CV: VISITING PROFESSOR, SUMMER TERM 2018

Name: Carol Wasbauer Reade
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Home University & Current Position

San José State University, San Jose, California, USA
School of Global Innovation and Leadership
Lucas College and Graduate School of Business
Full Professor of International Management

Research & Teaching Interests

- Effects of sociopolitical conflict on employee behavior in multinational enterprises, and the implications for international human resource management
- Cross-cultural management, conflict and negotiation
- Corporate social responsibility of multinational enterprises with regard to alleviating poverty, protecting the natural environment, and fostering peace in war-torn societies.
- Japanese business and management

Courses as Visiting Professor in Göttingen

- International Business (Lecture, Bachelor Course)
- Cross-Cultural Management (Lecture, Master Course)
- International Organizational Behavior (Seminar, Master Course)

Academic Positions

2005-present	San José State University, San Jose, CA Professor, International Management
2003-2005	California State University, Maritime, Vallejo, CA Assistant Professor, International Business
1999-2003	Postgraduate Institute of Management, University of Sri Jayewardenepura, Colombo, Sri Lanka Senior Lecturer, Organizational Behavior, Negotiation, and Japanese Management

1995-1997	The London School of Economics and Political Science, Department of Industrial Relations, London, UK
	Part-time Instructor, Organization Theory and Behavior

As visiting professor:

- Sophia University, Tokyo, Japan, 2007- 2017
- Salzburg Global Seminar, Salzburg, Austria, 2009, 2010
- Postgraduate Institute of Management, Colombo, Sri Lanka, 2007, 2015

Non-Academic Positions

Worked in the private sector (Bank of Tokyo) and NGO sector (The Asia Foundation), and have provided consulting, training and workshops for various organizations in negotiation and labor mediation, including IBM, Unilever, Coca-Cola, Liz Claiborne, United Airlines, HSBC, American Chamber of Commerce, The Asia Foundation, the Government of Sri Lanka, the Asian Development Bank, and the World Bank.

Education

The London School of Economics and Political Science, London, UK
Ph.D. Industrial Relations, Faculty of Economics

Sophia University, Tokyo, Japan
MA. International Relations, Department of Comparative Culture

University of Wisconsin, Milwaukee, USA
BA. International Relations and Economics

Service & Memberships

Professional service includes serving on editorial boards, expert panels, and doctoral consortia, as well as active leadership roles in academic organizations.

Selected Publications

Peer-Reviewed Journal Articles

1. Lee, H-J., & Reade, C. (2018, in press). The role of ying-yang leadership and cosmopolitan followership in fostering employee commitment in China: A paradox perspective, *Cross Cultural & Strategic Management.* [Special issue on East Asian wisdom and its impact on business culture performance in a cross-cultural context].

2. 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, *The International Journal of Human Resource Management*. Preprint online version published Aug 1, 2017. DOI: 10.1080/09585192.2017.1351462. [Special issue on danger and risk as challenges for HRM: how to manage people in hostile environments]

3. Bader, A.K., Reade, C., & Froese, F.J. (2016). Terrorism and expatriate withdrawal cognitions: The differential role of perceived work and non-work constraints. *The International Journal of Human Resource Management*. Preprint online version published Oct 6, 2016. DOI: 10.1080/09585192.2016.1233448. [Special issue on danger and risk as challenges for HRM: how to manage people in hostile environments]

4. 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.

5. 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.

6. 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.

7. Reade, C. (2015). Firms as 'Peaceful Oases': Conceptualizing the role of conflict-sensitive human resource management. *Business, Peace and Sustainable Development*, 5: 7-28.

8. Reade, C., Goka, K., Thorp, R., Mitsuhata, 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]

9. 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.

10. 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]

11. 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.

12. 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.

13. 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]

14. Reade, C., & McKenna, M. (2009). Seeding the clouds for industrial relations climate change in emerging economies. *Thunderbird International Business Review*, 51(2): 125- 141.

15. 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]

16. 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]

17. Reade, C. (2007). 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]

18. Reade, C. (2003) Going the extra mile: Local managers and global effort. *The Journal of Managerial Psychology*, special issue on 'The Management of Expatriates: Contemporary developments and future challenges,' 18(3): 208-228.

19. 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.

20. 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.

21. 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.

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 Chapters and Commentaries

1. 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.

2. Reade, C., Goka, K., Thorp, R., Mitsuhata, 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.

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.