

CURRICULUM VITAE

PROF. DR. NORIFUMI KAWAI

MPIA (PITTSBURGH) | Fellow of UKHEA

WORK ADDRESS

Università degli Studi di Bergamo
Dipartimento di Scienze Aziendali
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PERSONAL INFORMATION

Birth date: April 24th, 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, Economics & Quantitative Methods, 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**
(1st October 2018– 31st 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., & Hataya, S. (Forthcoming). “Entrepreneurial Tenacity & Success of Women-Owned Businesses: The Moderating Effects of Entrepreneurial Experience & Competitive Intensity”, *European Management Journal*. [SSCI] (Impact Factor: 6.110; ABS: 2 & ABDC: B).

Sibunruang, H., & **Kawai, N.** (Forthcoming). “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: 6.150).
- 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).
- Sibunruang, H., & **Kawai, N.** (2022). “Voice & Career Growth Potential: Social Influence Perspective”, *Personnel Review* (UK: Emerald Publishing) [SSCI] (Impact Factor: 3.434; ABS: 2 & ABDC: A).
- 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].
- Sibunruang, H., & **Kawai, N.** (2021). “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).
- 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. (2017). “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).
- 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).
- 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. (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). “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).

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.

OTHER PUBLICATIONS

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—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.

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. (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., & 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

October 10th, 2020 "Bridging the Gap between Academic Research & Policy Making on SME", The 40th Japan Academy of Small Business Studies National Annual Meeting, Tokyo, Japan.

June 26th, 2020 "The Importance of Female Entrepreneurship in Japan", Research Seminar, 118th Committee on Industrial Structure - Small & Medium Business, Tokyo, Japan.

May 21th, 2019 "CEO Personality & Global Strategy", Ph.D Research Seminar, Department of Marketing & Management, University of Pavia, Italy.

December 27th, 2018 "CEO Personality & Degree of Internationalization (DOI) Growth: An Upper Echelon Perspective", Academy of Multinational Enterprise, MMRC Research Development Workshop, Tokyo University, Tokyo, Japan.

November 26th, 2018 "Expatriate Utilization & Subsidiary Knowledge Creation: Bartlett & Ghoshal's Integration-Responsiveness Framework", Yokohama National University, Yokohama, Japan.

November 23rd, 2018 "Entrepreneurs' Cognitive Attributes & the Performance of Women-Owned Businesses in Japan: The Role of Legitimacy", Research Seminar, Musashi University, Tokyo, Japan.

November 24th, 2018 "CEO Personality & Global Strategy", Academy of Multinational Enterprise, Academy of Multinational Enterprise, Meiji University Surugadai Campus, Tokyo, Japan.

September 10th-September 13th, 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 6th Asian SME Conference), Tokyo, Japan.

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

July 31st-August 2nd, 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 8th, 2018 “*Social Legitimacy & Entrepreneurial Success in Japan: The Role of Knowledge Acquisition*”, Japan Academy of Small Business Studies, Senshu University, Tokyo, Japan.

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

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

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

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

August 29th-31st, 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 16th, 2016 “*Doing Business in Japan*”, in Dipartimento di Economia e Management, Universita Pavia & Confindustria Pavia, Italy.

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

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

May 10th, 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 6th, 2014 “*Green Strategies of MNC Subsidiaries*”, Management & Organization in the Age of Globalization Workshop, Meiji University Graduate School of Business Administration, Tokyo, Japan.

September 26th, 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 24th-25th, 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 28th-29th, 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 3rd-July 6th, 2013 “*Work Stress, Support Perceptions, & Expatriate Performance: An Interactive Perspective*”, The 55th Academy of International Business Conference, in Savanci School of Management, Savanci University, Turkey.

April 25th-April 26th, 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 30th-July 3rd, 2012 “*Location Strategies of Foreign Investors in China: Evidence from Japanese Manufacturing Multinationals*”, The 54th Academy of International Business Conference, in George Washington University, USA.

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

May 16th-17th, 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 26th Workshop on Strategic Human Resource Management (EIASM Conference), in Reykjavik, Iceland.

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

February 23th-26nd, 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 20th-22nd, 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 10th, 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 20th-22nd, 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 6th, 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 18th, 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 11th, 2005 “*The Nature of Japanese FDI in Central Europe*”. Fachgruppe Wirtschaft Treffen, in Vereinigung für Sozialwissenschaftliche Japanforschung (VSJF), Königswinter, Germany.

June 20th, 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 11th, 2021 A distinguished panel expert, “2021 International Business Review (IBR) Young Scholars Workshop”, via Zoom

March 21st–22nd, 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 8th, 2015 “*The End of Japanese MNCs’ Competitive Advantage?*”, in the Japanese Chamber of Commerce & Industry in Romania, Intercontinental Hotel Bucharest, Romania.

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

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

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

January 26th, 2011 “*Japanese Firms: Deinstitutionalizing the Lifetime Employment System*”, The 18th 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 Tübingen (Germany)

- 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 Bergamo (Italy)

- Special Topics in Internationalization (bachelors), Winter 2022, Winter 2023.
- International Business & Trade (masters), Winter 2022, Winter 2023.
- 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: 312 hours.

University of Pavia (Italy)

- Doing Business in East Asia (masters), Spring 2016, Winter 2017.
- Strategic & Global Management (executive MBA), Spring 2022, Spring 2023
- A total of teaching hours: 36.5 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 (diplom), Summer 2010.
- Industrial & Labor Relations in Japan (masters), Fall 2009.

DEPARTMENT OF BUSINESS & MANAGEMENT SERVICE

University of Bergamo (Italy)

- Member of the Committee for the Evaluation of Non-EU Students (2022-present).

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

Member, Academy of International Business (USA).

Member, Japan Venture Research Association (Japan).

Member, Japan Committee of International Council for Small Business (Japan).

Fellow, UK Higher Education Academy (UK).

PROFESSIONAL ACTIVITIES

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

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

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

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

International Human Resource Management (IHRM) Track Chair, **46th Academy of International Business (AIB) UK & Ireland Chapter Conference 2019** (25th–27th 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*, *International Journal of Business*, *Journal of International Entrepreneurship*, *International Journal of Human Resource Management*, *Journal of International Management*, *Multinational Business Review*, *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*, *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*, *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)* etc.

AWARDS & HONOURS

- | | |
|-------------|---|
| 2022 | All Japan Bank Research Association Grant , Japan (<u>10,500 EUR</u>). |
| 2020 | 2020-2023 Grant-in-Aid for Scientific Research B (Co-Investigator), Japan Society for the Promotion of Science (JSPS), Japan (<u>110,000 EUR</u>). |
| 2020 | 2020-2022 Grant-in-Aid for Scientific Research C (Principal Investigator), Japan Society for the Promotion of Science (JSPS), Japan (<u>35,000 EUR</u>). |
| 2019 | 2019-2021 Grant-in-Aid for Scientific Research C (Co-Investigator), Japan Society for the Promotion of Science (JSPS), Japan (<u>36,000 EUR</u>). |
| 2018 | Finalist for the Best Paper Award , The Asia Council for Small Business (ACSB) 2018 Conference (The 6 th 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.

河内憲史

14.06.2023