

NANCY K. NAPIER

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EDUCATION

MOUNT HOLYOKE COLLEGE -- A.B., cum laude (1974). Political Science and German. Honors thesis: "Leadership Patterns in the Principal Governing Parties of Three Eastern European States."

UNIVERSITY OF MUNICH, W. GERMANY -- Junior Year Abroad (1972-1973). Political Science and German.

AMERICAN GRADUATE SCHOOL OF INTERNATIONAL MANAGEMENT ("Thunderbird") -- Masters in International Management (1975). Concentration in International Marketing.

OHIO STATE UNIVERSITY -- Ph.D. (1981). Comparative Labor and Human Resources. Dissertation: "Human Resource Orientation: Its Measurement and Relationship to Firm Performance."

Fluent in German; working knowledge of French.

EXPERIENCE

Fall 1986 to present -- BOISE STATE UNIVERSITY

2007-present: Executive Director, Centre for Creativity and Innovation - helping start-up new centre focusing on outreach, research and consulting relating to creativity and innovation.

2007-2010: Ada Burke Fellow, first recipient of research fellowship.

1999, 2000, 2001 - John Elorriaga Fellow, first recipient of fellowship.

1995-present: Professor of International Business; Executive Director, Global Business Consortium -- teach courses in strategic management, international business; oversee growth and management of International Business major and minors programs, which comprise nearly 200 undergraduate students.

1994-2003: Director, Boise State's Vietnam MBA Program -- managed Boise State's involvement as degree granting institution for a Swedish and USAID funded (total \$8.5 million project) program to deliver an MBA program at National Economics University (Hanoi, Vietnam) and help establish a graduate business school.

**1994-1995: Associate Dean, Student and Academic Affairs** -- oversaw Undergraduate, Graduate, and International Business programs, as well as Research and Contracts for the College of Business; taught courses in strategic management and introduction to business.

**1990-1993: Department Chairman and Professor of Management** -- administered department of 12 full time and 8 adjunct professors of management, legal environment, organizational behavior and theory, entrepreneurship, and human resource management; taught undergraduate and graduate courses in strategic management, international business and business in a global society.

**1986-1990: Associate Professor of Management** -- taught undergraduate and graduate courses in strategic management and international business.

**October 2008-October 2013 - Aarlborg University (AARLBORD, DENMARK)**

**Visiting Scholar** - working with doctoral students and on research projects relating to global talent management, funded by the Grundfos Foundation (Denmark).

**July 2005, MONTEREY TEC (GUADALAJARA, MEXICO)**

**Case study workshop instructor** - Taught case writing and teaching to professors and staff members, with local professor

**February 2004, March 2005, COPENHAGEN BUSINESS SCHOOL (COPENHAGEN, DENMARK)**

**Visiting Professor**, Lectured to International Human Resource Management to full-time MBA students.

**February-June 1993: KATHOLIEKE UNIVERSITEIT (LEUVEN, BELGIUM)**

**Visiting Professor, Department of Applied Economics** -- Taught two MBA courses and did research on international management and HRM.

**September 1992, May 1993: COPENHAGEN BUSINESS SCHOOL (COPENHAGEN, DENMARK)**

**Visiting Scholar**-- Invited to given seminars to doctoral students and faculty members and collaborate on research projects dealing with mergers and acquisitions.

**Fall 1980: OHIO STATE UNIVERSITY (COLUMBUS, OHIO)**

**Teaching Associate, Department of Labor and Human Resources** -- Taught undergraduate introduction to human resource management.

**1975-1980: BATTELLE COLUMBUS (COLUMBUS, OHIO)**

**Research Scientist, Business Planning and Technical Economics** -- Performed contract research projects for industrial and government clients in marketing, diversification opportunities and business planning.

**Summer 1973, January 1974: RADIO FREE EUROPE (MUNICH, W. GERMANY)**

**Editorial Research Assistant** -- Edited and wrote research reports on Rumania, Poland and Czechoslovakia.

## 1981-1986: UNIVERSITY OF WASHINGTON (SEATTLE, WASHINGTON)

Assistant Professor, Department of Management and Organization -- Taught introductory and advanced undergraduate and graduate courses; developed graduate course on socialization, training and development, and career management; served on doctoral supervisory and reading committees.

### TEACHING AND RESEARCH INTERESTS

#### Teaching Interests

- Creating competitive advantage (Exec MBA)
- The Creative Economy (once an Engineering Professor, a second time with a Public Admin/Art professor)
- Germany-US marketing research projects (with companies/students from each country)

#### Research Interests

- Knowledge flows in transition economies
- Global talent management
- Organizational creativity and aha moments

### BOOKS

1. Napier, Nancy K. (2010). **INSIGHT: ENCOURAGING AHA MOMENTS FOR ORGANIZATIONAL SUCCESS.** Broomfield, CO: ABC-CLIO Publishers.
2. Napier, Nancy K. and Nilsson, Mikael. (2008). **THE CREATIVE DISCIPLINE: MASTERING THE ART AND SCIENCE OF INNOVATION.** Westport, CT: Praeger Publishers.
3. Napier, N.K. and Thomas, D. C. (2004). **MANAGING RELATIONSHIPS IN TRANSITION ECONOMIES.** Westport, CT: Praeger Publishers.
4. Napier, N.K. and Taylor, S. **WESTERN WOMEN WORKING IN JAPAN: BREAKING THE CORPORATE BARRIER.** (1995). Greenwich, CT: Quorum.
5. Butler, J., Ferris, G. and Napier, N.K. **STRATEGY AND HUMAN RESOURCES MANAGEMENT.** (1991). J. Butler and G. Ferris. Cincinnati: Southwestern.

### JOURNAL ARTICLES, BOOK CHAPTERS, PUBLISHED PAPERS

1. Vaiman, V., Napier, N.K., Taylor, S., Marshall, S., Haslberger, A., and Andersen, T. (in press). The End of a "Period:" Sustainability and the Questioning Attitude, *Academy of Management Learning & Education*.
2. Napier, N. K. and Taylor, S. (in press). The Aha Experience in Management Global Organizations, In *Going Global: Implementing International Business Operations*, edited by V. Kannan. Westport, CT: Praeger.

3. Napier, N.K., Garrison, G., and Harvey, M. (in press). The Risk of Adopting Disruptive technology to Gain Global Competitive Advantage. In *International Business in the 21st Century*, edited by T. Wilkonson. Westport, CT: Praeger
4. Harvey, M., Napier, N., Moeller, M., & Williams, L. (2009). Mentoring global dual-career couples: A social-learning perspective. *Journal of Applied Social Psychology*, 17 (2) 14-35.
5. Napier, N.K., Bahnsen, P., Glen, R., Maille, C., Smith, K. And White, H. (2009). When Aha Moments make all the difference, Journal of Management Inquiry, 18 (1), 64-76.
6. Napier, N.K. and Usui, K. (2008). 3D Creativity, People and Strategy. 31 (1): 39-46.
7. Garrison, G., Harvey, M. and Napier, N. (2008). The Role of Managerial Curiosity in Assessing: Potentially Disruptive Information Technologies. Multinational Business Review, 16 (1): 21-52.
8. Napier, N.K., Harvey, M. and Usui, K. (2008). Management Education in Emerging Economies: An Impossible Dream? Journal of Management Education, 32, (6):92-819
9. Insch, G.S., Leonard, N., and Napier, N.K. (2008). The Expatriate Glass Ceiling: The Second layer of Glass, Journal of Business Ethics.
10. Napier, N.K. (2007). Comments on "The Parting Gift," Thunderbird International Business Review, 49 (5): 627-629.
11. Napier, N.K. (2007). Faces, Places and Spaces: The Intersection of Talent and Environment, in "Flexible Arbeitswelten II - So geht 's!" Edited by S. Zinser and Dieter Boch: 29-33. Zurich: vdf.
12. Napier, N.K. (2007). 3-D Creativity. In A. Davila, M. Epstein, and R. Shelton, The Creative Enterprise, Vol 2: 37-70. Greenwich, CT: Praeger.
13. Napier, N.K. and Nilsson, M. (2006). The Development of creative capabilities in and out of creative organizations: Three case studies, Creativity and Innovation Management 15 (3), 268-278.
14. Napier, N.K., Leonard, N. and Sendler, Z. (2006). Facilitating Creativity in Management and Marketing in Global Markets, Organizational Dynamics, 35 (3), 220-236.
15. Fleming, T., Ghilardi, L. and Napier, N.K. (2006). Rethinking small places - Urban and Cultural Creativity beyond the Metropolis: Examples from Sweden, USA and Bosnia Herzegovina, in David Bell and Mark Jayne (Eds.) Small cities: Urban Experiences beyond the Metropolis.
16. Ralston, D. A., Terpstra-Tong, J., Maigan, I., Napier, N.K., and Nguyen, V.T. (2006). Vietnam: A Cross-Cultural Comparison of Upward Influence Ethics, Journal of International Management, 12 (1), 85-105.
17. Napier, N.K. (2006). Cross-cultural learning and the role of reverse knowledge flows in Vietnam, International Journal of Cross-Cultural Management, 6 (1), 47-64.
18. Napier, N.K. (2005). Knowledge transfer in Vietnam: Starts, Stops and Loops, in Journal of Managerial Psychology, 20 (7), 621-636.

19. Napier, N.K. and Nguyen, L. (2005). Socialism and Materialism in Vietnam: Legacy for State Owned Enterprise Payment Systems, in G. Murt and R. Klump (Eds.) Modernization and Social Transformation in Vietnam. Hamburg: Institut Fuer Asienkunde.
20. Taylor, S. and Napier, N.K. (2004). International HRM in the twenty-first century: crossing boundaries, building connections, International HRM: a critical text, Ed. H. Scullion and M. Linehan. NY: Palgrave, 298-318..
21. Napier, N.K., Hosley, S. and Nguyen, T.V. (2004). "Conducting Qualitative Research in Vietnam: Observations about Ethnography, Grounded Theory and Case Study Research Approaches" in R. Marschan-Piekkari and C. Welch (Eds.), 384-401, A Handbook of Qualitative Research Methods for International Business. Cheltenham, UK and Northampton, MA: Edward Elgar.
22. Napier, NK and Mai, NTT (2004). National Economics University and Boise State University: International Cooperation in VN. In Alon, I. and McIntyre, J.R. Business Education and Emerging Market Economies, 311-326. Boston: Kluwer Academic Publishers, 2004.
23. Harvey, M. and N. Napier (2004). The Impact of 'Global Time' on the Role of Expatriate Managers. Research and Practice in Human Resource Management. 12 (1).
24. Glassman, A., Neupert, K., Moore, R., Rossy, G., Napier, N., Harvey, M. and Jones, D. (2003). Academic Entrepreneurship: Views on Balancing the Acropolis and the Agora, Journal of Management Inquiry, 12 (4), 353-374.
25. Napier, N.K., M.H. Ngo, M.T.T. Nguyen, T.V. Nguyen, and Vu, T.V. (2002). Bi-cultural team teaching: Experiences from an Emerging Business School, Journal of Management Education, 26 (4), 429-448.
26. Huo, P., Huang, J. And Napier, N.K. (2002). Divergence or Convergence: A Cross-National Comparison of Personnel Selection Practices. Asia Pacific Human Resource Management. 40 (1), 38-54.
27. Napier, N.K. and Taylor, S. (2002). Experiences of Women Professionals Abroad: Comparisons across Japan, China and Turkey, International Human Resource Management Journal, 13 (5), 1-15.
28. Huo, P., Huang, J. And Napier, N.K. (2002). Divergence or Convergence: A Cross-National Comparison of Personnel Selection Practices, Human Resource Management Journal. 41 (1), 31-44.
29. Nguyen, T.V., C. T. H. Giang, and N.K. Napier. (2001). Entrepreneurial strategic orientation and environmental uncertainty: Vietnam's small and medium sized enterprises face the future, Journal of Asian Business, 17 (3), 71-87.
30. Taylor, S. And Napier, N.K. (2001). An American Woman in Turkey: Adventures Unexpected and Knowledge Unplanned. Human Resource Management Journal, 40, (4), 347-364.
31. Harvey, M. And Napier, N.K. (2002) Strategic Global Human Resource Management in the 21<sup>st</sup> Century. In G.R. Ferris, M.R. Buckley, and D.B. Fedor (Eds.), Human Resources

- Management: Perspectives, Context, Functions and Outcomes, Fourth Edition, Saddle River, N.J.: Prentice-Hall.
32. Napier, N.K. and Thomas, D.C. (2001). Some Things You may not have learned in Graduate School: A Rough Guide to Collecting Primary Data Overseas, pp. 180-197. In B. Toyne, Z.L. Martinez, and R.A. Menger (Eds.), International Business Scholarship, Westport, CT.: Quorum Books.
  33. Napier, N.K. and Lathen, W. (2001). International Cooperative Ventures: Payoffs for faculty members, departments, colleges and universities. In Department Chair Newsletter, 11, (4), 24-26.
  34. Vu, Tuan V. and Napier, N.K. (2000a). Paradoxes in Vietnam and the United States: Lessons Earned: Part I. In Human Resource Planning Journal, 23, (1), 7-9.
  35. Vu, Tuan V. and Napier, N.K. (2000b). Paradoxes in Vietnam and the United States: Lessons Earned: Part II. In Human Resource Planning Journal, 23, (2), 9-10.
  36. Vu, Tuan V. and Napier, N.K. (2000c). Paradoxes in Vietnam and the United States: Lessons Earned: Part III. In Human Resource Planning Journal, 23, (3), 9-10.
  37. Nguyen, V. T and Napier, N.K., (2000). Work attitudes in Vietnam. Academy of Management Executive, 14, (4), 142-143.
  38. Harvey, M., Ralston, D. and Napier, N.K. (2000). International Relocation of inpatriate managers: Assessing and facilitating acceptance in the headquarters organization. In International Journal of Intercultural Relations, 24, 825-846.
  39. Peterson, R.B., Shim, W. And Napier, N.K. (2000). Expatriate Management - A comparison of MNCs across four parent companies. In Thunderbird International Business Review, 42, (2), 145-166.
  40. Ralston, D., Nguyen, T.V. and Napier, N.K. (1999). A Comparative Study of the Work Values of North and South Vietnamese Managers. Journal of International Business Studies, 30, (4), 655-672.
  41. Napier, N.K. and Vu, V.T. (1999). Views from Afar: A Video Conference. In Organisation: The interdisciplinary journal of organisation, theory and society, 6, (2), 349-360.
  42. Napier, N.K. and Vu, V.T. (1998). International Human Resource Management in Developing and Transitional Economy Countries: A Breed Apart? Human Resource Management Review, 8, (1), 39-77.
  43. Trung, P. Q. and Napier, N.K. (August, 1998). Academic Cooperation between National Economics University and Boise State University, USA. National Economics University Journal, Hanoi, Vietnam.
  44. Napier, N.K., Vu, D.A., Ngo, T.M.H., Nguyen, V.T. and Vu, V.T. (1997). Reflections on Building a Business School in Vietnam: Falling into an opportunity for "making a difference, Journal of Management Inquiry, 6, (4), 340-354.
  45. LeVering, J., Learned, K. and Napier, N.K. (1997) Matching enthusiasm and opportunity: Entrepreneurial field work in global small and medium sized enterprises. In S. Kunkel and M. Meeks (Eds). Entrepreneurship: The engine of global development.

- Conference proceedings, 42<sup>nd</sup> World Conference, International council for Small Business, San Francisco. On the Web:  
<http://www.usasbe.org/conferences/1997/Proceedings/97Proindex.htm>
46. Taylor, S. and Napier, N.K. (1996) Working in Japan: Lessons from Expatriate Women. Sloan Management Review, 37, (3), 76-85.
  47. Taylor, S., Beechler, S. and Napier, N.K. Toward an Integrated Theory of International Human Resource Management (1996). Academy of Management Review, 21, (4), 959-985.
  48. Taylor S. and Napier, N.K. Successful Women Expatriates: The Case of Japan. (1996). The Journal of International Management, 2, (1), 51-78.
  49. Peterson, R., Napier, N. and Shim, W. Expatriate Management: The Differential Role of Multinational Corporation Ownership. (1996). The International Executive, 38, (4), 543-562.
  50. Napier, N., Schweiger, D. and Csiszar, E. Implementing International Mergers and Acquisitions. (1994). Human Resource Planning, 16, (1), 53-70.
  51. Napier, N. Alice in Academia: The Department Chairman Role Culture. (1997). In P. Frost and S. Taylor, Rhythms of Academic Life, 313-319. Beverly Hills, Ca.: Sage.
  52. Napier, N.K., Tibau, J., Janssens, M. and Pilenzo, R. (1995) 'The Role of the International Human Resource Manager: Managing from the Outside and the Inside', in Ferris, G. (ed.) Handbook of Human Resources Management. Oxford: Basil Blackwell, 217-242.
  53. Napier, N. Strategy, Human Resources Management and Organizational Outcomes: Coming out from between the cracks. (1996). In G. Ferris, K. Rowland, and M.R. Buckley (Eds.) Human Resources Management, 4th edition. Englewood Cliffs, NJ: Prentice Hall, 35-43.
  54. Buller, P. and Napier, N. Strategy and Human Resource Management Integration in Fast Growth versus other Mid-sized firms. (1993). British Journal of Management, 4, 77-90.
  55. Napier, N., Schweiger, D. and Kosglow, J. Managing Organizational Diversity: Observations from Cross-border Acquisitions. (1993). Human Resource Management Journal, 32, (4), 505-523.
  56. Napier, N. Alice in Academic: The Department Chairman Role from Both Sides of the Mirror. (1993). Journal of Management Inquiry, 2, (3), 299-305.
  57. Napier, N. The Griffin-Eastco Merger. (1995). Reprinted in Pinnacle. New York: Primis, McGraw-Hill.
  58. Wolfe, R., Parker, D. And Napier, N. Employee Health Management and Organizational Performance. Journal of Applied Behavioral Science, 30 (1), 1994, 22-42.
  59. Wines, W. and Napier, N. Toward an Understanding of Cross-cultural Ethics: A tentative model. (1992). Journal of Business Ethics, 12, 183-193. Reprinted in Cross-Cultural Management, Gordon Redding and Bruce W. Stening (Eds), 2003. Cheltenham Glos, UK: Kluwer Publishing.

60. Schweiger, D., Csiszar, E. and Napier, N. A Strategic Approach to Implementing Mergers and Acquisitions. (1994). In G. Von Krogh, A. Sinatra, and H. Singh (Eds.) The Management of Corporate Acquisitions. London: MacMillan, 23-49.
61. Buller, P., McEvoy, G., and Napier, N. Popular Prescriptions: Implications for HR in the 1990s. (1991). Human Resource Management Journal, 30, (2), 259-267.
62. Napier, N. and Peterson, R. Expatriate Re-entry: What do Repatriates Have to Say? (1991). Human Resource Planning Journal, 14, (1), 19-28.
63. Naumann, E. and Napier, N. Patterns of Non-tariff Barriers in the Pacific Rim. (1991). Journal of Global Marketing, 5, (4).
64. Napier, N. and Albert, M. East Asian and American Perspectives on Strategic Thinking: The Leopard and His Spots. (1990). Asia-Pacific HRM, 28, (4), 40-50.
65. Napier, N. The Griffin-Eastco Merger. (1990). Journal of Case Study Research, Autumn, 175-202.
66. Slater, S., Taylor, S. and Napier, N. Human resource competence as a source of competitive advantage in multinational companies. (1990). Decision Sciences Proceedings, November.
67. Ofsanko, F. and Napier, N. Basic Personnel Research Handbook. (1990). Alexandria, VA: Society of Personnel Administrators.
68. Napier, N. and Martin, C. Merging Disciplines: Method to the Madness. (1989-1990). Organizational Behavior and Teaching Review, 14, (4), 1-17.
69. Albert, M. and Napier, N. Transition from Entrepreneurship to the Professionally Managed Firm: Hong Kong Case Studies. (1989). Eastern Academy of Management Proceedings.
70. Latham, G. and Napier, N. Chinese Human Resource Management Practices in Hong Kong and Singapore: An Exploratory Study (1989). In G. Ferris, K. Rowland and A. Nedd, International Personnel and Human Resources Management, 173-199. Greenwich, CT: JAI.
71. Napier, N. Mergers and Acquisitions, Human Resource Issues and Outcomes: A Review and Suggested Typology. (1989). Journal of Management Studies, 26, (3), 271-289.
72. Napier, N. and Peterson, R. An International Perspective on Personnel Management. (1989). Report to the World Federation of Personnel Management Association.
73. Napier, N., Stratton, K. and Simmons, G. Communication during a merger: Experience of Two Banks. (1989). Human Resource Planning, 12, (2), 105-122.
74. Napier, N. Strategy, Human Resources Management, and Organizational Outcomes: Coming out from Between the Cracks. (1988). In G. Ferris and K. Rowland (Eds.) Human Resources Management: Perspectives and Issues. Boston: Allyn and Bacon, 16-22.
75. Napier, N. and Kagono, T. Diversification, Performance Criteria and Compensation (1988). International Journal of Management, 5, (1), 77-87.

76. Napier, N. and Albert, M. Trade Missions to Asia: A Program for Success. (1987). Idaho's Economy, Summer, 10-11.
77. Napier, N. and Smith, M. Product Diversification, Performance Criteria, and Compensation at the Corporate Manager Level (1987). Strategic Management Journal, 8, (2), 195-202.
78. Napier, N. and Deller, J. When Supervisors and Subordinates Don't See Eye to Eye: Will Training Help? (1987). Business Insights, 6, (2), 16-19.
79. Latham, G. and Napier, N. Outcome Expectancies of People who Conduct Performance Appraisals. (1986). Personnel Psychology, 39, 827-837.
80. Napier, N. Firm Diversification, Performance Criteria and Compensation for Top Managers in the U.S. and Japan: Two Studies. (1986). Best Paper in International Management Division; Academy of Management Proceedings.
81. Napier, N. Finding the Right Company. (1986). Management World, 15, (7), 15-16.
82. Napier, N. The United Bank-Community Bank Merger: Assessment of the Impact. (1986). Report to the Human Resource Planning Society, in fulfillment of a grant.
83. Gerpott, T. and Napier, N. Eine empirische Studie zur systematischen Evaluation von Führungstrainingsmassnahmen. (1985). Management Forum, 5, (3), 241-262.
84. Napier, N. and Deller, J. Training Supervisors in Appraisal Techniques to improve Subordinate Satisfaction and Performance. (1985). Proceedings, HRM-OB Conference, Denver, Co.
85. Napier, N. and Kagono, T. The Relationship between Diversification Strategy, Performance Criteria, and Compensation Elements for Top Managers in Japanese Firms (1985). Proceedings, 5th Strategic Management Society Conference, Barcelona, Spain.
86. Latham, G. and Napier, N. Practical ways to Increase Employee Attendance. (1985). Enterprise, 34, (3), 36-39.
87. Napier, N. and Deller, J. Train Right or Don't Train (1985). Training and Development Journal, February, 90-93.
88. Napier, N. and Deller, J. Training Supervisors in Appraisal Techniques to Increase Supervisor-Subordinate Agreement (1984). Proceedings, American Institute for Decisions Sciences, November, Toronto, Canada.
89. Napier, N. and Smith, M. The Link between Top Management Performance Criteria and Selected Compensation Components and Business strategy. (1984). Proceedings, 4th Strategic Management Society Conference, October, Philadelphia, PA.
90. Latham, G. and Napier, N. Practical Ways to Increase Attendance at Work. (1984). In P. Goodman and R.S. Atkin, Absenteeism. San Francisco: Jossey-Bass, 322-359.
91. Peterson, R. and Napier, N. Putting Human Resource Management at the Line Manager Level. (1984). Business Horizons, January-February, 72-81.
92. Zimmer, B. and Napier, N. Permanent Part-time Professional Employment. (1982). Arizona Business, 29, (6), 3-8.

93. French, W. and Napier, N. How accurate were our predictions? (1982). Personnel Journal, 61, (5), 352-355.
94. van den Bergh, M., Aisenbrey, W. and Napier, N. New Corporate Reporting -- How and Why. (1979). Columbus, OH: Battelle Memorial Institute.

#### NON-ACADEMIC PUBLICATIONS

1. Haircuts in Hanoi require a few more words of Vietnamese, Christian Science Monitor, 22 November 2000, 12.
2. Family Amnesia, Brain, Child, Spring 2002, 41-44.
3. Facials, in Small Spiral Notebook, Fall 2002.  
([www.smallspiralnotebook.com/Fall2002/nancynapier.shtml](http://www.smallspiralnotebook.com/Fall2002/nancynapier.shtml)).
4. Hanoi Funeral, Toasted Cheese, 1 December 2002, Vol 2, Issue 4. <http://www.toasted-cheese.com/ezine/archive.htm>
5. Like a Long Circle, Eclectica, November/December 2003, Vol. 7 Issue 4.  
<http://eclectica.org/>

#### SELECTED RESEARCH BASED PRESENTATIONS

1. 992,000 miles, 15 years, and three "easy" steps to cross cultural creative collaboration: Thoughts from a Slow Learner. 2010. Key note address at the European Institute for Advanced Studies in Management, Cross cultural management and competencies conference, Preston, England, June.
2. Creativity. 2010. Hanoi School of Business and the FPT University, Hanoi, Vietnam, May.
3. Creativity in Unexpected Places. 2009. Invited talk to Ketchum NPR listeners of Boise State Radio, November.
4. Sustainability in Business Schools - teaching, curriculum, and administration. 2009. National Academy of Management conference, Chicago, Ill: 8 August.
5. Creative Discipline. 2009. Aarlborg University, Aarlborg, Denmark, 24 March.
6. Doing Research: Why and How? National Economics University, Hanoi, Vietnam, December 2008.

7. Mermaids, Bamboo and Chameleons: Thoughts for Intercultural management researchers. (Key note speaker) at the 3rd International Conference on International Business, University of Aalborg, Aalborg, Denmark. October 2008.
8. Desperately seeking Aha Moments for Global Talent Management, 3rd International Conference on International Business, University of Aalborg, Aalborg, Denmark. October 2008.
9. Reverse Knowledge Transfer (Best Paper Award), European Institute for Advanced Studies in Management, Vienna, September 2005.
10. Unwrapping creativity in (Unlikely) Creative Organizations: Exploratory Cases, with M. Nilsson, European Group for Organisation Studies, Berlin, July 2005.
11. New Institutional Environments: Emerging Markets and Transition Economies, Panel discussion, Academy of International Business, Stockholm, July 2004.
12. Bridging With the Other: Working Successfully With Other Faculty, Panel discussion, Women of AIB, Academy of International Business, Stockholm, July 2004.
13. Women Expatriates Working in Germany: Factors of Success, with S. Taylor, Academy of International Business, Stockholm, July 2004.
14. Bridging Vietnam and America: Cooperation between the National Economics University and Boise State University, with N.T. Mai, presented at the Business Education Systems and Emerging Market Economies: Trends and Prospects Conference Friday, November 7, 2003, Atlanta, Georgia.
15. Conducting Qualitative Research in Vietnam: Observations about Ethnography, Grounded Theory and Case Study Research Approaches, with S. Hosley, and T.V. Nguyen,, Professional Development workshop on Qualitative Management, at the National Academy of Management, Seattle, 2003.
16. Vietnam: A cross-cultural comparison of attitudes towards upward influence strategies, Asia Academy of Management, Bangkok, December 2002, with J. Terpstra-Tong, D.A.Ralston, I. Maignan, and T.V. Nguyen.
17. Cultural Values in Flux? The Interactive Effects of Generation and Country on Value Differences, National Academy of Management, Denver, CO., August 2002, with D. Domke-Damonte, C. Egri, D. Ralston, I. Maignan, T. Lenartowicz, N. Napier, T.V. Nguyen, A. Rossi, M. Weber, and A. Wallace.
18. Expatriate Women's Success: Evidence from the German Experience, Academy of International Business, Puerto Rico, June 2002, with S. Taylor.
19. Breaking Glass Borders: Women on Global Assignments, National Academy of Management Symposium, Washington, D.C., August 2001, with S. Taylor.
20. Academic Entrepreneurship, Western Academy of Management, Sun Valley, Idaho, April, 2001; with A. Glassman, R. Moore, G. Rossy, D. Jones, N. Krueger, and K. Neupert.
21. BI-cultural team teaching: Experiences from an Emerging Business School, Northwest International Business Educators Network, Seattle, March 2001.

22. Examining the degree of Globalization of Existing Entrepreneurship Education and Framing the Concept - International Entrepreneurship Conference, McGill University, Montreal, Canada, September 2000; with M. Harvey and K. Neupert.
23. Symposium on Higher Education as a Global Industry: Threads of Change. Western Academy of Management - International, Shizuoka, Japan, July 2000.
24. Adventures in Wonderland: Styles of Data Collection in Global Research - Western Academy of Management meetings, Kona, Hawaii, April 2000; workshop with V.T.D. Anh, D. Ralston and D. Thomas.
25. An Innovative Approach to Internships: Enhancing the Global Competitiveness of Idaho's Small Businesses, with S. Hunt, B. Shepard, F. Andersen, and T. Mendes. US Association of Small Business Educators, San Antonio, February 2000. Won the "Best Workshop" award for the Conference.
26. Collaborative international academic programs. US Association of Small Business Educators, San Antonio, February 2000.
27. Comparison research on Women Expatriates around the world, Academy of International Business Conference - Charleston, SC, November 1999.
28. Bridging Vietnam and America: Cooperation between the National Economics University and Boise State University - Asia Pacific Conference, Portland State University, Portland, Oregon, October 1999.
29. The Asian Way of Hiring: A Cross-National Comparison, with Y.P. Huo, J.H. Huang - APEC Human Resource Management Symposium on SMEs - October 1999.
30. Strategic Global Human Resource Management - Implications of HRM in Developing Economies - Joint Symposium of the Academy of Management (Career Management, HRM, and International Management) - Chicago, IL, August 1999.
31. Napier, N.K., Feltenstein, M.B., Gokmen, J., Marshall, R. (1998) 'Western Women Working In Turkey: Lessons from the Field', *Western Academy of Management - Istanbul*
32. Work Values of North and South Vietnamese Managers: Are They Facing East or West? (with D. A. Ralston, N.V.Thang), Academy of International Business conference, Vienna, October 1998.
33. Moving Toward a Market oriented Economy: The Challenges of Change in Vietnam's Garment Company 20 (with H.T.Vu, E. Malesky, and D.A.T. Vu), Association of Management, Chicago, August 1998.
34. Emerging Economy Trials and Tribulations and their Impact on Firm Level Activities: The Case of Vietnam. (with E. Malesky, H.T.Vu and D.A.T. Vu), International Marketing Management Conference, Vienna, July 1998.
35. Cross-cultural business issues. Boise State University Honors Program, September 1997.
36. Youthful Enthusiasm and Market Realities: Matching Students with Businesses in a Global Economy (with D. Bodie, K. Learned). IntEnt 97 Conference, Monterey, CA, June 1997.

37. Matching enthusiasm and opportunity: Entrepreneurial field work in global SME's. (with J. LeVering, K. Learned). International Council on Small Business, San Francisco, June, 1997.
38. Stakeholder Based Strategic Planning: Gaining the Commitment of Internal and External Communities. (with Learned, K., Lincoln, D.J. and Napier, N., Dennis, D., Davis, E. and McEwan, S.). American School District Trustees and Administrators Conference, 1997.
39. Position Justification: A Proactive Approach to Workforce Strategy. (with A. Frankle) Pan-Pacific Conference, Tokyo, Japan, May 1996.
40. Research and Administration: A delicate balance. Western Academy of Management, Banff, Canada, March 1996.
41. Human resource practices in subsidiaries of Japanese, U.S. British, and German multinationals. (with R. Peterson and W. Shim) Academy of International Business, Seoul, South Korea, November 1995.
42. Expatriate Management Practices in Japanese, U.S. British, and German Multinationals. (with R. Peterson and W. Shim) Western Academy of Management, Sante Fe, New Mexico, March 1994.
43. Toward an Integrated theory of International Human Resource Management (with S. Taylor, S. Beechler). Academy of International Business, Maui, Hawaii, October 1993.
44. Successful Women Expatriates in Japan (with S. Taylor). Academy of International Business, Maui, Hawaii, October 1993.
45. The world's largest multinational companies: Practices for Expatriates. (with R. Peterson, J. Sargent, W. Shim). Academy of International Business, Maui, Hawaii, October 1993.
46. Managing Diversity: Lessons from a Cross-Border Merger. Invited presentation, Copenhagen Business School, Denmark, September 1992.
47. Implementing Mergers and Acquisitions, An Evolving Framework. Invited presentation, Copenhagen Business School, Denmark, September 1992.
48. Managing Organizational and Cultural Diversity: Observations from Cross-Border Acquisitions. Symposium, National Academy of Management (with D. Schweiger, J. Kosglow). Miami, Florida, August 1991.
49. Implementing International Mergers and Acquisitions. (with D. Schweiger and E. Czizsar). Human Resource Planning Society Research Symposium, Newport, RI, June 1991.
50. Managing Mergers and Acquisitions. Invited presentation, University of Alberta, Edmonton, Canada, April 1991.
51. Strategy and Human Resource Management Integration in Fast-Growth versus other Mid-Sized firms. National Academy of Management (with P. Buller). San Francisco, August 1990.

52. East Asian and American Perspectives on Thinking Strategically: A Leopard and his Spots. Western Academy of Management, Shizuoka, Japan, June 1990.
53. A Model for Implementing International Mergers and Acquisitions (with D. Schweiger and E. Czizsar). Strategic Management Society Conference on Mergers and Acquisitions, Paris, France, June 1989.
54. Transition from Entrepreneurship to the Professionally managed firm: Hong Kong Case Studies (with M. Albert). Eastern Academy of Management, Hong Kong, June 1989.
55. Toward an Understanding of Cross-cultural Ethics (with W. Wines). Western Academy of Management, San Francisco, March 1989.
56. Worldwide Trends in the Personnel Profession. World Congress of Personnel Management. Sydney, Australia, October 1988.
57. Review of Research on Mergers and Acquisitions. Dartmouth-University of South Carolina Conference on Mergers and Acquisitions. Charleston, SC, October 1988.
58. Services: A Redefinition and Taxonomy (with J. Bigelow). Western Academy of Management, Big Sky, MT, March 1988.
59. Enhancing intercultural communication in foreign subsidiaries in Hong Kong and Singapore (with G. Latham). Academy of International Business, Chicago, November 1987.
60. Chinese Human Resource Management Practices in Hong Kong and Singapore (with G. Latham). International Personnel and Human Resource Management Conference. Singapore, December 1987.
61. The Impact of a Merger on Human Resource Issues in Two Banks. Human Resource Planning Society Research Symposium, Newport, RI, June 1987.
62. Links between Mergers and Acquisitions and Human Resource Management: A Review and Directions for Researchers and Managers. Western Academy of Management, Hollywood, CA., April 1987.
63. Firm Diversification, Performance Criteria and Compensation for Top Managers in the U.S. and Japan: Two Studies. National Academy of Management Chicago, IL., August 1986.
64. Testing a Model of the Performance Feedback Process (with R. Peterson and S. Gillam). National Academy of Management Chicago, IL., August 1986.
65. Research on Strategy, Human Resource Management and Organizational Outcomes: Coming out from Between the Cracks. Western Academy of Management, Reno, NV, March 1986.
66. Union Mergers: A Conceptual Framework (with K. Stratton). Western Academy of Management, Reno, NV, March 1986.
67. The Relationship between Subordinate Perceptions of Supervisors, Informal Feedback conditions and the Performance Review: Exploring What Makes a Difference (with R. Peterson and S. McKeigue). Western Academy of Management, Reno, NV, March 1986.

68. The Relationship between Diversification Strategy, Performance Criteria, and Compensation Elements for Top Management in Japanese Firms (with T. Kagono). Strategic Management Society, Barcelona, Spain, October 1985.
69. Alternative Work Patterns: Instituting Changes (with M. Vinet and N. Inui). National Association of Social Workers Conferences. Boston, MA, May 1985.
70. Training Supervisors in Appraisal Techniques to Improve Subordinate Satisfaction and Performance (with J. Deller). National and Western Human Resource Management - Organizational Behavior Conference. Denver, CO, February 1985.
71. Top Management Performance Appraisal and Compensation in Japan. Academy of International Business. Cleveland, OH, October 1984.
72. The Link between Top Manager Performance Criteria and Selected Compensation Components and Business Strategy (with M. Smith). Strategic Management Society, Philadelphia, PA, October 1984.
73. Corporate Strategy, Performance Criteria, and Reward Systems of Top Managers in the U.S.: Preliminary Findings. Kobe University, Kobe, Japan, September 1983.
74. Performance Appraisal Research: Where do we go from here? National Academy of Management Dallas, TX, August 1983.
75. Demotion -- Conceptualizing and Suggesting Directions for Research (with J. Sullivan). National Academy of Management Dallas, TX, August 1983.
76. Improving the Quality of Work Life at a Health Care Agency. Nursing Managers Regional Conference, Bellevue, WA, April 1982.
77. Identifying and Validating Strategic Factors Affecting Origination Viability: A Research Approach (with P. LeBreton). Western Academy of Management, Colorado, CO, March 1982.
78. The Image of Japanese Business in North America, Mitsubishi Research Institute 10th Anniversary Colloquium, Tokyo, Japan, June 1980.

#### **GRANTS AND FUNDED PROJECTS**

**2004: Idaho National Engineering and Environmental Laboratory and Argonne National Laboratory-West:** Organized/managed workshop on the Creative Economy, December 2004.

**2000-2003: US Agency for International Development:** Manger of project to strengthen the Business School at the National Economics University, Hanoi, Vietnam (\$1.5 million)

**2000: Strategic Human Resource Management:** Co-investigator on project to examine challenges and opportunities for expatriate women working in Germany (\$5000).

**1999-2001: U.S. Department of Education Title VI B grant:** Director of grant to develop Global Entrepreneurship Program at Boise State University (\$140,000).

**1999-2000: Kaufman Foundation:** Co-Director on grant to place and monitor 30 students in internships with entrepreneurial firms that are or seek to become global (\$81,000).

**1997-1999: Strategic Human Resource Management:** Co-investigator on project to examine challenges and opportunities for expatriate women working in Turkey (\$10000).

**1997-2000: Swedish International Development Cooperation Agency -** Project leader on project to oversee the establishment of a business school at the National Economics University, Hanoi, Vietnam. (US\$3.0 million).

**1997: William Davidson Institute, University of Michigan Business School -** Coordinator of project to examine change in state owned enterprises in Vietnam (\$9000)

**1997: Boise State University Faculty Grant:** Western Women Working in China and Vietnam -- Advantages and Challenges (\$6000)

**1994-1997: Swedish International Development Authority --** Coordinating a project with University of Hong Kong's Poon Kam Kai Institute to deliver the MBA degree to instructors at the National Economics University (Hanoi, Vietnam); (\$750,000)

**1995: Boise State University Infrastructure grant:** Strengthening the international research infrastructure of professors in the College of Business and Economics (\$15,000).

**1994: Boise State University Infrastructure grant:** Strengthening the relationships between universities within Idaho and building links with business and government (\$11,000)

**1994-1996: U.S. Department of Education Title VI B grant:** The Idaho Connection: Building Relationships Among Boise State University, Business and Government in Idaho (\$140,000).

**1993-1994: The Independent School District of Boise, Idaho:** Facilitating a strategic planning process for the school district (\$75,000)

**1993-1995: U.S. Department of Education Title VI A:** Strengthening the Interdisciplinary International Business major at Boise State University (\$128,000).

**1988, 1989, 1990, 1991, 1992, 1993, 1994, 2003: Boise State College of Business summer stipends:** Conducting research on topics including strategic thinking, international management practices in large European, Japanese, and American firms, mergers and acquisitions and women working abroad.

**1992: Boise State University Research Office:** Conducting research in the United Kingdom, Belgium, Japan and Thailand on how American, Japanese and European firms manage their overseas personnel.

**1987-1988: World Federation of Personnel Management Association:** Assessing trends in personnel management worldwide, presenting results to association members in Sydney, Australia (\$7000)

**1986: Pacific Rim Research Fund and Graduate School of Business (University of Washington):** Comparing managers' use/non-use of performance appraisal systems in Hong Kong and Singapore.

**1986-1987: Human Resource Planning Society:** Examining the merger of two banks (\$13,000)

**1982, 1983, 1984, 1985: Graduate School of Business (University of Washington):** Conducting research on topics including the effect of training supervisors in conducting performance appraisals, links between strategy and human resource management, and mergers and acquisitions.

**1981: Kellogg Foundation:** Assessing the viability of a nursing service department.

**1977-1978: Battelle-Columbus Fellowship:** Conducting/writing dissertation for doctoral degree.

## PROFESSIONAL ACTIVITIES

**Speaker at various organizations:** Boise Young Professionals Lounging with The Gang (2010); City Club (Boise) (2010); Boise Rotary (2009); Boise State Radio listeners in Ketchum/Sun Valley (2009); Stoehl-Rives Law firm (2008); Idaho Statesman newspaper (2008); United Heritage officers and mid-managers' retreats (2008); Mountain West City Clerks and Treasurers (2008); Boise Chamber of Commerce (2008); Young Presidents Organization (2008); Boise Young Professionals (2007); Trung Nguyen Coffee senior management, Saigon, Vietnam (2007); Chief Information Officer (CIO) Forum, Boise, Idaho (2006); Renaissance Program, Boise State Alumni, Fettucine Forum (2005); Boise Valley Economic Partnership Leadership Conference (2005, 2006)

**Facilitator to develop strategic plans:** Urban Land Institute (panels moderator, 2008); Boise Philharmonic Association (2004); Idaho Small Business Development Center (October 2003); Drug Free Idaho (2003); Ballet Idaho (2000); Women's Philanthropic Organization (2000); Idaho Small Business Development Center (2000)

**Invited participant/trainer:** National Economics University, Hanoi, Vietnam (2004-present); Organizational Capacity Development, Hanoi, Vietnam (2009); Vietnam National University (2008); University of Mississippi (2006, 2008); Portland State University Business School (2006); American Graduate School of International Management (Thunderbird) (2003, 2004); Yangon Institute of Economics (2000); Foreign Women Professionals (Frankfurt, Germany, 2001); Executive Women Professionals Society (Shanghai, China, 1997); Henley Management College Distance Learning Program in Hanoi, Vietnam (spring 1997)

**External reviewer/opponent for doctoral dissertations or tenure review:** University of West Virginia (US), Seattle University (US), University of Aalborg (Denmark), University of Washington (US), Monash University (Australia), Lund University (Sweden), University of Alberta (Canada), Helsinki School of Economics (Finland), Boise State University Geophysics Department (Graduate Faculty Representative); reviewer for CIBER grant at University of Washington, 2005, 2008.

### Editorial Boards

U.S. Department of Education External Review for Grants, 2009 - present

European Journal of International Management 2006-present

Book review editor, Academy of Management Perspectives 2005-2008

Journal of Asia-Pacific Business 2004-2007

Jordan Journal of Business Administration 2003-present

Asia-Pacific HRM (1989-2003)

Review Board (1990-1998) and Associate Editor (1990-1993), Human Resource Planning;

Editorial Board Advances in International Comparative Management (1996-2002); Journal of World Business (1996-1998).

### Ad hoc reviewer:

Academy of Management Journal

Academy of Management Review

Creativity and Innovation Management

Human Resource Management

Organizational Science

International Journal of Cross-Cultural Management  
International Journal of Intercultural Relations  
International Journal of Management Reviews  
Journal of International Business Studies  
Journal of Management Studies  
Journal of International Management  
Management International,  
Management International Review  
Thunderbird International Management International Review  
Journal of Cross-Cultural Competence and Management  
Cambridge University Press  
Oxford University Press

#### Boards

United Heritage Property and Casualty Insurance (Meridian, ID)

### UNIVERSITY, COLLEGE AND DEPARTMENT ACTIVITIES

#### **Boise State University**

Co-creator and Host, Idaho Business Matters, NPR 91.5 radio program  
Director, International Business program assessment (2007-present)  
Member, Search Committee for Vice President of Research, Boise State University, 2005  
Member, Charting the Course (strategic planning) for Boise State University, 2005-2006  
Member, Executive MBA Task Force (Spt 2004-present)  
Director, International Business major review (2003-4)  
University Scholarship and Research Strategic Planning Committee (January 2002-2004)  
Project manager, USAID project in Vietnam (2000-2003)  
Project Leader, Sida MBA project in Vietnam (1997-2000)  
Executive Director, Global Business Consortium (1995-present)  
Director, International Business Programs (major/minor) (1990-93; 1994-96; 1997-99, 2003-present)  
Director, Vietnam MBA program (1994-1999)  
Committees:  
Chairman, Provost Search Committee (1993-1994)  
College of Business and Economics Scholarship Committee (1995-2000)  
Search Committee Chairman for Global Business position (1999-2000)  
Continuing Education Dean Search (1994-1995)  
College of Business Strategic Planning (1994); Department strategic planning (1986-1987)  
President Inauguration (1993)  
Honors (1990-1992)  
Modern Language Chairman Search (1991-1992)  
Dean Evaluation (1989)  
Promotion and Tenure Document (1988)  
Graduate Policy (1986-1988)  
Executive Vice President Search (1987)

#### **University of Washington**

Course coordinator for introduction to Human Resource Management course (1982-1983)  
Drafted document for HRM three area doctoral program (1983-1984)  
Faculty Advisor for Student Pacific Northwest Personnel Management Association Chapter (1982-1986); chapter received awards (1983, 1985, 1986)  
Faculty Council (1983-1985)

## SELECTED RESEARCH, TRAINING AND CONSULTING SPONSORS

### U.S. Firms

General Electric  
IBM US and IBM Vietnam  
Chromalloy American  
Transco  
Exxon  
Robbins and Myers  
Copperweld  
Overlake Hospital (Bellevue, WA)  
Olympic Bank (Everett, WA)  
First Interstate Banks of Washington, Idaho  
PeoplesBank (Seattle, WA)  
U.S. National Bank (Oregon)  
West One Bank (Idaho)  
Trus Joist (Boise, Idaho)  
Boise Area Chamber of Commerce  
Intermountain Gas (Boise, ID)  
Hewlett-Packard Vietnam  
United Heritage (Boise, ID)  
Ore-Ida (Boise, ID)  
Home Federal Savings and Loan (Nampa, ID)

### Non-U.S. based Firms

Bekaert Steel (Belgium)  
Brown-Boveri (Switzerland)  
Schott Glass (Germany)  
Nippon Electric (Japan)  
United Stirling (Sweden)  
Hitachi (Japan)  
Kawasaki Steel (Japan)  
Nippon Metals (Japan)  
Mitsubishi Research Institute (Japan)  
Alcatel (Belgium)  
Sumitomo Metals (Japan)  
Sumitomo Steel (Japan)  
Unilever Vietnam (Holland)  
BAT Vietnam (United Kingdom)  
Nestle Vietnam (Switzerland)  
Trung Nguyen Coffee (Vietnam)  
Organizational Capacity Development (Vietnam)

### Government agencies/Non-profits

Consumer Product Safety Commission  
Office of Technology Assessment  
Food and Drug Administration  
Ada County Highway District  
Boise Downtown Business Association  
Albertson College  
Idaho Small Business Development Center (Boise, Idaho)  
Yangon Institute of Economics (Myanmar)  
Boise Philharmonic Association  
U.S. Department of Education - External Grant Reviewer

Boise School District  
Idaho State Board of Accountancy  
Idaho Department of Health and Welfare  
Idaho Department of Commerce  
Boise Area Chamber of Commerce  
Ballet Idaho  
Women's Philanthropic Organization  
Governor's International Trade Advisory Committee  
Boise City Library Strategic Planning

Jan 2010