
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*.

Noleen 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*

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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 Quadradox, 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.

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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.

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