

# CURRICULUM VITAE

**PROF. DR. NORIFUMI KAWAI**

**MPIA (PITTSBURGH) | Fellow of UKHEA**

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## WORK ADDRESS

Università degli Studi di Bergamo  
Dipartimento di Scienze Aziendali  
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## PERSONAL INFORMATION

Birth date: April 24<sup>th</sup>, 1975  
Citizenship: Japanese nationality  
(UK permanent residence)  
Marital status: Married, Two daughters

## DEGREES

*Universität Duisburg-Essen* (Germany), **Ph.D in Managerial Economics** (Highest honour - "summa cum laude"), 2010.

Mercator School of Management

Ph.D committee members: Professor Dr. Werner Pascha, Professor Dr. Markus Taube, Professor Dr. Jens Südekum, & Professor Dr. Volker Breithecker

*University of Pittsburgh* (USA), **M.A. in International Political Economy**, 2003.

Graduate School of Public & International Affairs (GSPIA)

Supervisor: Professor Sweta Chaman Saxena (IMF), Ph.D

*Meiji Gakuin University* (Japan), **B.A. in Economics**, 2000.

Department of Economics

## PROFESSIONAL EXPERIENCE

**2021-present**

**Associate Professor in International Business**

*University of Bergamo*, Department of Management, Italy.

**2022**

**Visiting Professor in International Business**

*University of Tübingen*, Department of Management, Germany.

**2019-2021**

**Associate Professor in Global Strategy**

*Sophia University*, Department of Economics, Tokyo, Japan.

**2018**

**Visiting Research Fellow**

(1<sup>st</sup> October 2018- 31<sup>st</sup> December 2018)

*University of Tokyo*, Department of Economics & Manufacturing Management Research Center, Japan.

Host: Professor Dr. Junjiro Shintaku

Research Project: Multinationality & Firm Performance: The Moderating Role of CEO Personality.

**2012-2019**

**Senior Lecturer (Associate Professor) in International Business** (2015-2019)

*University of Sussex Business School*, Falmer, UK.

**Lecturer (Assistant Professor) in International Business**

(2012-15)

*University of Sussex Business School, Falmer, UK.*

**2017-present**

**Visiting Professor in International Business**

*University of Pavia, Department of Economics & Management, Italy.*

**2014-2017**

**Visiting Professor in International Business**

*University of Bergamo, Department of Management, Economics & Quantitative Methods, Italy.*

**2011-2012**

**Research Associate**

*Universität Duisburg-Essen, Department of Managerial Economics (Mercator School of Management), Duisburg, Germany.  
Professor Dr. Christian Grund (Labor Economics)*

**2009-2011**

**Postdoctoral Research Fellow**

*Deutsche Forschungsgemeinschaft (DFG)-funded “Risk & East Asia” research project in the Mercator School of Management & the Institute of East Asian Studies at the *Universität Duisburg-Essen*, Germany.*

**2005-2007**

**Research Associate**

*Universität Duisburg-Essen, Department of Managerial Economics (Mercator School of Management), Duisburg, Germany.  
Professor Dr. Werner Pascha (Japanese Economy)*

**2006**

**Macroeconomic Consultant**

*Sojitz Europe, Düsseldorf Branch Office, Düsseldorf, Germany.*

**2004**

**Professional Trainee**

*German-Japanese Industrial Cooperation Committee (DJW), Düsseldorf, Germany.*

**2003**

**Event Coordinator/Public Relations Assistant**

*The United Nations (UN) World Food Programme Japan Liaison Office, Tokyo & Yokohama, Japan.*

**2003**

**Public Relations Intern**

*Pittsburgh Council for International Visitors, Pittsburgh, USA.*

**2003-present**

**Freelance Interpreter & Translator.**

**RESEARCH INTERESTS**

Global strategy, corporate social & environmental strategy, & female entrepreneurship.

**PUBLICATIONS – PEER REVIEWED ARTICLES**

**Kawai, N., & Sibunruang, H. (2025).** “Entrepreneurs’ Self-Efficacy and Business Opportunity Identification during COVID-19: The Moderating Role of Social Media Interactions”, *Entrepreneurship & Regional Development*. [SSCI] (Impact Factor: 3.300; ABS: 3\* & ABDC: A).

Odül, B., Chul, C., **Kawai, N.**, & Howard, M. (2024). “Multinational Firms as Emissaries of Decent Work: Worker Responses to Progressive HRM in a Foreign Retailer in Japan”, *Critical Perspectives on International Business*. [ESCI] (Impact Factor: 2.000; ABS: 2\* & ABDC: B).

Sibunruang, H., & **Kawai, N.** (2024). “Need for Achievement and the Proactive Nature of Employee Voice: The Facilitating Role of Supervisor Developmental Feedback”, *Journal of*

**Management & Organization** (UK: Cambridge University Press) [SSCI] (Impact Factor: 3.640; ABS: 2\* & ABDC: B).

**Kawai, N., Sibunruang, H. & Kazumi, T. (2023).** “Examining the Relationship between Work-Family Conflict and Female Entrepreneurs’ Work-Related Outcomes: A Moderated Mediation Model of Family Support and Entrepreneurial Regret”, *International Entrepreneurship & Management Journal*. [SSCI] (Impact Factor: 6.200).

**Kawai, N., & Sibunruang, H. (2023).** “Entrepreneurial Tenacity & Success of Women-Owned Businesses: The Moderating Effects of Entrepreneurial Experience & Competitive Intensity”, *European Management Journal*. [SSCI] (Impact Factor: 7.500; ABS: 2\* & ABDC: B).

**Sibunruang, H., & Kawai, N. (2023).** “Voice & Career Growth Potential: Social Influence Perspective”, *Personnel Review*. (UK: Emerald Publishing) [SSCI] (Impact Factor: 3.434; ABS: 2\* & ABDC: A).

**Sibunruang, H., & Kawai, N. (2023).** “Promoting Career Growth Potential: Examining the Roles of Political Skill, Expressive Network Resources & Ingratiation”, *Journal of Management & Organization*. (UK: Cambridge University Press) [SSCI] (Impact Factor: 3.640; ABS: 2\* & ABDC: B).

**Oki, K., & Kawai, N. (2022).** “Local Sourcing & Subsidiary Performance: A Legitimacy Perspective”, *Cross Cultural & Strategic Management*. (UK: Emerald Publishing) [SSCI] (Impact Factor: 3.167; ABS: 2\* & ABDC: B).

**Kawai, N., & Kazumi, T. (2021).** “Female Entrepreneurs’ Cognitive Attributes & Venture Growth in Japan: The Moderating Role of Perceived Legitimacy”, *International Journal of Gender & Entrepreneurship*. (Lead article in this issue) (UK: Emerald Publishing) [ESCI].

**Kawai, N., & Mohr, A. (2020).** “Perceived Underemployment & Expatriate Job Outcomes: The Moderating Role of Organizational Identification”, *International Journal of Human Resource Management*. (UK: Taylor & Francis) [SSCI] (Impact Factor: 2.425; ABS: 3\* & ABDC: A).

**Kawai, N., Xheneti, M., & Kazumi, T. (2020)** “Legitimacy, Resource Accessibility & New Venture Growth: A Moderated Mediation Analysis”, *Journal of Small Business & Enterprise Development*. (UK: Emerald Publishing) [ESCI].

**Kawai, N. & Chung, C. (2019).** “Expatriation, Subsidiary Knowledge Creation & Performance: The Moderating Role of Transnational Strategy”, *Journal of World Business*. (Netherlands: Elsevier) [SSCI] (Impact Factor: 3.993; ABS: 4\* & ABDC: A).

**Kawai, N., Strange, R., & Zucchella, A. (2018).** “Stakeholder Pressures, EMS Implementation, & Green Innovation in MNC Overseas Subsidiaries”, *International Business Review*. (Netherlands: Elsevier) [SSCI] (Impact Factor: 2.754; ABS: 3\* & ABDC: A).

**Kawai, N., & Mohr, A. (2015).** “The Association between Role Ambiguity, Role Novelty & Expatriates’ Job Outcomes: The Moderating Effects of Organizational & Supervisor Support”, *British Journal of Management*. (USA: John Wiley & Sons) [SSCI] (Impact Factor: 3.059; ABS: 4\* & ABDC: A).

**Kawai, N. (2015).** “Does Downsizing Really Matter? Evidence from Japanese Multinationals in the European Manufacturing Industry”, *International Journal of Human Resource Management*. (UK: Taylor & Francis) [SSCI] (Impact Factor: 2.425; ABS: 3\* & ABDC: A).

**Kawai, N., & Strange, R. (2014).** “Perceived Organizational Support & Expatriate Performance: The Case of Japanese Expatriate Managers in Germany”, *International Journal of Human Resource Management*. (UK: Taylor & Francis) [SSCI] (Impact Factor: 2.425; ABS: 3\* & ABDC: A).

Strange, R., & **Kawai, N.** (2014). “The Past, Present & Future of the Hybrid Factory: Lessons from the Study of the Management of Japanese MNEs Overseas”, *Asian Business & Management*. (UK: Palgrave Macmillan) [SSCI] (Impact Factor: 1.179).

**Kawai, N.**, & Strange, R. (2014). “Subsidiary Autonomy & Performance in Japanese Multinationals in Europe”, *International Business Review*. (Netherlands: Elsevier) [SSCI] (Impact Factor: 2.754; ABS: 3\* & ABDC: A).

**Kawai, N.** (2012). “The Influence of External Network Ties on Organizational Performance: Evidence from Japanese Manufacturing Subsidiaries in Europe”, *European Journal of International Management*. (UK: Inderscience) [SSCI] (Impact Factor: 2.294; ABS: 2\*).

**Kawai, N.**, & Jonas, M. (2009). “Ownership Strategies in the Post-Financial Crisis Southeast Asia: The Case of Japanese Manufacturing Firms”, *Asian Business & Management*, 8(3): 1-29. (UK: Palgrave Macmillan) [SSCI] (Impact Factor: 1,179).

**Kawai, N.** (2009). “The Locational Determinants of Japanese Manufacturing Start-ups in China”, *Global Economic Review*. (Lead article in this issue), 38(2): 117-141. (UK: Taylor & Francis) [SSCI] (Impact Factor: 0.273).

Hwang, K-S., Lee, J-W., & **Kawai, N.** (2008). “Japanese & Korean Foreign Direct Investment in Central & Eastern Europe: The Strategies & Economic Activities”, *Journal of Korea Trade*, 12(3): 133-174. (Korea: Korea Trade Research Association) [SSCI] (Impact Factor: 0.136).

## OTHER PUBLICATIONS

河合憲史、大木清弘 (2025 年 12 月).『海外子会社の戦略的敏捷性とオペレーショナル・レジリエンス: 混乱時におけるダイナミック・ケイパビリティの役割』東京大学大学院経済学研究科経営教育研究センターディスカッションペーパー No.576 (MMRC576\_2025.pdf).

河合憲史 (2023 年 4 月) フィールド・アイ『私の労働環境 イタリア国立ベルガモ大学』(イタリアから 3) 日本労働研究雑誌 (No. 753).

河合憲史 (2023 年 3 月) フィールド・アイ『イタリア高等教育システム』(イタリアから 2) 日本労働研究雑誌 (No. 752).

河合憲史 (2023 年 2 月) フィールド・アイ『イタリアの複雑な手続きの壁』(イタリアから 1) 日本労働研究雑誌 (No.751).

河合憲史 (2022 年 8 月). 『日本の女性起業家: パンデミック禍における仕事と家庭の葛藤および撤退行動』『商工金融』pp.5-24.

鹿住倫世、河合憲史 (2018 年 7 月). 『女性の起業支援策と女性起業家の自己効力感ー日本のデータから』企業家研究フォーラム学会誌『企業家研究』第 15 号.

Kazumi, T., & **Kawai, N.** (2017). “Untangling the Link between Institutions & Women’s Entrepreneurial Performance: The Mediating Role of Self-Efficacy”, *Asia Pacific Journal of Innovation & Entrepreneurship*. (UK: Emerald Publishing) [ESCI].

**Kawai, N.**, Strange, R., & Zucchella, A. (2015). Stakeholder Pressures, EMS Implementation, & Green Innovation in MNC Overseas Subsidiaries, DEM Working Papers Series, University of Pavia, Department of Economics & Management, Italy.

弘中史子、河合憲史、鹿住倫世、川名和美 (2015 年 10 月) 『日本の女性起業家の現状と課題に関する一考察』滋賀大経済学部附属リスク研究センターCRR Discussion Papers J-56.

**Kawai, N.** (2014). What Do We Know About the Internationalization of Japanese SMEs? *Quaderni di Ricerca sull’Artigianato*, 1: 61-68.

**Kawai, N., & Ko, J-H.** (2012). “The Dark Side of Institutionalized Informal Connections: Evidence from the Japanese Banking Sector in the Post-Bubble Crisis Era”, *International Journal of Business*. (USA: Premier Publishing).

**Kawai, N.** (2012). Determinants of the Performance of Japanese Multinational Corporations’ Subsidiaries. In G. Heiduk & A. McCaleb (eds.), *The Role of Openness in China’s Post-Crisis Growth Strategy*: 169-182. Warsaw School of Economics Press (Poland).

**Kawai, N.** (2011). The Role of Institutional Conditions in Japanese Foreign Direct Investment in European Transition Economies, In Werner Pascha, Markus Taube, & Cornelia Storz (eds.) *Institutional Variety in East Asia: Patterns of Formal & Informal Coordination* (UK: Edward Elgar).

**Kawai, N.** (2010). *Japanese Multinationals in European Emerging Economies: Motivation, Location, & Structural Patterns*, Ph.D. Dissertation in Managerial Economics (Germany: Universität Duisburg-Essen Mercator School of Management).

**Kawai, N.** (2009). “Shifting Gears: Keiretsu Corporate Networks Are Innate to the Japanese Auto Sector, But Could This System Finally be Changing?”, *JapanInc*, 10-12. (Japan).

**Kawai, N.** (2007). “Does Keiretsu Ownership Improve or Undermine Corporate Performance? The Case of the Automobile Sector”, *Journal of Current Japanese Affairs* (Lead article in this issue), 15(6):5-36.

**Kawai, N., & Jonas, M.** (2007). “Ownership Strategies in the Post-Financial Crisis Southeast Asia: The Case of Japanese Manufacturing Firms”. Duisburger Arbeitspapiere Ostasienwissenschaften, Universität Duisburg-Essen, Nr.73. 28 pages.

**Kawai, N.** (2006). Spatial Determinants of Japanese Manufacturing Firms in the Czech Republic. Duisburger Arbeitspapiere Ostasienwissenschaften, Universität Duisburg-Essen, Nr.71. 28 pages.

## PRESENTATIONS

**September 8<sup>th</sup>, 2025** Discussant in the Professional Development Workshop (PDW), Family & Young Enterprise Centre, Università degli Studi di Bergamo, Bergamo, Italy.

**August 3<sup>rd</sup>, 2023** “The CEO as De Facto Chief Environmental Strategist: Personal Values, Power, & Environmental Performance”, MMRC Research Development Workshop, Tokyo University, Tokyo, Japan.

**March 31<sup>st</sup>, 2022** “The Impact of COVID-19 on Female Entrepreneurs in Japan – Based on 2021 Survey Data”, Committee No. 118, Japan Society for the Promotion of Science (JSPS).

**October 10<sup>th</sup>, 2020** “Bridging the Gap between Academic Research & Policy Making on SME”, The 40<sup>th</sup> Japan Academy of Small Business Studies National Annual Meeting, Tokyo, Japan.

**June 26<sup>th</sup>, 2020** “The Importance of Female Entrepreneurship in Japan”, Research Seminar, 118<sup>th</sup> Committee on Industrial Structure - Small & Medium Business, Tokyo, Japan.

**May 21<sup>th</sup>, 2019** “CEO Personality & Global Strategy”, Ph.D Research Seminar, Department of Marketing & Management, University of Pavia, Italy.

**December 27<sup>th</sup>, 2018** “CEO Personality & Degree of Internationalization (DOI) Growth: An Upper Echelon Perspective”, MMRC Research Development Workshop, Tokyo University, Tokyo, Japan.

**November 26<sup>th</sup>, 2018** “Expatriate Utilization & Subsidiary Knowledge Creation: Bartlett & Ghoshal’s Integration-Responsiveness Framework”, Yokohama National University, Yokohama, Japan.

**November 23<sup>rd</sup>, 2018** “*Entrepreneurs’ Cognitive Attributes & the Performance of Women-Owned Businesses in Japan: The Role of Legitimacy*”, Research Seminar, Musashi University, Tokyo, Japan.

**November 24<sup>th</sup>, 2018** “*CEO Personality & Global Strategy*”, Academy of Multinational Enterprise, Academy of Multinational Enterprise, Meiji University Surugadai Campus, Tokyo, Japan.

**September 10<sup>th</sup>-September 13<sup>th</sup>, 2018** “*Entrepreneurs’ Cognitive Attributes & the Performance of Women-Owned Businesses in Japan: The Role of Legitimacy*”, The Asia Council for Small Business (ACSB) 2018 Conference (The 6<sup>th</sup> Asian SME Conference), Tokyo, Japan.

**September 10<sup>th</sup>-September 13<sup>th</sup>, 2018** “*Social Legitimacy & Entrepreneurial Success in Japan: The Role of Knowledge Acquisition*”, The Asia Council for Small Business (ACSB) 2018 Conference (The 6<sup>th</sup> Asian SME Conference), Tokyo, Japan.

**July 31<sup>st</sup>-August 2<sup>nd</sup>, 2018** “*Entrepreneurs’ Cognitive Attributes & the Performance of Women-Owned Businesses in Japan: The Role of Legitimacy*”, Diana International Research Conference 2018 Bangkok University, Thailand.

**April 8<sup>th</sup>, 2018** “*Social Legitimacy & Entrepreneurial Success in Japan: The Role of Knowledge Acquisition*”, Japan Academy of Small Business Studies, Senshu University, Tokyo, Japan.

**April 5<sup>th</sup>, 2018** “*How to Get Published in Top Scholarly Journals*”, Manufacturing Management Research Center (MMRC), Tokyo University, Tokyo, Japan.

**April 5<sup>th</sup>, 2018** “*Expatriate Utilization, Subsidiary Knowledge Creation & Performance: The Moderating Role of Transnational Strategy*”, Manufacturing Management Research Center (MMRC), Tokyo University, Tokyo, Japan.

**August 4<sup>th</sup>-8<sup>th</sup>, 2017** “*Utilizing Political Skill to Achieve Career Growth: A Moderated Mediation Analysis*”, Academy of Management Annual Meeting, Atlanta, USA.

**July 15<sup>th</sup>-16<sup>th</sup>, 2017** “*Expatriation, Subsidiary Knowledge Creation & Performance: The Moderating Role of Transnational Strategy*”, Academy of Multinational Enterprise Annual Meeting, Tokyo, Japan.

**August 29<sup>th</sup>-31<sup>st</sup>, 2016** “*Institutional Support & Women’s Entrepreneurial Self-Efficacy*”, Recontres de St-Gallen, Swiss Research Institute of Small Business & Entrepreneurship, University of St.Gallen, Switzerland.

**May 16<sup>th</sup>, 2016** “*Doing Business in Japan*”, in Dipartimento di Economia e Management, Universita Pavia & Confindustria Pavia, Italy.

**October 27<sup>th</sup>, 2015** “*Japanese Business & Management*”, in Denso Manufacturing Europe, Czech Republic.

**October 27<sup>th</sup>, 2015** “*Turning Great Leadership into Competitive Superiority*”, in Denso Manufacturing Europe, Czech Republic.

**May 10<sup>th</sup>, 2014** “*The Effects of Environmental Regulations, Consumer Environmental Concerns, & Corporate Environmental Policies on MNC Subsidiary Performance*”, Academy of Multinational Enterprise, Academy of Multinational Enterprise, Keio University Mita Campus, Tokyo, Japan.

**May 6<sup>th</sup>, 2014** “*Green Strategies of MNC Subsidiaries*”, Management & Organization in the Age of Globalization Workshop, Meiji University Graduate School of Business Administration, Tokyo, Japan.

**September 26<sup>th</sup>, 2013** “*The Adoption of Proactive Environmental Strategies in Foreign Subsidiaries*”, First Pavia Paper Development Workshop, in Dipartimento di Economia e Management, Universita Pavia, Italy.

**September 24<sup>th</sup>-25<sup>th</sup>, 2013** “*Understanding Responsible Environmental Sustainability in Foreign Subsidiaries*”, The International Workshop on East Asian Investments in Europe, in Leeds Business School & White Rose East Asian Centre, UK.

**August 28<sup>th</sup>-29<sup>th</sup>, 2013** “*Internationalization of SMEs: A Review & Research Agenda*”, The International Workshop on Small Business: New Stage of the Globalization & the Japanese SMEs, in the Japanese Committee of International Council for Small Business (JICSB), Japan.

**July 3<sup>rd</sup>-July 6<sup>th</sup>, 2013** “*Work Stress, Support Perceptions, & Expatriate Performance: An Interactive Perspective*”, The 55<sup>th</sup> Academy of International Business Conference, in Savanci School of Management, Savanci University, Turkey.

**April 25<sup>th</sup>-April 26<sup>th</sup>, 2013** “*Perceived Organizational Support & Expatriate Performance: Understanding a Mediated Model*”, Austrian Scholars Workshop in Management “Organizations, People & Institutions in a Global Context”, Johannes Kepler University (JKU), Linz, Austria.

**June 30<sup>th</sup>-July 3<sup>rd</sup>, 2012** “*Location Strategies of Foreign Investors in China: Evidence from Japanese Manufacturing Multinationals*”, The 54<sup>th</sup> Academy of International Business Conference, in George Washington University, USA.

**March 29<sup>th</sup>-31<sup>th</sup>, 2012** “*The Consequence of MNE Decentralisation: Empirical Evidence from Japanese Firms in Europe*”, 39<sup>th</sup> Academy of International Business-UKI (UK & Ireland Chapter) Conference, in Liverpool Management School, UK.

**May 16<sup>th</sup>-17<sup>th</sup>, 2011** “*The Impact of High-Work Performance Systems on Firm Performance from the RBV of Competitive Advantage: Evidence from Japanese MNC Subsidiaries in Europe*”, The 26<sup>th</sup> Workshop on Strategic Human Resource Management (EIASM Conference), in Reykjavik, Iceland.

**April 14<sup>th</sup>-16<sup>h</sup>, 2011** “*The Use of Quantitative Methods to Study Risk in the East Asian Context*”, Research Workshop of EastAsiaNet in Duisburg, Germany.

**February 23<sup>th</sup>-26<sup>nd</sup>, 2011** “*The Antecedents & Effects of Corporate Downsizing in the Institutional Context: The Case of Non-financial Japanese Firms from 1991 to 2008*”, The Workshop on the Varieties-of-Capitalism Revisited - Japan & the United Kingdom since the 1990s (sponsored by the White Rose East Asia Centre & the Japanese Embassy in London). In School of East Asian Studies at the University of Sheffield, UK.

**September 20<sup>th</sup>-22<sup>nd</sup>, 2010** “*Subsidiary Downsizing: Evidence from European Subsidiaries of Japanese Multinational Corporations in Europe*”, Freiburg-Nagoya Joint Seminar: The Aftermath of the Global Financial & Economic Crisis - Lessons for Asia & Europe, Department of Economics, at the University of Freiburg, Germany.

**March 10<sup>th</sup>, 2010** “*The Role of Institutional Factors in Japanese Direct Foreign Investment in Eastern & Central Europe*”, Workshop “Institutionen in der Entwicklung Ostasiens: Institutionen im Test - zwischen Beharrungs- und Anpassungsvermögen”, in Evangelische Akademie Tutzing am Starnberger See, Germany.

**November 20<sup>th</sup> -22<sup>nd</sup>, 2009** Chair of Podiumsdiskussion “*Regional Mechanisms in East Asia: A Meaningful Response to the Financial Crisis?*”, in Vereinigung für Sozialwissenschaftliche Japan Forschung (VSJF) - Jahrestagung 2009: Risk & East Asia at Berlin, Germany.

**May 6<sup>th</sup>, 2008** “*The Characteristics & Pattern of Japanese Manufacturing Firms in Emerging Economies*”, Human Resource Management in European Transition Economies in Düsseldorf Wirtschaftsclub, Germany (organized by Deutsch-Japanische Wirtschaftskreis, Fischer Human Resource Management & Heuking Kühn Lüer Wojtek).

**April 18<sup>th</sup>, 2007** “*Spatial Distribution of Japanese Manufacturing Firms in Central Europe*” . Volkswirtschaftliches Forschungsseminar zu ausgewählten Fragen der Wirtschaftstheorie und

Wirtschaftspolitik Sommer 2007, in Mercator School of Management/Universität Duisburg-Essen, Germany.

**November 11<sup>th</sup>, 2005** “*The Nature of Japanese FDI in Central Europe*”. Fachgruppe Wirtschaft Treffen, in Vereinigung für Sozialwissenschaftliche Japanforschung (VSJF), Königswinter, Germany.

**June 20<sup>th</sup>, 2005** “*The Nature of Japanese FDI in Central Europe*”. European Integration Seminar, in the Business & Economic Summer Term (BEST) academic program of the Faculty of Business Administration - Mercator School of Management (MSM) - of the University of Duisburg-Essen, Germany.

## **INVITED TALKS**

**June 11<sup>th</sup>, 2021** A distinguished panel expert, “2021 International Business Review (IBR) Young Scholars Workshop”, via Zoom

**March 21<sup>st</sup>-22<sup>nd</sup>, 2017** “*Language Networks*”, International Workshop: Adjustment Processes to Shocks - Adaptation & Resilience, in the Munich School of Management at the Ludwig Maximilian University of Munich, Germany.

**May 8<sup>th</sup>, 2015** “*The End of Japanese MNCs’ Competitive Advantage?*”, in the Japanese Chamber of Commerce & Industry in Romania, Intercontinental Hotel Bucharest, Romania.

**March 27<sup>th</sup>, 2015** “*The Strategic Importance of Japanese Firms: Competitive Strength & Local Development*”, in the Executive Office of the President, Prague Castle, Czech Republic.

**March 26<sup>th</sup>, 2015** “*Japanese Multinational Corporations vs. Korean Multinational Corporations*”, in the Embassy of Japan in Prague, Czech Republic.

**September 26<sup>th</sup>, 2014** “*Does the Sun still Rise?*”, in the Japanese Chamber of Commerce & Industry in the Czech Republic, Grand Majestic Plaza Hotel, Czech Republic.

**January 26<sup>th</sup>, 2011** “*Japanese Firms: Deinstitutionalizing the Lifetime Employment System*”, The 18<sup>th</sup> Stockholm Seminar on Japan, in Stockholm School of Economics, Sweden.

## **ADDITIONAL EDUCATION**

**Academic Associate of the Chartered Institute of Personnel & Development (CIPD)** (2014-2019).

**Fellowship of the Higher Education Academy (FHEA)** (Official teaching qualifications in the UK) (2013-present).

Essex Summer School in Social Science Data Analysis & Collection in the Department of Government at the University of Essex, UK, 2007.

- Mathematics for Social Scientists, Part 2 (instructed by Dr. Christopher Saker & Dr. Edward Codling), 15 hours.
- Survival Analysis/Cox Proportional Hazard Model (instructed by Dr. Thomas Siedler), 17.5 hours.
- Case Study Research (instructed by Dr. Sebastian Dellepiane Avelaneda), 18 hours.

Charles University, Faculty of Arts & Philosophy, Institute of East Asian Studies, Praha, Czech Republic, 2006.

University of Pittsburgh, **Graduate Certificate of Advanced Study in West European Studies** (awarded by the EU Center of Excellence), PA, USA., 2003.

University of Pittsburgh, Department of Economics & Political Science, PA, USA., 2001.

Compucollege School of Business, **Diploma of Business Administration**, BC, Canada, 1998.

## TEACHING EXPERIENCE

### University of Bergamo (Italy)

- Special Topics in Internationalization (bachelors), Winter 2022, Winter 2023, Winter 2024, Winter 2025, Winter 2026.
- International Business & Trade (masters), Winter 2022, Winter 2023, Winter 2024, Winter 2025, Winter 2026.
- Strategic Management (masters), Autumn 2024.

### University of Tübingen (Germany) - Visiting Professor

- Doing Business in Japan (masters), Summer 2022.
- A total of teaching hours: 12 hours.

### Sophia University (Japan)

- Strategic Management (undergraduate), Winter 2019/20 (**4.75/5.00**), Spring 2020/21 (**4.50/5.00**).
- Introduction to Management (undergraduate), Spring 2020/21 (**4.32/5.00**).
- Principle of Management (undergraduate), Winter 2020/21 (**4.25/5.00**).

### University of Pavia (Italy) - Visiting Professor

- Doing Business in East Asia (masters), Spring 2016, Winter 2017.
- Strategic & Global Management (executive MBA), Spring 2022.
- A total of teaching hours: 27 hours.

### University of Bergamo (Italy) - Visiting Professor

- Asian Business & Management (masters), Winter 2014 (**Very satisfied: 24**, satisfied: 6, not satisfied: 0), Winter 2015 (**Very satisfied: 28**, satisfied: 3, not satisfied: 0), Winter 2016 (**Very satisfied: 44**, satisfied: 4, not satisfied: 0), 2017 (**Very satisfied: 18**, satisfied: 15, not satisfied: 0).
- A total of teaching hours: 72 hours.

### University of Sussex (UK)

- International Business Strategy (undergraduate), Winter 2012/13 (N/A), Winter 2013/14 (**4.66/5.00**), Winter 2014/15 (**4.40/5.00**), Winter 2015/16 (**3.60/4.00**), Winter 2016/17 (**4.40/5.00**), Winter 2017/18 (**4.20/5.00**).
- Business Contexts in East Asia (masters), Winter 2012/13 (**3.96/5.00**), Winter 2013/14 (**4.41/5.00**), Winter 2014/15 (**4.60/5.00**), Winter 2015/16 (**4.63/5.00**), Winter 2016/17 (**4.00/5.00**), Winter 2017/18 (**4.70/5.00**).
- Major Literature Review (International Business) (undergraduate), Winter 2017/18.
- Research Project (International Business) (undergraduate/masters), Winter 2013/14, Winter 2014/15, Winter 2015/16, Winter 2016/17, Winter 2017/18.

### Universität Duisburg-Essen (Germany)

- International Economics (masters & diploms), Summer 2011.
- Economic & Business Geography in East Asia (diploms), Summer 2010.
- Industrial & Labor Relations in Japan (masters), Fall 2009.

## DEPARTMENT OF BUSINESS & MANAGEMENT SERVICE

### University of Bergamo (Italy)

- Deputy Director of Internationalization for the Department of Management (2022-present).
- Deputy Director of the MSc International Management & Marketing (IMM) Program (2022-present).
- Member of the Committee for the Evaluation of Non-EU Students (2022-present).

### Sophia University (Japan)

- Lead Faculty Member of the Sophia Program for Sustainable Futures (SPSF) Program (2019-2021).
- Chief Examiner for the English Entrance Examination, Department of Management (2021).

### **University of Sussex (UK)**

- Program Director of the BSc International Business Program (2012-2018).
- Staff-Student Liaison Meeting Member (2014-2018).
- Business, Management & Economics (BMEc) Professional Placement Supervisor (2012-present).
- Board of Study (BoS) Member (2012-2018).
- Business & Management Undergraduate Module Assessment Board (MAB) Member (2012-2018).
- School Progression & Award Board (PAB) Member (2012-2018).

### **PROFESSIONAL AFFILIATIONS**

Fellow, UK Higher Education Academy (UK).

### **PROFESSIONAL ACTIVITIES**

Editorial Review Board Member, *International Business Review* (Netherlands: Elsevier) (2021-present).

Editorial Board Member, *International Studies of Management & Organization* (UK: Taylor & Francis) (2017-present).

Associate Editor, *Journal of Small Business Management* (USA: Wiley) (2018-2020).

Scientific Committee Member, **Asian Council for Small Business 2018 Tokyo Conference** (6<sup>th</sup> Asian SME Conference), Japan.

International Human Resource Management (IHRM) Track Chair, **46<sup>th</sup> Academy of International Business (AIB) UK & Ireland Chapter Conference 2019** (25<sup>th</sup>-27<sup>th</sup> April 2019), University of Sussex Business School, UK.

**Refereeing for** *British Journal of Management*, *Human Resource Management*, *Asia Pacific Business Review*, *Asia Europe Journal*, *International Business Review*, *Journal of International Entrepreneurship*, *International Journal of Human Resource Management*, *Journal of International Management*, *Journal of International Business Policy*, *Multinational Business Review*, *Journal of Business Ethics*, *Technology Analysis & Strategic Management*, *Journal of Small Business Management*, *Journal of the Japanese & International Economies*, *International Journal of Production Economics*, *Asia Pacific Journal of Human Resources*, *Research Policy*, *Thunderbird International Business Review*, *Asian Business & Management*, *Journal of Management & Organization*, *Journal of Business Research*, *Japanese Journal of Administrative Science*, *European Journal of Information Systems*, *Entrepreneurship & Regional Development*, *Recontres de St-Gallen*, *European International Business Academy*, *Academy of International Business*, *Macmillan Publishers Limited*, *International Business Review (IBR) Young Scholars Workshop*, *Japan Society for the Promotion of Science (JSPS)*, *Società Italiana di Management (SIMA)* etc.

### **AWARDS & HONOURS**

**2022** All Japan Bank Research Association Grant, Japan (10,500 EUR).

**2020** **2020-2023 Grant-in-Aid for Scientific Research B** (Co-Investigator), Japan Society for the Promotion of Science (JSPS), Japan (110,000 EUR).

**2020** **2020-2022 Grant-in-Aid for Scientific Research C** (Principal Investigator), Japan Society for the Promotion of Science (JSPS), Japan (35,000 EUR).

- 2019**                    **2019-2021 Grant-in-Aid for Scientific Research C** (Co-Investigator), Japan Society for the Promotion of Science (JSPS), Japan (36,000 EUR).
- 2018**                    **Finalist for the Best Paper Award**, The Asia Council for Small Business (ACSB) 2018 Conference (The 6<sup>th</sup> Asian SME Conference), Tokyo, Japan.
- 2018**                    **Dean's Honour List of Teaching Excellence**, University of Sussex, UK (One of the 10 highest ranked modules out of 563 modules in the period from 2017-2018).
- 2018**                    **Winner of the Emerald Literati Award for Excellence** (<http://www.emeraldgrouppublishing.com/authors/literati/awards.htm?year=2018>).
- 2018**                    **Finalist for the Inspirational Staff Member of the Year Award at the BMEC Annual Teaching Awards 2018**, University of Sussex, UK.
- 2016**                    **ERASMUS Staff Mobility Fund** (Host institution: University of Pavia, Italy), University of Sussex, UK.
- 2016**                    **2016-2019 Grant-in-Aid for Scientific Research C** (Research collaborator), Japan Society for the Promotion of Science (JSPS), Japan (40,000 EUR).
- 2016**                    **Finalist for the Award for Outstanding Contribution to Student Experience at the BMEC Annual Teaching Awards 2016**, University of Sussex, UK.
- 2015**                    **Winner of the Excellence in Teaching Awards 2015** (Outstanding & Innovative Undergraduate Teaching), University of Sussex, UK.
- 2015**                    **Winner of the Award for Outstanding Support for the Learning Experience of Students**, University of Sussex, UK.
- 2015**                    **Winner of the Award for Outstanding Contribution to Student Experience at the BMEC Annual Teaching Awards 2015**, University of Sussex, UK.
- 2015**                    **Winner of the 2015 Best Paper Award of the Academy of Multinational Enterprises**, Japan.
- 2014**                    **Nominated for the UK National Teaching Fellowship Competition from the Department of Business & Management**, University of Sussex, UK.
- 2014**                    **All Japan Bank Research Association Grant**, Japan (4,800 EUR).
- 2012**                    **Winner of the Best Lecturers' Award (2012-2013)**, Department of Business & Management, University of Sussex, UK.
- 2012**                    **All Japan Bank Research Association Grant**, Japan (4,500 EUR).
- 2005-2006**           **Kölner Gymnasial- und Stiftungsfonds**, Germany (8,000 EUR).
- 2001**                    **Dean's Honor List**, University of Pittsburgh, USA.

## **HOBBY & INTERESTS**

Marathon (Personal best in the last 15 years, 2 hours 57 minutes 32 seconds in the Düsseldorf marathon in 2005; 6 times finisher).  
 Olympic-distance triathlon (10 times finisher).  
 Rugby (Player for the second team of Düsseldorf Dragons in the Verbandesliga 2010-2013).  
 Kendo (Japanese swordsmanship) 2-Dan certified through the All-Japan Kendo Federation.  
 Cooking (Italian cuisine).

## **COMPUTER SKILLS**

MS Word, Excel & PPT (advanced)  
STATA (advanced)  
SPSS AMOS (advanced)  
Smart PLS (advanced)  
LISREL (advanced)

## **LANGUAGES**

Japanese (native speaker)  
English (fluent)  
German (fluent/ZOP: C2 level)  
Italian (beginner)

## **DECLARATION**

I hereby certify that all information I have provided above is true to the best of my knowledge.



11.02.2026