Contributors

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Jean-Luc Cerdin (PhD, Toulouse University, France) is Professor of Human Resource Management at ESSEC Business School in France. In addition to a Doctorate he also holds a MSc from the London School of Economics. He worked as a practitioner in human resource management before becoming an academic. He has served as a visiting professor at Rutgers University and University of Missouri St-Louis, and a visiting scholar at Wharton. He researches, publishes and consults in three primary areas: international human resource management, expatriation management, and career management. He has contributed numerous articles to academic and professional journals. He has also published books on expatriation and career management.

Lisa Clarke participated in the AFS Scholarship programme where she spent a year studying in Norway before acquiring a Bachelor of Arts Honours Degree in French with a Minor in Spanish (1994) from the University of the West Indies, Cave Hill Campus (UWI). She was then awarded a one-year contract to teach in France. After working in tourism for several years which saw her using her skills as far away as Kenya, armed with new qualifications of a Master of Science Degree (Distinction) in International Management (2004), she ventured into the area of Trade Negotiations at the Barbados Private Sector Trade Team and while there, attained a Certificate in International Trade Policy (2005). She also has certificates in Basic Accounting, Records Management, and Law and Business (2006). Lisa began to lecture part-time in the areas of culture and management in 2004 and to deliver workshops in French and Spanish at both the undergraduate and graduate levels at the UW1 and is currently pursuing her MPhil/PhD in Management Studies with a focus on job insecurity, organizational commitment and well-being. She won a ‘Distinguished Paper’ award from the International Symposium on Business and Management in 2015.

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Research handbook of expatriates


Mary Collins (EdD, Dublin City University, Ireland) works in the organization development and talent management field. Her current role as Senior Executive Development Specialist with RCSI Institute of Leadership involves working with senior leaders in the healthcare sector to develop their management and leadership capabilities. Mary is also involved in academic work with the IOL including lecturing on a range of Masters programmes and supervises research at masters and doctoral levels. Prior to joining RCSI, Mary was Head of Talent and Learning for Deloitte Ireland for seven years. Her research focus during her professional doctorate was looking at enhancing the psychological contract of ‘Generation Y’ in the professional service sector to enhance performance and engagement levels. She is now a regular conference and keynote speaker in this area. Mary is an Accredited Professional Executive Coach with the Association of Coaching (AC) and is qualified in the use of a range of psychometric and personality assessment instruments. Mary is a graduate member of the Psychological Society of Ireland (PSI). Mary is one of the authors of a book published in 2014 with the Institute of Chartered Accountants titled Managing Smart People and Other Professionals.

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Marian Crowley-Henry (PhD, Lancaster University, UK) is tenured at Maynooth University, Ireland, where she teaches and researches in the broad discipline of human resource management (HRM). Her research interests are in the areas of international HRM, migration, careers and identity. Her current research includes studies on Millennials’ careers, the careers of skilled migrants, and the careers of lesbian, gay, bisexual and transgender (LGBT) employees. Marian has held prior lectureships at Ceram
Contributors

(xi)

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Michael Dickmann (PhD, London University, UK) is Professor of International Human Resource Management at Cranfield University, School of Management, UK. Michael lectures in the areas of international and strategic HRM. He first worked in Cranfield University during his PhD on International Human Resource Management (IHRM). After being the Global Head of Human Resources in a multinational corporation based in Munich, Germany he rejoined Cranfield to lead its work in the areas of national cultures, global mobility and IHRM. His research focuses on human resource strategies, structures and processes of multinational organizations, cross-cultural management, international mobility, global careers and change management. He is the director of the Cranfield MSc in Management, a highly innovative, practice-centred masters that incorporates an internship with leading-edge organizations. Michael has published more than 100 academic and professional papers and reports. He is the lead author of three books on international HRM and global careers, part of the acclaimed Routledge series on global human resource management. His latest book International Human Resource Management – Contemporary HR Issues in Europe, co-edited with Chris Brewster and Paul Sparrow, was published by Routledge in 2016. Since 2012 he has been the Editor of The International Journal of Human Resource Management. Michael has a first class Honours degree in Economics from London University and an MSc in Industrial Relations and Personnel Management from the London School of Economics and Political Science. Michael has several years of work experience with major consultancies and in industry. He has conducted a variety of consulting and research assignments with cutting edge multinational organizations mostly from the financial, automotive, telecommunications, chemical, electrical engineering and electronics industries. He has also consulted to humanitarian agencies, governments, and the United Nations. He has worked in his native Germany, Australia, the USA, Colombia, Spain and Britain, and speaks English and Spanish fluently.

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Birnir Egilsson has an academic background in engineering management and sport management. Currently, he is a PhD student and lecturer at Molde University College, Specialized University in Logistics, in Molde (Norway). His research interests are targeting migration and integration issues in the sporting landscape and more recently operation management of professional institutions in sports. His PhD thesis project focuses on football, looking into the various supply chains of professional football clubs with the purpose of providing understanding of if, why and how football clubs utilize supply chain management strategies and practices.

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in human resource management and international business at Swansea University (UK) and Queen’s University Belfast (UK). His work has been published in *Human Resource Management* (US), *The International Journal of Human Resource Management*, and others. His book (with Arno Haslberger and Chris Brewster) *Managing Performance Abroad: A New Model for Understanding Expatriate Adjustment* (Routledge Studies in Human Resource Development) was published in 2014. Thomas is a member of the Academy of Management, Academy of International Business and the International Academy of Intercultural Research. He serves on the editorial review boards of the *Journal of International Business Studies* and the *Journal of Managerial Psychology*. Thomas holds a PhD in International Human Resource Management.

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Liisa Mäkelä (PhD) has completed two PhDs, one in the field of Work Psychology and another in the field of Business and Management. She works in the University of Vaasa, Department of Management, Finland as an Associate professor and her research interests lie in international workforce and related career paths, work–life interface, and occupational well-being. Another important line of Liisa’s research focuses on leadership and occupational well-being. Liisa has published her research in journals such as Human Resource Management, The International Human Resource Management Journal and Gender, Work and Organization, and as several book chapters.

Yvonne McNulty (PhD, Monash University, Australia) is Senior Lecturer, School of Human Development and Social Services at Singapore University of Social Sciences, Singapore. She has previously held academic appointments at Shanghai University, and James Cook University Singapore where she was involved in the administration of the MBA programme. She has published nearly 100 academic articles, book chapters and conference papers on expatriates and expatriation, including in Management International Review, Journal of World Business, International Journal of Intercultural Relations, Employee Relations, Personnel Review, Career Development International, Journal of Global Mobility, and The International Journal of Human Resource Management, and her research has been extensively cited in the New York Times, International Herald Tribune, Wall Street Journal, Financial Times, BBC Radio and Economist Intelligence Unit. Yvonne’s research interests include expatriate return on investment; expatriate families including the trailing spouse, dual-careers and third culture kids; expatriate divorce and the Hague Convention on International Child Abduction; expatriate entrepreneurs; expatriate crises; and non-traditional expatriates including single-parent, LGBT, split-family, overseas adoption, semi-retired, and female breadwinner families. Following a successful career in the Royal Australian Navy, Yvonne has since lived and worked as an academic in her native Australia, the USA, Singapore and China. She serves on the editorial boards of International Journal of Business and Emerging Markets, International Journal of Multinational Corporation Strategy and Global Business and Organizational Excellence, and is Associate Editor at the Journal of Global Mobility and The International Journal of Human Resource Management. Yvonne is the recipient of nine 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, Yvonne is the lead author of Managing Expatriates: A Return on Investment Approach with Professor Kerr Inkson (Business Expert Press).

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Contributors xvii

*Human Resource Management, and Experiencing International Business and Management.* Her research interests are culture and management, and Caribbean issues in management and global competitiveness. Professor Punnett has been a Fulbright Fellow and was made an Academic Fellow of the *International Council of Management Consulting Institutes* in 2015. She co-edited a special issue of the *Canadian Journal of Administrative Sciences* on ‘Leadership in Africa and the Diaspora’ in December, 2014 and a special issue ‘Using Cultural Metaphors to Understand Management in the Caribbean’ of the *International Journal of Cross Cultural Management* in December 2012.

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**Kati Saarenpää** is a Doctoral student in Management and Organizations at the University of Vaasa, Finland. Her research interests include well-being, work and family relationship,
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Jan Selmer (PhD, Stockholm University, Sweden) is Professor, Department of Management at Aarhus BSS, School of Business and Social Sciences, Aarhus University, Denmark. His research interest lies in cross-cultural management with a special focus on global mobility. For two decades, he has been an academic expatriate, most of the time in Hong Kong. He is the Founding Editor-in-Chief of the *Journal of Global Mobility: The Home of Expatriate Management Research* (Emerald). His academic production includes nine books and numerous journal articles in international peer-reviewed academic journals. His book, *Expatriate Management: New Ideas for International Business*, published in 1995 by Quorum Books, has become a classic text about the topic.

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Romila Singh (PhD) is an associate Professor at the Sheldon B. Lubar School of Business, the University of Wisconsin Milwaukee (UWM), USA. Romila’s research focuses on examining organizational practices that influence attrition and persistence decisions of women engineers, uncovering the drivers of engineers’ engagement with their workplaces, and developing effective career management practices for domestic and expatriate employees. She was a Co-Principal Investigator on two large National Science Foundation (NSF) grants that investigated engineers’ persistence and turnover decisions. Romila’s research has appeared in leading journals in management and vocational behaviour and has been cited in the *Harvard Business Review*, *Washington Post*, *Huffington Post* and the *Guardian*. She has also authored and co-authored several book chapters. Romila was invited to share her research findings at the National Academy of Engineering (NAE), Society for Women Engineers (SWE), American Association for University Women (AAUW), American Association for Advancement of Science (AAAS), and Women in Engineering Proactive Network (WEPAN). She currently serves on the editorial board of *Journal of Vocational Behavior* and is a Special Issues Editor for *Frontiers in Psychology*.

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**Min Wan** (PhD, University of Wisconsin Milwaukee, USA) is an Assistant Professor at the McCoy College of Business Administration, Texas State University, USA. She earned her Master’s degree in Human Resource Management from China and her Doctoral degree in Organizational Science from the University of Wisconsin Milwaukee (UWM), USA. Min Wan’s research interests include work–life balance, cross-domain communication technology and cross-cultural management.