



## **CAROL READE**

Associate Professor of International Management  
Department of Organization and Management  
College of Business

San José State University  
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### **EDUCATIONAL BACKGROUND**

#### THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE: PhD Degree, 1998

University of London, Faculty of Economics, Department of Industrial Relations (1993-1998)  
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, 1985

Institute of Comparative Culture, Department of International Relations (1982-1984)

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, 1978

Department of International Relations (1976-1978)

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, August 2005 - present

College of Business, Department of Organization and Management, San José, CA

*Associate Professor, International Management*

CALIFORNIA STATE UNIVERSITY, MARITIME, 2003-2005

Department of Business Administration, CSUM, Vallejo, CA

*Assistant Professor, International Business*

POSTGRADUATE INSTITUTE OF MANAGEMENT, 1999-2003

University of Sri Jayewardenepura, Colombo, Sri Lanka

*Senior Lecturer, Organizational Behavior and Negotiation*

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**

SOPHIA UNIVERSITY, 2007, 2008, 2009, 2010, 2011

Summer Session of Asian Studies, Tokyo, Japan

*Visiting Faculty, Japanese Business and Management*

SALZBURG GLOBAL SEMINAR, 2009, 2010

International Study Program in Global Citizenship, Sessions #33 and #40

*Faculty Advisor and Resource Specialist in International Business*

POSTGRADUATE INSTITUTE OF MANAGEMENT, 2007

University of Sri Jayewardenepura, Colombo, Sri Lanka

*Visiting Faculty, Negotiation*

**Primary Courses Taught**

- International Management
- International Business
- Negotiation and Conflict Management

**Other Courses Taught**

Japanese Business and Management, Organizational Theory and Behavior, Managerial Economics, Business Ethics

**RESEARCH PROGRAM**

Research interests include the effects of culture, conflict, and civil unrest on employee behavior and psychological attachment to the firm, particularly in the context of multinational enterprises (MNEs) operating in emerging economies. Other areas of interest include 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**

- Reade, C., & Lee, H-J., (2011, in press) Organizational commitment in time of war: Assessing the impact and attenuation of employee sensitivity to ethno-political conflict, *Journal of International Management*.
- 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.
- Reade, C. (2009) Human resource management implications of terrorist threats to firms in the supply chain, *International Journal of Physical Distribution and Logistics Management*, special issue on Managing Supply Chains in Times of Crisis, 39(6): 469-485.
- Reade, C., & McKenna, M.R. (2009) Seeding the clouds for industrial relations climate change in emerging economies, *Thunderbird International Business Review*, 51(2): 125- 141.
- Reade, C., Todd, A., Osland, A., & Osland, J. (2008) Poverty and the multiple stakeholder challenge for global leaders, *Journal of Management Education*, special issue on Management Education in the Context of Poverty, 32(6): 820-840.
- Reade, C., & McKenna, M.R. (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*, special issue on Alternative Dispute Resolution of Workplace Conflict, 18(2): 108-127.
- Reade, C. (2006-2007) 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*, special issue on the Asian Tsunami, 11/12(1/2): 103-117.
- 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.
- Jayarathne, G. and 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*, vol. 7, nos. 1 & 2, January-June 2002.
- 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.
- 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 Online Papers**

- 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.

## Peer-Reviewed Conference Proceedings

- 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.' Proceedings of the Annual Meeting of the Academy of International Business.
- 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.
- 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.
- 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.' Proceedings of the Annual Meeting of the Academy of International Business AIB-UKI (UK and Ireland Chapter).
- Osland, J., Reade, C., & Turner, M. (2011) 'Assessing behavioral learning outcomes in global leadership development: Integrity and the stakeholder dialogue competency.' Proceedings of the Annual Meeting of the Western Academy of Management.
- 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.
- 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 Association of Japanese Business Studies.
- Reade, C. (2008) 'HRM implications of external risk to firms in the supply chain.' Proceedings of the 3<sup>rd</sup> World Conference on Production and Operations Management.
- 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.
- 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 48<sup>th</sup> Annual Meeting of the Academy of International Business, p. 286.
- 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 47<sup>th</sup> Annual Meeting of the Academy of International Business, pp. 185-186.

## Editor-Reviewed Articles and Cases

- Reade, C. (2009) Deciphering the enigma of employee engagement,' *Professional Manager*, 1(2): 32-34.
- Reade, C. (2008) Managing channel conflict in the global IT industry. In Onkvisit, S. and Shaw, J.J., *International Marketing: Analysis and Strategy*, 5<sup>th</sup> edn. New York: Routledge, pp. 465-466.

## Books

- Reade, C. (1999) *Kaisha Culture* (a reader on Japanese corporate culture, in use as a textbook in Japanese universities). Tokyo: Shohaku-sha.
- Reade, C. (1996) *Kaisha wa Fushigi (The Baffling Japanese Corporation)*, a business novel). Tokyo: Shakaishiso-sha.

## Book Reviews

- 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.
- Reade, C. (1994) *Japan's 'Guest Workers'* by H. Shimada, in *Millennium Journal of International Studies*, vol.23, no.3, Winter 1994.

## Professional Writing

- Reade, C. (2002, March 20) 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.
- Reade, C. (2001, March 11) Collaborating to compete: Negotiation from an HR perspective, *The Sunday Times Business*, Colombo, Sri Lanka, March 11, 2001.

## PRESENTATIONS

### Peer-Reviewed Academic Papers

Western Academy of Management, Annual Conference, La Jolla, CA, Mar 21-24, 2012 (accepted for presentation).

Reade, C., 'Cuban values in transition: Juxtaposing entrepreneurial drive and revolutionary consciousness through the lens of crossvergence.'

Academy of International Business, Annual Conference, Nagoya, Japan, Jun 25-28, 2011.

Reade, C. & Lee, H-J., 'Organizational commitment in an unstable ethno-political operating environment: The role of ethnic conflict sensitivity among employees of foreign-invested and indigenous firms.'

Academy of International Business, Annual Conference, Nagoya, Japan, Jun 25-28, 2011.

Reade, C. & McKenna, M., 'The Trade Barrier Game: An experiential approach to understanding political behavior in trade negotiations.'

Association of Japanese Business Studies, Annual Conference, Nagoya, Japan, Jun 24-25, 2011.

Reade, C., Lee, H-J., & Iijima, Y., 'Employee preference for performance-related pay: Predictors and consequences for organizational citizenship behavior in a Japanese firm.'

**Nominated for Palgrave Macmillan Best Paper Award 2011**

Academy of International Business, UK and Ireland Chapter, Annual Conference, Edinburgh, Scotland, Apr 14-16, 2011.

Lee, H-J., & Reade, C., 'Workplace homophily as a reflection of societal ethnic conflict: Assessing the impact of workgroup ethnic diversity and quality of work relationships.'

Western Academy of Management, Annual Conference, Victoria, B.C., Mar 23-27, 2011

Osland, J., Reade, C., & Turner, M., 'Assessing behavioral learning outcomes in global leadership development: Integrity and the stakeholder dialogue competency.'

Academy of Management, Annual Conference, Chicago, IL, Aug 11, 2009

Reade, C., Thorp, R., Shimizu, A., Wasbauer, M., & McKenna, M., 'The global bumble bee industry and ecological sustainability.'

Association of Japanese Business Studies, Annual Conference, San Diego, CA, Jun 24, 2009

Reade, C., Shimizu, A., Wasbauer, M., & Thorp, R., 'The global bumble bee industry: Japan's stakeholder response to a commercial and ecological challenge.'

3<sup>rd</sup> World Conference on Production Operations Management, Tokyo, Japan, Aug 6, 2008.

Reade, C., 'HRM implications of external risk to firms in the supply chain.'

Western Academy of Management, Annual Conference, Oakland, CA, Mar 26-29, 2008.

Reade, C., & McKenna, M., 'Towards a conceptual 'Weather Map' of industrial relations climates in emerging economies.' **Best Paper Award 2008.**

Academy of International Business, Miami, FL, Nov 28-Dec 2, 2007.

Reade, C., 'The effects of war and terrorism on organizational commitment.' 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.

Association for Conflict Resolution, Annual Conference, Phoenix, AZ, Oct 24-27, 2007.

Reade, C., McKenna, M., Bodine, N., & Miller, E., 'Interest-based meets indigenous dispute resolution: An integrative model for resolving disputes in non-Western contexts.' Panel Chair and Presenter.

Academy of Management/United Nations Global Compact, Cleveland, OH, Oct 22-25, 2006.

Reade, C., & McKenna, M. 'Leveraging indigenous knowledge for sustainable industrial peace.' Presented at the global forum of Business as an Agent of World Benefit (BAWB), hosted by Case Western Reserve University.

Academy of International Business, Annual Conference, Beijing, China, Jun 23-26, 2006.

Reade, C., & McKenna, M., 'From local to global and back again: Tracing the non-linear road to industrial relations dispute resolution processes in an emerging economy.'

Academy of International Business, Annual Conference, Quebec City, Canada, Jul 9-12, 2005.

Reade, C., 'Subsidiary role type and managerial attitudes: A comparative case study of subsidiary managers in the Indian and Pakistani operations of a British MNC.'

Association for Conflict Resolution, Annual Conference, Sacramento, CA, Sep 29-Oct 1, 2004

Reade, C., 'Terrorism and workplace conflict: Evidence from Sri Lanka.'

Academy of Management, Annual Conference, Seattle, WA, Aug 3, 2003.

Featured author presentation. Reade, C., 'Going the extra mile: Local managers and global effort,' *Journal of Managerial Psychology*. Sponsored by Emerald.

## **Professional**

Global Leadership Program for Keimyung University, South Korea. Studies in American Language, SJSU, Jul 16, 2010

Invited presenter. 'Intercultural Communication'  
Salzburg Global Seminar, Schloss Leopoldskron, Salzburg, Austria, Jun 3, 2010

Invited resource specialist. 'The Global Bumble Bee Industry and Sustainable Development.'  
Presentation at the *International Study Program in Global Citizenship*, Session #40.  
Executive Development Program for Norwegian Delegation, International and Extended Studies, SJSU, Nov 11, 2009

Invited presenter. 'Cross-cultural Communication for Business.'  
Salzburg Global Seminar, Schloss Leopoldskron, Salzburg, Austria, May 30, 2009

Invited resource specialist. 'The Role of International Business in Promoting Peaceful Societies.' Presentation at the *International Study Program in Global Citizenship*, Session #33. Mark McKenna, co-presenter.  
National Association of Women Business Owners – Silicon Valley Chapter, Jul 2008

Invited speaker. 'Yin and Yang of Negotiation: Finding the pivot point for optimal agreements.'  
United States Information Service, Colombo, Sri Lanka, Apr 4-5, 2002.

Invited speaker. 'Work to Live or Live to Work? A commentary on Sri Lankan views of American work attitudes.' American Visions and Values in a Changing World, panel on Economy and Workplace.  
International Labor Organization, Colombo, Sri Lanka, Mar 15-16, 2002.

Invited participant. 'South Asia-Vietnam Project on Tripartism and Social Dialogue in Action: National Conference on Workplace Cooperation through Social Dialogue.'  
Golden Key Securities, Colombo, Sri Lanka, Feb 26, 2002.

Invited speaker. 'Negotiation Skills for Win-Win Solutions.' HR Department-sponsored employee development program.  
Lanka Equities, Colombo, Sri Lanka, Jan 24, 2002.

Invited speaker. 'Collaborating to Compete: Negotiation from an HR Perspective.' HR Department-sponsored employee development program.  
National Peace Council of Sri Lanka, Colombo, Sri Lanka, Sep13, 2001

Invited participant. 'Roundtable on Principled Approaches to Conflict Resolution.'  
Rotary Club of Colombo West, Colombo, Sri Lanka, Aug 8, 2001

Invited speaker. 'Mediation and Corporate Effectiveness.'  
Hayleys Group, Colombo, Sri Lanka, Jul 3, 2001.

Invited speaker. 'Negotiation Skills for Workplace Collaboration.' Monthly HR Circle.  
John Keells Holdings, Colombo, Sri Lanka, Jun 22, 2001

Invited speaker. 'Negotiation Skills for Workplace Collaboration.' Monthly HR Forum.  
Institute of Personnel Management, Colombo, Sri Lanka, Mar 13, 2001

Invited speaker. 'Interest-Based Negotiation: Skills for Creative Collaboration.'  
Sri Lanka Institute of Training and Development, Colombo, Sri Lanka, Mar 13, 2001.

Invited speaker. 'Negotiation Skills: A Fundamental Competency.'  
Association for Human Resource Professionals, Colombo, Sri Lanka, Dec 12, 2000.

Invited speaker. 'Collaborating to Compete: Negotiation from an HR Perspective.'  
KQED Radio, San Francisco, Oct 1989.

Interview. 'Japanese Corporate Philanthropy.'

## **SERVICE TO STUDENTS AND THE UNIVERSITY**

Aug 2011-present. Acting Chair, Dept of Organization and Management, College of Business

Aug 2011-present. Senate Representative to the Professional Standards Policy Committee.

May 2011-present. Senator, College of Business Representative to the SJSU Academic Senate.

May-Jun, 2010. Faculty Leader, SJSU Salzburg Scholars Study Abroad, Salzburg, Austria

Aug 2009-Jun 2010. Chair, SJSU Salzburg Scholars Program.

May-Jun, 2009. Faculty Leader, SJSU Salzburg Scholars Study Abroad, Salzburg, Austria

## **SERVICE TO THE PROFESSION**

### **Expert Panel**

Apr 2008: Participated in an expert panel to assess select 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.”

### **Appointments to Editorial Boards**

Aug 2009. Appointed to the Editorial Board of the *Sri Lankan Journal of Management*, the primary management journal in Sri Lanka.

### **Appointments in Professional Associations**

Sep 2008 – present: Member, Leadership Council, International Section, Association for Conflict Resolution (ACR).

Sep 2008 – Sep 2009: Liaison, International Section, Association for Conflict Resolution (ACR). 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 to be 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.

Sep 2008 – Sep 2009: Member, Conflict Resolution Day Committee, Association for Conflict Resolution (ACR). Appointed by the President of ACR for the 2008-2009 program year. The Committee plans programs for Conflict Resolution Day 2009, and reports to the ACR Board.

Sep 2008 – Sep 2009: Chair, Conflict Resolution Day Subcommittee, International Section, Association for Conflict Resolution (ACR).

## **Reviewer of Academic Papers**

### Conference Papers

Academy of International Business  
Academy of Management  
International Conference on Intercultural Collaboration

### Journal Papers

*Asia Pacific Business Review*  
*Asia Pacific Journal of Management*  
*Case Research Journal*  
*Global Business and Organizational Excellence*  
*International Journal of Human Resource Management*  
*International Journal of Manpower*  
*Journal of Asian Business Studies*  
*Journal of Asia-Pacific Business*  
*Journal of International Business Studies*  
*Journal of Management Education*  
*Journal of Social and Personal Relationships*  
*Journal of World Business*  
*Millennium: Journal of International Studies*  
*Sri Lankan Journal of Management*

## **SERVICE TO THE COMMUNITY**

### 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**

#### THE ASIA FOUNDATION, Head Office, San Francisco, 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**

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.

CONSORTIUM FOR UNDERGRADUATE INTERNATIONAL BUSINESS EDUCATION (CUIBE), Annual Meeting, Washington, D.C. Mar 2010

Attended the meeting 'Reaching Beyond the B-School to Support International Business Education. Hosted by American University.

NORTH AMERICAN CASE RESEARCH ASSOCIATION (NACRA), 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.

PROGRAM ON NEGOTIATION (PON), Harvard Law School, 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 PON 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.

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.

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.

## **HONORS AND AWARDS**

- 2011 Nominated for Palgrave Macmillan Best Paper Award, Association for Japanese Business Studies
- 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
- 2009 Lucas Research Grant, College of Business, San José State University
- 2008 Best Paper Award, Western Academy of Management.
- 2008 Junior Faculty Development Grant 2008-2009, San José State University
- 2006 California State University Research Grant 2006-2007, San José State University
- 2006 Salzburg Fellow, San José State University and Salzburg Global Seminar
- 2006 Global Lens Contest, 2<sup>nd</sup> 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, 2004-2005, 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, Organizational Behavior; Conflict Management

Association for Conflict Resolution

Sections: International, Organizational Conflict Management, Workplace; Commercial  
Membership Category: Researcher/Educator/Practitioner

Association for Japanese Business Studies

Consortium of Undergraduate International Business Education

Labor and Employment Relations Association

London School of Economics Alumni Association

Salzburg Global Seminar Fellow

The Asia Foundation Alumni Association

Western Academy of Management

## **ORGANIZATIONS SUPPORTED**

Médecins Sans Frontières (Doctors Without Borders)

Southern Poverty Law Center