

## VITA

### **Dharm Prakash Sharma Bhawuk**

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Shidler College of Business  
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### **ACADEMIC**

Ph. D. in Organizational Behavior & Human Resource Management (GPA: 5 out of 5)  
(1995), University of Illinois at Urbana-Champaign

Dissertation Title: The Role of Culture Theory in Cross-Cultural Training: A comparative  
Evaluation of Culture-specific, Culture-General, and Theory-Based Assimilators

Major: Organizational Behavior with focus on Comparative Management

Minor: Quantitative Methods

Advisor: Professor Harry C. Triandis

Master of Business Administration (MBA) (GPA: 4 out of 4) (1989)  
University of Hawai'i at Mānoa

Thesis Title: Measurement of Cross-Cultural Sensitivity Developed by Living Abroad

Major: Organizational Behavior with focus on International Management

Minor: Cross-Cultural Training

Advisor: Professor Richard W. Brislin

Bachelor of Technology in Mechanical Engineering (First Class, Honors) (1979)  
Indian Institute of Technology (I.I.T.), Kharagpur, India

### **EMPLOYMENT HISTORY**

#### **Faculty Appointment**

- ❖ Professor of Management and Industrial Relations, University of Hawai'i at Mānoa,  
since July 2002.

- ❖ Associate Professor of Management and Industrial Relations, University of Hawai'i at Mānoa, July 1999 to June 2002.
- ❖ Assistant Professor of Management and Industrial Relations, University of Hawai'i at Mānoa, August 1995 to June 1999.

### **Other Appointments**

- ❖ **2023-2024: Visiting Professor, Shanghai International Studies University (SISU),** Shanghai, China: (i) May 2024, (ii) November 2023
- ❖ **2024: Honorary Professor in the Faculty of Management and Spirituality, International Institute of Vedic Studies, Rishi Vatika, India,** since July 1, 2024.
- ❖ **2021: Honorary Professor in the Faculty of Contemplative & Behavioural Sciences, Sri Sri University, India,** since December 13, 2021.
- ❖ **2021-2024: Advisory Board member, Centre of Behavioural and Cognitive Sciences (CBCS),** Xavier Institute of Social Service, Dr. Camil Bulcke Path, Ranchi, Jharkhand - 834 001, INDIA (2021-2024)
- ❖ **2020: Advisory Board of 'Ānandam: The Center for Happiness', IIM Jammu,** since October 7, 2020.
- ❖ **2020: Nehru Chair Professor,** Department of Human Development and Family Studies, Maharaja Sayajirao University of Baroda, Vadodara, India, January 17-22, 2020.
- ❖ **2015-2019: Visiting Professor, Shanghai International Studies University (SISU),** Shanghai, China: (i) June-July, 2019, (ii) December 2016, (iii) May –July, 2016, (iv) May –December, 2015
- ❖ **2014-2017: Director and Principal Investigator,** Hawaii Information System for Substance Abuse Prevention (HISSAP). Department of Health, Alcohol and Drug Abuse Division (ADAD), 2014-17.
- ❖ **2010-2012: Member, Research Committee, Kathmandu University School of Management (KUSOM),** Kathmandu, Nepal, (2010-2012).
- ❖ **2008: H Smith Richardson, Jr. Visiting Fellow,** Center for Creative Leadership, Greensboro, North Carolina (February 1, 2009 to January 31, 2010)  
*The Center for Creative Leadership (CCL®) ranked No. 8 overall in the 2008 Financial Times worldwide survey of executive education. CCL for the seventh consecutive year is the only institution in the survey focused exclusively on leadership education and research, placing it in the company of many of the world's elite business schools. The survey was released May 12, 2008*
- ❖ **2007: Visiting Professor of Management,** Thunderbird Global School of Management, Glendale, Arizona, May –July, 2007
- ❖ **2005-2007: Director, Research Training and Facilitators Program,** funded by RCUH, July 2005 to May 2007
- ❖ **2004-2006: Director, Ph. D. Program in International Management,** August 2004 to July 2006

- ❖ **2005-2006: Graduate Chair, College of Business Administration**, August 2005 to July 2006
- ❖ **2003: Chair, Management Department**, College of Business Administration, University of Hawai'i at Mānoa, January to May 2003
- ❖ **2002: Visiting Professor of Industrial and Organizational Psychology**, Victoria University of Wellington, New Zealand, July - October 2002
- ❖ **2002: Visiting Professor of Management**, Kathmandu College of Management, Kathmandu University, Nepal, November- December 2002
- ❖ **2000-2002: Director, Executive MBA Program**, August 2000 - July 2002
- ❖ **Affiliate Graduate Faculty of Psychology**, Culture and Community, Psychology Department, University of Hawai'i at Mānoa, since Spring 2000
- ❖ **2001: Adjunct Faculty**, East West Center, Honolulu, Hawai'i, Spring 1998 - December 2001.
- ❖ **1992-1995: Research and Teaching Assistant**, University of Illinois at Urbana-Champaign, January 1992 to June 1995

#### **Non-Academic Appointments**

- ❖ **1990-1991: President**, International Training Institute, Kathmandu, Nepal, June 1990 to December 1991.
- ❖ **1989-1990: Deputy Director**, Airlines Training Center, Royal Nepal Airlines Corporation (RNAC), Kathmandu, Nepal, October 1989 to June 1990.
- ❖ **1988-1989: Senior Instructor**, RNAC, August 1988 to October 1989.
- ❖ **1985-1987: Administrator**, Airlines Training Center, RNAC, August 1985 to July 1987.
- ❖ **1982-1987: In-charge, Technical Training**, Airlines Training Center, RNAC, July 1982 to July 1987.
- ❖ **1981-1982: In-charge, Production Planning & Control**, Twin Otter Wing, RNAC, 1981-1982.
- ❖ **1980-1987: Instructor Engineer**, Airlines Training Center, Royal Nepal Airlines Corporation (RNAC). May 1980 to July 1987.

#### **HONORS AND AWARDS**

- ❖ **William Gudykunst Outstanding Book Award** for *Handbook of Intercultural Training* (Fourth Edition) presented by International Academy of Intercultural Research (IAIR), 2021.
- ❖ **Fellow**, Indian Academy of Management (INDAM) since January 2020.
- ❖ **Foreign Fellow**, National Academy of Psychology (NAoP) since January 2020.
- ❖ **Nehru Chair Professor Public Lecture**, Department of Human Development and Family Studies, Maharaja Sayajirao University of Baroda, Vadodara, India, January 21, 2020 (*zraddhA*: Construct definition from the *bhagavadgItA*).

- ❖ **Professor Durgananda Sinha Memorial Lecture** presented at National Academy of Psychology (NAoP), IIT Kharagpur, December 22-24, 2017 (Positive Indigenous Psychology: Perspectives from the *Bhagavad-Gita*).
- ❖ **Rupe Chilsom Best Theory to Practice Paper Award** from the Organization Development and Change Division of the Academy of Management, 2009, for the paper “From Social Engineering to Community Transformation: Amul, Grameen Bank, and Mondragon as Exemplar Cooperatives” (Bhawuk, Mrazek, & Munusamy, 2009).
- ❖ **H Smith Richardson, Jr. Visiting Fellow**, Center for Creative Leadership, Greensboro, North Carolina (February 1, 2009 to January 31, 2010).
- ❖ **Professor of the Semester**, Fall 2007, MHRM Program, Shidler College of Business, University of Hawai’i at Mānoa.
- ❖ **Founding Fellow**, International Academy for Intercultural Research, since 1999.
- ❖ **Distinguished Scholar Award**, Management Department, College of Business Administration, University of Hawai’i at Mānoa, 2000.
- ❖ **Best Paper Award** for the paper, Development of a culture theory-based assimilator: Applications of individualism and collectivism in cross-cultural training, from the International Management Division, Academy of Management, Cincinnati, Ohio, 1996.
- ❖ **Teaching Assistantship**, Institute of Labor and Industrial Relations, University of Illinois, Urbana-Champaign, 1994 - 1995.
- ❖ **IBM Fellowship**, Institute of Labor and Industrial Relations, University of Illinois, Urbana-Champaign, 1992-1993.
- ❖ **Research Assistantship**, Institute of Labor and Industrial Relations, University of Illinois, Urbana-Champaign, 1992 - 1994.
- ❖ **Lum Yip Kee Outstanding MBA Student Award**, College of Business Administration, University of Hawai’i at Mānoa, March 1990.
- ❖ **Distinguished Service Award, First Nepali** to receive the highest honor given to research fellows and participants by the East-West Center, Honolulu, Hawai’i, USA, 1989.
- ❖ **Runners up, state level speech contest**, Toastmaster International, Honolulu, Hawai’i, USA, 1989.
- ❖ **Membership, Beta Gamma Sigma Honor Society**, USA, 1988.
- ❖ **Best Poem, French Language Poetry Contest**, University of Hawai’i at Mānoa, Honolulu, Hawai’i, 1988.
- ❖ **Fellowship, The East-West Center**, Honolulu, Hawai’i, 1987-1989.
- ❖ **ColomboPlan Scholarship** to pursue Bachelor of Technology at Indian Institute of Technology, Kharagpur, India, 1974-1979.
- ❖ **Tribhuvan University Merit Scholarship**, Kathmandu, 1972-1974.
- ❖ **Best Orator**, InterCollege Debate, Kathmandu, Nepal, 1972.
- ❖ **4<sup>th</sup> Position in the nation (Nepal), School Leaving Certificate Board Examination**, Nepal, 1972.
- ❖ **Represented Nepal at International Children's Camp**, ARTEK, (then) USSR, 1971.

❖ **Best Orator**, Inter-School Debate, Kathmandu, Nepal, 1970.

## PUBLICATIONS

### A. BOOKS

1. Pandey, A., Budhwar, P., & **Bhawuk, D. P. S.** (Eds.). (2022). *Indigenous Indian Management: Conceptualization, Practical Applications and Pedagogical Initiatives*. London, UK: Palgrave-Macmillan.
2. Landis, D. & **Bhawuk, D. P. S.** (Eds.) (2020). *Cambridge Handbook of Intercultural Training* (Fourth Edition). Cambridge, UK: Cambridge University Press.  
Recipient of **William Gudykunst Outstanding Book Award** presented by International Academy of Intercultural Research (IAIR), 2021.
3. Ali, A., **Bhawuk, D.**, Blustein, D. L., Bullock, H. E. Carr, S. C., Gloss, A., Haushofer, J., Kalil, A., Kenny, M. E., Kozan, S., Lipina, D. J., MacLachlan, M., McAuliffe, E., Sheehy-Skeffington, J., Smith, L., Foster-Thompson, L., Yoshikawa, H., & Ziol-Guest, K. (2014). *Barriers and opportunities at the base of the pyramid*. UNDP: Istanbul International Center for Private Sector in Development.
4. Bhawuk, D. P. S. (2011). *Spirituality and Indian Psychology: Lessons from the Bhagavad-Gita*. New York: Springer. DOI: 10.1007/978-1-4419-8110-3
5. Pandey, J., Sinha D., & **Bhawuk, D. P. S.**, (Eds.) (1996). *Asian contributions to cross-cultural psychology*. New Delhi: Sage.

### B. SPECIAL ISSUE OF JOURNALS

6. Bhawuk, D. P. S. & Pandey, A. (2022). Positive organizational psychology in South Asia. Special issue of *South Asia Journal of Business Studies*, 11 (3), 253-259.
7. Bhawuk, D. P. S. & Srinivas, E. S. (2010). Indian Psychology: Theory, Method, and Content. Special issue of *Psychology and Developing Societies*, 22 (1)
8. Kim, Young Y. & Bhawuk, D. P. S. (2008). Globalization and diversity: Theoretical and applied perspectives. Special issue of *International Journal of Intercultural Relations*, volume 32, no. 4.

### C. BOOK CHAPTERS

9. **Bhawuk, D. P. S.** (2025). The mystery and hopefulness of intercultural relations. In L. A. Arasaratnam-Smith and L. Ripley Smith, *Communicating in intercultural spaces* (pp.45-47). Routledge.
10. Masahisa Yamaguchi, M. & Bhawuk, D. P. S. (2024/in press). Whistleblowing in the United States: A Multimethod Study. In Akande, A. (Ed.), *The Business of Leadership: Policy, Politics, Politicization and Participation*. New York, NY: Springer Nature.

11. Bhawuk, D. P. S. (2024/in press). *Adhyātma* and Spirituality in the Encyclopedia of Diversity, Equity, Inclusion, and Spirituality (in the section on "Innovation in Spirituality"). New York, NY: Springer.
12. Rhodes, E. & Bhawuk, D. P. S. (2024). The Performance of Women Analysts in Earnings Call Conferences: A Textual Analysis. In A. Akande (ed.), *Leadership and Politics: New Perspectives from Business, Government and Society* (pp. 583-604). New York, NY: Springer Nature.
13. Bhawuk, D. P. S. (2023). A Cultural Perspective on Leadership and Followership: Contributions of the Theory of Individualism and Collectivism. In Satinder K. Dhimman, Joan Marques, June Schmieder-Ramirez, and Petros G. Malakyan (Eds.), *Handbook of Global Leadership and Followership* (pp. 297-314). New York: Springer. DOI:[10.1007/978-3-031-21544-5\\_15](https://doi.org/10.1007/978-3-031-21544-5_15)
14. Bhawuk, D. P. S. (2023). Discovery of Indian psychology and methodology: A personal journey. In D. N. Tiwari (Ed.) *Towards Inclusive Societies Psychological and Sociological Perspectives* (pp. 42-60). New Delhi, India: Routledge.
15. Bhawuk, D. P. S. (2023). Philosophy and Theory of Intercultural Sensitivity: A Review. In D. C. Thomas and Y. Liao (eds.) *The Handbook of Cultural Intelligence Research* (pp. 27-44). Cheltenham, UK: Edward Elgar Publishing inc.
16. Bhawuk, D. P. S. (2023). *lajjA*: Philosophical, Psychological, and Literary Perspectives from India. In C. Mun (Ed.), *Cultural Perspectives on Shame: Unities and Diversities* (pp. 41-59). London, UK: Routledge.
17. Albugami, F. & Bhawuk, D. P. S. (2023). Defining the construct of *ḥayā'*: A Multi-Method Approach. In C. Mun (Ed.), *Cultural Perspectives on Shame: Unities and Diversities* (pp. 80-110). London, UK: Routledge.
18. Bhawuk, D.P.S. (2022). Developing an Indigenous Thick Description: *Tapas* in the *Bhagavadgītā*. In: Sahni, S.P., Bhatnagar, T., Gupta, P. (Eds), *Spirituality and Management: From Models to Applications* (pp. 119-138). Springer, Singapore. [https://doi.org/10.1007/978-981-19-1025-8\\_8](https://doi.org/10.1007/978-981-19-1025-8_8).
19. Bhawuk, D.P.S. (2022). *sAdhu mArga*: an Indian Model of Living and Leading. In: Sahni, S.P., Bhatnagar, T., Gupta, P. (Eds), *Spirituality and Management: From Models to Applications* (pp. 139-154). Springer, Singapore. [https://doi.org/10.1007/978-981-19-1025-8\\_9](https://doi.org/10.1007/978-981-19-1025-8_9)
20. Bhawuk, D. P. S. (2022). Indian Management: Constructs, Models, and Theories. In *Indigenous Indian Management: Conceptualization, Practical Applications and Pedagogical Initiatives* (pp. 61-98). London, UK: Palgrave-Macmillan.
21. Pandey, A., Bhawuk, D. P., & Budhwar, P. (2022). Emergence of Indian Management: Cultural Ideals, Uniqueness, and Behavioural Manifestations. In *Indigenous Indian Management: Conceptualization, Practical Applications and Pedagogical Initiatives* (pp. 523-561). London, UK: Palgrave-Macmillan.
22. Pandey, A., Budhwar, P., & Bhawuk, D. P. S. (2022). In Search of Indian Management. In *Indigenous Indian Management: Conceptualization, Practical Applications and Pedagogical Initiatives* (pp. 1-21). London, UK: Palgrave-Macmillan.

23. Bhawuk, Dharm P. S. (2021). Intercultural Dialogues: Some Theory Guided Practical Tips for Managers. In M. Chavan & L. Taksa (Eds.), *Intercultural Management in practice: Learning to lead diverse global organizations* (pp. 35-52). London, UK: Emerald
24. Bhawuk, D. P. S. (2021). *lajjA* and the Fourth Industrial Revolution (4IR): The Need for Pause. In *Shame 4.0: Investigating an Emotion in Digital Worlds and the Fourth Industrial Revolution* (pp. 275-292), Claude-Hélène Mayer, Elisabeth Vanderheiden, and Paul Wong (Eds.), New York: Springer. [https://doi.org/10.1007/978-3-030-59527-2\\_14](https://doi.org/10.1007/978-3-030-59527-2_14)
25. Bhawuk, D. P. S. (2021). *prem* in Kabīrsāhab's *sākhī*: Indigenous Perspectives on Love. In Elisabeth Vanderheiden and Claude-Hélène Mayer (Eds.), *International handbook of love: Transcultural and transdisciplinary perspectives* (pp. 223-242). New York: Springer. [https://doi.org/10.1007/978-3-030-45996-3\\_13](https://doi.org/10.1007/978-3-030-45996-3_13)
26. Bhawuk, D. P. S. (2020). Indian way of research and pedagogy. In B. Metri and G P Sudhakar (eds.), *Made in Bharat: Global Perspectives on Management* (pp. 115-124). Bangaluru, India: Centre for Educational and Social Studies (CESS).
27. Bhawuk, D. P. S. (2020). Indian psychology and intercultural training. In Dan Landis & Dharm P S Bhawuk (Eds.), *The Handbook of Intercultural Training* (pp. 540-563)(4th Edition). Cambridge, UK: Cambridge University Press.
28. Bhawuk, D. P. S. (2020). Culture theories and intercultural training. In Dan Landis & Dharm P S Bhawuk (Eds.), *The Handbook of Intercultural Training* (pp. 164-191) (4th Edition). Cambridge, UK: Cambridge University Press.
29. Bhawuk, D. P. S., & Bhawuk, A. P. (2020). Evolution of Cross-Cultural Training as a Field of Research: Contributions of Harry Triandis. In Dan Landis & Dharm P S Bhawuk (Eds.), *The Handbook of Intercultural Training* (pp. 39-59) (4th Edition). Cambridge, UK: Cambridge University Press.
30. Bhawuk, D. P. S., & Landis, D. (2020). Intercultural Training for the New Global Village. In Dan Landis & Dharm P S Bhawuk (Eds.), *The Handbook of Intercultural Training* (pp. 703-722) (4th Edition). Cambridge, UK: Cambridge University Press.
31. Landis, D., & Bhawuk, D. P. S. (2020). Introduction and Theoretical Framework. In Dan Landis & Dharm P S Bhawuk (Eds.), *The Handbook of Intercultural Training* (pp. 1-38) (4th Edition). Cambridge, UK: Cambridge University Press.
32. Bhawuk, D. P. S. (2019). *adhyAtma* or Spirituality: Construct Definition and Elaboration Using Multiple Methods. In Sushanta K. Mishra & Arup Varma (Eds.), *Spirituality in Management: Insights from India* (pp. 19-41). London, UK: Palgrave-Macmillan. DOI: 10.1007/978-3-030-13984-1\_3
33. Bhawuk, D. P. S. (2019). *lajjA*: Learning, unlearning, and Relearning. In Elisabeth Vanderheiden and Claude-Hélène Mayer (Eds.), *The Bright Side of Shame: Transforming and Growing through Practical Applications in Cultural Contexts* (pp. 35-49). New York: Springer. DOI: 10.1007/978-3-030-13409-9\_3
34. Bhawuk, D. P. S. (2019). Toward a spirituality-based theory of creativity: Indigenous perspectives from India. Kuang-Hui Yeh (Ed.), *Asian Indigenous Psychologies in the*

- Global Context* (pp. 139-168). London, UK: Palgrave MacMillan. DOI: 10.1007/978-3-319-96232-0\_7
35. Bhawuk, D. P. S. (2019). *adhyAtma* or Spirituality: Indian Perspectives on Management. In Pawan S Budhwar, Rajesh Kumar, and Arup Varma (Eds.) *Indian Business: Understanding a rapidly emerging economy* (pp. 256-266). London, UK: Routledge.
  36. Bhawuk, D. P. S. (2019). *lokasaMgraha*: An indigenous construct of leadership and its measure. In S. Dhiman and A. D. Amar (Eds.), *Managing by the Bhagavad Gita: Timeless Lessons for Today's Managers* (pp. 273-297). New York, NY: Springer. [https://doi.org/10.1007/978-3-319-99611-0\\_14](https://doi.org/10.1007/978-3-319-99611-0_14)
  37. Bhawuk, D. P. S. (2018). Cultural Assumptions in India and the United States. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.1, pp. 434-442). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665.
  38. Bhawuk, D. P. S. (2018). Cultural Value Dimensions. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.1, pp. 580-596). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665
  39. Bhawuk, D. P. S. (2018). Culture Assimilators. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.1, pp. 597-604). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665.
  40. Bhawuk, D. P. S. (2018). Culture-Specific and Culture-General Training. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.1, pp. 636-642). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665.
  41. Bhawuk, D. P. S. (2018). Individualism and Collectivism. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.2, pp. 920-929). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665.
  42. Bhawuk, D. P. S. (2018). Intercultural Competence Development. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.2, pp. 1262-1270). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665.
  43. Bhawuk, D. P. S. (2018). Assessment of Intercultural Training Effectiveness. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.2, pp. 1395-1402). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665.
  44. Bhawuk, D. P. S. (2018). Translation. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.3, pp. 1956-1964). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665.
  45. Bhawuk, D. P. S. (2017). *lajjA* in Indian Psychology: Spiritual, Social, and Literary Perspectives. In Elisabeth Vanderheiden and Claude-Hélène Mayer (Eds.), *The Value*



- of Shame – Exploring a health resource across cultures* (pp.109-134). New York: Springer. DOI: 10.1007/978-3-319-53100-7\_5
46. Bhawuk, D. P. S., & Anand, S. (2015). Discrepancies between dealing with diversity at corporate and individual levels of employment. Elizabeth Christopher (ed). *International management and intercultural communication*, UK, London: Palgrave-Macmillan. DOI: 10.1007/978-1-137-47991-4\_5
  47. Bhawuk, D. P. S. (2015). Beliefs, Values, Norms, and Customs (Definitions). In Janet M. Bennett (Ed.) *The SAGE Encyclopedia of Intercultural Competence* (pp. 29-30). Thousand Oaks, CA: Sage.
  48. Bhawuk, D. P. S., Carr, S. C., Gloss, A. E., & Foster-Thompson, L. (2014). Poverty reduction through positive work cycles: Exploring the role of information about work, culture and diversity, and organizational justice. In United Nations Development Programme (UNDP) *Barriers to and opportunities for poverty reduction: Prospects for private sector-led interventions* (pp. 63-94). Istanbul: Istanbul Centre for Private Sector in Development.
  49. Bhawuk, D. P. S. (2012). Diversity and intercultural communication: The influence of individualism and collectivism. In Elisabeth Christopher (Ed.), *Communication across cultures* (pp.42-53). UK: Palgrave Macmillan.
  50. Bhawuk, D. P. S., & Anbe K., (2012). Decline of the majority, rise of the minority: Community cultural changes in Hawai'i: Summary of a study of acculturation to a host country. In Elisabeth Christopher (Ed.), *Communication across cultures* (pp.156-163). UK: Palgrave Macmillan.
  51. Bhawuk, D. P. S., Landis, D., & Sakuda, K. H. (2012). Leadership in military retention. In Elisabeth Christopher (Ed.), *Communication across cultures* (pp.4-9). UK: Palgrave Macmillan.
  52. Bhawuk, D. P. S. (2012). India and the Culture of Peace: Beyond Ethnic, Religious, and Other Conflicts. In D. Landis & R. Albert (eds.), *Handbook of ethnic conflict* (pp.137-174). New York: Springer. DOI: 10.1007/978-1-4614-0448-4\_7
  53. Bhawuk, D. P. S. (2011). Beyond Conflict, Violence, and Retaliation: Gandhijee as an Exemplar of Indigenous Approaches to Leadership Education. In J. Pandey, T. N. Sinha, & A. K. Sinha, (Eds.), *Dialogue for Development* (pp.105-141). New Delhi, India: Concept Publisher.
  54. Bhawuk, D. P. S., & Munusamy, V. P. (2010). Leading across Cultural Groups: Implications of Self-Concept. In K. Hannum, B. McFeeters, & L. Booyesen (Eds.), *Leadership across differences: Cases and perspectives* (pp. 155-162). San Francisco, CQ: Pfeiffer.
  55. Bhawuk, D. P. S. (2009). Intercultural Training for the Global Workplace: Review, Synthesis, and Theoretical Explorations. In Rabi S. Bhagat & R. Steers (Eds.), *Handbook of Culture, Organization, and Work* (pp. 462-488). Cambridge, UK: Cambridge University Press.
  56. Bhawuk, D. P. S., Munusamy, V. P., & Sakuda, K. H. (2009). Preparing Global Business Leaders: Application of an Economy-Based Theoretical Framework to Intercultural Training. In Chan Hoong Leong & John W. Berry (Eds.), *Intercultural Re-*

- lations in Asia: Migration and Work Effectiveness* (pp. 69-103), World Scientific, Singapore.
57. Singelis, T. M., Bhawuk, D. P. S., Gabrenya Jr., W. K. Gelfand, M., Harwood, J., Her, P., Tanaka-Matsumi, J., & Vandello, J. (2009). Exploring Ethnic Group and Geographical Differences for Social Axioms in the USA. In Kwok Leung and Michael Harris Bond (eds.), *Beliefs around the World: Advancing Research on Social Axioms* (pp. 81-93). New York, NY: Springer. DOI: 10.1007/978-0-387-09810-4\_5
  58. Bhawuk, D. P. S. (2008) Anchoring Cognition, Emotion, and Behavior in Desire: A Model from the *Bhagavad-Gita*.” In K. R. Rao, A. C. Paranjpe, & A. K. Dalal (Eds.), *Handbook of Indian Psychology* (pp. 390-413). New Delhi, India: Cambridge University Press.
  59. Bhawuk, D. P. S. (2008). Toward an Indian Organizational Psychology. In K. R. Rao, A. C. Paranjpe, & A. K. Dalal (Eds.), *Handbook of Indian Psychology* (pp. 471-491). New Delhi, India: Cambridge University Press.
  60. Bhawuk, D. P. S., Landis, D., & Munusamy, V. P. (2008). Understanding the basics of culture. In Michael A. Moodian (Ed.) *Contemporary Leadership and Intercultural Competence: Understanding and Utilizing Cultural Diversity to Build Successful Organizations* (pp. 7-15). Thousand Oaks, CA: Sage.
  61. Bhawuk, D. P. S., & Sakuda, K. H. (2008). Intercultural Sensitivity for Global Managers. In Michael A. Moodian (Ed.) *Contemporary Leadership and Intercultural Competence: Understanding and Utilizing Cultural Diversity to Build Successful Organizations* (pp. 255-267). Thousand Oaks, CA: Sage.
  62. Bhawuk, D. P. S., Sakuda, K. H., & Munusamy, V. P. (2008). Intercultural Competence Development and Triple-Loop Cultural Learning: Toward a Theory of Intercultural Sensitivity. In Soon Ang & Linn Van Dyne (Ed.) *Handbook of Cultural Intelligence: Theory, measurement, and applications* (pp 342-355). Armonk, NY: M.E. Sharpe.
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#### D. JOURNAL ARTICLES

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115. Singelis, T. M., Triandis, H. C., Bhawuk, D. P. S., & Gelfand, M. (1995) Horizontal and vertical dimensions of individualism and collectivism: A theoretical and measurement refinement. *Cross-Cultural Research, 29* (3), 240-275.
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117. Bhawuk, D. P. S., & Brislin, R. W. (1992). The measurement of intercultural sensitivity using the concepts of individualism and collectivism. *International Journal of Intercultural Relations, 16*, 413-436.

#### **E. ARTICLES IN REFEREED PROCEEDINGS**

116. Bhawuk, D. P. S. (2007). Small Businesses in Developing Economies: A Study of Entrepreneurship in Nepal. Proceedings of the 4<sup>th</sup> AGSE International Entrepreneurship Research Exchange, Brisbane, Queensland, Australia, February 6-9, 2007.
117. Landis, D., & Bhawuk, D. P. S. (2005). Equal Opportunity Training in the Military: Toward a Synthesis of Theory and Practice. Proceedings of the 5<sup>th</sup> Biennial EO/EEO Research Symposium organized by the Defense Equal Opportunity Management Institute (DEOMI), February 17-18, 2005, Cocoa Beach, Florida.
118. Alden, D. L., Bhawuk, D. P. S., Holden, S. J., & Taylor, S. A. (1999). Toward a model of satisfaction processing in social marketing: the role of knowledge among maintenance stage consumers. *Social Marketing Quarterly, 3*, 3, 17- 24, Proceedings of the 5<sup>th</sup> Annual Innovations in Social Marketing.
119. Bhawuk, D. P. S. (1998) Bridging culture and personality: Theory of individualism and collectivism and MBTI. *Proceedings of Psychological Type and Culture -- East and West: A multicultural Research Symposium* (pp. 7-13), January 6-8, 1996.

120. Bhawuk, D. P. S. (1996) Development of a culture theory-based assimilator: Applications of individualism and collectivism in cross-cultural training. *Best Paper Proceedings* (pp. 147-150) Academy of Management Annual conference, Cincinnati. **Recipient of the best paper award from the International Management Division.**

## F. CREATIVE WORK

- Lim, K., Bhawuk, D. P. S., Copeland, J., White, B. & Yoshida, W. (1999). *Multimedia Individualism and Collectivism Assimilator*, a one-hour CD-ROM cross-cultural training program. Based on Individualism and Collectivism Assimilator developed for my doctoral dissertation (Bhawuk, 1995).
- Doktor, B., Bhawuk, D. P. S., & Brislin, R. (1997). *Culture Means Thinking Differently About Business*, a 30-minute training video.

## G. RESEARCH SCALES

**gItA Leadership Questionnaire (gLQ).** This 11-item scale is the first indigenous leadership scale that is derived directly from the verses of Bhagavad-Gita. Data collected in 2016 shows that it is a reliable scale.

**Individualism and Collectivism Attitude Scale.** This 32-item scale was my attempt to synthesize existing INDCOL scales developed by Triandis and colleagues in the 1980s, which was published in *Cross-Cultural Research* (Singelis, Triandis, Bhawuk, & Gelfand, 1995)

**Intercultural Sensitivity Inventory.** This 46-item scale was a part of my master's thesis, and was published in the *International Journal of Intercultural Relations* (Bhawuk & Brislin, 1992).

## H. DISSERTATION AND THESIS

- Bhawuk, D. P. S. (1995). *The role of culture theory in cross-cultural training: A comparative evaluation of culture-specific, culture-general, and theory-based assimilators.* Unpublished doctoral dissertation, University of Illinois at Urbana-Champaign.
- Bhawuk, D. P. S. (1989). *Measurement of cross-cultural sensitivity developed by living abroad.* Unpublished Master's Thesis, University of Hawai'i at Mānoa, Honolulu.

## WORK IN PROGRESS

1. Guo, A. & Bhawuk, D. P. S. Developing Indigenous Theories: Chinese Interactionist Learning Theory (CILT) from “*The Three-Character Canon.*”
2. Guo, A. & Bhawuk, D. P. S. Chinese educational values over a century: 1920-2020
3. Rhodes, E. S. & Bhawuk, D. P. S. Toward a theory of organizational apology: Evidence from the United States and China.
4. Yamaguchi, M. & Bhawuk, D. P. S. Testing a Multilevel Model of Whistleblowing in the US and Japan.

5. Yamaguchi, M. & Bhawuk, D. P. S. Developing Scenarios to Measure Whistleblowing in the US and Japan.
6. Yamaguchi, M. & Bhawuk, D. P. S. Whistleblowing in the Lifeworld: A Comparative Study of USA and Japan

### **WORKING PAPERS**

1. Bhawuk, D. P. S. Individualism and Collectivism Assimilator: A Cross-Cultural Training Tool.
2. Bhawuk, D. P. S. Integrating theory and practice: A Framework for the Study of Diversity Management.
3. Bhawuk, D. P. S. Reconceptualizing training and evaluation.
4. Bhawuk, D. P. S. Process of acculturation: The role of intention, functional culture, and overtness of behavior.
5. Bhawuk, D. P. S. Approaches to Worker Participation: An International Comparison.
6. Bhawuk, D. P. S. Japanese Industrial Relations Practices: Lessons for Less Developed Countries.
7. Bhawuk, D. P. S. Video Training in Cross-Cultural Training: Prospects, Pitfalls, and Future Research Directions.
8. Bhawuk, D. P. S. Are Women Entrepreneurs Different from Men: The Case of Nepal.
9. Bhawuk, D. P. S. Culture and cognition: Implications for cross-cultural management.
10. Bhawuk, D. P. S., & Anand, Smriti. Integrating Minority Women in the US Organizations: Conflict between Diversity Policy and Implementation.
11. Bhawuk, D. P. S., & Bechtold, D. J. Individualism, Collectivism and Groupthink: The effect of culture on Janis's theory of flawed decision making in groups.
12. Bhawuk, D. P. S., & Layes, G., Toward a Theory of Disconfirmed Expectations: A Synthesis of Social Expectancy Theory, Action Theory, and Learning Theories in Cross-Cultural Training.
13. Bhawuk, D. P. S., Munusamy, V. P., Bechtold, D., & Sakuda, K. Globalization, Culture and Economic Development: A Cultural Model of Economic Success and Failure.
14. Bhawuk, D. P. S., & Munusamy, V. I think therefore I am: Exploring managerial cognition.
15. Bhawuk, D. P. S., Munusamy, V., & Sakuda, K. Cultural Variation in Group Dynamics: Applications of the Theory of Individualism and Collectivism.
16. Bechtold, D. J., & Bhawuk, D. P. S. Culture's effect on the perceptions of risk and the need to trust.
17. Mrazek, S., & Bhawuk, D. P. S. Conceptualizing Peace: Perspectives of laypeople and peace experts.

### **INTERNATIONAL CONFERENCE: CHAIR OF ORGANIZING COMMITTEE**

1. Sixth International Conference of the International Academy of Intercultural Research, Honolulu, Hawaii, August 15-19, 2009 (Chair, Program and Scientific Committee).



2. Fourth Asian Regional Conference of International Association for Cross-Cultural Psychology, Kathmandu, Nepal, January 2-4, 1992 (Co-Chair: Mr. Parimal Jha).

### CONFERENCE & OTHER PRESENTATIONS

1. Bhawuk, D. P. S. (2024). Five-Day Workshop on Methodology for Indian Psychological Research, organized by the IKS (Indian Knowledge System) Center & Department of Humanities and Social Sciences, Indian Institute of Technology (IIT), Tirupati, in association with the International Institute of Vedic Sciences, Rishi Vatka, India, July 08-12, 2024.
2. Bhawuk, D. P. S. (2024). Leadership, Organisational Behaviour and Management Practices: *Prana* and *Prayas*: Uniting Purpose and Perseverance in Indian Leadership and Management Practices. Discussant, National Conference on Indian Knowledge System in Management (4-6 July, 2024), July 6, 2024, Indian Institute of Technology (IIT) Bombay.
3. Bhawuk, D. P. S. (2024). Governance, Morality and gender issues: *Svabhava* and *Satya*: *Dharmic* take on Governance, Morality and gender issues. Discussant, National Conference on Indian Knowledge System in Management (4-6 July, 2024), July 5, 2024, Indian Institute of Technology (IIT) Bombay.
4. Bhawuk, D. P. S. (2024). Indian Knowledge System (IKS) in Management. Keynote address given at the National Conference on Indian Knowledge System in Management (4-6 July, 2024), July 5, 2024, Indian Institute of Technology (IIT) Bombay.
5. Bhawuk, D. P. S. (2024). Developing Concepts and Constructs in Indian Knowledge System (IKS) for Psychology and Management. Workshop given at the National Conference on Indian Knowledge System in Management (4-6 July, 2024), July 4, 2024, Indian Institute of Technology (IIT) Bombay.
6. Bhawuk, D. P. S. (2024). Intercultural Cultural Communication: Young Scholars Forum. Discussant. Shanghai International Studies University (SISU), May 24, 2024.
7. Bhawuk, D. P. S. (2024). Three-Day Workshop on Theory-Driven Research (12 hours) conducted at Shanghai International Studies University (SISU), May 27-30, 2024.
8. Bhawuk, D. P. S. (2024). Intercultural Training (ICT) and Intercultural Communication (ICC): A Theoretical Cross-Fertilization. **Invited public lecture** at Shanghai International Studies University (SISU), May 31, 2024.
9. Bhawuk, D. P. S. (2024). Human excellence: Perspectives from Indian Knowledge System (IKS). Keynote address given at the International Conference on Indian Knowledge Systems: Thought, Theory & Tradition for Human Resource Excellence, at National Institute of Technology (NIT), Rourkela, Odisha, Department of Humanities and Social Sciences, March 08-10, 2024.
10. Bhawuk, D. P. S. (2024). *sAdhu* and *sAdhutva* in Kabir Sahib's *sAkhi*. Keynote address given at the International Conference on Cross-Religious Exchanges in Eastern Indian Cultural and Literary Traditions, School of Language and Literature, Kalinga Institute of Industrial Technology-Deemed to be University (KIIT), February 15-17, 2024.

11. Bhawuk, D. P. S. (2024). Two-Day Workshop on Methodology for Indian Psychological Research, Chinmaya Vishwa Vidyapeeth (CVV), Kochi, India, January 23-24, 2024. Coordinated by Professor Satheesh Varma, CVV.
12. Bhawuk, D. P. S. (2024). Two-Day Workshop on Methodology for Indian Psychological Research, National Institute of Mental Health and Neuroscience (NIMHANS), Bangaluru, Karnataka, India, January 18-20, 2024. Coordinated by Professor Jyotsana Agrawal, Department of Clinical Psychology, NIMHANS.
13. Bhawuk, D. P. S. (2024). Two-Day Workshop on Research Methodology for Indian Thought in Management, Management Development Institute (MDI), Gurgaon, India, January 9-10, 2024. Coordinated by Professor Ajay K Jain & Niva Bhandari, MDI.
14. Bhawuk, D. P. S. (2023). Indian Knowledge System (IKS) in the Global Context: Integrating Indigenous Knowledge System in Research and Teaching. **Keynote address** given at the International Conference on Integrating Indigenous Knowledge Systems in Higher Education Bhagat Phool Singh Mahila Viohwavidyalaya. Khanpur Kalan, Sonipat, Haryana, India, November 30, 2023.
15. Bhawuk, D. P. S. (2023). Poetry, Metaphor, and Indian Knowledge System (IKS), **invited lecture** presented at Vishwaneedam Swadhyaya Sahachakra Dialogue, Vishwaneedam Centre for Asian Blossoming, November 26, 2023.
16. Bhawuk, D. P. S. (2023). A Wonder That is India!!! How Indigenous Cultural Wisdom Inspires Intercultural Thinking. **Invited public lecture** at Shanghai International Studies University (SISU), November 8, 2023.
17. Bhawuk, D. P. S. (2023). Intercultural training and world peace. **Invited public lecture** at Shanghai International Studies University (SISU), November 7, 2023.
18. Bhawuk, D. P. S. (2023). Conflict from a Philosophical and Culture Theoretical Perspectives. **Invited lecture** at Shanghai International Studies University (SISU), November 7, 2023.
19. Bhawuk, D. P. S. (2023). Indian Psychology and Management: Constructs, Models, and Theories — Indian theory of self. **Invited lecture** presented at Vrije University of Amsterdam, September 15, 2023.
20. Bhawuk, D. P. S. (2023). Indian Psychology and Management: Constructs, Models, and Theories — Theory of *karma*. **Invited lecture** presented at Vrije University of Amsterdam, September 22, 2023.
21. Bhawuk, D. P. S. (2023). Putting Workers at Center: Perspectives from the Bhagavad-Gita. Paper presented at the at the 83rd Annual Meeting of the Academy of Management (AoM) conference (August 4-8), Boston, August 6, 2023.
22. Bhawuk, D. P. S. (2023). Philosophy and Theory of Intercultural Sensitivity. Paper presented in the symposium on Cultural intelligence twenty years on: Where to from here? organized by David C Thomas and Yuan Liao, at the 83rd Annual Meeting of the Academy of Management (AoM) conference (August 4-8), Boston, August 7, 2023.
23. Bhawuk, D. P. S. (2023). Quantitative and Qualitative Approaches to . Theory Building. Presentation in the PhD Workshop organized by Nicolas Geeraert, Zhang, Rui,

- and Kinga Bierwiazzonek at the IAIR Conference (July 22-27), Philadelphia, July 22, 2023.
24. Bhawuk, D. P. S. (2023). *sAdhu mArga*: An Indian Model of Living, Leaving, and Leading. Invited lecture — 9th Wisdom Research Presentation — in the Centre for Wisdom in Leadership's Research (CWLR) Seminar Series, S.P. Jain Institute of Management & Research (SPJIMR), June 23, 2023.
  25. Bhawuk, D. P. S. (2023). Decolonizing education by raising our consciousness of (and paving the way for action against) racial student-to-student bullying, Panel discussion at the 13th International Critical Management Studies Conference, Nottingham, 20th June 14:00-15:30 UK time [Convenors: Payal Kumar (ISH, India); Dharm P S Bhawuk, Stella M. Nkomo (University of Pretoria, South Africa), Ameeta Motwani (Jesus and Mary College, University of Delhi)]
  26. Bhawuk, D. P. S. (2023). A wonder that is India. Invited lecture at Chaminade University, Honolulu, April, 29, 2023.
  27. Bhawuk, D. P. S. (2023). Cross-cultural management research and practice. Invited lecture presented to Executive PhD Program, IIM Nagpur, India, March 26, 2023.
  28. Bhawuk, D. P. S. (2023). Developing indigenous constructs: An approach to the decolonization of psychology. Paper presented in the symposium, Confronting Colonialistic Hegemonic Ideas in Psychology in India, and Indian Psychology as a viable alternative, organized by Dr. Suneet Varma at the NAO P annual conference, March 2-5, 2023, India. Other presenters were: Girishwar Mishra, Kundan Singh, Robinder Singh, Aashish Pandey, and Dr. Rajshekar Krishnanat.
  29. Bhawuk, D. P. S. (2023). *sukha*, *Ananda*, and *zAnti*: Some Indian Perspectives on Human Needs. Paper presented at the 1st International Conference on Positive Psychology (ONLINE), National Positive Psychology Association (NPPA), March 3-4, 2023.
  30. Bhawuk, D. P. S. (2023). What is *adhyAtma*? The Word, the Construct, the Person, the Subject, the Process, and the Discipline. Keynote address at the Two day international workshop on Spirituality led Axiology: Towards building an academic discipline of Spirituality in Management at IIT-BHU, Varanasi and Banasthali Vidyapith, Rajasthan, February 7-8, 2023.
  31. Bhawuk, D. P. S. (2023). Colonizing the Mind by Neglecting Indigenous Insights: A Process Model. Paper presented in a symposium on Indigenous Indian Management, February 15, 2023, Mumbai, India.
  32. Bhawuk, D. P. S. (2023). Lessons from the *bhagavadgItA* For Productivity through *adhyAtma*. Invited lecture at IIM Rohatak, January 9, 2023.
  33. Bhawuk, D. P. S. (2023). Indigenous Indian Management (IIM): Constructs, Models, Theories, and Methodologies. Paper presented in a symposium on Decolonizing Management Knowledge in India: Promoting Pluri-versalism through indigenous knowledge paradigms, INDAM Conference, January 08, 2023, Mumbai, India.
  34. Bhawuk, D. P. S. (2022). Spirituality and productivity. Webinar presented at United Conscious International Yoga Week 2022, organized by United Conscious Global, December 17-18, 2022.

35. Bhawuk, D. P. S. (2022). A model for personal harmony from the Bhagavad Gita. Invited address on zoom, Center for Consciousness Studies & Inner Transformation, INDICA, October 16, 2022.
36. Bhawuk, D. P. S. (2022). Demonizing Core Indigenous Values: Perspectives from India on Collectivism and Corruption. Paper presented at the Symposium, Re-visioning Psychology in Cultures and Contexts: Looking Beyond Professor Durganand Sinha's Academic Legacy. Two-day symposium organized in the memory of Professor Durganand Sinha, September 22-23, 2022.
37. Bhawuk, D. P. S. (2022). Development of four editions of the *Handbook of Intercultural Training and its impact on the field*. Paper presented at the 12th Biennial Conference of International Academy of Intercultural Research (IAIR) in Rapperswil, Switzerland, July 25-28, 2022
38. Bhawuk, D. P. S. (2022). *tapas*: Diligence is the seed to divine. Webinar presented at United Conscious International Yoga Week 2022, organized by United Conscious Global, June 18-26, 2022.
39. Bhawuk, D. P. S. (2022). Managing Self: Evidence from Indian Scriptures Invited Webinar presented at the Center of Excellence for Indian Thought & Management (CEITM), Management Development Institute (MDI) Gurgaon, India, June 2, 2022.
40. Bhawuk, D. P. S. (2022). Cultivating the Self: The day plan. Commencement speech given at Kathmandu College of Management, March 9, 2022.
41. Bhawuk, D. P. S. (2022). *zrimadbhagavadgItA*: Some Lessons. Invited seminar presented at IIM-Rohtak, India, February 14, 2022.
42. Bhawuk, D. P. S. (2022). Indian Positive Psychology & Positive Psychology in India: Convergence and Divergence. Keynote address presented at the 9th International HR Conference on Positive Psychology and Modern Organizations: Western and Oriental Approaches (3rd-5th February, 2022), Organized by K J Somaiya Institute of Management, Mumbai, India, February 03, 2022.
43. Bhawuk, D. P. S. (2022). Quantitative and Qualitative Approaches to Theory Building. Workshop presented at the 9th International HR Conference on Positive Psychology and Modern Organizations: Western and Oriental Approaches (3rd-5th February, 2022), Organized by K J Somaiya Institute of Management, Mumbai, India, February 03, 2022.
44. Bhawuk, D. P. S. (2021). Intercultural Sensitivity: A 30-Year Reflection. Seminar presented at Shanghai International Studies University (SISU) on November 30, 2021.
45. Bhawuk, D. P. S. (2021). War in the Epics: Perspectives from the rAmAyaNam. Paper presented at the International Convention for War Literature Research: Perspectives from Cognitive Dimension. Organized by School of Liberal Arts and Sciences, National University of Defense Technology (NUDT), Changsha, China, November 26-28, 2021
46. Bhawuk, D. P. S. (2021). Theory of *karma*, Peace & Happiness. Invited lecture presented at Vrije University of Amsterdam, September 25, 2021.

47. Bhawuk, D. P. S. (2021). Self, desire, bondage, and liberation. Invited lecture presented at Vrije University of Amsterdam, September 18, 2021.
48. Bhawuk, D. P. S. (2021). Human Response to Adversity: COVID-19 and Beyond. Paper presented at the Two-Day International Web Conference on Responding to COVID-19 Challenges to Business and Society, organized by Patna Women's College, Bihar, India, September 8-9, 2021.
49. Bhawuk, D. P. S. (2021). Yoga: The Supreme Positive Psychology, paper presented at the Two-Day e-Conference on Research in Yoga: Mind, Consciousness and Identity, organized by 'Yogastha': The well-being club of IIT Bombay, August 08, 2021.
50. Bhawuk, D. P. S. (2021). Yoga Research in Social Sciences and Management, paper presented at the pre-conference workshop on 'Design and Approaches of Research in Yoga' during Research in Yoga: Mind, Consciousness and Identity organized by 'Yogastha': The well-being club of IIT Bombay, August 06, 2021.
51. Bhawuk, D. P. S. (2021). *lokasaMgraha*: An Indian Indigenous Construct for Leadership, paper presented in the session, Managing in Indigenous and Embedded Ways in the Post-Covid World (session 860), at the 81st Annual Meeting of the Academy of Management (AoM) conference ONLINE, August 2, 2021.
52. Bhawuk, D. P. S. (2021). Positive Psychology: Contributions from the Bhagavad Gita. Invited Lecture delivered at the National Positive Psychology Association (NPPA), India, July 8, 2021. [youtube.com/watch?v=BHv4hA4oHGE](https://www.youtube.com/watch?v=BHv4hA4oHGE)
53. Bhawuk, D. P. S. (2021). A Model of Cultural Diversity: Inclusion and Exclusion. Invited lecture presented at Jindal Global Business School, O. P. Jindal Global University, June 16, 2021.
54. Bhawuk, D. P. S. (2021). *tapas* in the *Bhagavad-Gita*. Invited Lecture delivered as a part of Dr. Vedavyas Memorial Online Lecture Series, International Institute of Vedic Sciences, sponsored by Vedavyasa Bharati Trust, USCEFI and Yoga Brotherhood of America, May 2, 2021. [youtube.com/watch?v=NZuR6VIBukg](https://www.youtube.com/watch?v=NZuR6VIBukg)
55. Bhawuk, D. P. S. (2021). A researcher's *dharma*. Seminar presented at the Annual Research Symposium, IIT-Madras, Chennai, India. March 18, 2021
56. Bhawuk, D. P. S. (2021). Leading Others by Transforming the Self: Leadership Lessons from *sanAtana dharma*. Invitation lecture presented at Ethics, Values, Morality & Spirituality (India Ethos) Series, NHRD Hyderabad, India, February 27, 2021.
57. Bhawuk, D. P. S. (2021). *tapas* & Emotional Intelligence: Toward Indigenous Constructs. Keynote address presented in the symposium -- Thriving in difficult times with Bhagavad Gita — organized by Vedic Indian Psychology Research & Application (VIPRA Division), Department of Clinical Psychology, National Institute of Mental Health & Neurosciences (NIMHANS) Bengaluru, India, February 26, 2021.
58. Bhawuk, D. P. S. (2021). A Theory of *krodhaH* and Cultivation of *akrodhaH*: Ancient Solutions from the *Bhagavad-Gita*. Keynote address presented at SSIAR-IC-GAKS-2021 - Reimagining the World, We Live In, International Conference on Global Ancient Knowledge Systems (GAKS) organized by Sri Sri Institute for Advanced Research (SSRA), India. February 17, 2021. [https://drive.google.com/file/d/1OZpB92PLvLb7rOvCLR-fMeDs\\_QjET-Oh/view?usp=sharing](https://drive.google.com/file/d/1OZpB92PLvLb7rOvCLR-fMeDs_QjET-Oh/view?usp=sharing)

59. Bhawuk, D. P. S. (2021). Management by Common Sense: Developing the Self and Beyond. Seminar presented at Kathmandu College of Management, January 3, 2021.
60. Bhawuk, D. P. S. (2020). Indian way of Research and Publication of Articles. Paper presented at the Two-Day Workshop on Research in Indian Management organized by the Center for Educational and Social Studies (CESS), Bangalore, December 17-18, 2020.
61. Bhawuk, D. P. S. (2020). Intercultural Dialogues: Some Theory Guided Practical Tips for Managers. Seminar presented at Shanghai International Studies University (SISU), November 26, 2020.
62. Bhawuk, D. P. S. (2020). *zraddhA*: Construct definition from the *bhagavadgItA*. Public Lecture, Nehru Chair Professor, Department of Human Development and Family Studies, Maharaja Sayajirao University of Baroda, Vadodara, India, January 21, 2020.
63. Bhawuk, D. P. S. (2020). *prem in kabIr sAhab's sAkhi*. Seminar presented at the Department of Human Development and Family Studies, Maharaja Sayajirao University of Baroda, Vadodara, India, January 21, 2020.
64. Bhawuk, D. P. S. (2020). Methodology for Developing Indian Constructs and Models. One-and-one-half-day Workshop presented at the Department of Human Development and Family Studies, Maharaja Sayajirao University of Baroda, Vadodara, India, January 20-21, 2020.
65. Bhawuk, D. P. S. (2020). *AcAra-zAstra*: Toward Indian Psychology. Invited lecture presented at Vanasthali Vidyapeeth, January 9, 2020.
66. Bhawuk, D. P. S. (2020). Panel discussion on Ethos for Management Research and Practice. Panel Members: Prof. D P S Bhawuk, University of Hawaii, USA, Prof. Sharda Nandram, Vrije University, The Netherlands, Shri Sampath Iyengar, General Partner, Forum Synergies PE Fund Managers, Shri Arun Anant, Director, INC Value Consulting (Moderator). January 7, 2020.
67. Bhawuk, D. P. S. (2020). Socially Responsible Research for India, Presentation in the 3-Day International workshop on Research in Indian ethos (January 6-8, 2020), Vanasthali Vidyapeeth, January 6, 2020.
68. Bhawuk, D. P. S. (2020). Methodology for Research in Indian Ethos. Presentation in the 3-Day International workshop on Research in Indian ethos (January 6-8, 2020), Vanasthali Vidyapeeth, January 6, 2020.
69. Bhawuk, D. P. S. (2020). Moderated a panel discussion on Executive Education & Indian Wisdom at the 6th Biennial Conference of Indian Academy of Management (INDAM 2020), IIM Tiruchirappalli, January 3, 2020. Participants included Dr. Bhimaraya Metri (Director, IIM Trichy), Prof. Vasanti Srinivasan (IIM Bangalore); Dr. Chandan Chowdhury (Sr. Associate Dean, ISB Mohali); Prof. ES Srinivas (IIM Bangalore); Dr. Ashish Pandey (IIT Mumbai).
70. Bhawuk, D. P. S. (2020). Humanistic Management Panel organized by Professor Jyoti Bachani (Saint Mary's College, California). Participants included Professor Vasanti Srinivasan (Indian Institute of Management, Bangalore, India) and Dharm Bhawuk, January 2, 2020.

71. Bhawuk, D. P. S. (2019). *cit* or Consciousness: Indian psychological perspectives. Symposium on Eastern and Western Approaches to Consciousness, at the International Workshop on Higher Forces in Leadership and Management, Organized by ISOL Research Foundation, Sri Aurobindo Center for Advanced Research Pondicherry, December 21-23, 2019. December.
72. Bhawuk, D. P. S. (2019). Methodology for Indian Psychological Research. Two-day Pre-Conference Workshop presented at NAO P Annual Conference, Pondicherry, December 18-19, 2019.
73. Bhawuk, D. P. S. (2019). Session Chair and Presenter: Indian Knowledge Systems and Re-working Higher Education. Chinmaya Vishwavidyapeetham, December 16, 2019. Other participants were Shilpa Pandit, Chinmaya Vishwavidyapeetham, and Anuradha Chaudhary, IIT, Kharagpur.
74. Bhawuk, D. P. S. (2019). Research on *Shashtras* in Contemporary Times. Two-day Pre-conference workshop presented at Chinmay Vishwavidyapeetham, December 14-15, 2019.
75. Bhawuk, D. P. S. (2019). Approaches to Theory Building. Faculty Development Program presented at BML Munjal University, Gurgaon, India, December 5, 2019.
76. Bhawuk, D. P. S. (2019). Ethics and Indian Ethos. Lecture to MBA students. BML Munjal University, Gurgaon, India, December 5, 2019.
77. Bhawuk, D. P. S. (2019). Seminar on “Bhagavad-Gita and Management” at IBS Hyderabad- A constituent of IFHE, Dontanapalli, Shankarpalli Road, Hyderabad 50120, December 2, 2019.
78. Bhawuk, D. P. S. (2019). Seminar on “Synthesizing Indian Culture, Philosophy, and Spirituality: Methodology for doing Indigenous Research in India” at Delhi University, Faculty of Management Studies (FMS), November 28, 2019.
79. Bhawuk, D. P. S. (2019). Methodology for Doing India-Focused Research. Invited Plenary Presentation at the Two-Day National Workshop on Bharatiya Management, organized by the Center for Educational and Social Studies (CESS), IIM-Tiruchirappalli, IIM-Bangalore, and REVA University, Yelahanka, Bangaluru, India, October 18-19, 2019.
80. Bhawuk, D. P. S. (2019). *gItA* Based Approach to Living and Learning. Invited lecture, REWA University, Yelahanka, Bangaluru, India, October, 17, 2019.
81. Bhawuk, D. P. S. (2019). *svadharma* and *karmayoga*: Theory and Practice. Invited lecture, Manipal University, Bangaluru, India, October, 16, 2019.
82. Bhawuk, D. P. S. (2019). Daily meditation and positive psychology, paper presented in the PDW Workshop on “Indian Management: Perspective, Grounded Research and Practices” at the 79th Annual Meeting of the Academy of Management (AoM) conference in Boston, August 9 to 13, 2019.
83. Bhawuk, D. P. S. (2019). “A Contemplative Arts Salon: How Theater, Dance, Visual Arts, & Poetry Humanize Management,” one of the five presenters at the 79th Annual Meeting of the Academy of Management (AoM) conference in Boston, August 9 to 13, 2019.

84. Bhawuk, D. P. S. (2019). "Translating Theory into Practice: Identifying and Formulating Effective Strategies," a participant in the PDW Workshop at the 79th Annual Meeting of the Academy of Management (AoM) conference in Boston, August 9 to 13, 2019.
85. Bhawuk, D. P. S. (2019). Methodology for Conducting Indian Psychological Research. Two-Day workshop presented at Ramanujan College, University of Delhi, June 3-4, 2019.
86. Guo A., & **Bhawuk, D. P. S.** (2019). Chinese Cultural Stories and Children's Educational Values. Paper presented in the symposium on Stories and Culture: Theory and Applications (Chair: Dharm P. S. Bhawuk), International Academy of Intercultural Research, Shanghai, China, July 6 to 10, 2019.
87. Yamaguchi, M. & **Bhawuk, D. P. S.** (2019). Stories of Whistle Blowers: Multilevel Analyses. Paper presented in the symposium on Stories and Culture: Theory and Applications (Chair: Dharm P. S. Bhawuk), International Academy of Intercultural Research, Shanghai, China, July 6 to 10, 2019.
88. Rhodes, E. & **Bhawuk, D. P. S.** (2019). The Case of Apple and Kingsoft. Paper presented in the symposium on Stories and Culture: Theory and Applications (Chair: Dharm P. S. Bhawuk), International Academy of Intercultural Research, Shanghai, China, July 6 to 10, 2019.
89. Bhawuk, D. P. S. (2019). Spirituality-based approach to manage generational differences. Invited presentation in a panel discussion on "GenX vs. Millennials: Leadership Challenges on the Horizon," Jain University, Bangalore, January 17, 2019. Moderator: Dr. Sandeep Shastri, the Pro VC of Jain University. Other panelists included Lakshmi Narayanan, Visalakshmi Consulting, Sari Mattila, Professor of Organizational Behavior, IIM Bengaluru and Santosh Goenka, Chairman, Better India Foundation (Unleash Potential), and President, Diagonal World (Explore, Adapt, Execute).
90. Bhawuk, D. P. S. (2018). Giving "It" Up: Living the *gItA* Way.. An invited talk presented at the International Institute of Vedic Sciences (IIVS), Rishi Vatika, Karnataka, December 25, 2018.
91. Bhawuk, D. P. S. (2018). *AcAra-zAstra*: Indian Perspectives on Western Behaviorism. Invited talk presented at Dhruv Knowledge Society, Dombivli, Maharashtra, December 23, 2018.
92. Bhawuk, D. P. S. (2018). Methodology for Indian Psychology: A Personal Journey. Paper presented in the symposium, Meet the Senior Psychologists. National Academy of Psychology (NAoP), Ramanujan College, University of Delhi, December 19-21, 2018.
93. Bhawuk, D. P. S. (2018). Developing a Program of Research in Indian Psychology. Two-Day Pre-conference workshop presented at the National Academy of Psychology (NAoP), Ramanujan College, University of Delhi, December 17-18, 2018.
94. Bhawuk, D. P. S. (2018). Spirituality: A Positive Psychological Construct, paper presented in the PDW Workshop on "Positive Organizational Behavior Research in the



- Indian Cultural Context: Advances and Reflections” at the 78th Annual Meeting of the Academy of Management (AoM) conference in Chicago, August 10 to 14, 2018.
95. Bhawuk, D. P. S. (2018). “A Contemplative Arts Salon for Individual and Organizational Well Being” one of the five presenters at the 78th Annual Meeting of the Academy of Management (AoM) conference in Chicago, August 10 to 14, 2018.
  96. Bhawuk, D. P. S. (2018). “Translating Theory into Practice: Identifying and Formulating Effective Strategies,” a participant in the PDW Workshop at the 78th Annual Meeting of the Academy of Management (AoM) conference in Chicago, August 10 to 14, 2018.
  97. Rhodes, E. & Bhawuk, D. P. S. (2018). Toward a Theory of Organizational Apology: Evidence from the United States and China. Paper presented at the 78th Annual Meeting of the Academy of Management (AoM) conference in Chicago, August 10 to 14, 2018.
  98. Bhawuk, D. P. S. (2018). Cultivating *lajjA* for Self-Realization: Perspectives from Indian Psychology. Paper presented at the 24th International Congress of the International Association for Cross-Cultural Psychology (IACCP), July 01 to July 05, 2018, Guelph, Canada.
  99. Rhodes, E. & **Bhawuk, D. P. S.** (2018). The Impact of Charismatic Leadership on Cross-Border Apologies Paper presented at the 15th Annual World Congress of the Academy for Global Business Advancement (AGBA). Hosted by King Mongkut Institute of Technology at Ladkrabang, Bangkok, Thailand, July 2 – 4, 2018.
  100. Bhawuk, D. P. S. (2017). Positive Indigenous Psychology: Perspectives from the Bhagavad-Gita. **Professor Durgananda Sinha Memorial Lecture** presented at National Academy of Psychology (NAoP), IIT Kharagpur, December 22-24, 2017.
  101. Bhawuk, D. P. S. (2017). *adhyAtma*: Indian Perspectives on Spirituality. Paper presented in the symposium, Advances in Indian Psychology: Theory, Method, and Practice (Chair: Dharm P S Bhawuk; discussants AcArya Satya Chaitanya & Professor E. S. Srinivas; other presenters Dr. Anuradha Choudry, Kumar Alok, Richa Avasthiy, Rajen Gupta, AcArya Satya Chaitanya, and Ashish Pandey). National Academy of Psychology (NAoP), IIT Kharagpur, December 22-24, 2017.
  102. Bhawuk, D. P. S. & Awasthy, R. (2017). Envisioning Indian Psychology in the Next Quarter Century: A Reflective and Critical Workshop. A half-day workshop presented at the Fourth Indian Academy of Management (INDAM) Conference (December 18-20, 2017), Indore, India, on December 17, 2017.
  103. Bhawuk, D. P. S. (2017). *lokasaGgraha*: An Indian Construct of Leadership. Paper presented in a symposium on Leadership, Values and Ethics: Indian Insights. (Chair: E. S. Srinivas; Other presenters: Prof. B. Mahadevan, Vice Chancellor, Chinmaya Vishwavidyapeeth, and Swami Samarpananand, Ram Krishna Mission, Kolkata). Fourth Indian Academy of Management (INDAM) Conference (December 18-20, 2017), Indore, India, on December 17, 2017.
  104. Bhawuk, D. P. S. (2017). Spirituality and Management: Indian Perspectives, a paper presented in a symposium on Indian Insights on Management (Chair: Nagaraj Sivabramaniam & Jyoti Bachani; Other presenters: Subhas Sharma, Rajen K Gupta,

- and Jyoti Bachani), Fourth Indian Academy of Management (INDAM) Conference (December 18-20, 2017), Indore, India, on December 17, 2017.
105. Bhawuk, D. P. S. (2017). Breaking Poverty Glass-Ceiling through Capability Building: Working with People in the Base-of-the-Pyramid (BOP). Paper presented at the Asian Association of Social Psychology (AASP) conference in Auckland, New Zealand, August 26 to 28, 2017.
106. Bhawuk, D. P. S. (2017). Restorative Followership: Cultural Perspectives. Paper presented at the 77th Annual Meeting of the Academy of Management (AoM) conference in Atlanta, August 4 to 8, 2017 (session 1759).
107. Bhawuk, D. P. S. (2017). Translating scholarship into practice: Reflection on the future of management theory and practice Discussion Forum at the 77th Annual Meeting of the Academy of Management (AoM) conference in Atlanta, August 4 to 8, 2017, (session 411).
108. Bhawuk, D. P. S. (2016). *svadharma and karmayoga*: Theory and Practice. Paper presented at the Divine Life Society Conference, Rishikesh, India, September 18 to 22, 2016.
109. Bhawuk, D. P. S. (2016). Conducting Indigenous Research. Presentation made at the symposium on “Conducting Context-specific Research with Indigenous Constructs: The Case of China and India” organized by Pawan Budhwar and Charmi Patel. Other presenters were Pawan Budhwar, Charmi Patel, Jian-Min Sun and Qin Zhou, Academy of Management, Anaheim, California, August 5-9, 2016.
110. Bhawuk, D. P. S. (2016). Pursuit of Meaningfulness in Organizational Life: Perspectives from Hinduism. Presentation made at the symposium on “Pursuit of Meaningfulness in Organizational Life: Religious, Spiritual and Secular Perspectives” organized by Eleftheria Egel, International University of Monaco, Principality of Monaco. Presenters included: Yochanan Altman, KEDGE Business School, France, Claus Dierksmeier, Weltethos Institut/Global Ethic Institute, Germany, Louis W. (Jody) Fry, Texas A&M University – Central Texas, USA, Daniel Harris, Tyson Center for Faith and Spirituality in the Workplace, USA, Avi Kay, The Jerusalem College of Technology- Lev Academic Center, Israel, Mark Kriger, Norwegian Business School BI, Norway, Academy of Management, Anaheim, California, August 5-9, 2016.
111. Yamaguchi, M. & **Bhawuk, D. P. S.** (2016). Testing a Multilevel Model of Whistleblowing in the US and Japan. Paper presented at the Academy of Management, Anaheim, California, August 5-9, 2016.
112. Yamaguchi, M. & **Bhawuk, D. P. S.** (2016). Developing Scenarios to Measure Whistleblowing in the US and Japan. Paper presented at the Society for Business Ethics Conference, Anaheim, California, August 4-9, 2016.
113. Bhawuk, D. P. S. (2016). *lajjA* in Indian Psychology: Spiritual, Social, and Literary Perspectives. Paper presented at the 23rd International Congress of the International Association for Cross-Cultural Psychology (IACCP), July 30 to August 3, 2016, Nagoya, Japan.
114. Yamaguchi, M. & **Bhawuk D. P. S.** (2016). Culture and Whistleblowing:

- Perspectives from the US and Japan. Poster presented at the 23rd International Congress of the International Association for Cross-Cultural Psychology (IACCP), July 30 to August 3, 2016, Nagoya, Japan.
115. Bhawuk, D. P. S. (2016). Doing Indigenous Psychological Research. Invited Lecture, Kyoto University, Japan, July 21, 2016
116. Bhawuk, D. P. S. (2016). *manas* and the Indian Concept of Self: Some Reflections. Paper presented at the International Congress of Psychology (ICP), July 22 to 26, 2016, Yokohama, Japan.
117. Bhawuk, D. P. S. (2015). A Theoretical Framework for the Study of Positive Psychology: Perspectives from the Bhagavad-Gita, paper presented at the World Leadership Dialogue: The Wisdom of the Bhagavad-Gita, conference organized by Chinmaya Mission and the School of Inspired Leadership (SOIL), to commemorate the Birth Centenary Year (2015-2016) of Gurudeva Swami Chinmayananda at Chinmaya Vibhooti, Kolwan, Pune, December 10-13, 2015.
118. Bhawuk, D. P. S. (2015). Language, Culture, and Defense in the Age of Globalization: Perspectives from Chinese Indigenous Psychology. **Keynote** address to the conference on “Culture Security--Challenge and Countermeasures” organized by the College of Humanities and Social Sciences, National University of Defense Technology, (NUDT), Changsha, China, November 22-23, 2015.
119. Bhawuk, D. P. S. (2015). Exponents of Advaita Vedanta and their contribution — East and West. Session Chair. Speaker Dr. Annette Wilke, Germany. The International Conference on The Contribution of Advait Vedanta to Humanity, organized by Chinmaya International Foundation, Academia of Sanskrit Research and Indology, to commemorate the Birth Centenary Year (2015-2016) of Gurudeva Swami Chinmayananda, November 18-21, 2015, Chinmaya Vibhooti, Pune, India.
120. Bhawuk, D. P. S. (2015). Multiculturalism in the Global Village: Toward a Responsible Civilization, **Keynote** address to the Second International Conference on Psychology in Health Educational Social and Organizational Settings (ICP-HESOS Conference: Psychology in a Multicultural World), Zhejiang University, Hangzhou, China, November 5-7, 2015.
121. Bhawuk, D. P. S. (2015). Learning Models for Intercultural Interactions, a workshop presented at the Second International Conference on Psychology in Health Educational Social and Organizational Settings (ICP-HESOS Conference: Psychology in a Multicultural World), Zhejiang University, Hangzhou, China, November 5-7, 2015.
122. Bhawuk, D. P. S. (2015). Virtues and Indigenous Psychology: Perspective from India. Paper presented at the 9th Biennial Conference of International Academy of Intercultural Research, Bergen, Norway, June 29 to July 02, 2015.
123. Bhawuk, D. P. S. (2015). *vasudhaiva kutumbakaM* or the Planet is My Family: Some Indian Perspectives on Inclusive Global Order. Paper presented at the 9th Biennial Conference of International Academy of Intercultural Research, Bergen, Norway, June 29 to July 02, 2015.
124. Bhawuk, D. P. S. (2015). Theories and Models of Intercultural Learning: Some Reflections from Indigenous Psychological Perspectives. Paper presented at the 9th

- Biennial Conference of International Academy of Intercultural Research, Bergen, Norway, June 29 to July 02, 2015.
125. Bhawuk, D. P. S. (2015). Culture and Security: Perspective from China. A symposium organized at the 9th Biennial Conference of International Academy of Intercultural Research, Bergen, Norway, June 29 to July 02, 2015.
  126. Bhawuk, D. P. S. (2014). Leadership: Some Reflections and Lessons from Community Psychology. Seminar presented at Souphanouvong University, Ban DoneMai, Luang Prabang, Lao P.D.R, December 19, 2014.
  127. Bhawuk, D. P. S. (2014). Globalization & Indigenous Cultures: Reflections on Cultural Security. **Keynote** address to the conference on “Culture Security--Challenge and Countermeasures” organized by the College of Humanities and Social Sciences, National University of Defense Technology, (NUDT), Changsha, China, November 22-23, 2014.
  128. Bhawuk, D. P. S., Carr, S. C., Gloss, A. E., & Foster-Thompson, L. (2014). Poverty reduction through positive work cycles: Exploring the role of information about work, culture and diversity, and organizational justice. Paper presented at the workshop on the Role of the Private Sector in Poverty Reduction and Social Inclusion, organized by UNDP Istanbul International Center for Private Sector in Development (IICPSD) and the Union of Chambers and Commodity Exchanges of Turkey (TOBB), Istanbul, Turkey, August 18, 2014.
  129. Bhawuk, D. P. S. (2014). Gender Harmony: Vedic Perspectives from India. Paper Presented at the International Congress of Applied Psychology, Paris, France, July 12, 2014.
  130. Bhawuk, D. P. S. (2014). *lokasaGgraha*: An Indigenous Construct of Leadership from India. Paper Presented in the symposium (ICAP2014-SP1482) on “Alternative Models of Leadership and Their Motivational Foundations,” organized by Professor Arvind K Sinha, Indian Institute of Technology Kanpur, India, at the International Congress of Applied Psychology, Paris, France, July 9, 2014
  131. Bhawuk, D. P. S. (2014). Global Business Intercultural Communication: Some Theoretical Gaps. **Keynote** given at the Developing Intercultural Research in China, 2<sup>nd</sup> Chinese Intercultural Disciplinary Development Forum, Shanghai International Studies University (SISU), April 11-13, 2014.
  132. Bhawuk, D. P. S. (2014). Intercultural Learning: Bridging Theory and Practice. Invited lecture given at Shanghai International Studies University (SISU), April 14, 2014.
  133. Bhawuk, D. P. S. (2014). Consciousness: Some Perspectives from Indian Psychology. Paper presented at “Where Do We Go from here in Indian Psychology?” Seminar at GITAM University, Visakhapatnam, Andhra Pradesh, India, January 24-25, 2014.
  134. Bhawuk, D. P. S. (2014). A Process Model of World Peace through Intercultural Understanding. Invited lecture presented at the Institute of Peace Science, Hiroshima University, Hiroshima, Japan, November 29, 2013.
  135. Bhawuk, D. P. S. (2014). Intercultural Learning Models. Invited lecture presented at Keio University, Tokyo, Japan, November 27, 2013.

136. Bhawuk, D. P. S. (2014). Gender Harmony: Indigenous Perspectives from India and Nepal. Invited lecture presented at the Gender Center, School of Information and Communication, Meiji University, Tokyo, Japan, November 26, 2013.
137. Bhawuk, D. P. S. (2014). The Century of Indigenous Psychology. Invited lecture presented at the University of Tokyo, Japan, November 25, 2013.
138. Bhawuk, D. P. S., & Sinha, M. (2013). Spirituality and the Practice of Self-Deception: Perspectives from India. Paper presented in the symposium on “Self-Enhancement, Self-Deception, and Culture: Cross-Cultural, Cultural, and Indigenous Perspectives, organized by Dr. Louise K W. Sundararajan at the 2013 Annual Convention of the American Psychological Association, July 31 to August 4, Honolulu, Hawaii. Other presenters were Susumu Yamaguchi, Carl F. Falk, Harry C. Triandis, Mrigaya Sinha, and Louise K W. Sundararajan.
139. Bhawuk, D. P. S. (2013). Theories, Methods, and Practices: Contributions of Harry C. Triandis to Cross-cultural Research. Paper presented in the symposium on Intercultural History, Pioneers, & Paradigms at the 8th Biennial Conference of International Academy of Intercultural Research, Reno, Nevada, July 23-27, 2013.
140. Bhawuk, D. P. S. (2013). Toward a Theory of Work Relationships: Bridging Leadership Making, Resource Exchange, and Individualism and Collectivism. Paper presented at the 8th Biennial Conference of International Academy of Intercultural Research, Reno, Nevada, July 23-27, 2013.
141. Bhawuk, D. P. S. (May 7, 2013). Bhagavad-Gita and Life Skills. A seminar presented at Punjab University, Chandigarh, India.
142. Bhawuk, D. P. S. (November 14, 2012). Bhagavad-Gita for Engineers: Models and Flow Charts for Life. A seminar presented at Indian Institute of Technology, Patna, India.
143. Bhawuk, D. P. S. (November 14, 2012). Working in the Global Village: Managing an International Career in India and Abroad. A seminar presented at Indian Institute of Technology, Patna, India.
144. Bhawuk, D. P. S. (December 3, 2012). Bhagavad-Gita for Managers: Models and Flow Charts for Life. A seminar presented at XLRI, Jamshedpur, India.
145. Bhawuk, D. P. S. (2012). A Gita-based approach to creativity in work life. Paper presented in the symposium on “Culture and Creativity: Toward a psychology beyond the STEM model” organized by Dr. Louise K W. Sundararajan at the 2012 Annual Convention of the American Psychological Association, August 2-5, Orlando, Florida. Other presenters were Josheph E. Trimble, Louise K W. Sundararajan & Maharaj Raina, Peter Ping Li, and Kenneth J. Gergen.
146. Laurence Brahm & Dharm P. S. Bhawuk (Jan 18, 2012). Himalayan consensus: Journey to a new world consensus. A dialogue about capitalism, economic development, indigenous preservation, poverty and inequality. Seminar presented at the East West Center, Honolulu, Hawaii, USA.
147. Bhawuk, D. P. S. (Nov 13, 2011). Understanding Microfinance. A seminar presented at the East West Center, Honolulu, Hawaii, USA. This seminar was a part of the pro-

- gram to honor S. Ann Dunham's work: Through Her Eyes: S. Ann Dunham's Field Work in Indonesia. September 25, 2011-January 8, 2012.
148. Bhawuk, D. P. S. (2011). Ecology, history, culture, *zeitgeist*, and geniuses: A general model of creativity from indigenous perspectives. Paper presented at the 7th Biennial Conference of International Academy of Intercultural Research, Singapore, July 24-28, 2011.
149. Bhawuk, D. P. S. (2011). India and the culture of peace: Beyond ethnic, religious, and other conflicts. Paper presented at the Fellow's Workshop at the 7th Biennial Conference of International Academy of Intercultural Research, Singapore, July 24-28, 2011.
150. Bhawuk, D. P. S. (2010). Corporate Leadership: Some Reflections & Lessons from NGOs. Invited presentation at Kathmandu School of Management (KUSOM), Kathmandu University, Nepal. Audience included about 35 senior managers and academics, May 7, 2010.
151. Bhawuk, D. P. S., & Anand, S. (2010). A Multilevel case analysis of disconnect between diversity management policy and implementation. Paper presented at the Academy of Management Conference, Montreal, August 6-9, 2010.
152. Bechtold, D. J., Bhawuk, D. P. S., & Tung, K-H. (2010). Affect based risk perceptions and how they impact our decisions to trust. Paper presented at the Academy of Management Conference, Montreal, August 6-9, 2010.
153. Munusamy, V. P. & Bhawuk, D. P. S. (2010). Decoding the meaning of multiculturalism: A study of Singapore. Poster presented at the XXth International Congress of International Association for Cross Cultural Psychology Melbourne, Australia, July 12-16, 2010.
154. Munusamy, V. P. & Bhawuk, D. P. S. (2010). Development of an etic model of multiculturalism – A multimethod approach. Poster presented at the XXth International Congress of International Association for Cross Cultural Psychology, Melbourne, Australia, July 12-16, 2010.
155. Bhawuk, D. P. S. (2009). Management by Dharma: An Approach to Indian Management. Paper presented in the Symposium on Spirituality, Wisdom, and Management organized by Dr. Prasad Kaipa, at the Inaugural Conference of Indian Academy of Management, XLRI, Jamshedpur, December 28-30, 2009. Other presenters were: Satya Chaitanya (Self Transcendence: The soul of wisdom leadership) and Sanjoy Mukherjee (Developing wisdom leaders for tomorrow: Experiments in alternative learning). Dr. E. S. Srinivas was the discussant.
156. Bhawuk, D. P. S., & Chaitanya, S. (2009). Indian Management: Past, Present, and Future. Organized **five Open Space Sessions** at the Inaugural Conference of Indian Academy of Management, XLRI, Jamshedpur, December 28-30, 2009.
157. Bhawuk, D. P. S. (2009). Indigenous Cultural Research: A Personal Journey. Seminar presented at Management Development Institute (MDI), New Delhi, India, December 9, 2009. (**Invited lecture**).
158. Bhawuk, D. P. S. (2009). To be a Brahmin: The Good, the Bad, and the Ugly. Paper presented in the symposium on Intergroup Relations and Social Identity in Indian

- Culture organized by Dr. James H. Liu at the 8<sup>th</sup> Biennial Conference of Asian Association of Social Psychology, New Delhi, December 11-14, 2009. Other presenters were: J. H. Liu & S. Khan (History and identity in India: History as a symbolic resource for anti-colonialism and religious nationalism), P. Singh (Communal violence in India: The role of group level world views), S. Khan and J. H. Liu (Hindutva: An intergroup perspective of communal tensions in India).
159. Bhawuk, D. P. S. (2009). Epistemology and Ontology of Indian Psychology: A Synthesis of Theory, Method, and Practice. Paper presented at the 8<sup>th</sup> Biennial Conference of Asian Association of Social Psychology, New Delhi, December 11-14, 2009.
160. Munusamy, V. P. & Bhawuk, D. P. S. (2009). Decoding the Meaning of Multiculturalism: A Study of Malaysia. Paper presented at the 8<sup>th</sup> Biennial Conference of Asian Association of Social Psychology, New Delhi, December 11-14, 2009.
161. Bhawuk, D. P. S. (2009). Convener of symposium on “Multiculturalism in Hawaii: Ecological, Historical, and contemporary perspectives,” organized at the Academy of Intercultural Research (IAIR) Biennial Conference, Honolulu, Hawaii, August 15-19, 2009. Kathryn Anby, Vijayan Munusamy, and David Jackson presented papers at this symposium.
162. Anbe, K. & Bhawuk, D. P. S. (2009). Acculturation of communities: Multiculturalism and cultural behavior. Paper presented at the Academy of Intercultural Research (IAIR) Biennial Conference, Honolulu, Hawaii, August 15-19, 2009.
163. Jackson, D. C., & Bhawuk, D. P. S. (2009). Can quality of relationship over-ride racial differences? Leader-member exchange in a multicultural society. Paper presented at the Academy of Intercultural Research (IAIR) Biennial Conference, Honolulu, Hawaii, August 15-19, 2009.
164. Munusamy, V. P., & Bhawuk, D. P. S. (2009). Decoding the meaning of multiculturalism: A study of Hawaii. Paper presented at the Academy of Intercultural Research (IAIR) Biennial Conference, Honolulu, Hawaii, August 15-19, 2009.
165. Mrazek, S., & Bhawuk, D. P. S. (2009). Indigenous peacemaking, conflict prevention, and principles of community psychology. Paper presented at the Academy of Intercultural Research (IAIR) Biennial Conference, Honolulu, Hawaii, August 15-19, 2009.
166. Bhawuk, D. P. S., Mrazek, S., & Munusamy, V. P. (2009). From Social Engineering to Community Transformation: Amul, Grameen Bank, and Mondragon as Exemplar Cooperatives. Paper presented at the Academy of Management Conference, Chicago, Illinois, August 7-11, 2009.
- 167. This paper received the Rupert Chilsom Best Theory to Practice Paper Award from the organization Development and Change Division of the Academy of Management, 2009.**
168. Bhawuk, D. P. S. (2009) Seminar on “Intercultural Training for the Global Workplace” using Webex, Center for Creative Leadership, Singapore, March 17, 2009.
169. Bhawuk, D. P. S. (2009) Seminar on “Cultivating Intercultural Sensitivity: Diversity through Inclusion,” covering theoretical ideas and concepts that practitioners can readily use in their effort to be inclusive at the D&I and Fair Employment Network-

- ing Workshop organized for 25 senior professionals from multinational companies in Singapore. This event was for 3 hours in the afternoon, April 3, 2009.
170. Bhawuk, D. P. S. (2008). Learning in the Intercultural context: Toward a theory of disconfirmed expectation. Paper presented at the XVIII<sup>th</sup> Annual Conference of the National Academy of Psychology (NAoP), December 14-17, 2008, Guwahati, India.
171. Bhawuk, D. P. S. (2008). Model Building from Indian Scriptures. Paper presented at the XVIII<sup>th</sup> Annual Conference of the National Academy of Psychology (NAoP), December 14-17, 2008, Guwahati, India.
172. Bhawuk, D. P. S., & Srinivas, E. S. (2008). Chair of Symposium on “Indian Psychology: Theory, Methods, and Trends” organized at the XVIII<sup>th</sup> Annual Conference of the National Academy of Psychology (NAoP), December 14-17, 2008, Guwahati, India. Presenters included Dr. K. Ramkrishna Rao (Applied Psychology of Yoga), Chairman, ICPR, New Delhi, Dr. Anand Paranjpe (Indian Psychology: Theoretical Perspectives), Simon Fraser University Canada, Dr. J. B. P. Sinha (Living and doing psychology: cultural, cross-cultural, and Indian psychology), Assert, Dr. Girishwar Mishra (Paradigmatic constraints and potentials of Indian psychology), University of Delhi, Dr. S. K. Kiran Kumar (Indian psychology: Concepts and perspectives: Research trends and prospects), University of Mysore, Dr. Suneet Varma (Methodology for Indian Psychology), University of Delhi.
173. Bhawuk, D. P. S., & Srinivas, E. S. (2008). Chair of Symposium on “Spirituality: The Crown Jewel of Indian Psychology” organized at the XVIII<sup>th</sup> Annual Conference of the National Academy of Psychology (NAoP), December 14-17, 2008, Guwahati, India. Presenters included, Matthijs Cornelissen (Sri Aurobindo’s role in Indian Psychology), Sri Aurobindo International Center of Education, Pondicherry, Dr. E. S. Srinivas (Spirituality training and education for managers: Indian psychological perspectives), XLRI, and Dr. D. P. S. Bhawuk.
174. Bhawuk, D. P. S. (2008). Chair, Paper Session on Indian Psychology at the XVIII<sup>th</sup> Annual Conference of the National Academy of Psychology (NAoP), December 14-17, 2008, Guwahati, India. Presenters included, Mr. Anand Chandrasekar, CCL-Singapore, Dr. Anand Prakash, University of Delhi, Ms. Shilpa Ashok Pandit, University of Madra, Dr. M B Saran, Purushottam Institute of Engineering and Technology, Dr. J M Deo, College of Commerce, Patna, and Dr. D. P. S. Bhawuk.
175. Bhawuk, D. P. S., Munusamy, V. P., & Sakuda, K.H. (2008). Cultural Variation in Group Dynamics: Applications of the Theory of Individualism and Collectivism. Paper presented at the Academy of Management Conference, Anaheim, California, August 8-13, 2008.
176. Bhawuk, D. P. S., Sakuda, K. H., & Munusamy, V. P. (2008). Intercultural Competence Development: Toward a Theory of Intercultural Sensitivity. Paper presented at the Academy of Management Conference, Anaheim, California, August 8-13, 2008.
177. Bhawuk, D. P. S. (2008). Questions We Ask and Answers that the *Bhagavad-Gita* Provides. Chair, Professional Development Workshop (Management, Spirituality and Religion Division and Human Resources Division). Presented paper on the theme of the workshop. Other presenters: Harsh K Luthar and E. S. Srinivas. Discussants: Vijayan



- P. Munusamy, Mena Sure Wilson, & Anand N Chandrasekar. Academy of Management Conference, Anaheim, California, August 8-13, 2008.
178. Bhawuk, D. P. S., & Srinivas, E. S. (2008). Teaching and Consultancy Assignments in India: Issues and Concerns. Presentation made in the Professional Development Workshop (sponsored by HR, IM, & ITC Divisions) organized by Pawn S. Bud war and Arup Varma on “IHRM – Research, publishing, teaching, consultancy & organization of meetings in the Indian context. Other presenters: Jyotsana Bhatnagar & Sunil Maheswari. Academy of Management Conference, Anaheim, California, August 8-13, 2008.
179. Bhawuk, D. P. S. (2008). Developing Intercultural Training Programs for Civilian and Military Organizations: A Theoretical Framework. Paper presented in the symposium I organized on “Innovations in Intercultural Training.” Other presenters: Vijayan P. Munusamy and Wim Swaan. Discussant: Dan Landis. XIX<sup>th</sup> International Congress of the International Association for Cross-Cultural Psychology (IACCP), July 28-31, 2008, Bremen, Germany.
180. Bhawuk, D. P. S. (2008). Ethnic and Religious Conflicts in India: Some Indigenous Solutions for Peace. Paper presented in the symposium on “Ethnic Conflict and Peace” organized by Dr. Dan Landis. Other presenters: Vijayan P. Munusamy and Michael Salzman. XIX<sup>th</sup> International Congress of the International Association for Cross-Cultural Psychology (IACCP), July 28-31, 2008, Bremen, Germany.
181. Bhawuk, D. P. S. (2007). *Manas in Yajurveda, Bhagavad-Gita, and Contemporary Culture: Beyond the Etic-Emic Research Paradigm*. Paper presented at the National Seminar on Indian Psychology: Theories and Models, organized by Indian Council of Philosophical Research (ICPR), New Delhi and Swami Vivekananda Yoga Anusandhana Samsthana (SVYASA), Bangalore, 26-28 December 2007, SVYASA, Bangalore. **(Invited lecture)**.
182. Bhawuk, D. P. S. (2007). Approaches to Self-Development: Models from the *Bhagavad-Gita*. Presentation at Xavier Labour Relations Institute (XLRI), Jamshedpur, December 22, 2007. **(Invited lecture)**.
183. Bhawuk, D. P. S. (2007). Culture and Culture Theories: Research Implications for Management. Presentation at Xavier Labour Relations Institute (XLRI), Jamshedpur, December 21, 2007. **(Invited lecture)**.
184. Bhawuk, D. P. S. (2007). Intercultural Training for the Global Workplace: Review, Synthesis, and Theoretical Explorations Paper presented at the 17<sup>th</sup> Annual Conference of Psychology, National Academy of Psychology (NAOP), Kanpur, India, December 17-19, 2007. **(Invited lecture)**.
185. Bhawuk, D. P. S. (2007). Managing Intercultural Relationships and Self-Development. Presentation at Xavier Labour Relations Institute (XLRI), Singapore, November 24, 2007. **(Invited lecture)**.
186. Bhawuk, D. P. S., Munusamy, V. P., & Sakuda, K. (2007). Preparing Immigrants for the Economically Advanced World: Application of an Economy-Based Theoretical Framework to Intercultural Training. Paper presented at the International Conference on “In and Out of Asia: Migrating Talents, Globalizing Cities,” organized by

- Faculty of Arts and Social Sciences and Asia Research Institute, National University of Singapore, Singapore, November 19-21, 2007. **(Invited Lecture)**.
187. Bhawuk, D. P. S., Munusamy, V. P., Bechtold, D. J., & Sakuda, K. (2007). *Collectivism & Economic Success: A Cultural Model of Economic Development*. Paper presented at the Academy of Management Conference, Philadelphia, August 3-8, 2007.
  188. Bhawuk, D. P. S., Munusamy, V. P., & Sakuda, K. (2007). *Preparing Global Business Leaders: Application of an Economy-Based Theoretical Framework to Intercultural Training*. Paper presented at the Academy of Management Conference, Philadelphia, August 3-8, 2007.
  189. Bhawuk, D. P. S. (2007). *Globalization and Indigenous Cultures: Homogenization or Differentiation?* Paper presented in the Fellows' Workshop held at the 5<sup>th</sup> Biennial Conference of International Academy for Intercultural Research Globalization and Diversity: Theoretical and Applied Perspectives, Groningen, The Netherlands, July 9-12, 2007.
  190. Bhawuk, D. P. S. (2007). *Globalization and Intercultural Conflict: Exploring Collaborations and Projects to Reduce Large Scale Intercultural Conflict*. Presented in the Special Discussion Session organized by Rosita Albert and Dharm P. S. Bhawuk at the 5<sup>th</sup> Biennial Conference of International Academy for Intercultural Research Globalization and Diversity: Theoretical and Applied Perspectives, Groningen, The Netherlands, July 9-12, 2007.
  191. Bhawuk, D. P. S. (2007). *Discussant. Symposium on Social Identity Conflicts in Organizational and Cultural Context: Triggers, Responses and Leadership Strategies*. Session organized by Vijayan Munusamy, Center for Creative Leadership, Singapore. Presenters included Marian Ruderman, Chris Ernst, and Kelly Hannum.
  192. Bhawuk, D. P. S. (2007). *Discussant. Symposium on Internationalizing Youth and Young Adults* organized by Bob Weigl, George Washington University. Presenters included Kenneth Cushner, Bob Weigl, Bettina Hansel, and Les McCabe.
  193. Bhawuk, D. P. S. (2007). *Discussant. Plenary Visioning Panel 2: Social Justice and Practice for the 21<sup>st</sup> Century*. Presenters included Dr. Roderick Watts and Dr. Donata Francescato. Panel presented at the 11<sup>th</sup> Biennial Conference of Society for Community Research and Action, Pasadena, California, June 7-10, 2007.
  194. Bhawuk, D. P. S., & Anbe, K. (2007). *The Importance of Historical Analysis in the Study of Culturally Marginalized People: The Case of Native Hawaiians*. Paper presented in the symposium on "Cultural Community Psychology: Perspectives and Examples" organized by Dr. Roland G. Tharp. Other presenters included Ronald Tharp, Andrew Grant, and Marianna Valdez. Dr Clifford O'Donnell was the discussant. Symposia organized at the 11<sup>th</sup> Biennial Conference of Society for Community Research and Action, Pasadena, California, June 7-10, 2007.
  195. Bhawuk, D. P. S. (2007). *Small Businesses in Developing Economies: A Study of Entrepreneurship in Nepal*. Paper presented at the 4<sup>th</sup> AGSE International Entrepreneurship Research Exchange, Brisbane, Queensland, Australia, February 6-9, 2007.
  196. Bhawuk, D. P. S. (2006). *Indigenous and Cross-Cultural Approaches to Research: Toward an Indian Organizational Psychology*. Paper presented at the 16<sup>th</sup> Annual

- Conference of Psychology, National Academy of Psychology, Mumbai, India, December 14-16, 2006.
197. Bhawuk, D. P. S. (2006). Indigenous Approaches to Leadership Education: Gandhi-  
jee as an Exemplar. Paper presented at the 16<sup>th</sup> Annual Conference of Psychology,  
National Academy of Psychology, Mumbai, India, December 14-16, 2006.
  198. Bhawuk, D. P. S. (2006). Calling for help or hatred? Call centers and world peace.  
Paper presented at the 8<sup>th</sup> International Conference of INMANTEC on Business Ex-  
cellence through Technology: Global Issues in New Delhi, India, November 6-8,  
2006.
  199. Bhawuk, D. P. S. (2006). Intellectual Property Protection or Neocolonialism: Some  
Myths and Facts about Trademark, Patent, and Copyright. Paper presented at the 8<sup>th</sup>  
International Conference of INMANTEC on Business Excellence through Technolo-  
gy: Global Issues in New Delhi, India, November 6-8, 2006.
  200. Bhawuk, D. P. S. (2006). Moving from Inclusion to Exclusion in My Faith: Explor-  
ing Commonalities and Complementarities Across Religions. Led and facilitated  
group discussion on “Perceptions about the Eternal Being in Various Religions,” and  
led group meditation at the day-long introspective symposium. Organized by All Be-  
lievers Network (Belnet) as a community action to counter the escalating instances of  
violence in the world that is motivated by religious differences. Other objectives were  
to enhance inter-faith dialogue and to help change our attitude toward other religions  
from one of “tolerance” through “respect” to “embrace,” September, 4, 2006, Honolu-  
lu, Hawai’i. There were 75 participants in the symposium.
  201. Bhawuk, D. P. S. (2006). Participated and led group meditation at the retreat organized  
by the Management Spirituality and Religion (MSR) Division of the Academy of Man-  
agement in Atlanta, August 16-18, 2006.
  202. Bhawuk, D. P. S., & Anand, S. (2006). Integrating Minority Women in the US Organi-  
zations: Conflict between Diversity Policy and Implementation. Paper presented at the  
Academy of Management Conference, Atlanta, August 11-16, 2006.
  203. Bhawuk, D. P. S. (2006). Led group discussion on Spiritual Practices in Hinduism and  
conducted a meditation session on the invitation of Rev. Mike Young at the Morning  
Service at Unitarian Church, Honolulu, Hawai’i, August 6, 2006.
  204. Bhawuk, D. P. S. (2006). Some applications of the theory of individualism and col-  
lectivism: Recent advances in cross-cultural training research and practice. Paper  
presented in the symposium on “Harry Triandis’ intellectual contributions to the field  
of applied and organizational psychology: A tribute from his former students on his  
80th birthday” organized by Rabi Bhagat at the 26<sup>th</sup> International Congress of Applied  
Psychology, July 16-21, 2006, Athens, Greece. Other presenters were Michele  
Gelfand, Kwok Leung, John Adamopoulos, and Rabi Bhagat. Peter Smith was the  
discussant.
  205. Bhawuk, D. P. S. (2006). The Role of Indigenous Cultural Insight in Knowledge  
Creation: Implications for the Global Village. Paper presented in the symposium on  
“Values, organizational practices and the global village: Challenges, opportunities and  
new departures for cross-cultural organizational psychology” organized by Ronald

- Fischer & M. C. Merreira at the 26<sup>th</sup> International Congress of Applied Psychology, July 16-21, 2006, Athens, Greece.
206. Bhawuk, D. P. S., Landis, D., & Lo, K. (2006). Intercultural Training. Chapter presented in the symposium on “Acculturation Theory and Practice” organized by David K. Sam & John W. Berry at the 26<sup>th</sup> International Congress of Applied Psychology, July 16-21, 2006, Athens, Greece. This chapter was published in the *Cambridge Handbook of Acculturation (2006)*.
  207. Bhawuk, D. P. S. (2006). Symposium Convener -- The Role of Culture in Economic Development: An Examination of Three Asian Economies, 18th IACCP Congress, Spetses, Greece, July 11-15, 2006. Professor Kwok Leung served as the Discussant for this Symposium and the Contributors in this Symposium were Dharm P. S. Bhawuk, Vijayan P. Munusamy, Keith Sakuda, Tohyun Kim, and Charles Chen.
  208. Bhawuk, D. P. S. (2006). Symposium Convener Hawai’i as a Model of Multiculturalism for the Global Village: Issues and Prospects, 18th IACCP Congress, Spetses, Greece, July 11-15, 2006. Dan Landis served as the Discussant for this Symposium; and the Contributors in this Symposium were Michael Salzman, Dharm P. S. Bhawuk, Kathryn Anbe, and Charles Chen.
  209. Bhawuk, D. P. S. (2006). Discussant for the Symposium on “Community and Cultural Psychology: Complementary Disciplines with Rich Potential for Collaboration” convened by Clifford O’Donnel. The Contributors in this Symposium were: Eric Mankowski and Richard N. Roberts. XVIIIth IACCP Congress, Spetses, Greece, July 11-15, 2006.
  210. Bhawuk, D. P. S. (2006). Discussant for the Symposium on “Linking Theory and Findings of Cross-Cultural Organizational Research to Applications in Work Settings” Convened by Julia Hecker. The Contributors in this Symposium were: David C. Thomas, Jan Pieter van Oudenhoven, Julia Hecker, and Peter B. Smith. XVIIIth IACCP Congress, Spetses, Greece, July 11-15, 2006.
  211. Bhawuk, D. P. S. (2006). Who Works for Call Centers and Why: Lessons from India. Paper presented at the Pacific Center for International Business and Education Research (PACIBER) conference in Cebu, Philippines, June 28 to July 2, 2006.
  212. Bhawuk, D. P. S. (2005). Nepalese Management and Cross-Cultural Theories. Presented a seminar at the Management Association of Nepal, Kathmandu, December 29, 2005. It was attended by more than forty managers and academics.
  213. Bhawuk, D. P. S. (2005). Anchoring Cognition, Emotion, and Behavior in Desire: Perspectives from the *Bhagavad-Gita*. Paper presented at the 15<sup>th</sup> International Conference on Frontiers in Yoga Research and Applications, Vivekanand Yoga Anusandhan Samsthan (VYASA), December 16-19, 2005, Bangalore, India.
  214. Bhawuk, D. P. S. (2005). Inclusion and Exclusion in Hinduism. Paper presented at the day-long introspective symposium on “Finding Spiritual Sovereignty: Moving from Exclusion to Inclusion in my Faith.” Organized by All Believers Network (Belnet) as a community action to counter the escalating instances of violence in the world that is motivated by religious differences. Other objectives were to enhance inter-faith dialogue and to help change our attitude toward other religions from one of

- “tolerance” through “respect” to “embrace. Honolulu, September 5, 2005. There were 150 participants in the symposium.
215. Bhawuk, D. P. S. (2005). Chair, All-Academy AOM symposium on “Where is culture in Management Research? A Review, Synthesis, and Future Directions” at Academy of Management Conference, Honolulu, August 5-10, 2005.
  216. Bhawuk, D.P.S.; Valdez, M.; Munusamy, V.; Budde, A. & Lo, K. (2005). Where is culture in Management Research? A Review, Synthesis, and Future Directions. Paper presented at All-Academy Symposium, Academy of Management Conference, Honolulu, August 5-10, 2005.
  217. Bhawuk, D.P.S. & Munusamy, V. (2005) Co-chairs, symposium on Recovering a National Identity: Reasserting Native Values & a Native Presence in the University and Hawai'i by Dr. Jonathan K Osorio and Manu Ka'iama, Gender and Diversity in Organizations Division, Academy of Management Conference, Honolulu, August 5-10, 2005.
  218. Bhawuk, D. P. S. (2005). Discussant: Symposium on “New Horizons on Cross-National and Cross-Cultural Research: Implications for the 21st Century.” Presenters: Rosalie Tung, Kwok Leung, Rabi Bhagat, and Jeffrey Sanchez-Burks. Academy of Management Conference, Honolulu, August 5-10, 2005.
  219. Bhawuk, D. P. S. (2005). Participated and led group meditation at the retreat organized by the Management Spirituality and Religion (MSR) Division of the Academy of Management in Honolulu, August 10-12, 2005.
  220. Bhawuk, D. P. S. (2005). Chair, symposium on "Where is culture in community psychology," Society for Community Research and Action (SCRA) Biennial Conference, Champaign, Illinois, June 9-12.
  221. Bhawuk, D. P. S., & Mrazek, Susan R. (2005). Where is culture in community psychology." Paper presented at the Society for Community Research and Action (SCRA) Biennial Conference, Champaign, Illinois, June 9-12.
  222. Bhawuk, D. P. S. (2005). How to bridge community psychology and industrial psychology -- A Roundtable Discussion at the Society for Community Research and Action (SCRA) Biennial Conference, Champaign, Illinois, June 9-12.
  223. Bhawuk, D. P.S., Munusamy, V. & Lee, J. (2005). Theory-Based Relational Marketing Training. Paper presented at American Marketing Association's Services Marketing Special Interest Group Conference, Singapore, June 2-4, 2005.
  224. Bhawuk, D. P. S. (2005). Chair, Symposium on Macro and Micro Perspectives on Multiculturalism at the Fourth Biennial Conference on Intercultural Research, Kent State, May 4-7, 2005
  225. Bhawuk, D. P. S. & Anand, Smriti (2005). Minority Experience in US Organizations. Paper presented in the Symposium on Macro and Micro Perspectives on Multiculturalism at the Fourth Biennial Conference on Intercultural Research, Kent State, May 4-7, 2005
  226. Bhawuk, D. P. S., & Munusamy, V. (2005) Are high achieving Asians individualists? Paper presented in the Symposium on Macro and Micro Perspectives on Multi-

- culturalism at the Fourth Biennial Conference on Intercultural Research, Kent State, May 4-7, 2005
227. Bhawuk, D.P.S. (2005). The Dynamics of Uneven Acculturation: Role of Intention, Functional Culture, and Overtness of Behavior. Paper presented in the Symposium on Acculturation at the Fourth Biennial Conference on Intercultural Research, Kent State, May 4-7, 2005
228. Bhawuk, D. P. S. (2005). From Heuristic Laboratory Psychology to Applied Field Technologies for World Peace and Prosperity: Important Foundation Works by Charles E. Osgood. Symposium on Beyond Hind Sight Effects of Cross-Cultural Research on Conflict Resolutions: Reflections of Late Professor Charles E. Osgood's Contributions. Other presenters in the symposium were: Harris C. Triandis, Dan Landis, and Oliver C.S. Tzeng, Fourth Biennial Conference on Intercultural Research, Kent State, May 4-7, 2005
229. Bhawuk, D. P. S. (2005). Communication Between of Managers of Two Worlds: Discovering Cultural Standards. Workshop presented at IMI 6<sup>th</sup> Annual Conference on Enhancing Cross-Cultural Effectiveness: Strategies and Skills for Business, Education, Training and Development Professionals, March 10-11, 2005, American University, Washington D.C.
230. Landis, D., & Bhawuk, D. P. S. (2005). Equal Opportunity Training in the Military: Toward a Synthesis of Theory and Practice. Paper presented at the 5<sup>th</sup> Biennial EO/EEO Research Symposium organized by the Defense Equal Opportunity Management Institute (DEOMI), February 17-18, 2005, Cocoa Beach, Florida.
231. Bhawuk, D.P.S. (2004). Co-chaired a paper presentation on Contemporary Issues, discussing the role of indigenous cultural knowledge in knowledge creation. November 1, 2004, Raipur, India.
232. Bhawuk, D.P.S. (2004). Privatization of Education System in Developing Countries: Empowerment of Colleges and the Role of Regulatory Agencies. **Keynote Address** at the Sixth International Seminar on "Privatization of Higher Education: Challenges and Quality Perspectives, October 31, 2004, Raipur, India.
233. Bhawuk, D.P.S. (2004). Managing change in the cross-cultural environment. Workshop at International University for Human Transformation. Participants: 50 faculty and students including the Chancellor and Vice-Chancellor of the university, October 30, 2004, Raipur, India.
234. Bhawuk, D.P.S. (2004). Managing change in the cross-cultural environment. Workshop at the School of Professional Studies and Research. Participants: 40 faculty and students including the Chancellor and Vice-Chancellor of the school. October 28-29, 2004, New Delhi, India.
235. Bhawuk, D.P.S. (2004). The Role of Indigenous Cultural Knowledge in Knowledge Creation for the Global Village. Seminar presented at the Management Development Institute, October 27, 2004, New Delhi, India. Participants: 20 faculty and doctoral students.
236. Bhawuk, D. P. S. (2004). Humiliation and human right in diverse societies: A Cross-Cultural perspective. Paper presented at the 2<sup>nd</sup> Annual Meeting of Human Dignity

- and Humiliation Studies Group, 16th - 18th September 2004, Maison des Sciences de l'Homme, Paris. [www.humiliationstudies.org](http://www.humiliationstudies.org)
237. Bhawuk, D. P. S. (2004). Coordinated a day-long program as a part of the World Films for Equal Dignity Project, which I direct for the Human Dignity and Humiliation Studies Group, at the 2<sup>nd</sup> Annual Meeting, 16th - 18th September 2004, Maison des Sciences de l'Homme, Paris. Following presentation of clips from films that depicted humiliation, we examined international similarities and differences using the emic-etic approach. <http://www.humiliationstudies.org/intervention/films.php>
238. Bhawuk, D. P. S., Munusamy, V., Lo, K. (2004). I Think Therefore I am: Exploring Managerial Cognition. Paper presented at the International Association for Cross-Cultural Psychology, August 2-6, 2004, Xi'an, China.
239. Bhawuk, D. P. S., Landis, D., & Lo, K. (2004). Acculturation and Intercultural Training: Theoretical Foundations and Applications. Paper presented at the International Association for Cross-Cultural Psychology, August 2-6, 2004, Xi'an, China.
240. Bhawuk, D. P. S., Munusamy, V., & Bechtold, D. (2004). Culture and economic success: Is collectivism incompatible with economic success? Paper presented at the International Association for Cross-Cultural Psychology, August 2-6, 2004, Xi'an, China.
241. Brislin, R. W. & Bhawuk D. P. S. (2004). Cultural insights into freedom of movement within and between societies. Paper presented in the Symposium on Freedom organized by Professor Juris G. Dragnus at the American Psychological Association Annual Meeting, August 1, 2004, Honolulu, Hawai'i.
242. Bhawuk, D. P. S. (2004). New theoretical developments in cross-cultural training. A presentation made in the panel discussion on Facilitating Global Participation in Cross-Cultural Training, a Conversation Hour organized by Kurt Kreiger, at the American Psychological Association Annual Meeting (Division 14), July 31, 2004, Honolulu, Hawai'i.
243. Bhawuk, D. P. S. (2004). Concept of self and economic development: The Indian Perspective. Paper presented in the symposium on "Cultural Identity and Intercultural Communication" at the 3<sup>rd</sup> Biennial International Conference of the International Academy for Intercultural Research, "Harmonization between Within-Cultural Diversities and Cross-Cultural Commonalities," organized in collaboration with the National Taiwan Normal University, May 21-24, 2004, Taipei, Taiwan.
244. Bhawuk, D. P. S. (2004). Organized a symposium on "Bridging Theory and Practice in Intercultural Training." Presenters included Dan Landis, Janet Bennett, Robert Kohls, and Dan Kealey, at the 3<sup>rd</sup> Biennial International Conference of the International Academy for Intercultural Research, "Harmonization between Within-Cultural Diversities and Cross-Cultural Commonalities," organized in collaboration with the National Taiwan Normal University, May 21-24, 2004, Taipei, Taiwan.

245. Bhawuk, D. P. S. (2004). To Kill a Mocking Bird: Shall We Bury the Theory of Individualism and Collectivism? Invited presentation at the School of Social Work, University of Southern California, March 25, 2004, Los Angeles.
246. Bhawuk, D. P. S. (2004). Culture and Management, invited presentation to the alumni of the East West Center, Nepal, American Education Center, June 23, 2004, Kathmandu.
247. Bhawuk, D. P. S. (2004). Cross-cultural Management & Globalization: Toward a Dialogical Global Community, invited presentation organized jointly by the Kathmandu College of Management and the Management Association of Nepal, July 2, 2004, Kathmandu.
248. Bhawuk, D. P. S. (2003). Bridging Science and Spirituality: Challenges for Yoga. Paper presented at the 14<sup>th</sup> International Conference on Frontiers of Yoga Research and Applications, December 18-21, 2003, Bangalore, India.
249. Bhawuk, D. P. S. (2003). From Bodily and Social Self to the True Self Through Work: Insights from the Bhagavad-Gita for Global Psychology. Paper presented at the Conference on Self and Personality in Yoga and Indian Psychology Conference, December 9-10, 2003, Visakhapatnam, India.
250. Bhawuk, D. P. S. (2003). Shared Interest Track Facilitator for the paper session on "Gender Matters," Academy of Management Meeting, August 2-6, 2003, Seattle.
251. Bhawuk, D. P. S. (2003). Facilitator for 2 sessions, "Dialog: Sharing Our Personal Weekly Spiritual Practices" and "Guided Meditation from the Hindu Tradition." Management Spirituality and Religion Retreat, August 6-8, 2003, Seattle.
252. Bhawuk, D. P. S. (2003). Participated in the Professional Development Workshop on Professional Services, New Forms of Governance and Conflicts of Interest Track, organized by Candace Jones, Laura Empson, and Namrata Malhotra, AOM Meeting, August 2, 2003, Seattle.
253. Bhawuk, D. P. S. (2002). A synthesis of social expectancy, action theory, and learning theories in cross-cultural training: Toward a theory of disconfirmed expectations. Paper presented in the symposium on "Emerging Research in Cross-Cultural Training " chaired by Dr. Kurt Kraiger; Presenters: K. Vanessa Winzenburg, Ibraiz Tarique, Dr. Dharm P.S. Bhawuk Discussants: Dr. Rabi S. Bhagat, Dr. Paula Caligiuri. Academy of Management Meeting, 2002, Denver, Colorado.
254. Bhawuk, D. P. S. (2002). Culture theories and organizational commitment: Toward a theory of human-organization interaction. Paper presented at the XVI Congress of the International Association for Cross-Cultural Psychology, Unity in Diversity: Enhancing a Peaceful World, July 15-19, 2002, Yogyakarta, Indonesia.
255. Bhawuk, D. P. S. (2002). Construction, Deconstruction, and Reconstruction: Working Toward World Peace through Intercultural Understanding. Paper presented at the XVI Congress of the International Association for Cross-Cultural Psychology, Unity in Diversity: Enhancing a Peaceful World, July 15-19, 2002, Yogyakarta, Indonesia.
256. Bhawuk, D. P. S. (2002). Looking for the Silver Lining: Integrative Potentials in International Project Negotiation Paper presented at the PACIBER 2002 Conference, July 11-14, 2002, Bali, Indonesia.



257. Bhawuk, D. P. S. (2001). Using WEBCT to Teach Diversity in the Global Workplace. Report presented at the PACIBER 2001 Conference, June 28 to July 1, 2001, Kauai, Hawai'i.
258. Bhawuk, D. P. S. (2001). Diffusing cross-cultural differences. **Invited Lecture** presented at the International Association of Exhibition Management, Mid-Year Meeting and Market Place, June 5-8, 2001, Honolulu, Hawai'i.
259. Bhawuk, D. P. S. (2001). Culture, Worldview, and Social Behavior. **Invited Lecture** presented in the symposium on Unity and Diversity in the Sciences: Pacific Perspectives, at the 10th Pacific Science Inter-Congress on the Integration of Natural and Social Sciences in the New Pacific Millennium, June 1-6, 2001, Guam.
260. Bhawuk, D. P. S. (2001). World Peace Through Intercultural Understanding. Paper presented at the 2<sup>nd</sup> International Conference of the International Academy of Intercultural Research, International Perspectives on Race, Ethnicity, and Intercultural Relations, April 19-22, 2001, University of Mississippi, Oxford.
261. Bhawuk, D. P. S. (2001). Discussant: Symposium on Cross-Cultural Perspectives on Workforce diversity: Emerging Trends and Practical Realities. Convener, Rabi S. Bhagat, University of Memphis. Three papers were presented in this session: Cultural Diversity and career advancement of the Latino and Latina professional by Bernardo M. Ferdman; Theoretical and practical concerns of career management in ethnic groups, by Rabi S. Bhagat; Myths and realities of the model minority thesis, revisited: Career and related dilemmas in the Asian-American community by Karen South Moustafa. 2<sup>nd</sup> International Conference of the International Academy of Intercultural Research, International Perspectives on Race, Ethnicity, and Intercultural Relations, April 19-22, 2001, University of Mississippi, Oxford.
262. Bhawuk, D. P. S. (2001). Culture and Culture Theories. **Invited Plenary Lecture** to the 3<sup>rd</sup> Psychological Type and Culture – East and West: A Multicultural Research Symposium, organized by Center for Applications of Psychological Type (CAPT) and University of Hawai'i at Mānoa, January 19-21, 2001, Honolulu, Hawai'i.
263. Bhawuk, D. P. S. (2000). Marketing to Diverse Communities: A Cultural Perspective. **Invited Lecture** to the Revitalizing CRA in Hawai'i Meeting organized by Hawai'i Community Reinvestment Act Association and The Federal Reserve Bank of San Francisco, November 15, 2000, Pacific Club, Honolulu, Hawai'i.
264. Ray, C., & Bhawuk, D. P. S. (2000). Dynamics of Knowledge Transfer: From Ideas to Market Applications, *Technology Transfer 2000*, August 15-16, Kona, Hawai'i (**invited presentation**).
265. Bhawuk, D. P. S. (2000). Temporal Complexity and Sense of Time in Nepalese and Indian Organizations. Paper presented at An All Academy Symposium on Eastern and Western Perspectives on Patterning of Time, organized by Professor Rabi S. Bhagat, University of Memphis, at the Academy of Management Annual Conference, August 4-9, 2000, Toronto. Other presenters were, Dr. Rabi S. Bhagat, Dr. Bob Levine, California State University, Fresno, Dr. Kwok Leung, City University of Hong Kong, Dr. Bernardo Ferdman, California School of Professional Psychology at San Diego,

- and the discussant was Dr. P. Christopher Earley, Indiana University. About 60 people attended the symposium.
266. Bhawuk, D. P. S. (2000). Integrating research and practice: A framework for the study of diversity management. Paper presented at the Academy of Management Annual Conference, August 4-9, 2000, Toronto.
  267. Bhawuk, D. P. S., & Bechtold, D. J. (2000). Individualism, Collectivism and Groupthink: The effect of culture on Janis's theory of flawed decision making in groups. Paper presented at the Academy of Management Annual Conference, August 4-9, 2000, Toronto.
  268. Bhawuk, D. P. S., & Doktor, R. H. (2000). Cross-cultural managerial cognition: A theoretical synthesis of cognition, culture, and organizations. Paper presented at the Academy of Management Annual Conference, August 4-9, 2000, Toronto.
  269. Bhawuk, D. P. S. (2000). Cross-cultural training in the next millennium: Some emerging trends. Paper presented at the 15th International Congress of the International Association for Cross-Cultural Psychology, July 16-21, Pultusk, Poland.
  270. Bhawuk, D. P. S., & Bechtold, D. J. (2000). Cultural Variations in Groupthink: Applications of the Theory of Individualism and Collectivism. Paper presented at the 15th International Congress of the International Association for Cross-Cultural Psychology, July 16-21, Pultusk, Poland.
  271. Bhawuk, D. P. S., & Bhawuk, A. P. (2000). Evolution of Cross-Cultural Training as a Field of Research: Contributions of Harry Triandis. Paper presented at the 15th International Congress of the International Association for Cross-Cultural Psychology, July 16-21, Pultusk, Poland.
  272. Bhawuk, D. P. S. (2000). Science of Culture and Culture of Science: Worldview and Choice of Conceptual Models and Methodology. Paper presented at the 15th International Congress of the International Association for Cross-Cultural Psychology, July 16-21, Pultusk, Poland.
  273. Bhawuk, D. P. S. (2000). Innovations in Cross-Cultural Training: Charting the Course of Research for the Next Millennium. Symposium organized jointly with Professor Dr. Alexander Thomas, at the 15th International Congress of the International Association for Cross-Cultural Psychology, July 16-21, Pultusk, Poland. Chair: Dharm P.S. Bhawuk, Convener: Alexander Thomas, Germany, Discussant: Dan Landis, USA. Presenters were: Dr. Dharm P.S. Bhawuk, Dr. Alexander Thomas, Gabriel Layes, Dr. Stefan Kammhuber, and Christian Strehlein, all from University of Regensburg, Germany. There were about 40 participants in the symposium.
  274. Bhawuk, D. P. S. (2000). Culture theories and their usefulness to intercultural training. Invited presentation made at the University of Regensburg, August 24, 2000, Germany.
  275. Bhawuk, D. P. S. (2000). A review of cross-cultural training: Invited presentation made at the University of Regensburg, August 25, 2000, Germany.

276. Bhawuk, D. P. S. (2000). Psychological aspects of comparative management. Invited presentation made at the University of Regensburg, August 26, 2000, Germany.
277. Bhawuk, D. P. S. (2000). Human resource management in the global village: Search for an ideal human resource management model. Invited presentation made at the University of Regensburg, August 26, 2000, Germany.
278. Bhawuk, D. P. S. (2000). Bridging theory and practice in the field of cross-cultural management and psychology. A workshop organized at the University of Regensburg in collaboration with Dr. Alexander Thomas, Dr. Stefan Kammhuber, Dr. Gabriel Layes, and Dr. Siegfried Stumpf on July 28, 2000. About 30 practitioners and researchers from Germany attended this workshop.
279. Bhawuk, D. P. S. (2000). The Evolution of Culture Theories in Cross-Cultural Psychology: Implications for Community Psychology and Applied Anthropology. Paper presented at the Conference on Global and Local Histories: Applied Anthropology Across Centuries, the Society for Applied Anthropology Annual Meeting, March 21 – 26, 2000, San Francisco, California.
280. Bhawuk, D. P. S. (2000). Who Attains Peace: An Indian Model of Harmony. Paper presented at the International Conference on International Business: Challenges and Perspectives, January 8-9, 2000, At Jamia Hamdard Convention Center, New Delhi, India.
281. Bhawuk, D. P. S. (2000). Cross-Cultural Training: A Review. Paper presented at the International Conference on International Business: Challenges and Perspectives, January 8-9, 2000, At Jamia Hamdard Convention Center, New Delhi, India.
282. Bhawuk, D. P. S. (2000). Globalization of Management Education. **Invited Lecture** presented at the International Conference on International Business: Challenges and Perspectives, January 8-9, 2000, At Jamia Hamdard Convention Center, New Delhi, India.
283. Bhawuk, D. P. S. (1999). Evolution of culture assimilators: Toward theory-based assimilators. Academy of Management Annual Conference, August 6-11, 1999, Chicago.
284. Bhawuk, D. P. S. (1999). Discussant: Human Resource Management in the Global Firm. Three papers were presented in this session: Human resource management practices and firm performance in Chinese Enterprise: An exploratory test of best practice theory versus contingency theory, by Wang, L. O., & Farh, L. Training and human resource development among indigenous firms and MNC affiliates in East and Southeast Asia by J. L., Bartlett, K. R., Bae, J., Chen, Shyh-Jer, & Lawler, J. J., and A cultural analysis of organizational commitment and turnover intentions in a collectivist society by Arzu, S. Academy of Management Annual Conference, August 6-11, 1999, Chicago.
285. Bhawuk, D. P. S. (1999). Paradigms Lost and Paradigms Discovered: Foundations of Intercultural Research and Practice. A half a day symposium presented at the Inaugural Conference for Interdisciplinary Theory, Research, and Practice on Intercultural Relations of the International Academy of Intercultural Research, April

- 29-May 1, Kent State University, Kent, Ohio. Professors Harry C. Triandis, Dan Landis, and Milton J. Bennett were the presenters. There were about 80 participants.
286. Bhawuk, D. P. S. (1999). Cultural Variation in Group Dynamics: Applications of the Theory of Individualism and Collectivism. Paper presented at the Symposium on Unresolved Issues in the Study of Cultural Impacts on Work-Group Productivity, organized by Dr. Dan Landis at the Inaugural Conference for Interdisciplinary Theory, Research, and Practice on Intercultural Relations of the International Academy of Intercultural Research, April 29-May 1, Kent State University, Kent, Ohio. Professors Rabi Bhagat, Kwok Leung, Harry Triandis, Wil O'Shea (with Dan Landis), and Robert Faley (with Cathy Dubois and Jinchul Jung) were other presenters. There were about 60 participants.
287. Alden, D. L., Bhawuk D, Holden, S, Taylor, S. (1999). Toward a Model of Satisfaction Processing in Social Marketing: *The Role of Knowledge Among Maintenance Stage Consumers*. 5th Annual Innovation in Social Marketing Conference, July 18, 1999, Montreal, Canada.
288. Bhawuk, D. P. S., Jones, W, & Bechtold, D. (1999). Bridging Theory and Practice: Application of Individualism and Collectivism to Human Resource Management. Paper presented at the Critical Human Resource Management Issues, November 22-23, Honolulu, Hawai'i.
289. Bhawuk, D. P. S. (1998). Are Women Entrepreneurs Different from Men: The Case of Nepal. Paper presented at the XIVth International IACCP Congress, Western Washington University, August 3-8, 1998, Bellingham, Washington.
290. Bhawuk, D. P. S. (1998). Culture and Creativity: Innovations in Spiritualism in India. Paper presented at the XIVth International IACCP Congress, Western Washington University, August 3-8, 1998, Bellingham, Washington.
291. Bhawuk, D. P. S. (1998). Paradigms Lost and Paradigms Rediscovered: Foundations of Intercultural Research and Practice. A day-long symposium presented at the Interdisciplinary Theory and Research on Intercultural Relations Conference organized by California State University, Fullerton, and *International Journal of Intercultural Relations*, March 19-21, 1998. Professors John W. Berry, Everett M. Rogers, and Richard W. Brislin presented in the morning session. The commentators were Janet Bennett, Jeff Ady, Ken Cushner, and Dan Landis. In the afternoon session Judith Martin, Michael Paige, Bruce LaBrack, and Jean Gilbert presented. There were about 80 participants.
292. Bhawuk, D. P. S. (1998). On Becoming a Researcher: Prospects and Pitfalls of Cross-Cultural Research. Doctoral and Junior Faculty Consortium, Western Academy of Management, March 25-26, 1998, Portland, Oregon.
293. Bhawuk, D. P. S. (1998). Discussant: Global Business and Communication. 7th Annual East-West Center Participants' Conference, February 9-13, 1998. Panel (February 10, 1998): CD-ROM Intercultural Training Instrument: Creation of a Multimedia Interactive Individualism/Collectivism Intercultural Assimilator by Jon Copeland; The Growing Importance of Country Managers by Abhinandan Singh; and

- Joint Ventures in China's Automobile Industry: An Application of Social Exchange Theory by Young-jin Choi.
294. Bhawuk, D. P. S. (1998). Horizontal and Vertical Relationships. Panel presentation -- "Cultural differences in various countries that have an impact on intercultural interactions" -- at the Psychological Type and Culture East and West: Third Multicultural Research Conference, January 9-11, 1998, Honolulu, Hawai'i.
295. Bhawuk, D. P. S., & Doktor, R. H. (1997). Integration of culture and cognition: Implications for cross-cultural management. AMR Workshop. Academy of Management Annual Conference, Boston.
296. Bhawuk, D. P. S. (1996). Leadership Through Relationship Management: Using the Theory of Individualism and Collectivism. Paper presented at the Fifth Annual Summer Workshop for the Development of Expertise in Cultural Diversity, July 8-12, 1996.
297. Bhawuk, D. P. S. (1996). Development of a culture theory-based assimilator: Applications of individualism and collectivism in cross-cultural training. Academy of Management Annual Conference, Cincinnati.
298. Bhawuk, D. P. S. (1996). The role of culture theory in cross-cultural training: A multimethod study of culture-specific, culture-general, and culture theory-based assimilators. Academy of Management Annual Conference, Cincinnati.
299. Bhawuk, D. P. S. (1996). Generalization of the role of culture theory in cross-cultural training. XIII Congress of the International Association for Cross-Cultural Psychology, August 12-16, 1996, Montreal, Canada.
300. Bhawuk, D. P. S. (1996). Further validations of the culture theory-based assimilator. XIII Congress of the International Association for Cross-Cultural Psychology, August 12-16, 1996, Montreal, Canada.
301. Bhawuk, D. P. S. (1996). The use of video in Cross-Cultural Training: Prospects and pitfalls. Symposium on Comparative Analysis of Expatriate Management Training: Japan and USA at the XIII Annual Pan-Pacific Conference, Tokyo, Japan.
302. Bhawuk, D. P. S. (1996). Individualism and collectivism: Applications in cross-cultural training. Paper presented at the Psychological Type and Culture-East and West: Second Multicultural Research Symposium. January 5-7, 1996, University of Hawai'i at Mānoa, Honolulu.
303. Bhawuk, D. P. S. (1994). Integrating theory and practice: A theory of diversity. Paper presented at the Work Team Dynamics and Productivity in the Context of Diversity Conference, October 7-9, 1994, Center for Creative Leadership, Greensboro, North Carolina.
304. Ferris, G. R., Bhawuk, D. P. S., Fedor, D. B., & Judge, T. A. (1994). Organizational politics and citizenship: Attributions of intentionality and construct definition. Paper presented at the Florida State University Symposium on Attribution Theory, June 3-4, 1994, Tallahassee, Florida.
305. Bhawuk, D. P. S., & Udas, A. (1992). Entrepreneurship and collectivism: A study of Nepalese entrepreneurs. Paper presented at the Fourth Asian Regional Congress of

International Association for Cross-Cultural Psychology, January 3-7, 1992, Kathmandu, Nepal.

## GRANTS

- Hawaii Information System for Substance Abuse Prevention (HISSAP). Department of Health, Alcohol and Drug Abuse Division (ADAD), 2014-17 (**\$593, 883.11**)
- Center for Creative Leadership: A grant to support a graduate student (Anand Chandrasekaran Narayanan) for two years, 2010-2012 (**\$41, 648.00**)
- Navigating the human terrain: Development of cross-cultural perspective taking skills. Small Business Innovation Research (SBIR) Proposal OSD06-CR1, funded by the US Army Research Institute (**\$100, 000**). With Dr. Doug Rosenthal and Dr. Lee Ann Wadsworth of Job Performance Systems (JPS); Dr. Teresa Russell and Dr. Cheryl Paullin of HumRRO; and Dr. Dan Landis of UHM. January to December 2007
- Research and Training Facilitator Project. A 3-year project funded by Research Corporation of the University of Hawaii (RCUH) to develop a cadre of Research and Training Facilitators who would serve Principal Investigators at UH (**1.15 million over 2005-2008**)
- Calling for Help or Hatred? Call Centers and World Peace. Proposal funded by Shidler College of Business for **\$14, 000**, Spring 2007
- Influence of Globalization on Management Practices in Developing Economies: Perspectives from Nepal. Proposal funded by Shidler College of Business for **\$13,000**, Spring 2006
- Impact of Culture on Virtual Small Group Productivity. Proposal funded (**\$17, 172**) by Center for Entrepreneurship and E-Business, University of Hawai'i at Mānoa, October 2000 - June 2001
- Medical Service Quality Research (with Dana Alden, Marketing Department, University of Hawai'i). Proposal funded (**\$21, 500**) by HEMBA Research and Development Support, College of Business Administration, University of Hawai'i, April 1997-December 1999
- Preparing managers for international assignments: Using a multimedia individualism and collectivism assimilator. Proposal funded by Center for International Business Education and Research (CIBER), November, 1996, (**\$15, 000**) with Kai H. Lim, Decision Science Department, University of Hawai'i and Kevin Y. Au of Chinese University of Hong Kong
- Entrepreneurship and collectivism. Proposal funded (**\$11, 200**) by Center for International Business Education and Research (CIBER), March, 1996
- Cross-Cultural Differences in the Perception of Quality: A multimethod Study. Proposal funded (**\$4, 830.00**) by the American Society for Quality Control. May 1996 - April 1997
- Bridging the Gap Between Theory and Practice: A Comparative Study of Diversity Programs (April 1993). Grant proposal funded (**\$10,000**) by the Center for

Human Resource Management, University of Illinois, with Prof. Harry C. Triandis  
 A Psychological and Biographical Profile of Nepalese Entrepreneurs (November 1990).  
 Grant proposal funded (\$ 3,000) by the Small Business Promotion Project,  
 Kathmandu, Nepal.

### **TECHNICAL REPORTS**

- Revised Proposal for a general education baseline curriculum for the University of Hawaii System (2022). UH General Education Revisions Team (Erica Balbag-Gerard, Honolulu CC; Christine Beaulé, UH Mānoa, \; Dharm Bhawuk, UH Mānoa; Bonnie L. Bittman; UH West O‘ahu; Hamid Pourjalali, UH Mānoa; Wade Tanaka, Kaua‘i CC; Diane Van Hoose, UH Hil;) Natalie Wahl, Leeward CC).
- Navigating the human terrain: Development of cross-cultural perspective taking skills. Report submitted to the US Army Research Institute (SBIR Proposal OSD06-CR1). With Dr. Doug Rosenthal and Dr. Lee Ann Wadsworth of Job Performance Systems (JPS); Dr. Teresa Russell and Dr. Cheryl Paullin of HumRRO; and Dr. Dan Landis of UHM, December 2007
- Bridging the Gap Between Theory and Practice: A Comparative Study of Diversity Programs. A study funded by Center for Human Resource Management, University of Illinois, with Prof. Harry C. Triandis, September 1994
- Selection Procedures for the Fire Fighters and Police Officers. Report of the Police and Fire Fighter Selection Task Force, City of Champaign, July 1994
- A Psychological and Biographical Profile of Nepalese Entrepreneurs. Technical report submitted to the Small Business Promotion Project, Kathmandu, Nepal, August 1991, with Arjun Udas
- Identifying Factors Associated with Management Success at District Public Health Offices in Nepal: A Study for the UNDP-financed Health Management Project (NEP/86/017). Technical report submitted to The World Bank, Kathmandu, Nepal, May-Aug, 1991
- Evaluating the Manpower Requirement of Nepal Family Planning Association. Technical report submitted to Nepal Family Planning Association, Kathmandu, August 1991. A study carried out with Dr. Prem Raj Pant, Dean, Management Faculty, Tribhuvan University, Kathmandu
- Organizational Assessment Study. Technical report submitted to the Ministry of Education and Culture, His Majesty's Government of Nepal, Kathmandu, June-Aug, 1991
- Developing Portraits of Informal Sector Entrepreneurs of Nepal. Technical report submitted to GTZ Eschborn, Germany, Jun-Aug, 1991
- Manpower Requirement of Royal Nepal Airlines Corporation (RNAC) for the Year 2000. Technical report submitted to RNAC, Kathmandu, Nepal, December 1989

**COURSES TAUGHT at UH****FIELD-STUDY TOURS**

- ❖ Honors Field Study Tour in India: Global Perspectives on Poverty Alleviation, December 22, 2013 to January 13, 2014. Five Honors students from UH participated
- ❖ India and Bangladesh Field Study for MBA students: Leadership Development in Global Microfinance & Sustainable Enterprises, May 13-25, 2013, May 10-21, 2011 and May 12-22, 2010. Seven MBA students and one BBA student from UH participated in 2013; three MBA students from UH participated in 2011, and eight students from UH participated in 2010
- ❖ Bangladesh Field Study: Leadership Development in Global Microfinance & Sustainable Enterprises, May 12-22, 2009. MBA students from UH (3), MBA students from Thunderbird (2), UNC-Chapel Hill (1), and the College of Wooster (1) participated

**GRADUATE****Ph. D. Level**

MGT 701	2023, 20, 18, 16, 14, 12, 11, 09, 04	Cross-Cultural Management (Ph. D. Seminar)
PSYC 789	2001-2016	Directed Research (for Psychology students)
BUS 705	2006, 2005, 2004	Ph. D. Seminar in International Management

**MBA Level**

MGT 650	2022, 20 19, 18, 16 SII	<b>ON-LINE Positive Psychology: Leading Self and Others</b>
MGT 670D	2008-11	Management of Multinational Corporations
MGT 670G	2009, 2008	Global International Business Communication
MGT 650	2008, 02, 01, 1996	Diversity in the Global Workplace
MGT 650	05, 03 WEB-BASED Course	Diversity in the Global Workplace
BUS 613c	2005	External Environment of Asia-Pacific Businesses
BUS 613b	2003, 2000, 1997	Organizational Behavior
MGT 644	2000, 1996	Comparative Management
MGT 670c	1999	Japanese Management System
MGT 643c	1999	Advanced OB: Cross-Cultural Research
MGT 670k	1997	International Management of Technology
MGT 650 1996		Preparing Managers for International Assignment
BUS 699	1999-2010	Directed Reading

**UNDERGRADUATE**

MGT 343	2024 FL	ON-LINE	Comparative Management: U.S. and Japan
HRM 468	2024 FL	ON-LINE	Training and Development
BUS 315	2020-24 SII ON-LINE		Global Management and Org. Behavior
MGT 343W&E	2020-2024	ON-LINE	Comparative Management: U.S. and Japan
HRM 468	2020-2024	ON-LINE	Training and Development
MGT 343W&E	20 SP & 19 FL ON-LINE		Comparative Management: U.S. and Japan
HRM 468	2019 FL		Training and Development
MGT 343W&E	18 SP & 17 FL ON-LINE		Comparative Management: U.S. and Japan
BUS 315	2018-19 SII ON-LINE		Global Management and Org. Behavior
BUS 315	2017 Fall ON-LINE		Global Management and Org. Behavior
BUS 315	2014-16		Global Management and Org. Behavior
HON 495 (O)	2014 F		Introduction to Research (Oral Focus)
HRM 468	2014 S		Training and Development
MGT 343W&E	2008-17		Comparative Management: U.S. and Japan
PSY 489 W	2014 S, F	<b>ON-LINE</b>	Positive Psychology
PSY 489 W	2013 S, F, 2012 F	<b>ON-LINE</b>	Positive Psychology
HON 499	2014 S		Global Perspectives on Poverty Alleviation (Field Study)
HON 491	2013 F		Global Perspectives on Poverty Alleviation
HON 491	2013 S		Positive Psychology
BUS 315 E	2012-2013		Global Management and Org. Behavior
MGT 343W&E	2008-14		Comparative Management: U.S. and Japan



HRM 353	2006	Leadership and Group Dynamics
MGT 343W	2007, 99-03	Comparative Management: U.S. and Japan
MGT 343	1996-1999	Comparative Management: U.S. and Japan
Hon 491	Fall 1998	Honors Seminar, Multidisciplinary Approach to Studying Diversity
BUS 315	1995-1998	Global Management and Org. Behavior

### **EXECUTIVE MBA PROGRAMS at UH**

VEMBA (HCMC & Hanoi)	2014	Ethics (BUS 628)
USIMBA/JEMBA	11, 09, 08	Management of MNCs (MGT 670D)
MHRM	05, 07, 09, 11	Training and Development (MHRM 664)
JEMBA	1996-2003	Organizational Behavior (613B)
EMBA	1999, 2001	Organizational Behavior (613B)

### **AT THUNDERBIRD GLOBAL SCHOOL OF MANAGEMENT**

GM 4800      May 21 to July 06, 2007      Cross-Cultural Communication

### **AT VICTORIA UNIVERSITY OF WELLINGTON**

PSYC 334      July-Oct 2002      Industrial and Organizational Psychology

### **AT THE UNIVERSITY OF ILLINOIS**

LIR492 (Discussion Section) 1993, 1994      Research Methodology

LIR493 (Discussion Section) 1993, 1994      Quantitative Methods

### **EXECUTIVE DEVELOPMENT PROGRAMS**

POSCO Senior Executives Development Program. Topics Covered: Managing Generational Differences from a Cultural Perspective. November 22-25, 2009

Pre-Assignment Orientation Course for Italian-Sponsored AES/APOS/JPOS, ILO/Turin. Topics Covered: Cross-cultural management, leadership, negotiation, and developing effective strategies for a cross-cultural work context. August 19 to 30, 2002

UT Starcom Executive Development Program. Topics covered: Leadership, Cross-Cultural Management. February 25, 2002

Maui Land and Pine Senior Executive Development Program. Topics covered: Goal Setting in Organizations. May 8 and 15, 2001

SINA.COM Senior Executive Seminar. Topics covered: Human Resource Management in the New Economy. January 8-10, 2001

HMSA Leadership Development Program. Topics covered: Change Management. Fall 1999 and Spring 2000

Korean Senior Executive Development Program: Topics covered: Organizational Change Management, Applications of Individualism and Collectivism to Cross-Cultural Management. Spring 2000

Hawai'ian Management Program (HMP). Topics covered: Leadership, Motivation, and Learning Styles. Fall 2002, Fall 1999, Fall 1995

SERVCO Advanced Management Program. Topics covered: Leadership, Motivation, & Team Building. Fall of 1995, 1996, & 1997

Korean Airlines Executive Orientation Program: Topics covered: Intercultural Interactions, Individualism and Collectivism. Spring 1996

Queens Leadership Enhancement Program. Topics covered: Team Building. Spring 1996.

Korean Airlines Executive Development Program. Topics covered: Customer Services and Quality Control. Fall 1995

### **WORKSHOPS FOR FACULTY**

Designing Effective Intercultural Assessment Tools, a one-week workshop for trainers and faculty at the Summer Institute for Intercultural Communication, Portland, Oregon, July, 2003. Team taught with Nagesh Rao, Associate Professor of Communication, Ohio University

Theory-based Tools for Improving Intercultural Training, a one-week workshop for trainers and faculty at the Summer Institute for Intercultural Communication, Portland, Oregon, July, 2000, 2001, and 2002

Director, Annual Summer Workshop for the Development of Intercultural Coursework at Colleges and Universities. 1999-2001

Faculty, Annual Summer Workshop for the Development of Intercultural Coursework at Colleges and Universities. 1988-1989, 1995-1998

### **STUDENT ADVISING**

#### **CHAIR OF DOCTORAL DISSERTATION COMMITTEE**

1. **Anand Chandrasekara Narayanan (Spring 2020)**. Dissertation Title: Generosity in Indian Context. Ph. D. in International Management.
2. **Eric S. Rhodes (Summer, 2017)**. Dissertation Title: Toward a theory of organizational apology: Evidence from the United States and China. Ph. D. in International Management.  
Position: Assistant Professor of Management, Cal State San Marcos, August 2017.
3. **Kathryn Anbe (Summer, 2016)**. Dissertation Title: Three Studies on Culture and Creativity: The Influence of Cultural Syndromes, Multicultural Personality, and Multicultural Experience on Divergent, Convergent, and Holistic Tasks of Creativity. Ph. D. in Psychology.  
Position: Principal Research Associate for Kūamahi in Community Education and Resources, Kamehameha School, Honolulu, Hawaii.
4. **Susan Mrazek (Summer 2015)**. Dissertation Title: Peacemaking Practices in the West and the Pacific: An Analysis of Peacemaing in Hawaii and Fiji using Human Relations Area Files (HRAF) and Qualitative Interviews. Ph. D. in Psychology
5. **Jeffery Paul Berlin (Spring, 2015)**. Dissertation Title: Beyond Intercultural Competence: Global Citizenship and Critical Study Abroad. Ph. D. in Psychology  
Position: Organizational Development Researcher, Bank of Hawaii, Honolulu, Hawaii
6. **Masahisa Yamaguchi (Spring, 2015)**. Dissertation Title: Three Essays on Whistle Blowing: A Comparative Study of USA and Japan. Ph. D. in International Management

Position: Assistant Professor of Management, Cal State East Bay, USA, August, 2017.

**Finalist, 2016 Emerald Best International Dissertation Award given by the Academy of Management, Anaheim, California, August 5-9, 2016**

7. **Sachin Ruikar (Summer, 2014)**. Dissertation Title: Good Economics or Bad Context: Attaining a Balanced Perspective on Present Practices, Historical Development, and the Legacy of Outsourcing in the Context of Globalization. Ph. D. in International Management  
Position: Project Manager, Hawaii Information System for Substance Abuse Prevention Project (HISSA), Honolulu, Hawaii.
8. **Keith Hideo Sakuda (Spring 2010)**. Dissertation Title: Cultural Variation in Task Interdependence: Multimethod Studies of International Baseball. Ph. D. in International Management  
Position: Assistant Professor, University of Hawaii at West Oahu, Honolulu, Hawaii, USA.
9. **Vijayan P. Munusamy (Spring 2008)**. Dissertation Title: Decoding the Meaning of Multiculturalism: An International Study of Malaysia, Singapore, and Hawaii. Ph. D. in International Management  
Position: Researcher, Center for Creative Leadership, Singapore.  
**Recipient of Best Dissertation Award from both International Academy of Intercultural Research (2009) and Academy of Management (Critical Management Studies Division)**
10. **David S. Jackson (Fall 2007)**. Dissertation Title: Superior-Subordinate Relationships in a Multicultural Work Place: A Qualitative Study. Ph.D. in Psychology  
Position: Research and Program Operations/Evaluation Specialist, Child and Adolescent Mental Health Division, Honolulu.
11. **David J. Bechtold (Spring 2007)**. Dissertation Title: A reason to believe: An empirical study of initial trust under conditions of dread and the unknown in the perception of disease. Ph. D. in International Management  
Position: Assistant Professor, Department of Management, John B. Sykes College of Business, University of Tampa, Tampa, Florida

### CO-SUPERVISOR OF DOCTORAL DISSERTATION COMMITTEE

1. Meng Jiao Jiao (Ph. D. March, 2020), Social Media Use, Social Support and Adaptation: A Study of Internal Migrants in Shanghai. Shanghai International Studies University (SISU), Shanghai, China, with Professor Steve Kulich.
2. Wang Xuan (Ph. D. June 2019), Constructing an Intercultural Interaction Model of International Students in Shanghai: A Grounded Theory Approach. Shanghai International Studies University (SISU), Shanghai, China, with Professor Steve Kulich.
3. Guo Aili (Ph. D. May 2017), A Historical Documentary Analysis of Chinese Educational Values and Their Transformations. Shanghai International Studies University (SISU), Shanghai, China, with Professor Steve Kulich.

### SERVED ON DOCTORAL DISSERTATION COMMITTEES OF:

1. **Waynele Yu** Ph. D. In Education Psychology (Dissertation: Toward a Theory of Sense of Place in Online Teaching & Learning". University of Hawai'i at Mānoa, Spring 2024.
2. **Aldana, Erendira Neri** Ph. D. in Culture and Community Psychology (Dissertation title: Growing Leadership at Ho'oulu 'Āina: Matching Up Gifts and Kuleana in Order to Heal Land, People, and Community. University of Hawai'i at Mānoa, Fall 2018.
3. **Melodi Wynne**, Ph. D. in Culture and Community Psychology (Dissertation title: Indegenizing intellectual property: Tribally-based definition and protections for traditional knowledge and cultural resources, University of Hawai'i at Mānoa, Spring 2018.
4. **Puneet Bindlish**, Fellow (Ph.D.), MDI, Gurgaon, India, December 2014. Member, Dissertation Committee (Dr. Ragen K. Gupta, Chair; Dr. Tanuja Sharma, Member)
5. **Tanya Peacock**, Ph. D. in International Management, May 2014
6. **Chi Ruobing**, Ph. D. in Communication and Information Science (CIS), May 2014
7. **Aparajita Jeedigunta**, Ph. D. in Social Psychology, May 2012 (Outside Member)
8. **Eunbum Cho**, Ph. D. in International Management, May 2011
9. **Richard Lum**, Ph. D. in Political Science, June 2009 (Outside Member)
10. **Claire Ikumi Hitosugi**, Ph. D. in Communication and Information Science (CIS), December 2008 (Outside Member)
11. **Cristina Suarez**, Ph. D. in International Management, May 2008
12. **Ben Kudo**, Ph. D. in International Management, April 2008
13. **Amanda Budde**, Ph. D. in International Management, April 2008
14. **Ravi Vatrappu**, Ph. D. in Communication and Information Science (CIS), Fall, 2007 (Outside Member)
15. **Kevin Lo**, Ph. D. in International Management, Spring 2007
16. **Greg Carlton**, Ph. D. in CIS, September 2006 (Outside Member)

17. **David Pai**, Ph. D. in CIS, May 2006 (Outside Member)
18. **Albert Tay**, Ph. D. in CIS, May 2005 (Outside Member)
19. **Soussan Djamasbi**, Ph. D. in CIS, May 2004 (Outside Member)
20. **Robert Widoe**, Ph. D. in Culture and Community Psychology, 2002
21. **Kris Kogan**, Ph. D. in Culture and Community Psychology, 2002
22. **Susana Helm**, Ph. D. in Culture and Community Psychology, 2002

#### **CURRENT DOCTORAL STUDENTS**

1. **Peter Rowan**
2. **Faris Albugami**
3. **Akhilesh Tiwari**
4. **Jin Oh Bae**
4. **Rajendra Patil Hunma, University of Mauritius**

#### **CHAIR OF MASTER'S THESIS COMMITTEE**

1. **Katherine Anbe**, Culture and Community Psychology, 2008
2. **Susan Mrazek**, Culture and Community Psychology, 2007
3. **David Jackson**, Culture and Community Psychology, 2003
4. **Jennifer Graf**, Culture and Community Psychology, 2003

#### **MASTER'S THESIS COMMITTEE MEMBER**

1. **Dana Cogan**, Asian Studies, 1997-2001.
2. **Brian White**, Intercultural Communication, 1997-1998
3. **Jon Copeland**, Intercultural Communication, 1997-1998
4. **Jo Anne Shwayder**, Educational Psychology, 1995-1997

#### **CHAIR OF HONORS THESIS COMMITTEE**

- ❖ **Abigail Vanblaricom-Nutt**, BBA, 2022-2024.
- ❖ **Devin Sheeks**, BBA, 2012-2014.
- ❖ **Waynele Yoshida**, BBA, 1997-1999.

#### **HONORS THESIS COMMITTEE**

- ❖ **Joanna Fagan**, BS, 2015
- ❖ **Christophr Saki**, BBA, 2014

#### **INTERNATIONAL COLLABORATORS AND STUDENTS**

1. **Wang Xuan**, Doctoral Fellow (Government of China funded), Shanghai International Studies University (SISU), February 16, 2017 to February 26, 2018
2. **Dr. Astrid Podsiadlowski**, a Post Doctoral Research Fellow from the University of Munich, Spring 2001, worked on Diversity in the Global Workplace, and Multicultural Teams in Multinationals

3. **Mr. Christian Strehlein**, a graduate student from the University of Regensburg, Germany, Summer and Fall of 1999, worked on perspective taking, and on the development of a model of culture shock
4. **Dr. Gabriel Layes**, a doctoral candidate at the University of Regensburg, Germany, Fall of 1998, worked with me on the paper “Toward a Theory of Disconfirmed Expectations,” and collected data using the incidents from the Multimedia Individualism and Collectivism Assimilator
5. **Ms. Viviane Werdath**, an undergraduate student from Austria, Summer of 1997, requirement for her cross-cultural studies, worked on the Summer Workshop for the Development of Intercultural Coursework, and participated in the training video, Culture Means Thinking Differently About Business
6. **Ms. Fumiko Ogata**, an undergraduate student from Japan, Internship at the Hilton Hawai’ian Village and Culture and Quality Project 1996-1997

### EXTERNAL EXAMINER FOR DOCTORAL DISSERTATIONS

1. **Vanvilay Phommalath**, The University of Queensland, 2023.
2. **Rofia Ramesh**, Indian Institute of Technology, Chennai, 2022
3. **Swati Sharma**, Indian Institute of Technology, Delhi, 2019
4. **Bhumika**, Indian Institute of Technology, Kanpur, 2018
5. **Rajnish Ratna**, Indian Institute of Technology, Kharagpur, India, 2017.
6. **Ankur Joshi**, Management Development Institute, Gurgaon, India, 2016
7. **Priyadarshini**, Indian Institute of Technology, Madras, India, 2016
8. **Wang, Yian**, Shanghai International Studies University (SISU), Shanghai, 2016
9. **Suo, Gefei**, Shanghai International Studies University (SISU), Shanghai, 2016
10. **Mr. Santosh Kumar Sharma**, Indian Institute of Technology, Roorkee, 2013
11. **Ms. Roshni Sachar**, Indian Institute of Technology, New Delhi, 2013
12. **Mr. Debu Mukerji**, Macquarie University, New South Wales, Australia, Spring 2010
13. **Ms. Smita Singh**, National University of Singapore, Singapore, Spring 2010
14. **Ms. Socorro Diego-Mendoza**, University of Victoria, New Zealand, Fall 2009
15. **Mr. Abinash Panda**, Management Development Institute (MDI), Gurgaon, India, 2005
16. **Mr. Ajay K. Jain**, Indian Institute of Technology, Kanpur, 2003

### INTERNATIONAL PROFESSIONAL SERVICE

- ❖ Co-Track-Chair, Indian Culture, Philosophy, and Spirituality, INDAM, 2024
- ❖ Co-Track-Chair, Indian Culture, Philosophy, and Spirituality, INDAM, 2020
- ❖ Member, Program Committee, 11<sup>th</sup> International Conference of the International Academy of Intercultural Research, July 7-10, 2019, Shanghai, China
- ❖ Member, Program Committee, 10<sup>th</sup> International Conference of the International Academy of Intercultural Research June 28 to July 2, 2017, Staten Island, New York

- ❖ Member, Program Committee, 9<sup>th</sup> International Conference of the International Academy of Intercultural Research June 28 to July 2, 2015, Bergen, Norway
- ❖ Member, Program Committee, 8<sup>th</sup> International Conference of the International Academy of Intercultural Research, July 23-27, 2013, Reno, Nevada, USA
- ❖ Member, Program Committee, 7<sup>th</sup> International Conference of the International Academy of Intercultural Research, July 24-28, Singapore, 2011
- ❖ Member, School of Management Research Committee (SMRC), Kathmandu School of Management (KUSOM), Kathmandu University, Nepal (January 01, 2010 to 2012)
- ❖ Advisor, Organizing Committee, Inaugural Conference of Indian Academy of Management (IAoM), XLRI, Jamshedpur, India, December 28-30, 2009
- ❖ Treasurer, International Association for Cross-Cultural Psychology (IACCP), 2004-08
- ❖ Member, Board of Director, International Academy for Intercultural Research, 1999-09
- ❖ Member, Program Committee, 5<sup>th</sup> International Conference of the International Academy of Intercultural Research, July 9-12, 2007, Groningen, the Netherlands
- ❖ Member, Program Committee, 4<sup>th</sup> International Conference of the International Academy of Intercultural Research, Kent State University, Ohio, USA, May 4-7, 2005
- ❖ Chairman, Best Dissertation Award Committee, International Academy of Intercultural Research (IAIR), 2007, 2005, 2004, and 2002
- ❖ Member, International Advisory Board, Human Dignity and Humiliation Studies, Associated with Conflict Resolution Network, Columbia University, New York, since its inception in 2003
- ❖ Honorary Member, International Advisory Board, Delhi School of Professional Studies & Research (DSPSR), New Delhi, since 1999
- ❖ Member, Board of Advisors, Kathmandu College of Management, Kathmandu University, Nepal, since its inception in 1997

### **EDITORIAL SERVICE**

- ❖ On the Board of *Journal of Psychology and Developing Societies*, since 2008
- ❖ On the Board of *The Social Engineer*, since 2008
- ❖ On the Board of *Diaspora, Indigenous, and Minority Education: An International Journal*, since 2006
- ❖ On the Board of *Liberal Democracy Nepal Bulletin* (LDNB), since 2006
- ❖ On the Board of *International Journal of Cross-Cultural Management*, since 2000
- ❖ On the Board of *Applied Psychology: An International Review*, since 1999
- ❖ On the Board of *Delhi Business Review*, since 2000
- ❖ Ad hoc Reviewer for *International Journal of Intercultural Relations*, *Journal of Cross-Cultural Psychology*, *Journal of Applied Social Psychology*, *Developmental Psychology*, *Academy of Management Review*, and *Journal of International Management*

### **INSTITUTIONAL SERVICE**

- ❖ Member, Special Faculty Committee to Review MBA curriculum, Fall 2005
- ❖ Member, CIBER Faculty Research Proposal Review Committee, Fall 2004
- ❖ Member, Committee to Review Walker Chair Reappointment, Spring 2004
- ❖ The Fish Scholarship Fund for Excellence Selection Committee, 2003
- ❖ Member, Advisory Committee, Ph. D. Program in International Management, College of Business Administration, 2000-2004
- ❖ Member, Faculty Senate Executive Committee, College of Business Administration, 1998-2002
- ❖ Merit Pay Procedure Development Committee, 2001
- ❖ CIBER Associate Director Search Committee, 2000
- ❖ Advisor, Student Club, Society for Human Resource Management, College of Business Administration, 1997-2002
- ❖ Aloha United Way Representative for Management Department, 1995-96

### **MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

- ❖ Founding Fellow, International Academy of Intercultural Research (IAIR)
- ❖ Member, International Association for Cross-Cultural Psychology (IACCP)
- ❖ Member, International Association for Applied Psychology (IAAP)
- ❖ Member, Academy of Management (AoM), U.S.A
- ❖ Member, American Psychological Association (APA), USA
- ❖ Member, National Association of Psychology (NAOP), India
- ❖ Member, Academy of International Business (AIB)
- ❖ Charter Member, International Positive Psychology Association (IPPA)
- ❖ Member, American Society for Quality (ASQ)
- ❖ Life Member, Management Association of Nepal (MAN), Kathmandu, Nepal
- ❖ Member, Nepalese Psychological Association (NPA), Kathmandu, Nepal
- ❖ Member, Nepal Engineers' Association (NEA), Kathmandu, Nepal
- ❖ Member, Nepal Red Cross Society, Kathmandu, Kathmandu, Nepal
- ❖ Member, Beta Gamma Sigma Honor Society, U.S.A.

### **LANGUAGES**

English, Nepali, Hindi, Sanskrit, Bajjika, Maithili, Bhojpuri, Bengali (only Spoken), Urdu (only spoken), French (at 301 level), Japanese (at 201 level)

### **COUNTRIES TRAVELED (40)**

Australia, New Zealand, China, Hong Kong (Special Administrative Region of the People's Republic of China), Taiwan, Japan, Indonesia, the Philippines, Singapore, South Korea, Thailand, Vietnam, Lao PDR, Cambodia, Bangladesh, India, **Nepal (Country of Birth)**, Sri Lanka, Turkey, Iceland, Finland, Norway, Sweden, Denmark, United Kingdom, France, Germany, Switzerland, The Netherlands, Italy, Greece, Spain, Portugal, Poland, Russia (then USSR), Ukraine (then USSR), Peru, Jamaica, Canada, and **U.S. A. (Citizen)**