPLOYMENT MEDIATION SERVICES CENTER, Colombo, Sri Lanka, 2001-2003.
Former member, Governing Council, and former Chair, Training and Programs Subcommittee.

UNITED STATES-SRI LANKA FULBRIGHT COMMISSION, Colombo, Sri Lanka, 2002
Former member, Selection Board, Business and Economics Panel

THE ASIA STUDY GROUP, Islamabad, Pakistan, 1992-1993.
Former member, Board of Directors. The Board, chaired by the US Ambassador to Pakistan, coordinated the study activities of 10 interest groups for the wider expatriate community ranging from the history of the Indian subcontinent to carpets, architecture, and birds of the region.

PRASAD PROJECT, Maharashtra, India, 1989, 1993.
Volunteer medical assistant, Netraprakash Eye Camp, Jan-Mar 1993.
Volunteer medical assistant, Muktananda Mobile Hospital, Jan-Mar 1989.

THE KAISHA SOCIETY, Tokyo, Japan, 1987-1988
Founder Member and former Vice President. The Kaisha Society functioned as a support group for non-Japanese employees of Japanese companies in Japan.

CORPORATE AND ORGANIZATIONAL EXPERIENCE

Full-time Employment

THE ASIA FOUNDATION, Head Office, San Francisco, May-Nov 1989
Program Officer for Japan and South Korea
Administered Foundation projects in Japan and South Korea, including academic exchanges.

THE BANK OF TOKYO, LTD., Head Office, Tokyo, 1984-1988
Japanese Government Bond (JGB) Analyst, Capital Markets Division, 1986-1988
Financial Editor, Overseas Division, 1984-1986
Analyzed JGB and Tokyo foreign exchange markets, and prepared reports and forecasts for the bank's domestic and international clients, including the World Bank. As financial editor, edited various documents including project feasibility studies, country risk analyses, and capital markets reports.

Consultancies

THE DEPARTMENT OF LABOR, GOVERNMENT OF SRI LANKA, Jun 2007
Conducted a workshop on interest-based mediation for new labor officer recruits.

PERFORCE SOFTWARE, Alameda, CA, Dec 2006 – Jan 2007
Member of team engaged in assessment of organizational and team conflict.

AMERICAN CHAMBER OF COMMERCE IN SRI LANKA, Colombo, Mar 2001 – Mar 2003

Conducted open enrolment workshops on negotiation skills for Chamber members, including IBM, Coca-Cola, United Airlines, United Holidays, Liz Claiborne, May Department Store, Deutsche Bank, and Hongkong Shanghai Banking Corporation.

THE WORLD BANK, Legal and Judicial Reforms Project, Colombo, Sri Lanka, Feb 2003
Mediation training for Labor Tribunal Presidents to increase their capacity to manage the dispute resolution process and improve the effectiveness of the labor tribunals as forums for the resolution of employment-related disputes. The training program was organized by the Ministry of Justice, Government of Sri Lanka.

THE ASIA FOUNDATION, San Francisco and Colombo, Jul 2001 – Apr 2002
Provided technical assistance to the Department of Labor, Ministry of Employment and Labor, Government of Sri Lanka in the following areas: a) advice on the use of mediation within the scope of the nation's Industrial Disputes Act; b) training of senior labor officers as mediators and mediator trainers, in preparation for the opening and staffing of mediation centers in export processing zones; c) orientation workshops in interest-based problem solving for 100 new labor officer recruits.

COMMERCIAL BANK OF CEYLON, Colombo, Sri Lanka, Nov 2001
Workshop on negotiation skills for bank managers.

ASIAN DEVELOPMENT BANK, Science & Technology Personnel Development Project, Colombo, Sri Lanka, Oct 2001
Workshops on negotiation skills for managing conflict in public sector institutions in the science and technology sector. Participants included senior officers and scientists from industry research institutes, and senior faculty from the science faculties of various universities. Issues ranged from enhancing collaboration among laboratory researchers to dealing with militant student unions.

DIPPED PRODUCTS, Haleys Group, Colombo, Sri Lanka, Oct 2001
Workshop on negotiation skills for managers of a rubber glove manufacturing unit of one of Sri Lanka's oldest and largest conglomerates.

JOHN KEELLS HOLDINGS, Colombo, Sri Lanka, Sep 2001
Workshop on negotiation skills for heads of strategic business units in Sri Lanka's largest conglomerate, which is listed on the New York Stock Exchange.

OMEGA LINE, LTD., Sri Lanka, Jul 2001
Workshop on mediation skills for line supervisors in a garment factory.

RUSIRUMAL, Sri Lanka, Jul 2001
Workshop on team building for senior and middle managers of a garment factory producing outsourced gift shop items for Disneyland.

INSTITUTE OF PERSONNEL MANAGEMENT, Colombo, Sri Lanka, Jun 2001
Workshop for HR managers and union representatives of member companies, on negotiation skills for resolving management-labor disputes.

IBM, Sri Lanka, May 2001

Workshop for heads of IBM partner vendors on negotiation skills for collaborative partnerships.

CITY OF IRVINE, CA, Apr 2001

Participated in facilitating multi-stakeholder negotiations on retirement benefits for city employees.

JE AUSTIN ASSOCIATES, Competitiveness Initiative, Colombo, Sri Lanka, Nov 2000

Conducted seminar on negotiation skills for project heads of industry clusters (tea, rubber, gems, coconut fiber, finance, internet technology).

MERCHANTS BANK OF SRI LANKA, Colombo, Sri Lanka, Sep 2000

Member of team conducting workshop for senior management on negotiation skills and strengthening relations with bank unions.

PHOENIX GROUP, Colombo, Sri Lanka, Jul-Aug 2000

Provided series of workshops for senior managers on employee loyalty, team building, negotiation skills.

NATIONAL YOUTH SERVICE COUNCIL, Colombo, Sri Lanka, May 2000

Provided series of workshops for senior managers on building teams and employee loyalty.

SRI LANKA INSURANCE CORPORATION, Colombo, Sri Lanka, Jan- Feb 2000

Provided series of workshops for management trainees on building teams and employee loyalty.

UNILEVER CEYLON, Colombo, Sri Lanka, Aug 1999

Provided workshop for Human Resource managers on reducing absenteeism on the shop floor.

SRI LANKA TELECOM, Colombo, Sri Lanka, Jul 1999

Provided workshops for senior and middle managers on team building.

HELLER, EHRMANN, WHITE & McAULIFFE, Attorneys at Law, San Francisco, 1989-1990

Provided technical advice on Japanese financial documents to be used in court depositions for a lawsuit involving American, Japanese and European multinational banks.

PROFESSIONAL DEVELOPMENT ACTIVITIES

Academic/Scholarly

JOURNAL OF INTERNATIONAL BUSINESS STUDIES (JIBS) PAPER DEVELOPMENT WORKSHOP, Academy of International Business, Istanbul, Turkey Jul 2013

Lee, H-J, Reade, C., Yoshikawa, K., & Arai, R. 'When in China: Cultural, Economic, and Institutional Explanations of Leadership Challenges of Japanese Managers.'

ASIAN BUSINESS AND MANAGEMENT PAPER DEVELOPMENT WORKSHOP,

Association of Japanese Business Studies, Istanbul, Turkey Jul 2013

Lee, H-J, Yoshikawa, K., Reade, C., & Arai, R. 'Confucian Asian Cluster? Cultural, Economic, and Institutional Explanations of Leadership Challenges of Japanese Managers.'

RESEARCH SEMINAR AND STUDY TOUR, Havana, Cuba, May 27-Jun 4, 2011
Participated in a faculty-led research development and study tour of Cuba. Led by Prof Anne Fountain and Prof Michael Conniff of San Jose State University.

NORTH AMERICAN CASE RESEARCH ASSOCIATION (NACRA) PAPER DEVELOPMENT WORKSHOP, Annual Meeting, Santa Cruz, CA Oct 2009
Attended the Newcomer's Workshop for case writing, and to receive mentoring on a case submitted to the Embryo Case Track. Led by Marie Rock, Embryo Track Chair, Business, Government and Society.

SALZBURG GLOBAL SEMINAR, Schloss Leopoldskron, Salzburg, Austria, Jul –Aug, 2006
Participated in the *International Study Program in Global Citizenship* of the Salzburg Global Seminar, a leading forum for dialogue on global issues.

JUNIOR FACULTY CONSORTIUM, Academy of Management, Honolulu, HI, Aug 2005
Participated in the Human Resource Management consortium led by Mark V. Roehling, Michigan State University, Jeffrey LePine, University of Florida, Pamela Perrow, Florida State University, Susan E. Mayson, Monash University, and Helen De Cieri, Monash University. Invited by Helen De Cieri, Monash University.

JIBS PAPER DEVELOPMENT WORKSHOP, Academy of International Business, Quebec City, Canada, July 2005
Participated in the second annual *Journal of International Business Studies* (JIBS) Paper Development Workshop, Managing across Borders track, co-chaired by Helen De Cieri, Monash University, and Terri A. Scandura, University of Miami. Invited by Arie Lewin, Editor-in-Chief, JIBS. Sponsored by Duke CIBER.

Teaching/Training/Program Development

CERTIFICATE IN RESILIENT COURSE DESIGN, SJSU, Jun-Jul 2021
Completed 5-week intensive online training: 2021 SJSU Resilient Course Design Institute.

CERTIFICATE IN ONLINE TEACHING, SJSU, Jun-Jul 2020
Completed 3-week intensive online training: 2020 SJSU Teach Online Summer Certificate Program, designed by SJSU Center for Faculty Development, eCampus, and Office of Diversity, Equity and Inclusion.

CONSORTIUM FOR UNDERGRADUATE INTERNATIONAL BUSINESS EDUCATION (CUIBE), Annual Meeting, Waikoloa Beach, HI Feb 2019
Hosted by Shidler College of Business, University of Hawaii at Manoa.

CERTIFICATE IN ENTREPRENEURIAL NEGOTIATION, MIT, Oct-Dec 2016
Completed 6-week online course taught by Professor Lawrence Susskind of MIT and Harvard Program on Negotiation.

CONSORTIUM FOR UNDERGRADUATE INTERNATIONAL BUSINESS EDUCATION (CUIBE), Annual Meeting, San Diego, CA Feb 2014
Participated in ‘Sustainability, Social Responsibility, and Corporate Governance in IB Education.’ Hosted by San Diego State University.

CONSORTIUM FOR UNDERGRADUATE INTERNATIONAL BUSINESS EDUCATION (CUIBE), Annual Meeting, Washington, D.C. Mar 2010
Participated in ‘Reaching Beyond the B-School to Support International Business Education.’ Hosted by American University.

HARVARD LAW SCHOOL, PROGRAM ON NEGOTIATION, May 2009
Completed a 3-day training-of-trainers seminar entitled *Teaching Negotiation in the Organization*. The focus was on the design and implementation of corporate training programs that build a sustainable negotiating organization centered on mutual gains. Led by Lawrence Susskind, Max Bazerman, and Robert Bordone of the Program on Negotiation faculty.

MCGRAW-HILL/IRWIN INTERNATIONAL BUSINESS FOCUS GROUP, Headquarters, Burr Hill, IL, Mar 2009
Sponsored by the McGraw-Hill/Irwin management team to join a focus group of 15 international business professors from around the country to discuss teaching tools, technologies, materials and critical issues in international business education.

HARVARD BUSINESS SCHOOL SEMINAR ON CASE METHOD TEACHING, University of California Berkeley, Haas School of Business, Apr 2007
Participated in a one-day seminar entitled *The Art and Craft of Discussion Leadership* designed to develop skills for leading class discussions based on the case method of teaching. Led by James L. Heskett of the Harvard Business School faculty.

WORKSHOP ON CRISIS NEGOTIATION, Association for Conflict Resolution, Sep. 2004
Participated in a one-day pre-conference workshop on *Basic Crisis Negotiation Skills for Mediators*. Led by Gregory M. Vecchi, hostage negotiator, FBI, and Tina Jaeckle, Nova Southeastern University. Association for Conflict Resolution annual conference, Sacramento.

TRAINING OF TRAINERS WORKSHOP ON NEGOTIATION AND CONFLICT MANAGEMENT, Sea-Change Partners, Singapore, 2002
Trained to conduct training of trainer workshops on negotiation and conflict management by Sea-Change Partners, a group affiliated with the Project on Negotiation, Harvard Law School.

CERTIFICATION IN LABOR MEDIATION, Employers’ Federation of Ceylon, Sri Lanka, 2000
Trained in negotiation and mediation skills by Neil Bodine and Ed Miller, visiting specialists from the Center for Collaborative Solutions, Sacramento, California. Certified by the Employers’ Federation of Ceylon to mediate, and to train mediators for, employment-related disputes.

Administrative

AACSB ANNUAL ASSESSMENT CONFERENCE, New Orleans, Mar 2014
Attended conference sessions relevant to College of Business accreditation.

AACSB ASSESSMENT SEMINAR, New Orleans, Mar 2014
Attended 2-day seminar on latest assessment techniques.

AACSB CONTINUOUS IMPROVEMENT REVIEW SEMINAR, San Francisco, Feb 2014
Attended 1-day seminar on accreditation/maintenance of accreditation process.

WESTERN ASSOCIATION OF COLLEGIATE SCHOOLS OF BUSINESS (WACSB) DEAN'S ANNUAL MEETING, San Jose, Oct 2013
Attended sessions relevant to AACSB accreditation.

WESTERN ASSOCIATION OF SCHOOLS AND COLLEGES (WASC) INSTITUTIONAL TRAINING WORKSHOP, Oakland, CA, Sep 2013
Attended assessment seminars.

AACSB BUSINESS ACCREDITATION SEMINAR, Tampa, Jun 2013
Attended 2-day seminar on the 2013 accreditation standards.

AACSB ANNUAL MEETING, Chicago, Apr 2013
Attended conference sessions relevant to COB accreditation.

DEPARTMENT CHAIR TRAINING WORKSHOP, San Jose State University, Sep 2011
Attended workshop for new department chairs, in preparation for serving as acting department chair, Organization and Management, and interim department chair, Educational Leadership.

HONORS AND AWARDS

- 2021 Best Paper Award, Academy of International Business-Oceania Chapter (ANZIBA) Annual Conference
- 2021 Master Teacher Award (AY 2020-2021), Lucas College and Graduate School of Business, San José State University
- 2020 Master Teacher Award (AY 2019-2020), Lucas College and Graduate School of Business, San José State University
- 2018 Nominated for the Carolyn B. Dexter Best International Paper, Academy of Management Annual Conference
- 2018 Finalist for the International Management Division Best Paper in OB/OT/HR, Academy of Management Annual Conference
- 2018 Palgrave Macmillan Best Paper Award, Association of Japanese Business Studies (AJBS) Annual Conference
- 2018 Awarded the DAAD (Deutscher Akademischer Austausch Dienst) Visiting Scholar in International Management, Georg-August University of Göttingen, Germany
- 2017 Best Paper Award (2nd Place), Academy of International Business-US West Chapter Annual Conference
- 2017 Sabbatical granted for AY2017-2018, San José State University
- 2015 Constance Moore and Richard Greer Faculty Research Award, Lucas College and Graduate School of Business, San José State University

- 2014 Master Teacher Award with Distinction (5.0/5.0), Lucas College and Graduate School of Business, San José State University
- 2014 Nominated for Aalto University Business School ‘*That’s Interesting!*’ Award, Academy of International Business Annual Conference
- 2011 Finalist for Palgrave Macmillan Best Paper Award, Association of Japanese Business Studies Annual Conference
- 2011 Lucas Research Grant, College of Business, San José State University
- 2011 Master Teacher Award, College of Business, San José State University
- 2010 Master Teacher Award, College of Business, San José State University
- 2010 Provost Recognition for Student Advising, San José State University
- 2010 Sabbatical granted for AY2010-2011, San José State University
- 2009 Lucas Research Grant, College of Business, San José State University
- 2008 Best Paper Award, Western Academy of Management Annual Conference
- 2008 Junior Faculty Development Grant, San José State University
- 2006 California State University Research Grant, San José State University
- 2006 Salzburg Fellow, San José State University and Salzburg Global Seminar
- 2006 Global Lens Contest, 2nd place in faculty/staff category, San José State University
- 2006 Lottery Grant, Department of Organization and Management, San José State University
- 2005 Lottery Grant, Department of Organization and Management, San José State University
- 2004 Research grant, California State University, Maritime
- 1997 Scholarship, Suntory-Toyota International Center for Economics and Related Disciplines, The London School of Economics and Political Science
- 1996 Scholarship, Suntory-Toyota International Center for Economics and Related Disciplines, The London School of Economics and Political Science

PROFESSIONAL AFFILIATIONS

Academy of International Business

Academy of Management

Sections: International Management, Human Resource Management

Association for Conflict Resolution

Sections: International, Organizational Conflict Management, Commercial

Membership Category: Researcher/Educator/Practitioner

Association of Japanese Business Studies

Georg-August University of Goettingen Alumni Association

London School of Economics Alumni Association

Salzburg Global Seminar Fellow

Sophia University Alumni Association

The Asia Foundation Alumni Association

Western Academy of Management

ORGANIZATIONS SUPPORTED

Japan Society of Northern California

Médecins Sans Frontières (Doctors Without Borders)

Southern Poverty Law Center