

# KIYOHICO ITO

## Curriculum Vitae

### Address

Department of Management  
Shidler College of Business  
University of Hawai'i at Manoa  
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### EDUCATION

Doctor of Philosophy (Business Administration), Department of International Business, School of Business Administration, the University of Michigan, Ann Arbor, MI  
Master of Business Administration, Department of Business Administration, School of Business and Economics, the University of Delaware, Newark, DE  
Bachelor of Arts in Economics, Faculty of Economics, Keio University, Tokyo, Japan

### ACADEMIC POSITIONS

2007-present Shidler College Distinguished Professor  
2005-present Professor, Shidler College of Business, University of Hawai'i at Manoa  
2007-2008 Visiting Researcher, Graduate School of Business Administration, Keio University, Japan  
2001-2005 Associate Professor, College of Business Administration, University of Hawai'i at Manoa  
1996-2001 Assistant Professor, Department of Management and Human Resources, School of Business, University of Wisconsin-Madison  
1989-1996 Assistant Professor, Department of Management and International Business, Leonard N. Stern School of Business, New York University  
1989 Visiting Assistant Professor, Department of International Business, School of Business Administration, the University of Michigan

### AWARDS AND HONORS

2023 Best Conference Reviewer, *the AIB 2023 Annual Conference* in Warsaw, Poland.  
2020 Keynote Address, *the Academic Association for Organizational Science Annual Meeting* in Osaka, Japan.  
2017 Professor of the Semester, Spring 2017 Part-Time MBA Core, University of Hawai'i at Manoa  
2015 The University of Hawai'i at Mānoa Chancellor's Citation for Meritorious Teaching  
2014 Professor of the Semester, Spring 2014 Full-Time MBA Core, University of Hawai'i at Manoa  
2011 Professor of the Semester, Spring 2011 Part-Time MBA Core, University of Hawai'i at Manoa  
2010 Shirley M. Lee Research Award, Shidler College of Business, University of Hawai'i at Manoa  
2010 Professor of the Semester, Spring 2010 Full-Time MBA Core, University of Hawai'i at Manoa  
2005 Distinguished Research Award, College of Business Administration, University of Hawai'i at Manoa  
2003 The Dennis Ching Award for Excellence in Teaching, University of Hawai'i at Manoa  
2001 Weinert Center for Entrepreneurship Outstanding Service Award, University of Wisconsin-Madison  
1999 University of Auckland Foundation Visitor

## RESEARCH AND PUBLICAITONS

### Book

Ito, K. 千年企業の経営：経営時空モデルによる超老舗とグローバル企業の比較 (*Management of Millennium Companies: A Space-Time Model*). Hakuto Shobo: Tokyo. 2021. ISBN: 9784561267553 (2021). Online Digital Publication (2024).

### Refereed Journals

Han, S., and Ito, K. “What Explains the Spread of Corporate Social Responsibility? The Role of Competitive Pressure and Institutional Isomorphism in the Diffusion of Voluntary Adoption.” *Journal of Management & Organization*, (2024): in press. (Online publication date: April 24, 2023)

Robinson, P., Sibala, C., Ito, K., and Beyer, V.L. “The Deeping Divide in Japanese Employment: The Increasing Marginalization of Contract Workers as Explained by Path Dependence, Vested Interests, and Social Psychology.” *Contemporary Japan*, 34, 1 (2022): 13-41. (Lead article).

Robinson, P., and Ito, K. “Inter-linkages between Educational Institutions and White Collar Labor Mobility: A Comparative Study in Japan, Germany, and the U.S.A.” *Kindai Management Review*, 6 (2018): 100-115.

Ito, K., and Rose, E.L. “Organizational Structure: Spatial and Temporal Considerations.” (in Japanese) *Soshiki Kagaku (Organizational Science)*, 48, 1 (2014): 4-14.

Asakawa, K., Ito, K., Rose, E.L., and Westney, D.E. “Internationalization in Japan’s Service Industries.” *Asia Pacific Journal of Management*, 30, 4 (2013): 1155-1168.

Ito, K., Rose, E.L., and Cho, E. “Leaders Follow the Followers: Multinationality and Domestic Competitive Position among Japanese Firms.” (in Japanese) *Soshiki Kagaku (Organizational Science)*, 44, 4 (2011): 4-13.

Ito, K., and Rose, E.L. “The Implicit Return on Domestic and International Sales: An Empirical Analysis of U.S. and Japanese Firms.” *Journal of International Business Studies*, 41, 6 (2010): 1074-1089.

Rose, E.L., and Ito, K. “Past Interactions and New Foreign Direct Investment Location Decisions: Firm-Specific Analysis in the Global Tire Industry.” *Management International Review*, 49, 5 (2009):641-669.

Worthley, R., MacNab, B., Brislin, R., Ito, K., and Rose, E.L. “Workforce Motivation in Japan: An Examination of Gender Differences and Management Perceptions.” *International Journal of Human Resource Management*, 20, 7 (2009): 1499-1516.

Rose, E.L., and Ito, K. “Competitive Interactions: The International Investment Patterns of Japanese Automobile Manufacturers.” *Journal of International Business Studies* 39, 5 (2008): 864-879.

Ito, K., and Rose, E.L. “Subsidiary Formation in the Japanese Service Sector.” *Asian Business & Management* 5, 2 (2006): 207-223.

- Rose, E.L., and Ito, K. "Widening the Family Circle: Spin-Offs in the Japanese Service Sector." *Long Range Planning* 38, 1 (2005): 9-26. (Lead article).
- Rose, E.L. and Ito, K. "M&As in the Japanese Banking Industry: The More Things Change?" *Advances in International Management* 17 (2005): 139-157.
- Ito, K., and Rose, E.L. "An Emerging Structure of Corporations." *Multinational Business Review* 12, 3 (2004): 63-83.
- Rose, E.L., and Ito, K. "On the Relationship between Japanese Manufacturing Firms and their Domestic Subsidiaries." *Asia Pacific Journal of Management* 21, 4 (2004): 469-490.
- Ito, K., and Rose, E.L. "Foreign Direct Investment Location Strategies in the Tire Industry." *Journal of International Business Studies* 33, 3 (2002): 593-602.
- Ito, K., and Rose, E.L. "Innovations and Geographic Focus: A Comparison of U.S. and Japanese Firms." *International Business Review* 8, 1 (1999): 55-74.
- Rose, E.L., and Ito, K. "The Ownership Structure of Japanese Service Firms: A Study of Parent-Subsidiary Relationships." *Asia Pacific Journal of Marketing and Logistics* 9, 3 (1998): 26-39.
- Ito, K. "Domestic Competitive Position and Export Strategy of Japanese Manufacturing Firms: 1971-1985." *Management Science* 43, 5 (1997): 610-622.
- Rose, E.L., and Ito, K. "Knowledge Creation through the Internal Information Market: An Integration of Total Quality Management." *Quality Management Journal* 3, 3 (1996): 87-102.
- Ito, K. "Japanese Spinoffs: Unexplored Survival Strategies." *Strategic Management Journal* 16, 6 (1995): 431-446.
- Ito, K., and Rose, E.L. "The Genealogical Structure of Japanese Firms: Parent-Subsidiary Relationships." *Strategic Management Journal* 15, Summer (1994): 35-51.
- Rose, E.L., and Ito, K. "The Structure of Subsidiary Ownership of Japanese Manufacturing Firms." *Research in International Business and International Relations* 6 (1994): 123-138.
- Ito, K., and Pucik, V. "R&D Spending, Domestic Competition, and Export Performance of Japanese Manufacturing Firms." *Strategic Management Journal* 14, 1 (1993): 61-75.
- Yu, C.-M., and Ito, K. "Oligopolistic Reaction and Foreign Direct Investment: The Case of the U.S. Tire and Textiles Industries." *Journal of International Business Studies* 19, 3 (1988): 449-460.
- Campbell, J.C., Pucik, V., Yu, C.-M., and Ito, K. "The Japanese and the U.S. Tax System: Implications for Japanese Auto Exports: A Review Article." *Management International Review* 27, 4 (1987): 32-45.
- Pucik, V., Beechler, S., and Ito, K. "American Organizational Theory in Japan: Western Concepts, Japanese Spirit." *Sociology and Social Research* 71, 1 (1986): 20-26.

## Research Projects

Ito, K., Rose, E.L., and Westney, D.E, “A Study of Millennium Organizations in Japan”

## Publications in Edited Volumes and Refereed Proceedings

Robinson, P.A., Sibala, C., Beyer, V., and Ito, K. “The Growing Employment Divide in Japan: A Story of Path Dependence, Vested Interests, and Social Psychology” *2019 Association of Japanese Business Studies Annual Meeting Proceedings* (2019): 209-249.

Peacock, T.A., Ito, K., and Asakawa, K. “A Study of Profitability and Competitiveness of U.S. and Japanese Defense Contractors.” *2017 Association of Japanese Business Studies Annual Meeting Proceedings* (2017): 1-34.

Peacock, T.A., Ito, K., and Asakawa, K. “Profitability and Competitiveness of U.S. and Japanese Defense Contractors: Implications for IB Research.” *2015 Association of Japanese Business Studies Annual Meeting Proceedings* (2015): 201-221.

Ito, K., Rose, E.L., and Cho, E. “Leaders Follow the Followers: Multinationality and Domestic Competitive Position among Japanese Firms.” *2010 Association of Japanese Business Studies Annual Meeting Proceedings* (2010). MMC.

Rose, E.L., Ito, K., and Budde-Sung, A. “Foreign Subsidiary formation in the U.S. Multinationals,” in *Strategies and Management of Internationalization and Foreign Operations*, Jorma Larimo, ed., (2010): 231-258.

Ito, K., Rose, E.L., and Kim, T. “Which Come First: Domestic or Foreign Subsidiaries? Analysis of Global Integration and Local Responsiveness among Japanese Service Companies”, in *Resources, Efficiency and Globalisation*, M.V. Jones and P. Dimitratos, ed., Basingstoke, U.K.: Palgrave Macmillan (2010): 13-26.

Brent MacNab, Brislin, R., Ito, K., Rose, E.L., and Worthley, R. “Workforce Motivation in Japan: An Examination of Gender Differences and Management Perceptions.” *2006 Association of Japanese Business Studies 19<sup>th</sup> Annual Conference Proceedings* (2006). CD-ROM.

Zhu, P.X., Rose, E.L., and K. Ito, “The Impact of Organizational Culture on Value Creation in Cross-Boarder Mergers and Acquisitions,” in *Global Corporate Evolution: Looking Inward or Looking Outward?*, M. Trick (ed.), Pittsburgh: Carnegie Bosch Institute (2004): 207-215.

Ito, K., and Rose, E.L. “Subsidiary Formation in the Japanese Service Sector.” *Association of Japanese Business Studies 17<sup>th</sup> Annual Conference Proceedings* (2004): CD-ROM.

Zhu, P.X., Rose, E.L., and Ito, K. “International Mergers and Acquisitions: Organizational Culture and Performance.” *Proceedings of the Australia and New Zealand International Business Academy* (2004): CD-ROM.

Rose, E.L. and Ito, K. “International Investment Patterns of Japanese Automobile Manufacturers: A Story of Competitive Interactions.” *Proceedings of the Australia and New Zealand International Business Academy* (2003): CD-ROM.

Rose, E.L., and Ito, K. “M&As in the Japanese Banking Industry: Past and Future.” *Association of*

*Japanese Business Studies Best Papers Proceedings* (2002): CD-ROM.

Rose, E.L., and Ito, K. “Competitive Interactions: The International Investment Patterns of Japanese Automobile Manufacturers.” *Association of Japanese Business Studies Best Papers Proceedings* (2000): 214-230.

Ito, K., and Rose, E.L. “The Implicit Returns on Domestic and International Sales: An Empirical Analysis of Cross-Subsidization.” *Association of Japanese Business Studies Best Papers Proceedings* (1999): 76-92.

Ito, K., and Macharzina, K.R. “Strategic Planning Systems.” *International Accounting and Finance Handbook*, 2nd ed., F.D.S. Choi (ed.), New York: John Wiley & Sons (1997): 25.1-25.18.

Rose, E.L., and Ito, K. “Genealogical Transformation of Corporate Resources: A Study of Japanese Service Firms.” *Association of Japanese Business Studies Best Papers Proceedings* (1995): 195-210.

Ito, K., and Rose, E.L. “R&D Expenditures and Strategic Focus: A Study of U.S. and Japanese Firms.” *Association of Japanese Business Studies Best Papers Proceedings* (1994): 209-239.

Rose, E.L., and Ito, K. “Total Quality Management as an Information Source.” *Proceedings of the Decision Science Institute*, (1993).

### **Other Publications**

Ito, K. “My First Lecture & Combining Research, Teaching, and Service.” (in Japanese). *Soshiki Kagaku (Organizational Science)*, 55, 2 (2021): 70-71.

Ito, K. “The UAW and the U.S. Economy.” (in Japanese). *Chubu Keizai Shimbun*, March 15, 1992, p.1.

## **PAPER PRESENTATIONS**

### **National and International Meetings of Professional Associations**

Kiyota, K. and Ito, K. “A Firm-Level Analysis of “Indirect” FDI: The Case of the Global Network of Japanese MNEs.” *Academy of Management Annual Meeting* in Chicago, IL 2024.

Kiyota, K. and Ito, K. “A Firm-Level Analysis of “Indirect” FDI: The Case of the Global Network of Japanese MNEs.” *Academy of International Business Annual Meeting* in Seoul, Korea, 2024.

Ito, K. and Hennerichs, T.S. “The Effects of Rival Foreign Entry and Exit Actions on Foreign Divestment Decisions.” *Academy of Management Annual Meeting* in Boston, MA, 2023.

Ito, K. and Hennerichs, T.S. “The Effects of Rival Foreign Entry and Exit Actions on Foreign Divestment Decisions.” *Academy of International Business Annual Meeting* in Warsaw, Poland, 2023.

Hennerichs, T.S., and Ito, K. “Foreign Divestment Patterns and Dyadic Interactions of U.S. Hospital Systems.” *Academy of International Business Annual Meeting* in Miami, FL, 2022.

Phan, A., and Ito, K. “The Dark Side of Resources: Return on Corruption in Emerging Markets.” *Academy*

*of International Business Annual Meeting* in Miami, FL, 2022.

Phan, A., and Ito, K. “The Dark Side of Resources: Return on Corruption in Emerging Markets.” *6<sup>th</sup> Global Strategy and Emerging Markets Conference* in Vancouver, Canada (hybrid), 2022.

Robinson, P.A. and Ito, K. “The Perception Paradox: Corporate Performance and Media Narrative of Downsizing in Japan 1989-2011.” *Paradox & Plurality Meeting - Paradox and History* (online), 2021.

Ito, K., Rose, E.L., and Westney, D.E. “Ecology of Tradition: The Dynamics of Stability.” *2<sup>nd</sup> World Congress of Business History* (online), 2021.

Ito, K., and Hinnerichs, T.S. “Foreign Market Exit Decisions of U.S. Multinational Hospitals.” *Academy of Management Annual Meeting* (online), 2021.

Ito, K., and Hinnerichs, T.S. “Foreign Market Exit Decisions of U.S. Multinational Hospitals.” *Academy of International Business Annual Meeting* (online), 2021.

Ito, K. “A Study of Millennium Companies and Global Companies.” *The Academic Association for Organizational Science Annual Meeting* in Osaka, Japan (online), 2020. Keynote Address.

Hinnerichs, T.S., and Ito, K. “Spillover Effects of U.S. Military Hospitals: Foreign Direct Investment and Global Strategies.” *Academy of International Business Annual Meeting* (online), 2020.

Ito, K., and Hildebrand, C.L. “Reverse Bandwagon Effect and Foreign Direct Investment.” *Academy of Management Annual Meeting* in Boston, MA, 2019.

Ito, K., and Hildebrand, C.L. “Reverse Bandwagon Effect and Foreign Direct Investment.” *Academy of International Business Annual Meeting* in Copenhagen, Denmark, 2019.

Robinson, P.A., Sibala, C., Beyer, V., and Ito, K. “The Growing Employment Divide in Japan: A Story of Path Dependence, Vested Interests, and Social Psychology.” *Association of Japanese Business Studies Annual Meeting* in Copenhagen, Denmark, 2019.

Hildebrand, C.L., and Ito, K. “The Role of Rivals in Foreign Divestments of International Healthcare Systems.” *Academy of Management Annual Meeting* in Chicago, IL, 2018.

Hildebrand, C.L., and Ito, K. “The Role of Rivals in Foreign Divestments of International Healthcare Systems.” *Academy of International Business Annual Meeting* in Minneapolis, MN, 2018.

Han, S., and Ito, K. “What Explains the Spread of Corporate Social Responsibility (CSR)? The Role of Competitive Pressure and Institutional Isomorphism in the Diffusion of Voluntary Adoption.” *Academy of International Business Annual Meeting* in Minneapolis, MN, 2018.

Peacock, T.A., Ito, K., & Asakawa, K. “A Study of Profitability and Competitiveness of U.S. and Japanese Defense Contractors.” *Academy of Management Annual Meeting* in Atlanta, GA, 2017.

Peacock, T.A., Ito, K., & Asakawa, K. “A Study of Profitability and Competitiveness of U.S. and Japanese Defense Contractors.” *Academy of International Business Annual Meeting and Association of Japanese Business Studies Annual Meeting* in Dubai, United Arab Emirates, 2017.

Ito, K., Peacock, T.A., Asakawa, K., Doz, Yves L., Rose, E.L. “Creating and Orchestrating Heterarchical

Advantage in the Global and Local Context.” All-Academy Theme Symposium, *Academy of Management Annual Meeting* in Anaheim, CA, 2016.

Ito, K., Peacock, T.A., Asakawa, K., Doz, Yves L., Westney, D.E., & Zander, I. “Creating and Orchestrating Heterarchical Advantage in the Global and Local Context.” Panel Symposium, *Academy of International Business Annual Meeting* in New Orleans, LA, 2016.

Peacock, T.A., Ito, K., & Asakawa, K. “Profitability and Competitiveness of U.S. and Japanese Defense Contractors: Implications for IB Research.” *Academy of Management Annual Meeting* in Vancouver, Canada, 2015.

Peacock, T.A., Ito, K., & Asakawa, K. “Profitability and Competitiveness of U.S. and Japanese Defense Contractors: Implications for IB Research.” *Academy of International Business Annual Meeting and Association of Japanese Business Studies Annual Meeting* in Bangalore, India, 2015.

Peacock, T.A., & Ito, K. “In Defense of Heterarchy: the Hypermodern Structure in U.S. Military and Multinational Corporations” *Academy of Management Annual Meeting* in Philadelphia, 2014.

Peacock, T.A., & Ito, K. “In Defense of Heterarchy: Applying the Hypermodern Structure in U.S. Military and Multinational Corporations” *Academy of International Business Annual Meeting* in Vancouver, Canada, 2014.

Peacock, T.A., & Ito, K. “In Defense of Heterarchy: Applying the Hypermodern Structure in U.S. Military and Japanese Multinational Corporations” *Association of Japanese Business Studies Annual Meeting* in Vancouver, Canada, 2014.

Rose, E.L., Ito, K., Budde-Sung, A.E.K., & Peacock, T.A. “Multinational Structure and Legal Systems.” *The Academy of International Business Annual Meeting* in Istanbul, Turkey, 2013.

Peacock, T.A., & Ito, K. “Leveraging U.S. Military Contracts: War Profiteering or Strategic Positioning?” *The Academy of Management Annual Meeting* in Lake Buena Vista (Orlando), FL, 2013.

Rose, E.L., Ito, K., Budde-Sung, A.E.K., & Peacock, T.A. “Multinational Structure and Legal Systems.” *The Academy of Management Annual Meeting* in Lake Buena Vista (Orlando), FL, 2013.

Ito, K., and Westney, D.E. “A Space-Time Theory of the Firm: A Study of Millennium Companies and Diversified MNCs.” *The Academy of International Business Annual Meeting* in Nagoya, Japan, 2011.

Ito, K., Rose, E.L., and Cho, E. “Leaders Follow the Followers: Multinationality & Domestic Competitive Position among Japanese Firms.” *The Academy of Management Annual Meeting* in Montreal, Canada, 2010.

Ito, K., Rose, E.L., and Cho, E. “Leaders Follow the Followers: Multinationality and Domestic Competitive Position among Japanese Firms.” *The Academy of International Business Annual Meeting and The Association of Japanese Business Studies Annual Meeting* in Rio de Janeiro, Brazil, 2010.

Asakawa, K., Rose, E.L., and Ito, K. “Determinants of the adoption timing of ISO 9000 and ISO 14000: The Japanese context.” *The Association of Japanese Business Studies Annual Meeting* in Rio de Janeiro, Brazil, 2010.

Ito, K., Rose, E.L., and Kim, T. "Which Come First: Domestic or Foreign Subsidiaries? Analysis of Global Integration and Local Responsiveness among Japanese Service Companies." *The Academy of Management Annual Meeting* in Chicago, IL, 2009.

Robinson, P.A., and Ito, K. "Inter-Linkages between Institutions in Comparing Business Systems: Educational Systems & Institutionalized Career Paths in Japan, Germany & The U.S." *The Association of Japanese Business Studies Annual Meeting* in San Diego, CA, 2009.

Ito, K., Rose, E.L., and Kim, T. "Which Come First: Domestic or Foreign Subsidiaries? Analysis of Global Integration and Local Responsiveness among Japanese Service Companies." *The Academy of International Business Annual Meeting and the Association of Japanese Business Studies Annual Meeting* in San Diego, CA, 2009.

Ito, K., Rose, E.L., and Kim, T. "Which Come First: Domestic or Foreign Subsidiaries? Analysis of Global Integration and Local Responsiveness among Japanese Service Companies." *The Academy of International Business UK and Ireland Chapter 36th Annual Conference* in Glasgow, U.K., 2009.

Ito, K., Rose, E.L., and Westney, D.E. "A Study of Millennium Organizations in Japan." *The Academy of Management Annual Meeting* in Anaheim, CA, 2008.

Ito, K., and E.L. Rose. "A Study of Millennium Companies: Local Strategy vs. Global Strategy." *The Academy of International Business Annual Meeting and the Association of Japanese Business Studies Annual Meeting* in Milan, Italy, 2008.

Ito, K., Rose, E.L., and Westney, D.E. "Business Groups in the Japanese Service Sector: Managing in a Changing Environment." *The Academy of Management Annual Meeting* in Philadelphia, PA, 2007.

Ito, K., Rose, E.L., and Westney, D.E. "A Study of Millennium Organizations in Japan." *The Association of Japanese Business Studies Annual Meeting* in Indianapolis, IN, 2007.

Rose, E.L., Ito, K., and Budde, A.E.K. "Foreign Subsidiary Formation in U.S. Multinational Corporations." *The Academy of International Business Annual Meeting* in Indianapolis, IN, 2007.

Ito, K., Rose, E.L., and Westney, D.E. "Business Groups in Asia." Plenary session, *4<sup>th</sup> Annual Academy of International Business (AIB) / Journal of International Business Studies (AJBS) Conference on Emerging Research Frontier in International Business* in San Diego, CA, 2006.

Ito, K., Rose, E.L., and Budde, A.E.K. "Foreign Subsidiary Formation in U.S. Multinational Corporations: An 'OLIN' Framework." *The Academy of Management Annual Meeting* in Atlanta, GA, 2006.

Brent MacNab, B., Brislin, R., Ito, K., Rose, E.L., and Worthley, R. "Workforce Motivation in Japan: An Examination of Gender Differences and Management Perceptions." *The Association of Japanese Business Studies Annual Meeting* in Beijing, China, 2006.

Ito, K., Rose, E.L., and Westney, D.E. "Japanese Corporate Genealogy in the Service Sector." *The Academy of International Business Annual Meeting and The Association of Japanese Business Studies Annual Meeting* in Beijing, China, 2006.

Zhu, P.H., Rose, E.L., and Ito, K. "International M&As: The Relationship between Organizational Culture and Performance." *The Academy of Management Annual Meeting* in Honolulu, HI, 2005.



Zhu, P.H., Rose, E.L., and Ito, K. "International Mergers and Acquisitions: The Performance Implications of Organizational Culture." *The Academy of International Business Annual Meeting* in Quebec, Canada, 2005.

Rose, E.L., and Ito, K. "Genealogical Restructuring: Survival Patterns of Parent Firms Following the Creation of Corporate Offspring" *The Association of Japanese Business Studies Annual Meeting* in Quebec, Canada, 2005.

Zhu, P.X., Rose, E.L., and Ito, K. "International Mergers and Acquisitions: Organizational Culture and Performance" *Australia and New Zealand International Business Academy 2004 Conference* in Canberra, Australia, 2004.

Ito, K., and Rose, E.L. "Subsidiary Formation in the Japanese Service Sector." *The Academy of International Business Annual Meeting* and *The Association of Japanese Business Studies Annual Meeting* in Stockholm, Sweden, 2004.

Zhu, P.H., Rose, E.L., and Ito, K. "Impact of Organizational Culture on Value Creation through Mergers and Acquisitions." *6<sup>th</sup> International Conference of the Carnegie Bosch Institute* in Pittsburgh, PA, 2003.

Rose, E.L., and Ito, K. "International Investment Patterns of Japanese Automobile Manufacturers: A Story of Competitive Interactions." *Australia and New Zealand International Business Academy 2003 Conference* in Dunedin, New Zealand, 2003.

Ito, K., and Rose, E.L. "Past Interactions and New Foreign Direct Investment Location Decisions: Firm Specific Analysis in the Global Tire Industry." *The Academy of International Business Annual Meeting* in Monterey, CA, 2003.

Rose, E.L., and Ito, K. "M&As in the Japanese Banking Industry: Past and Future." *The Association of Japanese Business Studies Annual Meeting* in St. Louis, 2002.

Rose, E.L., and Ito, K. "Changes in Corporate Resources and Structures in Japan." *The Academy of International Business Annual Meeting* in Sydney, Australia, 2001.

Ito, K., and Rose, E.L. "Global Competition in the Tire Industry." *The Academy of International Business Annual Meeting* in Phoenix, 2000.

Rose, E.L., and Ito, K. "Historical Analysis of Corporate Genealogy and Recent M&As in Japan." *The Academy of International Business Annual Meeting* in Charleston, 1999.

Ito, K., and Rose, E.L. "The Implicit Returns on Domestic and International Sales: An Empirical Analysis of Cross-Subsidization." *The Association of Japanese Business Studies Annual Meeting* in Salt Lake City, 1999.

Ito, K., and Rose, E.L. "Corporate Genealogy and the Transformation of Resources: A Study of Service Firms in Japan." *The Academy of Management Annual Meeting* in San Diego, 1998.

Ito, K., and Rose, E.L. "The Implicit Returns on Domestic and Export Sales: The Case of Japanese Automobile and Consumer Electronics Firms." *The Academy of Management Annual Meeting* in Boston, 1997.

- Ito, K., and Rose, E.L. "Genealogical Restructuring: What Can We Learn from Reproduction in Nature?" *The Strategic Management Society Annual Meeting* in Phoenix, 1996.
- Rose, E.L, and Ito, K. "Selective Competition or Collusion? How Japanese Automobile Firms Carve Up International Markets." *The Academy of International Business Annual Meeting* in Banff, Canada, 1996.
- Rose, E.L, and Ito, K. "The Foreign Investment Order of Japanese Automotive Firms." *The Academy of Management Annual Meeting* in Cincinnati, 1996, and *The Association of Japanese Business Studies Annual Conference* in Oiso, Japan, 2000.
- Ito, K., and Rose, E.L. "Industry Consolidation and Global Competition: Multiple Market Competition in the Tire Industry." *The Academy of Management Annual Meeting* in Vancouver, Canada, 1995.
- Rose, E.L., and Ito, K. "Genealogical Transformation of Corporate Resources: A Study of Japanese Service Firms." *The Association of Japanese Business Studies Annual Conference* in Ann Arbor, 1995.
- Ito, K., and Rose, E.L. "An Empirical Analysis of Cross-Subsidization." *The Academy of International Business Annual Meeting* in Boston, 1994.
- Ito, K. "Export Strategy and Domestic Competitive Position of Japanese Manufacturing Firms." *The Academy of Management Annual Meeting* in Dallas, 1994.
- Rose, E.L., and Ito, K. "Subsidiary Ownership Policies of Japanese Manufacturing Firms." *The Strategic Management Society Annual Meeting* in Joye-en-Josas, France, 1994, and *The Academy of Management Annual Meeting* in Dallas, 1994.
- Ito, K., and Rose, E.L. "R&D Expenditures and Strategic Focus: A Study of U.S. and Japanese Firms." *The ORSA/TIMS Joint National Meeting* in Detroit, 1994, and *The Association of Japanese Business Studies Annual Conference* in Vancouver, Canada, 1994.
- Rose, E.L., and Ito, K. "Total Quality Management as an Information Source." *The Decision Science Institute Annual Meeting* in Washington, D.C., 1993.
- Ito, K., and Rose, E.L. "The Strategic Focus and R&D Expenditures: A Comparison of U.S. and Japanese Firms." *The Academy of Management Annual Meeting* in Las Vegas, 1992.
- Borucki, C.C., Byosiere, P.H.R., and Ito, K. "The Process of Enlightenment: Re-Architecting the Role of Middle Management in North America." *The Academy of Management Annual Meeting* in Las Vegas, 1992.
- Rose, E.L., and Ito, K. "Quest for Competitiveness: Quality and Global Strategy." *The EURO XII/TIMS XXXI Joint International Meeting* in Helsinki, Finland, 1992.
- Ito, K. "Spinoffs: A Flexible Strategic Alternative." *The Academy of International Business Annual Meeting* in Toronto, Canada, 1990.
- Ito, K. "Competition and Cooperation of Japanese Firms: Structure and Motivation." *The Academy of International Business Annual Meeting* in Singapore, 1989.
- Ito, K., and Pucik, V. "Global Competitiveness, Domestic Competition, and R&D spending of Japanese Firms." *The Academy of International Business Annual Meeting* in Chicago, 1987.

Yu, C.-M., and Ito, K. "Oligopolistic Reaction and Foreign Direct Investment: The Case of the U.S. Tire Industry." *The Academy of International Business Annual Meeting* in London, U.K., 1986.

Campbell, J.C., Pucik, V., Yu, C.-M., and Ito, K. "The Japanese and the U.S. Tax System: Implications for Japanese Auto Exports: A Review Article." *The Academy of International Business Annual Meeting* in New York, 1985.

### **Invited Conferences and Presentations at Universities**

- 2011 Turku School of Economics, Finland, *The Past, Present and Future of Dynamic Capabilities in Management Research Seminar*.
- 2010 Aalto University School of Economics, Finland
- 2005 Victoria University of Wellington, New Zealand
- 2004 Victoria University of Wellington, New Zealand
- 2002 The University of Missouri at St. Louis, *Changing Japan, (Advances in International Management Special Issue Conference)*
- 1999 The University of Auckland, University of Auckland Foundation Visitor
- 1997 University of California at Los Angeles, *The Evolving Japanese Corporation*, CIBER Research Conference
- 1997 The University of Michigan, Midwest Japanese Business Workshop
- 1996 University of Illinois at Urbana-Champaign, *The International Conference on Longitudinal Research on Foreign Market Entry*, CIBER Research Conference
- 1994 The University of Michigan, International Organizational Studies Conference
- 1994 University of Illinois at Urbana-Champaign, *The International Conference on Global Competition*, CIBER Research Conference
- 1993 The University of Michigan, "*The Search for New Paradigms*" Conference (*Strategic Management Journal* 1994 Summer Special Issue)
- 1991 Hitotsubashi University, Business Research Institute
- 1990 The University of Michigan, Department of International Business

### **Other Research Seminars and Workshops**

- 1999 Midwest Japanese Business Workshop in Chicago
- 1998 Federal Reserve Bank of Chicago, Midwest Japanese Business Workshop

### **Research Support**

- 2007~present Shidler College Distinguished Professorship
- 2013 Faculty Research Grants, Shidler College of Business, Research Grants
- 2012 Faculty Research Grants, Shidler College of Business, Research Grants
- 2011 Faculty Research Grants, Shidler College of Business, Research Grants
- 2010 Faculty Research Grants, Shidler College of Business, Research Grants
- 2009 University of Hawai'i CIBER, Research Grants
- 2009 Faculty Research Grants, Shidler College of Business, Research Grants
- 2008 Faculty Research Grants, Shidler College of Business, Research Grants
- 2007 Faculty Research Grants, Shidler College of Business, Research Grants
- 2006 Faculty Research Grants, College of Business Administration, Research Grants
- 2005 Research Productivity Grants, College of Business Administration, Research Grants
- 2005 Faculty Research Grants, College of Business Administration, Research Grants

2003	University of Hawai'i CIBER, Research Grants
2002	University of Hawai'i CIBER, Research Grants
1999	University of Auckland Foundation Visitor, Research travel
1999	University of Wisconsin-Madison CIBER Research Grants (Spring)
1999	University of Wisconsin-Madison CIBER Research Grants (Fall)
1998	University of Wisconsin-Madison Graduate School Research Fund

## Research Interests

"Millennium" organizations  
 Strategic management of multinational corporations  
 Corporate resource creation, deployment, and geographic focus  
 Management of spinoff subsidiaries and resource transformation

## TEACHING

### Courses Offered

#### Ph.D.

Corporate Strategy and International Business	(University of Hawai'i at Manoa)
International Business Management	(University of Hawai'i at Manoa)
Reading Seminar - Administrative Policy	(University of Wisconsin-Madison)
Reading Seminar in International Business	(New York University)
Workshop in International Business and Economics	(New York University)

#### MBA and Graduate Levels

Business Policy and Strategy	(University of Hawai'i at Manoa)
International Strategic Management	(University of Hawai'i at Manoa)
Global Issues in Management	(University of Wisconsin-Madison)
International Business Management	(New York University)
Japanese Business Systems	(University of Wisconsin-Madison)
	(National Technological University)
	(University of Michigan)
Multinational Business Management	(New York University)

#### Undergraduate

Multinational Business Management	(University of Hawai'i at Manoa)
Strategic Management	(University of Hawai'i at Manoa)
Global Issues in Management	(University of Wisconsin-Madison)
Environment and Management of International Business	(New York University)
Management and Organizational Analysis	(New York University)

#### Executive MBA

Japanese Management	(New York University)
	(Michigan State University)

#### Executive Education

Japanese Management System	(Emory University)
Negotiating with the Japanese	(University of Wisconsin-Madison)
	(University of Michigan)

## SERVICE

### PUBLIC SERVICE

#### **Outreach Program Planning and Development**

- 2001-2002 Aloha United Way Campaign Coordinator  
1998-2001 Distance Education (with National Technological University)

#### **Public Lectures and Presentations**

- 2017 Moderator, “The Japanese System in Evolution: Industries in Transition and Emerging Creative Industries”, Academy of Management Annual Meeting in Atlanta, GA.  
2017 Panelist, “Experiential Learning in the Undergraduate International Business Curriculum”, Academy of International Business Annual Meeting in Dubai, UAE.  
2012 Panelist, “Internationalizing the Undergraduate Business Curriculum by Strengthening your International Business Programs”, 2012 Academy of International Business Annual Meeting in Washington, D.C.  
1999 University of Auckland Foundation Visitor  
1998 Milwaukee World Trade Association “Asia Update” Guest Speaker  
1998 Wisconsin Worldwide Governor’s Exporting Conference “Japan and Korea”  
1996 MBA Public Forum: Center for Japan-U.S. Business and Economic Studies, New York University, Panelist

### UNIVERSITY SERVICE

#### **Doctoral Supervision**

- |              |   |                       |                          |
|--------------|---|-----------------------|--------------------------|
| 2001~present | Graduate Faculty  | University of Hawai‘i |                          |
| 2023         | Anh T. Phan   | University of Hawai‘i | (chair)                  |
| 2020         | Robert Moore  | University of Hawai‘i | (chair)                  |
|              | Teresa Hinnerichs   | University of Hawai‘i | (chair)                  |
| 2018         | Seungmin Han  | University of Hawai‘i | (chair)                  |
|              | Charlotte L. Hidebrand  | University of Hawai‘i | (chair)                  |
| 2016         | Todd M. Inouye  | University of Hawai‘i | (chair)                  |
| 2014         | Tanya A. Peacock  | University of Hawai‘i | (chair)                  |
| 2011         | K. Skylar Powell  | University of Hawai‘i | (chair)                  |
|              | Eunbum Cho  | University of Hawai‘i | (chair)                  |
| 2008         | Amanda E.K. Budde   | University of Hawai‘i | (chair)                  |
| 2024         | Alysha Hachey   | University of Hawai‘i | (committee member)       |
| 2020         | Anand C. Narayanan  | University of Hawai‘i | (committee member)       |
| 2017         | James B. Youn   | University of Hawai‘i | (committee member)       |
|              | Pramuk Perera   | University of Otago   | (examiner)               |
| 2015         | Innan Sasaki  | University of Turku   | (pre-examiner, opponent) |
|              | Masahisa Yamaguchi  | University of Hawai‘i | (committee member)       |
|              | He was the finalist for the 2016 Emerald Best International Dissertation Award. |                       |                          |
| 2014         | Sachin Ruikar   | University of Hawai‘i | (committee member)       |
| 2012         | Haruyoshi Ito   | University of Hawai‘i | (committee member)       |
|              | Hyekyung Hwang  | University of Hawai‘i | (committee member)       |
|              | Valerie Rosenblatt  | University of Hawai‘i | (committee member)       |
| 2011         | Veveca A. Sasi  | Aalto University      | (pre-examiner, opponent) |
| 2010         | Keith H. Sakuda   | University of Hawai‘i | (committee member)       |
|              | Tohyun Kim  | University of Hawai‘i | (committee member)       |

	Vikash A. Naidoo	Victoria University of Wellington	(co-supervisor)
2009	Michael E. Valdez	University of Hawai'i	(committee member)
2008	Cristina Suarez	University of Hawai'i	(committee member)
2008	Benjamin A. Kudo	University of Hawai'i	(committee member)
2008	Vijayan Munusamy	University of Hawai'i	(committee member)
	He won the Critical Management Studies Best Dissertation Award.		
2004	Brent R. Mac Nab	University of Hawai'i	(committee member)
2000	Alec C. Johnson	University of Wisconsin-Madison	(reader)
	Ji-Yub (Jay) Kim	University of Wisconsin-Madison	(non-reader)
	He won the first prize in INFORMS Best Dissertation Proposal Award.		
1999	William Higbee	University of Wisconsin-Madison	(non-reader)
	Nat Pope	University of Wisconsin-Madison	(non-reader)
	David F. Robinson	University of Wisconsin-Madison	(reader)
1998	Masanori Ohno	University of Wisconsin-Madison	(non-reader)
1997	Toru Yoshikawa	York University	(external examiner)
	Anil Nair	New York University	(committee member)
1996	David A. Ahlstrom	New York University	(committee member)

### Major Committee Assignments

2018-present	MBA Admission Committee
2009-present	Consortium of Undergraduate International Business Education (CUIBE) representative
2009-2011	Shidler College of Business Ph.D. Committee member
2006	Tenure and Promotion Review Committee, University of Hawai'i at Manoa
2006	MBA Core Program Committee, College of Business Administration
2005-2006	Research Committee, College of Business Administration
2005	Faculty Senate Executive Committee, College of Business Administration
2005	Department Personnel Committee (Department of Marketing, CBA)
2004-2005	Academic Qualification Committee, College of Business Administration
2003-present	Department Personnel Committee (Department of Management and Industrial Relations)
2002-2007	MBA Admission Committee, College of Business Administration
2002-2011	BUS 345w Strategic Management Course Coordinator
2002	The Business Night Awards Selection Committee, College of Business Administration
2002	Faculty Senate Executive Committee, College of Business Administration
2002	The Fish Scholarship Fund for Excellence Selection Committee, College of Business Administration
2001-2004	Ph.D. Program Committee, College of Business Administration, University of Hawai'i
1996-2001	Member: World Affairs and Global Economy (WAGE), University of Wisconsin
1996-2001	Member: East Asian Studies Program, School of Business, University of Wisconsin
1996-2001	Member: Office of International Studies and Programs, University of Wisconsin
1998	CIBER Associate Director Search Committee, School of Business, University of Wisconsin
1996-1998	MHR Department Recruiting Committee, School of Business, University of Wisconsin
1996-1998	International Programs Task Force (CIBER), School of Business, University of Wisconsin
1996-1997	International Exchange Program Japan Trip, School of Business, University of Wisconsin
1996-1997	Faculty Co-Advisor, Big 10 Case Competition Team, University of Wisconsin

### World Affairs and Global Economy (WAGE) Presentations

1998	"The Bubble Burst, Then Things Got Worse: Perspectives on the Japanese Financial Crisis"
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1997 “Corporate Governance Round Table”

### **Other Presentations**

2002, 2003 CIBER Research Grant Presentation, University of Hawai‘i  
2000 CIBER Research Grant Presentation, University of Wisconsin  
2000 Management and Human Resources Department Seminar, “Competitive Interactions: The International Investment Patterns of Japanese Automobile Manufacturers”  
1999 Guest Lecture: Madison Japan Association, “Japanese Economy”  
1999 Guest Lecture: International Perspectives (IB 399), “Asian Economy”  
1999 Faculty Research Series, School of Business, Panelist, “Issues in International Research”  
1999 Guest Lecture: Interdisciplinary Seminar on Strategy (MHR 872), “Resource Based Theory and FDI”  
1998 Guest Lecture: International Perspectives (IB 399), “Asian Economy”  
1998 Course Introduction, Seventh Industrial Advisory Board Meeting for Erdman Center for Manufacturing and Technology Management  
1998 Guest Lecture: Interdisciplinary Seminar on Strategy (MHR 872), “Resource Based Theory”  
1997 Faculty Teaching Workshop Speaker, School of Business: “Teaching Across Cultures”  
1997 New Faculty Teaching Workshop Speaker, School of Business, “Cultural Diversity”  
1997 Guest Lecturer: Interdisciplinary Seminar on Strategy (MHR 872), “Resource Based Theory”

### **Other Services**

1996-2000 Graduate Student Advisor, Strategic Planning and Entrepreneurship, MHR Department  
1996-2000 The East Asian Studies Programs and the Office of International Studies related recruiting meetings  
1999 International Programs Task Force (International Business Program)  
1988 Panelist. “Doing Business in China, Japan, and Southeast Asia”  
UM Update for Corporate Leaders, University of Michigan

### **PROFESSIONAL SERVICE**

#### **Editorial Board**

*Asia Pacific Journal of Management*  
*Journal of International Management*

#### **Reviewer**

*Academy of Management Journal; Advances in International Management; Asia Pacific Journal of Management; International Business Review; Japan and the World Economy; Journal of Business Research; Journal of International Business Studies; Journal of International Management; Journal of Management Studies; Long Range Planning; Management International Review; Management Science; Omega; Organization Science; Review of Industrial Organization, Strategic Management Journal; National Science Foundation*

#### **Membership in Professional Associations**

Academy of International Business, Academy of Management, Association of Japanese Business Studies,

INFORMS, Strategic Management Society

### Offices Held in Professional Associations

2020-present Vice President, Consortium of Undergraduate International Business Education  
2002-2003 Chairman, AIB Richard N. Farmer Doctoral Dissertation Award Committee, Academy of International Business  
2000-2003 AIB Richard N. Farmer Doctoral Dissertation Award Committee Member, Academy of International Business  
1997-1999 Secretary, Association of Japanese Business Studies

### Conference Session Chairs and PDW

2024 “Management”, AJBS Annual Meeting in Seoul, Korea, July  
2023 “Internationalization and Performance”, AoM Annual Meeting in Boston, MA, August  
“Time, Space, and Place”, AIB Annual Meeting in Warsaw, Poland, July  
“HRM Issues in Japanese Firms”, AJBS Annual Meeting in Warsaw, Poland, July  
2022 “Crime and Corruption in Emerging Markets”, AIB Annual Meeting in Miami, FL, July  
2018 “Beyond Boundaries: Overcoming Interorganizational and Interregional Barriers in the Asian Context,” Academy of Management Annual Meeting in Chicago, IL, August  
2017 “Foreign Direct Investment: Home and Away,” Academy of Management Annual Meeting in Atlanta, GA, August  
2017 “Expatriates and Inpatriates,” AJBS Annual Meeting in Dubai, UAE, June  
2015 “Innovation in Business and Management,” AJBS Annual Meeting in Bangalore, India, June  
2011 “Key Management Issues on MNC,” AIB Annual Meeting in Nagoya, Japan, June  
2011 “Dynamics of Innovation and Knowledge Creation by Japanese Firms,” AJBS Annual Meeting in Nagoya, Japan, June  
2011 “PDW” panel participant, AJBS Annual Meeting in Nagoya, Japan, June  
2009 “Emerging Phenomena and Trends,” AJBS Annual Meeting in San Diego, CA, June  
2008 “Pushing Theoretical Boundaries: FDI and the MNE,” AIB Annual Meeting in Milan, Italy, July  
2008 “Interorganizational Relationships as a Source of Value: Past and Present,” AJBS Annual Meeting in Milan, Italy, July  
2006 “Asian Management in the 21<sup>st</sup> Century,” 5<sup>th</sup> Asia Academy of Management Conference, Tokyo, Japan, December  
2006 “Management Japan,” AJBS Annual Meeting in Beijing, China, June  
2005 “Diversification Strategy,” AIB Annual Meeting in Quebec, Canada, July  
2005 “Japanese Business Research: Past, Present, and Future,” AJBS Annual Meeting in Quebec, Canada, July  
2004 “Research and Development,” AJBS Annual Meeting in Stockholm, Sweden, July  
2003 “Richard N. Farmer Award Finalists,” AIB Annual Meeting in Monterey, CA, July  
2000 “Paper Session, Track 4,” AJBS Annual Meeting in Oiso, Japan, June  
1999 “Research-In-Progress,” AJBS Annual Meeting in Salt Lake City, UT, June  
1998 “Trust,” AJBS Annual Meeting in Chicago, IL, May  
1997 “New Challenges for Entering Japan's Markets,” AJBS Annual Meeting in Washington, D.C., June  
1996 “Institutional Perspectives,” AJBS Annual Meeting in Nagoya, Japan, June  
1995 “R&D, Innovation & Global Competition,” ORSA/TIMS Annual Meeting in Detroit, MI, November



## **Invited Guest Lectures**

2023	Kyoto University
2017	Army-Balor University
2013, 2014	University of Otago
2010 - 2012	Aalto University School of Economics
2009	Helsinki School of Economics
2006	ANZIBA Research Students' Colloquium Facilitator, Victoria University of Wellington
2004, 2005	Victoria University of Wellington
2002	University of Auckland
1997-2000	University of Auckland
1996	Bond University
1991-1996	University of Southern California
1989, 1990	Emory University
1988	Michigan State University
	DePauw University