Contributors

Maureen Baker (PhD) has been Professor of Sociology at the University of Auckland since 1998. Throughout her 38-year career, she has taught sociology and social policy in Canada, Australia and New Zealand and also worked as a policy advisor/researcher for Canada’s Parliament. She is the author or editor of 18 books and over 125 articles relating to family trends, comparative social policies, and gender and work. Her recent sole-authored books include Academic Careers and the Gender Gap (2012), Choices and Constraints in Family Life (2007, 2010) and Restructuring Family Policies (2006). She became a Fellow of the Royal Society of New Zealand in 2009.

Fang Lee Cooke (PhD, University of Manchester, UK) is Professor of Human Resource Management (HRM) and Asia Studies at the Department of Management, Faculty of Business and Economics, Monash University. Previously, she was a chaired professor (since 2005) at Manchester Business School, University of Manchester, UK. Her research interests are in the area of employment relations, gender studies, diversity management, strategic HRM, knowledge management and innovation, outsourcing, Chinese outward foreign direct investment and employment of Chinese migrants. Fang is the author of HRM, Work and Employment in China, Competition, Strategy and Management in China, and Human Resource Management in China: New Trends and Practices. She is a co-author (with Nankervis, Chatterjee and Warner) of New Horizons of Human Resource Management: Models from China and India. Fang has also published over 100 journal articles and book chapters. She is an Associate Editor for Human Resource Management and Gender, Work, and Organization; Senior Editor of Asia Pacific Journal of Management; and Co-Editor of Asia Pacific Journal of Human Resources.

Marc Cowling (PhD) is Chair in Entrepreneurship and Head of Management Studies in the Exeter Business School. He joined Exeter Business School in Summer 2010. Prior to this, he was Chief Economist at the Institute for Employment Studies, University of Sussex; Deputy Principal Investigator of the Global Entrepreneurship Monitor at London Business School; Director of the Research Centre for Industrial Strategy, Birmingham Business School; and Senior Fellow in the Centre for Small and Medium Sized Enterprises, Warwick Business School. Professor
Cowling’s research typically focuses on the dynamics of business start-up and early stage growth, looking at the contribution of entrepreneurial human capital and financial capital, and interactions between the two. Another important, and related, strand of his work covers evaluating government policies, to promote and support more efficient and dynamic labour markets.

**Leila DeVriese** (PhD) is Associate Professor of Global Studies and Coordinator of the Middle East Studies program at Hamline University in Saint Paul, Minnesota. DeVriese’s research explores alternative strategies for mobilization by civil society actors in the Middle East, focusing most recently on social media and contentious politics leading up to and following the “Arab Spring” protests. DeVriese’s forthcoming book is titled *Virtual Democracies: Social Media and Democratization of the Public Sphere*.

**Carolyn Dickie** (PhD) is Professor and Deputy Pro-Vice Chancellor of Curtin Business School, Perth, Western Australia. She formerly taught in various HR and cross-cultural units and has a research interest in these topics. Her experience of living and teaching in a variety of international universities has provided her with first-hand exposure to expatriate assignments. She has presented her work at international conferences and has published widely in HR, management and intercultural journals. Apart from her own research in this field, Professor Dickie supervises several PhD students studying various aspects of HR in the mining industry. She is a reviewer for several international conferences and publications including the *Australian and New Zealand Academy of Management, Asia Pacific Journal of Human Resources, Educational Research Journal, International Journal of Human Research Management*, and *Journal of Business Research*.

**Noeleen Doherty** (BSc, MSc, PhD, CPsychol) Principal Research Fellow, Cranfield School of Management combines both practitioner and academic experience, with a primary area of research interest in the dynamics of career management and development. She has studied high potential careers, the career transitions of managerial populations, talent management and the career implications of international working for both individuals and organizations. Her current focus is on the self-initiated expatriate experience, careers in the Third Sector and the field of work and well-being. She collaborates internationally on research on careers and speaks regularly at national and international conferences. She is an editorial board member for *Career Development International* journal and has published widely in both practitioner and academic media, recently featuring in the *Journal of Vocational Behavior, International Journal of*

**Iris C. Fischlmayr** (PhD) is Associate Professor in the Department of International Management at the Johannes Kepler University, Linz, Austria. Her research and teaching are in the fields of cross-cultural management and international HRM, with special interest in expatriation, alternative forms of international work, female expatriates, work–life balance and international assignments, virtual multicultural teams and virtual collaboration. Her research is published in academic journals including Journal of International Human Resource Management, International Studies of Management and Organization, and Management International Review and has been presented at international conferences including the Academy of Management and European Group for Organizational Studies. Dr Fischlmayr is involved in international teaching, research and consulting projects with partner universities and multinational corporations worldwide.

**Edelweiss C. Harrison** (Master of International Business, University of Auckland Business School, New Zealand) is a Business Strategy Consultant with Quadradix, a boutique consulting firm headquartered in New Zealand. She has over ten years’ experience as a consultant having worked with multi-billion dollar and mid-sized firms as well as not-for-profit organizations in the United States and New Zealand in a wide variety of industries including telecommunications, fast moving consumer goods, insurance, and local government. Her research areas are international management and strategic management. Her work has appeared in International Journal of Human Resource Management and Management International Review as well as in a book on talent management. She was born and raised in Brazil, completed a Bachelor of Science in languages (Portuguese) at Georgetown University, including a semester abroad at Salamanca University, Spain, where she completed economics and literature coursework in Spanish and Portuguese.

**Kate Hutchings** (PhD, University of Queensland, Australia) is a Professor of HRM in the Department of Employment Relations and Human Resources, Griffith University, Australia. In addition to previous appointments in Australia, she has held visiting research positions at Copenhagen Business School, Denmark; Ceram Graduate School of Management, France; University of Manchester, UK; and Rutgers University, USA, and has taught short courses in China and Malaysia. Professor Hutchings has co-authored/edited three books, and, among others, her research has appeared in Human Resource Management, Human Resource Management...

Iris Kollinger-Santer is a Senior HR Professional and External Lecturer at the Vienna University of Business Administration as well as at the Johannes Kepler University in Linz, both in Austria. As a graduate from business administration and economics, Kollinger-Santer has not only been working several years as a researcher and consultant in the field of qualification and vocational training but has also covered operative and strategic roles in international HRM positions. Her research and teaching emphasis is on topics such as cross-cultural management and international HRM, with a focus on expatriation, female expatriates and work–life balance.

Pamela Lirio (PhD, McGill University, Montreal, Canada) is Assistant Professor of Management in the People, Markets and Humanities department at EDHEC Business School, France. Her PhD is in management and she has an MBA in international management from the Monterey Institute of International Studies (California, USA) and a BA from Boston College (Massachusetts, USA). At EDHEC Business School, Professor Lirio teaches HR and international organizational behaviour in the MSc program (grande école) and managing organizations in the Executive MBA program. Her research is focused in the areas of HRM, global careers, work and family, gender and generational diversity, and cross-cultural management. She has presented her research internationally and is published in several top tier management journals in addition to various edited books. Professor Lirio was featured in the Financial Times as “Professor of the Week” (December 1, 2011) and chosen as Early Career Scholar of the Work and Family Researchers Network. She also currently serves on the executive board of the Women of the Academy of International Business. She has over ten years of experience in industry positions in finance, marketing and consulting in North America and Europe. Bilingual in English and French, Professor Lirio also has working knowledge of Spanish and some Filipino.

Rebekah McGourty (BA, Arizona State University, USA) is a graduate student studying for a Masters of Business Administration from the College of Business and Economics at Boise State University. She
is a graduate assistant in the Centre for Creativity and Innovation. Her research interests include HRM and counselling in the context of Christian organizations.

**Steve McKenna** (PhD) is Professor of HRM at York University, Toronto. His research interests include global mobility, global talent management and global elite formation; HRM and ethics; and indigenous approaches to people management. He is currently involved in work on mobility in the mining industry and HRM in Brazil. He has published widely on these and other topics. He is Regional Editor (North America) for *Personnel Review*. Professor McKenna has worked in both commerce and academia in Europe, Asia and North America and has been a short-term corporate expatriate, a self-initiated expatriate, a business traveller and an immigrant.

**Yvonne McNulty** (PhD, Monash University, Australia) is a Visiting Scholar at Shanghai University, PR China. She has published on expatriation in journals such as *Management International Review, Journal of World Business, Cross Cultural Management: An International Journal*, and *International Journal of Human Resource Management*. Her research has been extensively cited in *The New York Times, International Herald Tribune, Financial Times, BBC Radio, and Economist Intelligence Unit*, among others. Following a successful career in the Royal Australian Navy, she has subsequently lived and worked in her native Australia, the USA, Singapore, and China. She serves on the editorial board of *Journal of Global Mobility and Global Business and Organizational Excellence*. Dr McNulty is the recipient of eight academic awards including the prestigious “Personnel Review/ANZAM Best Doctoral Dissertation Award in Australia and New Zealand”. A regular consultant for clients that include Brookfield and The Permits Foundation, she is co-author of a new book, *Managing Expatriates: A Return on Investment Approach*, with Professor Kerr Inkson.

**Beverly Metcalfe** (PhD, Keele University, UK) is an Associate Professor of Gender and International Development in the School of Environment and Development, University of Manchester, UK. Her research interests are in international human resource development and gender, work and organization in the global economy, in particular in the Gulf States, Middle East, Asia and CEE States. She has done consultancy work for the Bahrain and Iranian governments and also has work experience in Australia, Egypt, Oman, KSA, Malaysia, Singapore, UAE, and USA. She co-edited a book published by Edward Elgar on *Leadership Development in the Middle East*. Her research has been published, inter alia, in *Gender, Work and Organization, Human Relations, Human Resource Development*.
Contributors


Snejina Michailova (PhD, Copenhagen Business School, Denmark) is a Professor of International Business at the University of Auckland Business School, New Zealand. Her research areas are international management and knowledge management. Her work has appeared in the Academy of Management Review, Academy of Management Executive, Business Strategy Review, California Management Review, International Business Review, International Journal of Human Resource Management, Journal of International Management, Journal of Knowledge Management, Journal of Management Studies, Journal of World Business, Long Range Planning, Management International Review, Management Learning, Organizational Dynamics, Scandinavian Journal of Management, Thunderbird International Business Review and several other journals. So far her work on women in international management has been focused on Western female expatriates in the Arab Middle East. Professor Michailova has co-edited books on HRM in Central and Eastern Europe, research methodologies in non-Western contexts and knowledge governance. She was Editor Europe of Journal of World Business from 2001 to 2007 and is currently Associate Editor of Critical Perspectives on International Business and Senior Editor of Journal of Asia Business Studies. She also serves on the editorial boards of several other journals. She is originally from Bulgaria and speaks five languages.

Miriam Moeller (PhD, University of Mississippi, USA) is a Lecturer of International Business in the UQ Business School at the University of Queensland, Australia. Her research interests include international HRM in the context of global staffing practices. She has published in the International Journal of Management Reviews, Journal of World Business, Journal of International Marketing, International Journal of Human Resource Management, and Journal of Business Research among others.

Beáta Nagy (PhD) is an Associate Professor at the Corvinus University of Budapest (Institute of Sociology and Social Policy). Her main research field is gender and work – especially management, organizations and entrepreneurs. She received her PhD in sociology in 1996, and carried out the habilitation process in 2008. Recently she conducted investigations into companies' equal opportunity policies, the gender awareness of local governments and multinational companies, and a gender budgeting investigation. The latter was published by the UN Women Hungary. She is the co-director of the Gender and Cultural Centre at her university. She was
the co-editor of the book series *Artemis*, which deals with gender issues. In the period 2004–07 she was the Hungarian expert for the Network of Experts in Employment, Social Inclusion and Gender Equality (European Commission), and later in the Network of Experts in Gender Equality, Social Inclusion, Health and Long-Term Care. Until 2012 she acted as the Vice-Dean for Academic Affairs at the Faculty of Social Sciences at her university.

**Nancy Napier** (PhD, Ohio State University, USA) is a Professor of International Business and Executive Director of the Centre for Creativity and Innovation at Boise State University. Her most recent books are *Insight: Encouraging Aha! Moments for Organizational Success* and *The Creative Discipline: Mastering the Art and Science of Innovation*. Her articles appear in such journals as *Creativity and Innovation Management*, *Journal of Management Psychology*, *International Journal of Cross-Cultural Management*, *Journal of Management Inquiry*, *Human Resource Management Journal*, *Academy of Management Review*, *Journal of Management Studies* and *Journal of International Business Studies*.

**Henriett Primecz** (PhD) is an Associate Professor at Corvinus University of Budapest (Institute of Management). She is head of the OD, HR and Culture Research Centre. Her research interests and teaching cover cross-cultural management, organization theory, gender and diversity. She focuses on paradigms in organization theory and cross-cultural management and genders across cultures. Dr Primecz led the “Employee Friendly Organizations: Myth or Reality” four-year research project in Hungary. She has published several papers in Hungarian and English, among others in *Organization Research Method*, *International Journal of Cross-Cultural Management* and a chapter in *Critical Management Research in Eastern Europe* (eds Michaela Kelemen and Monika Kostera). She is Europe Associate Editor of *International Journal of Cross-Cultural Management*. She edited *Cross-Cultural Management in Practice: Culture and Negotiated Meanings* (Edward Elgar) with Laurence Romani and Sonja Sackmann.

**Julia Richardson** is an Associate Professor of Organizational Behaviour at York University, Toronto. She has a long-standing interest in international mobility with a specific focus on self-initiated and organizational self-initiated expatriation. Her most recent work has drawn on empirical data exploring the experiences of mining engineers and academics in countries such as Australia, Canada, Singapore, the United Arab Emirates and Turkey, among others. Dr Richardson has published widely in this field of research as well as presenting her work at international conferences. In addition to studying the international experiences of
others, Dr Richardson’s own career has also evolved across several countries, including New Zealand, Singapore, the UK, Indonesia, Japan and Canada. She is currently Associate Editor for the *International Journal of Management Reviews* and Chair of the Academy of Management Careers Division (2012–13).

**Susan Shortland** (PhD) is currently a Principal Lecturer in HRM and Team Leader in the Faculty of Business and Law at London Metropolitan University. Her PhD in HRM relates to women’s participation in international mobility in the oil and gas industry. She holds Masters degrees from the Universities of Cambridge and Westminster in geography and higher education respectively. She began her career in industrial relations research and publishing at Incomes Data Services, Industrial Relations Services and at *Personnel Executive* magazine, before moving on to head up the Confederation of British Industry’s Employee Relocation Council. Dr Shortland has also worked in a managerial and consulting role in International HRM at KPMG. Susan is a Chartered Fellow of Chartered Institute of Personnel and Development, a Senior Fellow of the Higher Education Academy and holds SEDA accreditation. She is author of five books on mobility and HRM and has numerous articles published in both academic and practitioner journals.

**Linda Stroh** (PhD, Northwestern University, USA) is a Loyola University Faculty Scholar and Emeritus Professor at the Quinlan Graduate School of Business, Loyola University Chicago. Her PhD is in human development; she also has a post-doc in organizational behavior from Northwestern University’s Kellogg Graduate School of Management, a BA from McGill University in Montreal, Quebec, and an MA from Concordia University, also in Montreal. In addition to teaching, Professor Stroh has published over 100 articles and five books on issues related to domestic and international organizational and human behaviour. She has worked with over 40 Fortune 500 organizations on such issues as motivation, leadership, change management, problem solving, strategic planning, women in management, and global and domestic management issues. Professor Stroh’s most current work deals with “good guys and bad guys in work and life” and assesses how we know whom we can and cannot trust. Her work has been cited in the *Wall Street Journal, the New York Times, the Washington Post, the Chicago Tribune, Fortune, Newsweek, U.S. News and World Report, Business Week*, and *Oprah and Friends Network*, as well as various other news and popular press outlets. Professor Stroh’s research has also been featured on *NBC’s Nightly News* and *CNN*. She has also been presented with the Sage Publications Research Scholar Award. In addition, she was named Graduate Faculty Member of the Year at Loyola University Chicago.
Phyllis Tharenou (PhD, University of Queensland, Australia) is the Executive Dean of the Faculty of Social and Behavioural Sciences at Flinders University. Prior to that, she was Executive Director of Social, Behavioural and Economic Sciences at the Australian Research Council. She is an organizational psychologist and is recognized for her research on gender differences in managerial career advancement, international careers and expatriation, training and development, and employee self-esteem. She is a Fellow of the Society for Industrial and Organizational Psychology (USA). Her publications have appeared in the *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Vocation Behavior*, *Organizational Behavior and Human Decision Processes*, *Journal of Organizational Behavior*, and *Journal of Occupational and Organizational Psychology*, amongst others.

Kaye Thorn (PhD) is a Senior Lecturer at Massey University’s School of Management in New Zealand where she teaches career management at postgraduate level. Her recent research has been exploring the motives behind the self-initiated expatriation of New Zealanders, an issue of concern to the country as around 20 per cent of New Zealand-born citizens currently live and work overseas. Dr Thorn is also researching self-initiated serial mobility (the highly mobile), patterns of mobility and the impact of mobility on careers. She regularly presents at international conferences, and has published in the *Journal of World Business* and more specific career management journals.

Janne Tienari (PhD) is Professor of Organizations and Management at Aalto University, School of Business, Finland. He also works as Guest Professor at Stockholm University, School of Business, Sweden. Professor Tienari’s research and teaching interests include gender and diversity, managing multinational corporations, strategy work, and cross-cultural management and communication. His latest passion is to understand management, new generations and the future. He has published in journals such as *Gender, Work and Organization, Equality, Diversity and Inclusion: An International Journal, Gender in Management: An International Journal, Scandinavian Journal of Management, Culture and Organization, Journal of Management Inquiry, International Journal of Human Resource Management, Human Relations, British Journal of Management, Organization Studies, Journal of Management Studies, Organization Science*, and *Academy of Management Review*. 