

## VITA

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

#### **Other Appointments**

- ❖ 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.*

- ❖ Visiting Professor of Management, Thunderbird Global School of Management, Glendale, Arizona, May –July, 2007.
- ❖ Director, Research Training and Facilitators Program, funded by RCUH, July 2005 to May 2007.
- ❖ Director, Ph. D. Program in International Management, August 2004 to July 2006
- ❖ Graduate Chair, College of Business Administration, August 2005 to July 2006.
- ❖ Chair, Management Department, College of Business Administration, University of Hawai'i at Manoa, January to May 2003.
- ❖ Visiting Professor of Industrial and Organizational Psychology, Victoria University of Wellington, New Zealand, July - October 2002.
- ❖ Visiting Professor of Management, Kathmandu College of Management, Kathmandu University, Nepal, November- December 2002.
- ❖ Director, Executive MBA Program, August 2000 - July 2002.
- ❖ Affiliate Graduate Faculty of Psychology, Culture and Community, Psychology Department, University of Hawai'i at Manoa, since Spring 2000.
- ❖ Adjunct Faculty, East West Center, Honolulu, Hawai'i, Spring 1998 - December 2001.
- ❖ Research and Teaching Assistant, University of Illinois at Urbana-Champaign, January 1992 to June 1995.

### **Non-Academic Appointments**

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

### **HONORS AND AWARDS**

- ❖ **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 Hawaii at Manoa.
- ❖ Founding Fellow, International Academy for Intercultural Research, since 1999.
- ❖ Distinguished Scholar Award, Management Department, College of Business Administration, 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.
- ❖ 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.
- ❖ Teaching Assistantship, Institute of Labor and Industrial Relations, University of Illinois, Urbana-Champaign, 1994 - 1995.
- ❖ Lum Yip Kee Outstanding MBA Student Award, College of Business Administration, University of Hawai'i at Manoa, 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 Manoa, Honolulu, Hawai'i, 1988.
- ❖ Fellowship, The East-West Center, Honolulu, Hawai'i, 1987-1989.
- ❖ Colombo-Plan Scholarship to pursue Bachelor of Technology at Indian Institute of Technology, Kharagpur, India, 1974-1979.
- ❖ Tribhuvan University Merit Scholarship, Kathmandu, 1972-1974.
- ❖ Best Orator, Inter-College 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**

Bhawuk, D. P. S. (2011). *Spirituality and Indian Psychology: Lessons from the Bhagavad-Gita*. New York: Springer.

Pandey, J., Sinha D., & Bhawuk, D. P. S., (Eds.) (1996). *Asian contributions to cross-cultural psychology*. New Delhi: Sage.

### **B. SPECIAL ISSUE OF JOURNALS**

Bhawuk, D. P. S. & Srinivas, E. S. (2010). Indian Psychology: Theory, Method, and Content. Special issue of *Psychology and Developing Societies*, 22 (1)

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**

1. Bhawuk, D. P. S. (in press). India and the Culture of Peace: Beyond Ethnic, Religious, and Other Conflicts. In D. Landis & R. Albert (eds.), *The Handbook of ethnic conflict*. New York: Springer.
2. Bhawuk, D. P. S. (in press). 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*. New Delhi, India: Concept Publisher.
3. Bhawuk, D. P. S. (in press). Diversity and intercultural communication: The influence of individualism and collectivism. In Elisabeth Christopher (Ed.), *Different voices: Managing cross-cultural communication*. UK: Palgrave Macmillan.
4. 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, CA: Pfeiffer.
5. 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.
6. 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 Relations in Asia: Migration and Work Effectiveness* (pp. 69-103), World Scientific, Singapore.
7. 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.
8. 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.
9. 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.
10. 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.
11. 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.
12. 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.
13. Bhawuk, D. P. S. (2007). Cultural Diversity in the United States. In David Levinson and Karen Christensen (Eds.), *Global Perspectives on the United States, Volume III* (pp. 67-70). Berkshire, Great Barrington: Massachusetts.
  14. Bhawuk, D. P. S. (2007). Nepal. In David Levinson and Karen Christensen (Eds.), *Global Perspectives on the United States: A nation by nation survey, Volume II* (pp. 434-437). Berkshire, Great Barrington: Massachusetts.
  15. Bhawuk, Dharm P. S., Landis, Dan, Lo, Kevin D. (2006). Intercultural Training. In David L. Sam & John W. Berry (Eds.), *The Cambridge Handbook of Acculturation Psychology* (pp 504 - 524). Cambridge: Cambridge University Press.
  16. Bhawuk, D. P. S., & Munusamy, V. (2006). Are high achieving Asians individualists? In Edith W. Chen and Glenn Omatsu (Eds.), *Teaching about Asian Pacific Americans: Effective Activities, Strategies, and Assignments for Classrooms and Communities* (pp. 95-102). Lanham, MD: AltaMira Press.
  17. Bhawuk, D. P. S. (2005). A Model of Self, Work, and Spirituality from the *Bhagavad-Gita*: Implications for Self-Efficacy, Goal Setting, and Global Psychology. In K. Ramakrishna Rao and Sonali B. Marwaha (eds.), *Toward a Spiritual psychology: Essays in Indian Psychology* (pp. 41-71). New Delhi, India: Samvad Indian Foundation.
  18. Bhawuk, D. P. S. (2004). Individualism and collectivism. In the *Encyclopedia of Leadership, Volume 2*, 706-710. Thousand Oaks, CA: Sage.
  19. Gelfand, M. J., Bhawuk, D. P. S., Nishii, L. H., & Bechtold, D. J. (2004). Individualism and Collectivism. In House, R. J., Hanges, P. J. Javidan, M., J., Dorfman, P.W., Gupta, V. (Eds.), *Culture, Leadership, and Organizations: The GLOBE, Study of 62 Societies* (pp. 437-512). Thousand Oaks, CA: Sage.
  20. Landis, D., & Bhawuk, D. P. S. (2004). Synthesizing theory building and practice in intercultural training. In Dan Landis, Milton Bennett, and Janet Bennett (Eds.), *Handbook of intercultural training* (3<sup>rd</sup> Edition), pp. 451-466. Thousand Oaks, CA: Sage.
  21. Bhawuk, D. P. S., Podsiadlowski, A., Graf, J., & Triandis, H. C. (2002). Corporate Strategies for Managing Diversity in the Global Workplace. In G. R. Ferris & M. R. Buckley, & D. B. Fedor, (Eds.), *Human resource management: Perspectives, context, functions, and outcomes* (pp. 112-145). Englewood Cliffs, NJ: Prentice-Hall.
  22. Smith, K., Delle Fave, A., Massimini, F., Christopher, J., Richardson, F., Bhawuk, D. P. S. (2002). Post-Newtonian Metatheories in the Natural Sciences and in Cross-Cultural Psychology. In Pawel Boski, Fons van de Vijver, A. Malgorzata Chodynicka (Eds.) *New Directions for Cross-Cultural Psychology* (pp. 107-125). Warsaw: Polish Academy of Sciences.
  23. Brislin, R. W., & Bhawuk, D. P. S. (1999). Cross-cultural training: Research and innovations. In J. Adamopoulos, & Y. Kashima (Eds.) *Social Psychology and Cultural Context: Contributions of Harry Triandis to Cross-Cultural Psychology* (pp. 205-216), Thousand Oaks, CA: Sage.
  24. Shwayder, Jo Anne, & Bhawuk, D. P. S. (1998). Attribution Across Cultures: One's Effort is Another's Ability! In Ted Singelis (Ed.) *Teaching about culture, ethnicity, and diversity* (pp. 93-99). Thousand Oaks, CA: Sage.

25. Bhawuk, D. P. S. (1997). Leadership Through Relationship Management: Using the Theory of Individualism and Collectivism. In R. W. Brislin & K. Cushner (Eds.), *Improving intercultural interactions: Modules for cross-cultural training programs, Volume 2*, pp. 40-56. Thousand Oaks, CA: Sage.
26. Triandis, H. C., & Bhawuk, D. P. S. (1997). Culture theory and the meaning of relatedness. In P. C. Earley & M. Erez (Eds.), *New perspectives on international industrial/organizational psychology* (pp. 13-52). New York, NY: The New Lexington Free Press.
27. Bhawuk, D. P. S., & Triandis, H. C. (1996). Diversity in work place: Emerging corporate strategies. In G. R. Ferris & M. R. Buckley (Eds.), *Human resource management: Perspectives, context, functions, and outcomes* (Third edition) (PP. 84-96). Englewood Cliffs, NJ: Prentice-Hall.
28. Bhawuk, D. P. S., & Triandis, H. C. (1996). The role of culture theory in the study of culture and intercultural training. In D. Landis & R. Bhagat (Eds.), *Handbook of intercultural training* (pp. 17-34). Newbury Park, CA: Sage.
29. Bhawuk, D. P. S., & Udas, A. (1996). Entrepreneurship and collectivism: A study of Nepalese entrepreneurs. In J. Pandey, D. Sinha, & D. P. S. Bhawuk (Eds.), *Asian contributions to cross-cultural psychology* (pp. 307-317). New Delhi: Sage.
30. Ferris, G. R., Bhawuk, D. P. S., Frink, D. D., Keiser, J. D., Gilmore, D. C., Canton, R. C. (1996). The paradox of diversity in organizations. In A. Gutschelhofer, & J. Scheff (Eds.), *Paradoxes management* (pp. 203-229). Vienna: Linde Verlag.
31. Ferris, G. R., Bhawuk, D. P. S., Fedor, D. B., & Judge, T. A. (1995). Organizational politics and citizenship: Attributions of intentionality and construct definition. In M. J. Martenko (Ed.), *Advances in attribution theory: An organizational perspective* (pp. 231-252). Delray Beach, FL: St. Lucie Press.
32. Bhawuk, D. P. S. (1990). Cross-cultural orientation programs. In R. W. Brislin (Ed.), *Applied cross-cultural psychology* (pp. 325-346). Newbury Park, CA: Sage.

#### **D. JOURNAL ARTICLES**

1. Bhawuk, D. P. S. (2010). Epistemology and Ontology of Indian Psychology: A Synthesis of Theory, Method, and Practice. *Psychology and Developing Societies*, 22 (1), pp.157-190.
2. Bhawuk, D. P. S. (2010). Methodology for building psychological models from scriptures: Contributions of Indian psychology to indigenous and global psychologies. *Psychology and Developing Societies*, 22 (1), 49-93.
3. Bhawuk, D. P. S. (2009). Humiliation and Human Rights in Diverse Societies: Forgiveness & Some Other Solutions from Cross-Cultural Research. *Psychological Studies*, 54 (2), 1-10.
4. Bhawuk, D. P. S. (2009). Intercultural communication in a dynamic environment: Preparing managers of developing and developed countries using cultural standards. *Psychology and Developing Societies*, 21 (2), 161-181.
5. Bhawuk, D. P. S., Mrazek, S., & Munusamy, V. P. (2009). From social engineering to community transformation: Amul, Grameen Bank, and Mondragon as exemplar organizations. *Peace & Policy :Ethical Transformations for a Sustainable Future*, vol. 14, 36-63. **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.**

6. Bhawuk, D. P. S. (2008). Science of Culture and Culture of Science: Worldview and Choice of Conceptual Models and Methodology. *The Social Engineer, 11 (2)*, 26-43.
7. Bhawuk, D. P. S. (2008). Globalization and Indigenous Cultures: Homogenization or Differentiation? *International Journal of Intercultural Relations, 32 (4)*, 305-317.
8. Kim, Y. & Bhawuk, D. P. S. (2008). Globalization and Diversity: Contributions from Intercultural Research. *International Journal of Intercultural Relations, 32 (4)* 301-304.
9. Bhawuk, D. P. S. (2005). Your, my, & our: The art of integrating an organization. *Byavasthapan, 24*, 11-17.
10. Alden, D. L., Hoa, D. M., & Bhawuk, D. P. S (2004). Client satisfaction with reproductive health care services: Integrating business approaches to modeling and measurement. *Journal of Social Science and Medicine, 59 (11)*, .2219-2232.
11. Bhawuk, D. P. S. (2004). Preventing the Abuse of Public Organizations in Nepal: The Case of Royal Nepal Airlines Corporation. *Byavasthapan, 23*, 66-71.
12. Bhawuk, D. P. S. (2003). Culture's Influence on Creativity: The Case of Indian Spirituality. *International Journal of Intercultural Relations, 27 (1)*, 1-22.
13. Ray, C., & Bhawuk, D. P. S. (2002). From ideas to market application: Dynamics of knowledge transfer and the role of champions. *Journal of Environmental Engineering and Policy, 3*, 33-43.
14. Bechtold, D. J., Bhawuk, D. P. S., Brislin, R. W., & Lee, J. A. (2002). Estudios transculturales en comportamiento organizacional y del Consumidor (Cross-Cultural Studies of Organizational and Consumer Behavior). Special issue on Psychology and Culture of *Boletín de Psicología*, Vol. 76 (November 2002), 77-107.
15. Bhawuk, D. P. S. (2001). Evolution of culture assimilators: Toward theory-based assimilators. *International Journal of Intercultural Relations, 25 (2)*, 141-163.
16. Bhawuk, D. P. S. (2001). Looking for the Silver Lining: Integrative Potentials in International Project Negotiation. *Psychology and Developing Societies, 13 (2)*, 243-262.
17. Bhawuk, D. P. S., & Brislin, R. W. (2000). Cross-Cultural Training: A Review. *Applied Psychology: An International Review, 49 (1)*, 162-191.
18. Bhawuk, D. P. S., & Ferris, G. R. (2000). Value-added relationship management: A key to effective manager-subordinate relationships. *Delhi Business Review, 1(2)*, 25-34.
19. Bhawuk, D. P. S. (1999). Who Attains Peace: An Indian Model of Personal Harmony. *Indian Psychological Review, 52 (2 & 3)*, 40-48.
20. Bhawuk, D. P. S. (1998). The role of culture theory in cross-cultural training: A multimethod study of culture-specific, culture-general, and culture theory-based assimilators. *Journal of Cross-Cultural Psychology, 29 (5)*, 630-655.
21. Ferris, G. R., Frink, D. D., Bhawuk, D. P. S., & Zhou, J. (1996). Reactions of diverse groups to politics in the workplace. *Journal of Management, 22 (1)*, 23-44.
22. 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.
23. Triandis, H. C., Chan, D., Bhawuk, D. P. S., Iwao, S., & Sinha, J. B. P. (1995). Multi-method probes of allocentrism and idiocentrism. *International Journal of Psychology, 30(4)*, 461-480.

24. 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**

1. 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.
2. 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.
3. 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.
4. 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.
5. 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**

**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).

**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)

#### **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 Manoa, Honolulu.

### **WORK IN PROGRESS**

1. Bhawuk, D. P. S., & Anand, Smriti. Integrating Minority Women in the US Organizations: Conflict between Diversity Policy and Implementation.
2. Bhawuk, D. P. S., & Bhawuk, A. P. Evolution of Cross-Cultural Training as a Field of Research: Contributions of Harry Triandis.
3. 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.
4. Bhawuk, D. P. S., Munusamy, V. P., Bechtold, D., & Sakuda, K. Globalization, Culture and Economic Development: A Cultural Model of Economic Success and Failure.
5. Bhawuk, D. P. S., & Munusamy, V. I think therefore I am: Exploring managerial cognition.
6. Bhawuk, D. P. S., Munusamy, V., & Sakuda, K. Cultural Variation in Group Dynamics: Applications of the Theory of Individualism and Collectivism.
7. Bechtold, D. J., & Bhawuk, D. P. S. Culture's effect on the perceptions of risk and the need to trust.
8. Mrazek, S., & Bhawuk, D. P. S. Conceptualizing Peace: Perspectives of laypeople and peace experts.

### **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., & Bechtold, D. Bridging Theory and Practice: Application of Individualism and Collectivism to Human Resource Management.
11. 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.

## **INTERNATIONAL CONFERENCE ORGANIZATION**

1. World Peace through Intercultural Understanding. Academy of Intercultural Research (IAIR) Biennial Conference, Honolulu, Hawaii, August 15-19, 2009.
2. Fourth Asian Regional Conference of International Association for Cross-cultural Psychology, Jan 1-3, 1992, Kathmandu, Nepal

## **CONFERENCE & OTHER PRESENTATIONS**

1. 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.
2. 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.
3. 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.
4. 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.
5. 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.
6. 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.
7. 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.
8. 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**).
9. 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).

10. 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.
11. 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.
12. 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.
13. 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.
14. 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.
15. 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.
16. 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.
17. 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.  

**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.**
18. Bhawuk, D. P. S. (2009) Seminar on “Intercultural Training for the Global Workplace” using Webex, Center for Creative Leadership, Singapore, March 17, 2009.
19. 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 Networking Workshop organized for 25 senior professionals from multinational companies in Singapore. This event was for 3 hours in the afternoon, April 3, 2009.
20. 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.

21. 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.
22. 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.
23. 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.
24. 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 Insitute of Engineering and Technology, Dr. J M Deo, College of Commerce, Patna, and Dr. D. P. S. Bhawuk.
25. 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.
26. 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.
27. 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.
28. 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.
29. 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.
  30. 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.
  31. 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**).
  32. 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**).
  33. 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**).
  34. 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**).
  35. Bhawuk, D. P. S. (2007). Managing Intercultural Relationships and Self-Development. Presentation at Xavier Labour Relations Institute (XLRI), Singapore, November 24, 2007. (**Invited lecture**).
  36. 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**).
  37. 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.
  38. 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.

39. 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.
40. 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.
41. 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.
42. 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.
43. 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.
44. 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'Donnel 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.
45. 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.
46. 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.
47. Bhawuk, D. P. S. (2006). Indigenous Approaches to Leadership Education: Gandhijee 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.
48. 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 Excellence through Technology: Global Issues in New Delhi, India, November 6-8, 2006.

49. 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 Technology: Global Issues in New Delhi, India, November 6-8, 2006.
50. Bhawuk, D. P. S. (2006). Moving from Inclusion to Exclusion in My Faith: Exploring 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 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,” September, 4, 2006, Honolulu, Hawai’i. There were 75 participants in the symposium.
51. 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 Management in Atlanta, August 16-18, 2006.
52. Bhawuk, D. P. S., & Anand, S. (2006). Integrating Minority Women in the US Organizations: Conflict between Diversity Policy and Implementation. Paper presented at the Academy of Management Conference, Atlanta, August 11-16, 2006.
53. 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.
54. Bhawuk, D. P. S. (2006). Some applications of the theory of individualism and collectivism: 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.
55. 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.
56. 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)*.
57. 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.
58. 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.
  59. 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.
  60. 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.
  61. 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.
  62. 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.
  63. 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.
  64. 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.
  65. 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.
  66. 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.
  67. 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.
68. 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.
  69. 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.
  70. 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.
  71. 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.
  72. 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.
  73. 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.
  74. 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
  75. 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
  76. Bhawuk, D. P. S., & Munusamy, V. (2005) Are high achieving Asians individualists? 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
  77. 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
  78. 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
  79. 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.
80. 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.
  81. 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.
  82. 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.
  83. 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.
  84. 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.
  85. 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.
  86. 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**
  87. 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**
  88. 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.
  89. 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.
  90. 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.
91. 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.
  92. 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.
  93. 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.
  94. 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.
  95. 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.
  96. 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.
  97. 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.
  98. 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.
  99. 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.
  100. 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.
  101. 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.
  102. 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.
103. 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.
  104. 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.
  105. 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.
  106. 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.
  107. 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.
  108. 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.
  109. 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.
  110. 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.
  111. 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.
  112. 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 Manoa, January 19-21, 2001, Honolulu, Hawai'i.
113. 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.
  114. 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**).
  115. 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.
  116. 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.
  117. 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.
  118. 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.
  119. 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.
  120. 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.
  121. 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.
  122. 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.
  123. 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.
124. 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.
  125. Bhawuk, D. P. S. (2000). A review of cross-cultural training: Invited presentation made at the University of Regensburg, August 25, 2000, Germany.
  126. Bhawuk, D. P. S. (2000). Psychological aspects of comparative management. Invited presentation made at the University of Regensburg, August 26, 2000, Germany.
  127. 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.
  128. 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.
  129. 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.
  130. 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.
  131. 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.
  132. 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.
  133. Bhawuk, D. P. S. (1999). Evolution of culture assimilators: Toward theory-based assimilators. Academy of Management Annual Conference, August 6-11, 1999, Chicago.
  134. 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.
135. 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.
  136. 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.
  137. 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.
  138. 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.
  139. 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.
  140. 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.
  141. 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.
  142. 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.

143. 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.
144. 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.
145. 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.
146. 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.
147. 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.
148. 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.
149. 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.
150. 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.
151. 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.
152. 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 Manoa, Honolulu.
153. 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.
154. 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.
155. 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**

- Navigating the human terrain: Development of cross-cultural perspective taking skills. 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 Manoa, 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**

- 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**

### **GRADUATE**

#### **Ph. D. Level**

MGT 701	2009, 2004	Cross-Cultural Management (Ph. D. Seminar)
PSYC 789	2001-10	Directed Research (for Psychology students)
BUS 705	2006, 2005, 2004	Ph. D. Seminar in International Management

#### **M.B.A. Level**

- ❖ India and Bangladesh Field Study: Leadership Development in Global Microfinance & Sustainable Enterprises, May 12-22, 2010. Eight MBA students from UH participated.
- ❖ Bangladesh Field Study: Leadership Development in Global Microfinance & Sustainable Enterprises, May 12-22, 2009. Students from UH (3), Thunderbird (2), UNC-Chapel Hill (1), and the College of Wooster (1) participated.

MGT 670G	2009, 2008	Global International Business Communication
MGT 670D	2008-10	Management of Multinational Corporations
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
HRM 664	2010, 2007, 2005	Training and Career Development

MGT 644	2000, 1996	Comparative Management
BUS 613b	2003, 2000, 1997	Organizational Behavior
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 343W&E	2008-10	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 Organizational Behavior

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

USIMBA	08, 09	Global Int'l Bus Comm (MGT 670G)
USIMBA	08, 09	Management of MNCs (MGT 670D)
MHRM	05, 07, 09, 10	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
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### **AT VICTORIA UNIVERSITY OF WELLINGTON**

PSYC 334	July-Oct 2002	Industrial and Organizational Psychology
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### **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**

#### **CURRENT DOCTORAL STUDENTS**

- ❖ Advisor, Sachin Ruikar, Ph. D. Student in International Management (IM).
- ❖ Advisor, Anand Chandrasekaran Narayanan, Ph. D. Student in IM.
- ❖ Advisor, Susan Mrazek, Ph. D. Student in Culture & Community Psychology (CCP).
- ❖ Advisor, Kathryn Anbe, Ph. D. Student in CCP.
- ❖ Advisor, Jeff Berlin, Ph. D. Student in CCP.

#### **CHAIR OF DOCTORAL DISSERTATION COMMITTEE (GRADUATED)**

1. **Keith Hideo Sakuda (Spring 2010)**. Dissertation Title: Cultural Variation in Task Interdependence: Multimethod Studies of International Baseball. Ph. D. in International Management.  
Assistant Professor, University of Hawaii at West Oahu, Honolulu, Hawaii, USA.

2. **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.  
Senior Researcher, The Conference Board, Singapore.  
**Recipient of Best Dissertation Award from both International Academy of Intercultural Research (2009) and Academy of Management (Critical Management Studies Division).**
3. **David S. Jackson (Fall 2007)**. Dissertation Title: Superior-Subordinate Relationships in a Multicultural Work Place: A Qualitative Study. Ph.D. in Psychology.  
Research and Program Operations/Evaluation Specialist, Child and Adolescent Mental Health Division, Honolulu.
4. **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.  
Assistant Professor, Department of Management, John B. Sykes College of Business, University of Tampa, Tampa, Florida.

#### **DOCTORAL DISSERTATION COMMITTEES (GRADUATED)**

1. Outside Member, Ph. D. Dissertation Committee, Richard Lum, Political Science, June 2009.
2. Outside Member, Ph. D. Dissertation Committee, Claire Ikumi Hitosugi, Multidisciplinary Ph. D. Program in Communication and Information Science (CIS), December 2008.
3. Member, Ph. D. Dissertation Committee, Cristina Suarez, IMPhD Program, May 2008
4. Member, Ph. D. Dissertation Committee, Ben Kudo, IMPhD Program, April 2008
5. Member, Ph. D. Dissertation Committee, Amanda Budde, IMPhD Program, April 2008
6. Outside Member, Ph. D. Dissertation Committee, Ravi Vatrappu, CIS, Fall, 2007.
7. Member, Ph. D. Dissertation Committee, Kevin Lo, IMPhD Program. January 2007
8. Outside Member, Ph. D. Dissertation Committee, Greg Carlton, CIS, September 2006.
9. Outside Member, Ph. D. Dissertation Committee, David Pai, CIS, May 2006.
10. Outside Member, Ph. D. Dissertation Committee, Albert Tay, CIS, May 2005.
11. Outside Member, Ph. D. Dissertation Committee, Soussan Djamasbi, CIS, May 2004.
12. Member, Ph. D. Dissertation Committee, Robert Widoe, CCP, 2002.
13. Member, Ph. D. Dissertation Committee, Kris Kogan, CCP, 2002.
14. Member, Ph. D. Dissertation Committee, Susana Helm, CCP, 2002.

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

1. Katherine Anbe, CCP, 2008.
2. Susan Mrazek, CCP, 2007.
3. David Jackson, CCP, 2003.
4. Jennifer Graf, CCP, 2003.

### **MASTER'S THESIS COMMITTEES**

1. Member, Dana Cogan, Asian Studies, 1997-2001.
2. Member, Brian White, Intercul Comm, 1997-1998.
3. Member, Jon Copeland, Intercul Comm, 1997-1998.
4. Member, Jo Anne Shwayder, Ed Psych, 1995-1997.

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

- ❖ Waynele Yoshida, BBA, 1997-1999.

### **INTERNATIONAL COLLABORATORS AND STUDENTS**

1. **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.
2. **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.
3. **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.
4. **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.
5. **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. External Examiner for Ph. D. Dissertation, Macquire University, New South Wales, Australia, Spring 2010.
2. External Examiner for Ph. D. Dissertation, National University of Singapore, Singapore, Spring 2010.
3. External Examiner for Ph. D. Dissertation, University of Victoria, New Zealand, Fall 2009.
4. External Examiner for Ph. D. Dissertation, Management Development Institute, New Delhi, India, 2005.
5. External Examiner for Ph. D. Dissertation, Indian Institute of Technology, Kanpur, 2003.

### **INTERNATIONAL PROFESSIONAL SERVICE**

- ❖ Member, School of Management Research Committee (SMRC), Kathmandu School of Management (KUSOM), Kathmandu University, Nepal (three year term starting January 01, 2010).
- ❖ Advisor, Organizing Committee, Inaugural Conference of Indian Academy of Management (IAoM), XLRI, Jamshedpur, India, December 28-30, 2009.

- ❖ Chair, Program and Scientific Committee, 6<sup>th</sup> International Conference of the International Academy of Intercultural Research, Honolulu, Hawaii, August 15-19, 2009.
- ❖ Treasurer, International Association for Cross-Cultural Psychology (IACCP), 2004-08.
- ❖ Member, Board of Director, International Academy for Intercultural Research, since 1999.
- ❖ Member, Program Committee, 5<sup>th</sup> International Conference of the International Academy of Intercultural Research to be held in 2007 in Groningen, the Netherlands.
- ❖ Member, Program Committee, 4<sup>th</sup> International Conference of the International Academy of Intercultural Research held in Kent in May 2005.
- ❖ Chairman, Best Dissertation Award, International Academy of Intercultural Research (IAIR), 2007, 2005, 2004, and 2002.

#### **INTERNATIONAL PROFESSIONAL SERVICE (Continued)**

- ❖ 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 (DPSR), New Delhi, since 1999.
- ❖ Member, Board of Advisors, Kathmandu College of Management, Kathmandu University, Nepal, since inception in 1997.
- ❖ Co-Chair, Program and Scientific Committee, 4<sup>th</sup> Asian Regional Conference of International Association for Cross-Cultural Psychology, Kathmandu, Nepal, January 2-4, 1992.

#### **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).
- ❖ Charter Member, International Positive Psychology Association (IPPA)
- ❖ Member, International Association for Cross-Cultural Psychology (IACCP).

#### **MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS (Continued)**

- ❖ Member, International Association for Applied Psychology (IAAP)
- ❖ Member, Academy of Management (AoM), U.S.A.
- ❖ Member, American Psychological Association (APA), U. S. A.
- ❖ Member, Academy of International Business (AIB).
- ❖ Member, American Society for Quality (ASQ).
- ❖ Member, Beta Gamma Sigma Honor Society, U.S.A.
- ❖ Member, National Association of Psychology (NAOP), India
- ❖ 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.

#### **LANGUAGES**

English, Nepali, Hindi, Sanskrit, French (at 301 level), Bengali (only Spoken), Urdu (only spoken), Japanese (currently at 201 level).

#### **COUNTRIES TRAVELED**

Australia, New Zealand, Japan, China, South Korea, Hong Kong, Taiwan, Singapore, the Philippines, Indonesia, Thailand, Sri Lanka, India, Nepal (originally from), Bangladesh, Italy, United Kingdom, Poland, Russia (then USSR), Germany, Switzerland, The Netherlands, Greece, Canada, and U.S. A. (Citizen).

## REFERENCES

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