Contributors

Maike Andresen (PhD, Helmut-Schmidt-University, Germany) is Professor of Human Resource Management at University of Bamberg in Germany. She has served as a visiting scholar at Copenhagen Business School and Tilburg University. She is a faculty member of a joint Masters programme in European Human Resource Management together with Vlerick Business School, EM Lyon, Radboud University Nijmegen, Luiss Business School and Riseba University. Maike has contributed numerous peer-reviewed articles to leading academic journals and to edited volumes, and published and edited ten books. She currently serves on several editorial boards of academic journals and book series including Human Resource Management Journal and The International Journal of Human Resource Management. Her primary research interests are in the area of international mobility, global career management, management and organization development, work flexibilization and diversity management.

Chris Brewster (PhD, London School of Economics, UK) is Professor of International Human Resource Management at Henley Business School, University of Reading, UK; Nijmegen University, the Netherlands; the University of Vaasa, Finland; and ISCTE, Lisbon, Portugal. He had substantial experience as a practitioner and gained his Doctorate from the LSE before becoming an academic. He researches in the field of international and comparative HRM. Chris has consulted with major international companies and international organizations such as the UN and the EU, and taught on management programmes throughout the world. He is a frequent international conference speaker. He has written or edited around 30 books, including, recently, the Handbook of Research on Comparative Human Resource Management, Managing Performance Abroad: A New Model for Understanding Expatriate Adjustment and Varieties of HRM: A Comparative Study of the Relationship between Context and Firm. He has also published more than 100 book chapters and more than 200 articles in refereed journals. In 2002, Chris was awarded the Georges Petitpas Memorial Award by the practitioner body the World Federation of Personnel Management Associations in recognition of his outstanding contribution to international human resource management; and in 2006 Chris was awarded an Honorary Doctorate by the University of Vaasa, Finland.

Leanda Care (PhD, Monash University, Australia) is research partner with Igamix Management and Consulting, Macau and Hong Kong, consulting in Asia’s casino industry. She has coordinated MBA programmes at Asia Pacific International College, Melbourne and the University of Saint Joseph, Macau, where she established the Career Centre. Leanda is currently a Contributing Editor to the Macau Daily Times and manages the newspaper’s virtual copy-desk team. She is academic editor for research projects in the Department of Management at Monash University. Leanda is frequently invited to comment on educational policy, careers and expatriation in Macau and has presented at conferences and business seminars in USA, Australia, Italy, Portugal, and throughout Asia. She has published in leading academic journals including the International Journal
of Human Resource Management, in industry journals such as Casino and Gaming International, and magazines such as Inside Asian Gaming. She is an award-winning academic reviewer and an invited reviewer for journals and major conferences in her field. Current research interests include institutional support for mobile professionals, and academic honesty. In addition to a doctorate, Leanda holds an MBA from the Melbourne Business School, the University of Melbourne, Australia.

**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 UWI 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.

**David G. Collings** (PhD, University of Limerick, Ireland) is Professor of HRM at Dublin City University Business School, Ireland, where he leads the HR Directors’ Roundtable and is Joint Director of the Leadership and Talent Institute. He previously held academic appointments at the University of Sheffield, UK and National University of Ireland Galway and visiting appointments at King’s College London and Strathclyde University, UK. His research and consulting interests focus on talent management and global mobility. A key focus of his recent work is on understanding how employees add value in organizations and how organizations can support key employee groups, including international assignees, in generating sustainable performance. In 2014 and 2015 he was named as one of the most influential thinkers in the field of HR by HR Magazine and in 2015 he was awarded the President’s award for research by Dublin City University. He has published numerous papers in leading international outlets and seven books. He is currently editing The Oxford Handbook of Talent Management with Wayne Cascio and Kamel Mellahi. He sits on a number of editorial boards including British Journal of Management, The
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 key note 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.

Akhentoolove Corbin (PhD, University of the West Indies) is a lecturer in the Department of Management Studies (DOMS), Cave Hill Campus at University of the West Indies. Dr Corbin leads the Group For Leadership Competitiveness and Harmony (GLEACH), which is a DOMS research group dedicated to analysing and publishing papers related to the relationships between leadership, harmony in organizations and competitive outcomes. He has published refereed papers and articles in academic journals, magazines and daily newspapers spanning areas of leadership, human resource management and culture. In addition to his PhD, Dr. Corbin holds a BSc degree in Management from the University of the West Indies and is a graduate of the London School of Economics and Political Science (LSE) where he was awarded a MSc degree in Personnel Management and Industrial Relations with Distinction. He was awarded the ‘Lecturer of the Year Award’ in 2006 by students of the Social Sciences Faculty. As a practitioner, Dr Corbin has extensive experience in the fields of Human Resources Management and Service Quality Management, having worked in both public and private sector organizations. Specifically, he has worked in the hospitality sector as both Human Resource Manager and HR consultant. Dr Corbin is a member of several boards: Chairman, Barbados Productivity Council; Chairman, Barbados National Human Resource Development Advisory Council; Deputy Chairman, Cave Hill Campus, University of the West Indies, Academy of Sport Advisory Board; and Member, Board of the Barbados National Art Gallery Board.

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 lecturerships at Ceram
Contributors

(now Skema) Sophia Antipolis (France) and Dublin Institute of Technology (Ireland). Her research has been published in peer-reviewed academic journals including *European Management Journal*, *Career Development International*, *Journal of Organizational Change Management* and *International Studies of Management and Organization*, as well as in edited book chapters. She regularly presents her work at international conferences. Prior to academia, Marian was employed in the Europe, Middle East and African headquarters of multinational organizations in Germany and France.

**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.

**Harald Dolles** (Dr rer. pol., Friedrich-Alexander University Erlangen-Nuremberg, Germany) is Professor of Sport Management at Molde University College, Specialized University in Logistics, in Molde (Norway). He also holds a (part-time) Professorship in International Business at the University of Gothenburg, Centre for International Business Studies, Gothenburg (Sweden). Harald frequently contributes to scientific development in the fields of international business, international human resource management, Asian studies and sports management. Harald is Immediate Past Chair of the European Academy of Management (EURAM) Strategic Interest Group on ‘Managing Sport’, a network of academics, practitioners, athletes and sport officials whose interests revolve around aspects of internationalization, professionalization and commercialization of sports in theory and in practice. He also serves as European Editor to *Sport, Business and Management* published by Emerald. Harald has a publication stream of

Ross Donohue (PhD, Queensland University of Technology, Australia) is Senior Lecturer in the Department of Management at Monash University, Australia. He is a registered psychologist and a member of the Australian Psychological Society. Ross has practised as an organizational psychologist for 15 years and has provided extensive consultancy work to industry and government. His current research interests relate to personality-environment fit and career change; the professional and career development of parliamentarians; the influences of emotional intelligence and transformational leadership on career advancement and performance; psychological contracts and organizational justice; the predictors of organizational commitment; expatriate performance; and the leading indicators of occupational health and safety. Ross has published in leading international journals such as the Journal of Vocational Behavior, The International Journal of Human Resource Management, Human Resource Development International, Journal of Employment Counseling, Safety Science and Accident, Analysis and Prevention, and has authored book chapters on careers and employment. He has co-authored a book on Management Research Methods published by Cambridge University Press.

Cheryl Doss (PhD, Trinity Evangelical Divinity School, USA) is Associate Professor of Mission at Andrews University in Michigan, USA and director of the Institute of World Mission, the missionary training organization of the Seventh-Day Adventist world church. The child of missionaries, she served with her husband, a seminary professor, as a nurse and teacher in the country of Malawi for 16 years. After returning to the US, she attained her Doctorate in Educational Studies with a minor in Intercultural Studies and began researching and writing in the areas of missionary family transition and intercultural education for missionaries. Since joining the Institute of World Mission in 2000, she has travelled extensively teaching intercultural studies to missionaries and church leaders from around the world.

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.

Anthony Fee (PhD) is a Senior Lecturer at the University of Technology (UTS) Business School in Sydney. His research focuses on the experiences of global workers, particularly expatriates working within the international aid and development sector. He is an Associate Editor of the Journal of Global Mobility and the author of more than 50 articles, book chapters and conference papers, including publications in academic journals such
Contributors


**Kelly L. Fisher** (PhD, Monash University, Australia) is an Assistant Professor at the College of Business and Public Policy at West Chester University, USA. She completed her PhD in 2010 where she conducted a case study on combat leadership in a cross-cultural context. Her first teaching position was delivering a ‘3C’ cultural competency course online to deployed airmen for the Air Force Cultural and Language Center. She has published in leading journals such as *Military Psychology* and *Journal of Organizational Behavior*, and presented at conferences sponsored by the Academy of Management (national and affiliates), International Leadership Association, Australian and New Zealand Academy of Management, and Inter-University on Armed Forces and Society, among others. Her research interests are at the intersection of leadership, culture, and context. Her prior career to academe was in the United States Navy.

**Kathrin J. Hanek** (PhD, University of Michigan, USA) is an Assistant Professor of Management in the Department of Management and Marketing at the University of Dayton. Dr Hanek studies the intersections between identity, culture, and decision-making processes and outcomes, with a particular interest in conflicting identities and contexts. Her research has been published in top journals such as the *Journal of Applied Psychology* and been presented at conferences such as the Academy of Management Annual Meeting. She earned a PhD and a Master’s degree in Psychology from the University of Michigan and a Bachelor’s degree magna cum laude in Psychology, Economics, and English from Northwestern University. Dr Hanek has received numerous accolades including the Pat Gurin Distinguished Lecture Award from the University of Michigan and the William A. Hunt Award from Northwestern University.

**Arno Haslberger** (PhD, Johannes Kepler Universität, Austria) is a Senior Research Fellow at Middlesex University in London, UK. He researches on cross-cultural adjustment and expatriate management. His research has appeared in *Human Resource Management* (US), *Journal of Managerial Psychology*, *The International Journal of Human Resource Management*, *European Journal of International Management*, *Human Resource Management Review*, and others. He has edited a book on self-initiated expatriates with Vlad Vaiman and written a book on expatriate adjustment with Chris Brewster and Thomas Hippler. He is on the editorial board of the *European Journal of International Management* and *The International Journal of Human Resource Management*. Arno has lived and worked in the United States, United Kingdom, Germany, and Spain. Besides working in academia, he has held human resources positions in multinational corporations. In addition to his doctorate in sociology, Arno also holds a Master of Science in Industrial Relations from Loyola University, Chicago.

**Thomas Hippler** (PhD, University of Limerick, Ireland) is a Senior Lecturer in International Management at the University of Essex (UK). His research interests are in the area of global mobility management, with his current research activities focusing on international assignments and expatriate adjustment. Questions relating to conceptual and methodological considerations in expatriate adjustment research are at the core of his present work. Other interests relate to the motives for seeking or accepting global mobility opportunities. Prior to joining the University of Essex, Thomas held faculty positions...
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.

**Kate Hutchings** (PhD, University of Queensland, Australia) is Professor of HRM in the Department of Employment Relations and Human Resources, Griffith University, Australia. Kate has held visiting research positions in Denmark, France, USA, and UK and has taught short courses in China and Malaysia. Kate has undertaken a range of management roles across universities, served on boards of not-for-profit organizations, and is a member of several international journal editorial boards. She has received a range of awards and commendations for her research from leading international conferences and journals. Kate has authored/edited four books, published a significant number of book chapters and journal articles and presented her research at a wide range of international conferences. Amongst others, her research has appeared in *Human Resource Management*, *Human Resource Management Journal*, *International Business Review*, *The International Journal of Human Resource Management*, *International Journal of Intercultural Relations*, *Journal of Management Studies*, *Journal of Organizational Behavior*, *Journal of World Business* and *Management International Review*. Her current research interests include: expatriate management; human resource management in developing economies; and women in international management – with a particular focus on Asia and the Middle East.

**Michael Isichei** is a PhD candidate at Dublin City University Business School, Ireland. Prior to beginning his doctorate he completed a Bachelor’s degree in Business Management. He graduated with first class Honours and finished first in his class. His research interests focus on global mobility and the impact of cultural identity on receptivity to international assignments and performance while on assignments. While completing his PhD he has held a part-time lecturing appointment at Dublin City University Business School. He recently contributed to the *Encyclopedia of Human Resource Management*.

**Jakob Lauring** (PhD, Aarhus University, Denmark) is a Professor in the Department of Management, Aarhus University. Jakob’s research interests are focused on different themes within international management; more specifically, expatriate management and multicultural teams (co-located and virtual). Jakob is an Associate Editor at the *Journal of Global Mobility*. Together with David Guttormsen he is editing a special issue in *International Studies of Management and Organization* on ‘Neglected and silenced voices in cross-cultural management research’. Jakob has published more than 100 international articles in outlets such as *Journal of World Business*, *British Journal of Management*, *Human Resource Management Journal* and *International Business Review*. 
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).

Ruth McPhail (PhD) is Professor at Griffith University, Australia. She has wide experience in management consulting, human resource management and leadership, having trained management teams in Australia, China, Malaysia, Thailand, the USA and India. Dr McPhail was previously a high school educator before becoming a Director of Human Resources in industry and later joining Griffith University. Her research interests include international human resource management, LGBT expatriates, LGBTI elders and aged care, and first year preparation and transition.

Snejina Michailova (PhD, Copenhagen Business School, Denmark) has been Professor of International Business at the University of Auckland Business School, New Zealand since 2005. She was Visiting Professor and Distinguished Visiting Professor at Aalto

**Miriam Moeller** (PhD, University of Mississippi, USA) is Senior Lecturer of international business at the UQ Business School, University of Queensland. She previously held a casual position at Bond University (Robina, Australia). Her primary research interest focuses on the impact of globalization on human resource management practices and processes, with a special interest in the impact on the inpatriate staffing method. Miriam’s research is sensitive to global mobility as well as acculturative challenges. Her research has been published in the *Journal of International Business Studies, International Journal of Human Resource Management, Journal of World Business, International Journal of Intercultural Relations, International Business Review* and *Journal of Business Research*, among others. She serves on several editorial review boards including the *Journal of World Business* and *Journal of Leadership and Organizational Studies*.

**Braam Oberholster** (DBA) is Professor of International Business at Southern Adventist University in Tennessee, USA. In his home country South Africa, he served as lecturer and later as higher education administrator where he worked with, and administered member care to, expatriates. Prior to his current appointment he and his wife worked as a missionary expatriate family in Indonesia and Malawi in development project leadership, hospital administration, and higher education. His years of experience in three world regions (Africa, Asia, North America) equip him for the challenges cross-cultural managers face and help him to identify with missionary expatriates. He continues to be active in the international arena with presentations, research, and teaching on international business and community development topics in Argentina, China, Ghana, Kenya, Tanzania, and South Africa. His current research focuses on the areas of motivation for missionary expatriation, and exploring biblical foundations on business topics.

**Betty Jane Punnett** (PhD, New York University, USA), a native of St Vincent and the Grenadines, is Professor Emerita of International Business and Management at the Cave Hill Campus of the University of the West Indies. She has published more than 50 academic papers in a wide array of international journals. Recent books are *Management: A Developing Country Perspective, International Perspectives on Organizational Behavior and...*
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.

B. Sebastian Reiche (PhD, University of Melbourne, Australia) is Associate Professor and Head of Department of Managing People in Organizations at IESE Business School in Barcelona, Spain. His research focuses on international assignments and global work, international HRM, knowledge transfer, employee retention and careers, global leadership and cross-cultural management, and has appeared in academic outlets such as Personnel Psychology, Journal of International Business Studies, Journal of Management Studies, Human Resource Management, Journal of World Business, International Journal of Human Resource Management and Strategic Entrepreneurship Journal, among others. Further, he is co-editor of Routledge’s 6th edition textbook on Readings and Cases in International Human Resource Management. Sebastian has received several awards from the Academy of Management, including the International HR Scholarly Research Award in two consecutive years, the Research Excellence Award from the IESE Alumni Organization, and multiple best paper and reviewer awards. His work has also featured in the international press, including the Financial Times, The Economist, Forbes, BBC Capital and Handelsblatt, among others. Sebastian is Associate Editor of Human Resource Management Journal and Guest Editor for Journal of Management, serves on several editorial boards, and regularly blogs on topics related to expatriation and global work (http://blog.iese.edu/expatriatus).

Julia Richardson (PhD, University of Otago, New Zealand) is Associate Professor of Human Resource Management at Curtin Business School, Curtin University, Perth, Australia. She has a diverse range of research interests located primarily in the study of careers, including internationally mobile professionals and the impact of international mobility on career experiences and opportunities. Her most recent work has explored the experiences of internationally mobile mining engineers, as well as a ‘sub-study’ of internationally mobile women operating in a male-dominated industry. Julia has also conducted research on immigrant professionals in Canada and the impact of their experiences on subsequent self-identity and professional status. In a more recent study, she is exploring the career transitions of elite athletes. The majority of Julia’s work draws on qualitative research methodologies, including case studies, in-depth interviews and ethnography. She has published her work in several high-quality journals including Human Relations, International Journal of Management Reviews, Management International Review, Journal of World Business and British Journal of Management, amongst others. She is co-author (with Michael Arthur and Svetlana Khapova) of An Intelligent Career: Taking Responsibility for your Work and Your Life (2017, Oxford University Press).

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,
work–family conflict, work–life balance, and coping. In her PhD research she examines how international business travellers and their partners experience travelling, what kind of negative work–family interactions couples face, and how they cope with negative work–family interactions arising as a consequence of frequent travel.

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.

Margaret A. Shaffer (PhD, University of Texas Arlington, USA) is the Michael F. Price Chair of International Business at the Michael F. Price College of Business, the University of Oklahoma. Before joining UO, she was the Richard C. Notebaert Distinguished Chair of International Business and Global Studies at the Sheldon B. Lubar School of Business, the University of Wisconsin Milwaukee (UWM). She has also lived and worked in Hong Kong, a Special Administrative Region of China, for 11 years. She was a Professor of Management at the Hong Kong Baptist University, where she continues to teach as an Adjunct Professor. She also taught at the Hong Kong Polytechnic University, where she was involved in the administration of the Doctor of Business Administration programme. She is an active researcher in the areas of expatriation and cross-cultural organizational behaviour, and she has published extensively in leading academic journals, including the Journal of Applied Psychology, Academy of Management Journal and Journal of International Business Studies. She is on several editorial boards and is an associate editor for the Journal of Global Mobility.

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.

Phyllis Tharenou (PhD, University of Queensland, Australia) is the Executive Dean of the Faculty of Social and Behavioural Sciences at Flinders University, South Australia,
a position she has held since 2010. Prior to that appointment, she was the Executive Director of Social, Behavioural and Economic Sciences (SBE) at the Australian Research Council, following being a Member and Chair of the SBE College of Experts. She has held a number of other administrative and academic appointments at the University of South Australia, Monash University, University of Queensland, Griffith University and the Queensland Institute of Technology. Earlier in her career, she was Executive Director for Human Resource Management in the Public Sector Management Commission of the Queensland Public Service. In addition to a doctorate, she holds a Bachelor of Arts (First Class Honours) and Master of Psychology from the University of Queensland from which she graduated as an organizational psychologist. She is recognized for her research on gender differences in managerial career advancement, international careers, training and development, and employee self-esteem, having published over 90 publications including in the world's top journals in her field such as the *Academy of Management Journal* and *Journal of Applied Psychology*. She is a Fellow of the Society for Industrial and Organizational Psychology (United States) and of the Australian and New Zealand Academy of Management.

**Jodie-Lee Trembath** has been a lecturer in professional and business communications at universities in Vietnam and Australia, and researches and publishes in the areas of expatriate management in higher education and university communications. She is currently a PhD candidate at the Australian National University in Canberra, Australia, undertaking an organizational ethnography of expatriate academics. Jodie-Lee holds degrees in education, communication and social research methods, and has worked as an internal communications specialist in a range of international environments.

**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.