

## CURRICULUM VITA

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### Nailin Bu

#### EDUCATION

1992	<b>Ph.D.</b>	Organizational Behaviour	University of British Columbia, Vancouver, B.C. Canada
1985	<b>M.Sc.</b> (Course Completion)	Macroeconomics and Management	Shanghai Jiao Tong University Shanghai, China
1983	<b>B.Sc.</b>	Computer Science	Fudan University, Shanghai, China

#### PROFESSIONAL EXPERIENCE

July 2001 -	<b>Associate Professor of International Business (Tenured)</b> School of Business, Queen's University, Kingston, Ontario, Canada
July 1995 - June 2001	<b>Assistant Professor of International Business (Tenure track)</b> School of Business, Queen's University, Kingston, Ontario, Canada
July 1992 - June 1995	<b>Assistant Professor (Tenure track)</b> School of Business, University of Victoria, Victoria, British Columbia, Canada
July 1991 - June 1992	<b>Visiting Lecturer</b> School of Business, University of Victoria, Victoria, British Columbia, Canada
Sept 1990 - April 1991	<b>Instructor</b> Faculty of Commerce and Business Administration, University of British Columbia Vancouver, British Columbia, Canada
May 1987 - Jan 1988	<b>Research Assistant</b> Faculty of Commerce and Business Administration, University of British Columbia.

#### MAJOR FIELDS OF RESEARCH AND TEACHING INTEREST

Global Business Environment and the Emerging Markets  
Doing Business in China and the Asia-Pacific Region  
Cross-Cultural Management  
International Human Resource Management  
International Business Strategy  
Country Risk Assessment

## AWARDS

**Bu, Nailin** (2021-2022). Teaching Fellowship – Distinguished Faculty Fellow of International Business. Smith School of Business. \$15,000

**Bu, Nailin** & Roy, Jean-Paul. (2015). Networking in China: A fine-grained study of *guanxi* development and quality. Best Paper Award for International Business at *Administrative Science Association of Canada Annual Conference*, June 13-16. Halifax, NS.

## PUBLICATIONS

### Edited Book and Journal Issue

Wu, Terry, & **Bu, Nailin** (Eds.) (2022). *International Business in the New Asia-Pacific: Strategies, Opportunities and Threats*. Springer. (Part of the Advances in Theory and Practice of Emerging Markets Book Series.) 348 pages.

**Bu, Nailin** & McKeen, Carol A. Guest Editors. (2002): Special Issue of *Women in Management Review: Gender issues in multinational corporations*, 17.

### Journal Articles

**Bu, Nailin**, & Wu, Terry (2022). The Asia-Pacific Region: The new center of gravity for international business. In Wu, T. & Bu, N. (Eds.), *International Business in the New Asia-Pacific: Strategies, Opportunities and Threats* (pp. 3-29). Springer.

Hao, David, & **Bu, Nailin** (2022). The broad and pivotal roles of Taiwanese electronics industry in the global electronics supply chain: A Case study of Foxconn and TSMC. In Wu, T. & Bu, N. (Eds.), *International Business in the New Asia-Pacific: Strategies, Opportunities and Threats* (pp. 161-196). Springer. (Double-blind peer reviewed)

Lee, Albert, Ji, Li-Jun, & **Bu, Nailin** (2022). The impact of self-construal and thinking style on business and management practices: A comparison of East Asia and North America. In Wu, T. & Bu, N. (Eds.), *International Business in the New Asia-Pacific: Strategies, Opportunities and Threats*. (pp. 127-157). Springer. (Double-blind peer reviewed)

**Bu, Nailin** & Roy, Jean-Paul. (2015). Guanxi Practice and Quality: A comparative analysis of Chinese managers' business-to-business and business-to-government ties. *Management and Organization Review*, 11(2): 263-287.

**Bu, Nailin**, McKeen, Carol. A., & Shen, Wengo. (2011). "Behavioural indicators of turnover intentions: The case of young professionals in china". *International Journal of Human Resource Management*, Vol. 22: 3338–3356.

**Bu, Nailin** & Roy, Jean-Paul (2008). Chinese Managers' Career Success Networks: The Impact of Key Tie Characteristics on Structure and Interaction Practices. *International Journal of Human Resource Management*, 19: 1088-1107.

Arnold, Stephen J., **Bu, Nailin**, Gerhard, Ulrike, Pioch, Elke & Sun, Zhengxin (2006). The Institutional Semiotics of Wal-Mart Flyers and Signage in the United States, United Kingdom, Germany and

- China. In Brunn, S. D. (Ed.), *Wal\*Mart World: The World's Biggest Corporation in the Global Economy*. New York: Routledge.
- Bu, Nailin** & Roy, Jean-Paul (2005). Career success networks in China: Sex differences in homophily and social exchange practices. *Asia Pacific Journal of Management*, 22: 381-403.
- McKeen, Carol A. & **Bu, Nailin** (2005). Gender roles: An examination of the hopes and expectations of the next generation of managers in Canada and China. *Sex Roles*, 52: 533-546.
- King, Ruth & **Bu, Nailin** (2005). Perceptions of the mutual obligations between employees and employers: A comparative study of new generation IT professionals in China and the United States. *International Journal of Human Resource Management*, 16: 46-64.
- Wang, Bruce, C-Y. & **Bu, Nailin** (2004). Attitudes toward international careers among male and female Canadian business students after 9-11. *Career Development International*. 9: 647-672.
- Bu, Nailin**, Peng, T. K. & Craig, Timothy J. (2003). Abstract questions vs. vignettes: Exploring response biases in cross-cultural management studies involving PRC, Taiwanese and U.S. respondents. *Pan Pacific Business Review*. 6(2): 179-194.
- Bu, Nailin** & McKeen, Carol. A. (2002). Introduction. *Women in Management Review: Gender issues in multinational corporations*, 17: 48-50.
- Bu, Nailin**, Craig, Timothy J., & Peng, T. K. (2001). Acceptance of supervisory direction in typical workplace situations: A comparison of U.S., Taiwanese and PRC employees. *International Journal of Cross Cultural Management*, 1(2): 131-152.
- Bu, Nailin**, Craig, Timothy J., & Peng, T. K. (2001). Reaction to authority. *Thunderbird International Business Review*, 43(6): 773-795.
- Bu, Nailin**, Peng, T. K. & Craig, Timothy J. (2001). Employee reactions to supervisory direction in four types of firms in Taiwan: The effects of company policy, peer consensus and independent assessment. *Asia-Pacific Journal of Management*. 18: 45-67.
- Bu, Nailin**, & McKeen, Carol A. (2001). Work goals among male and female business students in Canada and China: The effects of culture and gender. *International Journal of Human Resource Management*. 12(2): 166-183.
- Bu, Nailin**, & McKeen, Carol A. (2000). Work and family expectations of the future managers and professionals of Canada and China. *Journal of Managerial Psychology*, 15(8): 771-790.
- Rodrigues, C. A., **Bu, Nailin**, & Min, Byung. (2000). Learners' training approach preference: National culture as a determinant. *Cross-Cultural Management: An International Journal*, 7(1): 23-32.
- Bu, Nailin**, & Xu, Ji-liang. (2000). Work-related attitudes among Chinese employees vis-a-vis "American" and "Japanese" management models. In M. Warner (Ed.), *Changing workplace relations in the Chinese economy: Beyond the iron rice bowl* (pp. 185-204). London: Macmillan.
- Bu, Nailin** & Xu, J. L. (1999). Consensus and alienation: Changing attitudes among Chinese employees during the reform. *Journal of Asian Business*, 15(3): 1-25.

McKeen, C. A. & **Bu, Nailin**. (1998). Career and life expectations of Chinese business students: The effects of gender. *Women in Management Review*, 13: 171-183.

**Bu, Nailin** & Xu, Ji-liang. (1996). Strategic Human Resource Management. In M. K. Nyaw & C. M. Lau (Eds.), *Contemporary theories of management* (pp. 337-356). Hong Kong: Commercial Publisher Ltd. (In Chinese Language)

**Bu, Nailin**. (1994). Red cadres and specialists as modern managers: An empirical assessment of managerial competencies in China. *International Journal of Human Resource Management*, 5(2): 355-381.

**Bu, Nailin** & Mitchell, Vance F. (1992). Developing the PRC's managers: How can Western experts become more helpful? *Journal of Management Development*, 11(2): 42-53.

Moore, Larry F. & **Bu, Nailin**. (1990). Human resource planning in Canada: A perspective. *Asia Pacific Human Resource Management*, 28(3): 5-55.

Chiu, Eva, & **Bu, Nailin** (1990). Internal labour markets: An analytical framework for comparative studies in human resources management. In K. Rowland, B. Shaw, J. Beck, & J. Ferris (Eds.), *Research in personnel and human resource management (Supplement 2)* (pp. 263-277). Greenwich, CT: JAI Press Inc.

### Other Publication and Activity

**Bu, Nailin** & Smith, Matthew (Eds.) (2001). Conference Proceedings of the Ninth Annual Competition and Conference: *Building Bridges across the Pacific*. Toronto, March 2001.

Canadian Regional Coordinator: *Conference on International Business with China: Opportunities and Challenges*, Beijing, China. June 1997. Advised the chief organizer on ways of publicizing the conference among Canadian academics, corresponded with paper contributors, and organized the review of submissions.

### RESEARCH GRANTS

Year	Funding Source & Research Topic	Amount of Award	My Role
2006	Annual General Research Grants Competition, School of Business -- <i>psychological contract violation and its impact on employee performance in the context of China's service sector</i>	\$9,950	Principal Investigator
2006	Social Sciences and Humanities Research Council of Canada (SSHRC) Major Collaborative Research – Stage 1 – Letter of Intent – Immigrant Businesses	\$20,000	Co-applicant (U of T's Eric Fong as the lead investigator)
2002	Annual General Research Grants Competition, School of Business -- <i>An In-depth Study of the Social Networking Practices of Senior and Mid-level Managers in China's State and Non-State Sectors</i>	\$5,498	Principal Investigator
2002	Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Research Grant -- <i>Determinants of Voluntary Turnover Among Male and Female Professionals in China</i>	\$83,564	Principal investigator (with Carol McKeen as the co-Investigator)

Year	Funding Source & Research Topic	Amount of Award	My Role
2001	Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Research Grant -- <i>Retail globalization: The case of Wal-Mart (in UK, Germany and China)</i>	\$128,446	Collaborator (with Steve Arnold as the principal investigator and 3 other collaborators)
2000	Annual General Research Grants Competition, School of Business -- <i>Determinants of voluntary turnover among male and female young professionals in China: Data collection travel expenses</i>	\$6,000	
2000	CGA Ontario International Business Research Centre -- <i>Determinants of voluntary turnover among male and female young professionals in China: Data collection course release</i>	\$8,000	
2000	SSHRC Special Research Initiative -- <i>Determinants of voluntary turnover among male and female young professionals in China: Literature review</i>	\$5,000	Co-Investigator (with Carol A. McKeen)
1997	Centre of International Business Studies, Univ. of British Columbia -- <i>Two panel studies of employee values and employment practices in Shanghai, China</i>	\$2,000	Co-Investigator (With P. Devereaux Jennings)
1997-1998	Annual General Research Grants Competition, School of Business -- <i>General research activities</i>	\$4,000	Principal Investigator
1997	D.I. McLeod Term Research Assistantship -- <i>Career expectations and satisfaction of male and female CGA students in China</i>	\$1,800	Co-Investigator (with Carol A. McKeen)
1997	Research Program, School of Business, Queen's University: <i>Career expectations and satisfaction of male and female CGA students in China</i>	\$1,000	Co-Investigator (with Carol A. McKeen)
1996	CGA Canada International -- <i>Career expectations and satisfaction of male and female CGA students in China</i>	\$2,500	Co-Investigator (with Carol A. McKeen)
1996	CGA Ontario International Business Research Centre -- <i>Career expectations and satisfaction of male and female CGA students in China</i>	\$15,000	Co-Investigator (with Carol A. McKeen)
1996	Ministry of Education, Taiwan: Chinese Studies Faculty Research Award Program for Canadians -- <i>Reactions to supervisory authority among N. American, Chinese and Japanese employees</i>	\$5,000	Principal Investigator
1995	Annual General Research Grants Competition, School of Business: <i>Reactions to supervisory authority among N. American, Chinese and Japanese employees</i>	One course release	Principal Investigator
1995	D.I. McLeod Summer Research Assistantship -- <i>Reactions to supervisory authority among N. American, Chinese and Japanese employees</i>	\$1,800	Principal Investigator
1995	D.I. McLeod Term Research Assistantship -- <i>Reactions to supervisory authority among N. American, Chinese and Japanese employees</i>	\$900	Principal Investigator
1995	Faculty Research Grant, Office of Research Administration, University of Victoria -- <i>Reactions to supervisory authority among N. American, Chinese and Japanese employees</i>	\$3,048	Principal Investigator (with Tim Craig as Co-Investigator)

Year	Funding Source & Research Topic	Amount of Award	My Role
1994	Centre for Asia-Pacific Initiatives, Univ. of Victoria -- <i>Managerial reactions to self-enhancing vs. Modesty behaviours: A Canadian and Chinese comparison</i>	\$1,260	Principal Investigator
1994	BC Asia Pacific Scholars Awards, Government of British Columbia -- <i>Research and teaching trip to China</i>	\$2,000	Principal Investigator
1985-1990	Canadian International Development Agency Scholarship		

### **PROFESSIONAL PUBLICATIONS AND REPORTS**

**Bu, Nailin** (2014). Building Social Networks in China. QSB Insight White Paper Series.

McKeen, Carol. A., & **Bu, Nailin**. (1998). Accounting for yin-yang. *CGA Magazine*, February: 18-24. (Cover feature article)

**Bu, Nailin**, Xu, Ji-liang, & Craig, Timothy J. (1996). Reacting to control: A comparison of Chinese, American and Japanese employees. In *Approaching Asia: Publication of Center for Canada-Asia Business Relations at Queen's University*, 2(3): 3-4.

**Bu, Nailin**. (Forthcoming). Occupational opportunity, career progression and work experience of immigrants in the Canadian labour market. Window feature to appear in G. Dessler & A. Turner, *Human Resource Management in Canada*. (Publisher undecided).

**Bu, Nailin**. (1994). Report from China. *Asia-Pacific News: Newsletter of the Centre for Asia-Pacific Initiatives at University of Victoria*, February: 2.

Murphy, Peter, & **Bu, Nailin**. (1992). An evaluation of the consultant tendering process for the Research and Information Management Branch of the British Columbia Ministry of Tourism. Technical report prepared for the *B. C. Ministry of Tourism, Research and Administration Management Division*.

### **REFEREED CONFERENCE PROCEEDINGS AND PRESENTATIONS**

**Bu, Nailin** & Roy, Jean-Paul. (2015). Networking in China: A fine-grained study of guanxi development and quality. Paper presentation at *Administrative Science Association of Canada Annual Conference*, June 13-16. Halifax, NS.

Roy, Jean-Paul & **Bu, Nailin** (2013). Guanxi practice and quality: A comparative examination of business and government ties in China. Paper presentation at *Academy of International Business Southeast Asia Regional Conference*, December 5-7. Bali, Indonesia.

**Bu, Nailin** & Roy, Jean-Paul. (2013). Guanxi development, exchange and interaction practices across firm boundaries in China. Paper presentation at the *Academy of Management 2013 Annual Meeting*, August 9-13. Orlando, FL.

**Bu, Nailin** & Roy, Jean-Paul (2012). Guanxi practice: A comparative examination of business and government ties. Paper presentation at the *2012 Asia Academy of Management Conference*, December 10-12, Seoul, Korea. (Peer reviewed)

- Bu, Nailin** & Roy, Jean-Paul (2006). Chinese Managers' Career Success Networks: The Impact of Key Tie Characteristics on Structure and Interaction Practices. Paper presentation at the *Fifth Asia Academy of Management*, Tokyo, December.
- Arnold, Steve J., Shen, Wenguo, **Bu, Nailin**, Sun, Zhengxin. (2006). *Retail Food Store Patronage and Wal-Mart Performance in China*. Presented at the Globalizing Retail Seminar, University of Surrey, UK. July 18.
- Bu, Nailin** & Roy, Jean-Paul (2004). Career success networks in China: Sex differences in homophily and social exchange practices. Paper presentation at Asia-Pacific Journal of Management Special Issue Conference – Networks in Asia-Pacific Business. Shanghai, China. December.
- Bu, Nailin** & Roy, Jean-Paul (2004). Career success networks in China: Sex differences in homophily and social exchange practices. Paper presentation at the *Fourth Asia Academy of Management Conference*. Shanghai, China. December.
- King, Ruth & **Bu, Nailin** (2003). The psychological contract comparison between USA and Chinese IT professionals. Paper presentation at the Americas Conference in Information Systems. Tempa, FL. August.
- McKeen, Carol & **Bu, Nailin** (2002). The dreams and realities of the next generation of managers in China and Canada. Accepted for presentation at the *Third Asia Academy of Management Conference*. Bangkok, Thailand.
- Roy, Jean-Paul & **Bu, Nailin** (2002). Individualism-collectivism and social network preferences. Presentation at the *Academy of Management Annual Meetings*, Denver, CO.
- Bu, Nailin**, Craig, Timothy J., & Peng, T. K. (November 2000). The impact of company policies, peer consensus and independent assessment on reactions to authority: a comparison of Japanese, Taiwanese and PRC employees. Paper presentation at the *Academy of International Business Annual Meeting*. Phoenix, AZ.
- Bu, Nailin**, Peng, T. K. & Craig, Timothy J. (August 2000). Employee reactions to supervisory direction in four types of firms in Taiwan: The effects of company policy, peer consensus and independent assessment. Paper presentation at the *Academy of Management Annual Meetings*, Toronto, Canada.
- Bu, Nailin**, Craig, Timothy J., & Peng, T. K. (November 1999). Acceptance of supervisory authority under typical workplace conditions among U.S., Taiwanese and PRC employees. Paper presentation at the *Academy of International Business Annual Meeting*. Charleston, SC.
- McKeen, C & **Bu, Nailin**. (December 1998). Career and life expectations of Chinese and Canadian business students: Cross-national and sex differences. Paper presentation at the *Inaugural Conference of the Asia Academy of Management*. Hong Kong.
- Bu, Nailin**, Craig, Timothy J. & Peng, T. K. (October 1998). Abstract question and response bias in cross-cultural studies involving PRC, Taiwanese and U.S. respondents. Paper presentation at the *Academy of International Business Annual Meeting*. Vienna, Austria.

- Rodrigues, Carl. A., **Bu, Nailin**, & Min, Byung. (July 1998). Learners' training approach preference: National culture as a determinant. Paper presentation at the *International Federation of Scholarly Associations of Management's Fourth World Congress*. Madrid, Spain.
- McKeen, C. & **Bu, Nailin**. (June 1998). Career and life expectations of Chinese business students: The effects of gender. Paper presentation at the *Annual Meeting of Administrative Science Association of Canada*. Saskatoon, SA.
- Bu, Nailin** & Craig, Timothy J. (June 1997). Toward effective methods of organizational control: A comparative study of PRC and U.S. employees. *Conference proceedings: International Business with China: Opportunities and Challenges*. Beijing, China.
- Bu, Nailin** & Xu, Ji-liang. (November 1996). Changing attitudes toward work and organization: A longitudinal study of Chinese employees. *Proceedings of the Third Annual International Conference of Human Resource Management in the Asia-Pacific Region*. Kaohsiung, Taiwan.
- Xu, Ji-liang, & **Bu, Nailin** (October 1995). Employee compliance with hierarchical control: PRC employees compared with U.S. and Japanese employees. Paper presentation at the *Hitotsubashi-Organization Science Conference*. Tokyo, Japan.
- Bu, Nailin**, Jennings, P. Devereaux, & Xu, Ji-liang. (August 1995). Basics and beyond: Benefits and participation as work values in Shanghai. Paper presentation at the *Academy of Management Annual Meetings*. Vancouver, BC, Canada.
- Bu, Nailin**, Jennings, P. Devereaux, & Xu, Ji-liang. (December 1994). Managerial values, workplace attitudes and HR practices: The case of Shanghai, *Proceedings of Canada-China Business Linkages: Growth and Sustainability*. Vancouver, B. C., Canada.
- Bu, Nailin**. (December 1993). Learning style and pedagogical preference: A field study of business students from Canada and Taiwan. Paper presentation at the *Annual Conference of the European International Business Association*. Lisbon, Portugal.
- Bu, Nailin**. (October 1993). From specialists and bureaucrats to modern managers: Managerial Competencies in the People's Republic of China. Paper presentation at the *Academy of International Business Annual Meeting*. Maui, Hawaii.
- Bu, Nailin**. (June 1993). Understanding the nature of management across nations: A geocentric perspective. *Proceedings of the Administrative Sciences Association of Canada Annual Conference*. Lake Louise, AL, Canada.
- Bu, Nailin**. (May 1993). Studying organizational flexibility across nations: Incorporating the concept of national culture. Paper presentation at the *Colloquium on Flexibility in Organizations*. Victoria, BC, Canada.
- Rodrigues, C. A. & **Bu, Nailin**. (November 1992). The European Community 1992: External international firms' perception of its opportunities and threats and their strategies. Paper presentation at the *Academy of International Business Annual Meeting*. Brussels, Belgium.
- Eldridge, D. & **Bu, Nailin**. (June 1992). Impacts of culture on reward distribution in the workplace. *Proceedings of the Third Conference on International Personnel and Human Resources Management (Vol. 2)*. Berhamsted, UK.



**Bu, Nailin.** (June 1992). A geocentric and synthetic framework for studying organizational management in a globalized business environment. *Proceedings of the 1992 Western Regional Meeting of the Academy of International Business* (pp. 233-248). Victoria, BC., Canada.

Sheltzer, Larry, Wehrung, Don, & **Bu, Nailin.** (1991). Human resource management training in the People's Republic of China: Experiences from an executive development program. Paper

### **COURSES TAUGHT**

Introduction to International Business (The “Global Economic Environment” Module)

Doing Business in the Asia-Pacific Rim

Business and Management in East Asia

Cultural Intelligence (CQ)

Global Leadership across Cultures

Managing in Multicultural Environment (Cross-Cultural Management & International Human Resource Management)

Emerging markets: Focus on China

International Business Strategy

International Business (Country Risk Analysis)

Organizational Behaviour

### **LANGUAGES**

English

Chinese (Mandarin)