



**PennState**  
College of the Liberal Arts

**CIHRS**  
Center for International  
Human Resource Studies



**ST. JOHN'S**  
UNIVERSITY

THE PETER J. TOBIN  
COLLEGE OF BUSINESS

# **Fifth Global Conference on International Human Resource Management**

**May 19–21, 2022**

**Hosted by: St John's University, Manhattan Campus  
101 Astor Place, New York, NY 10003, USA**

*Keynote Speakers:*

**Professor Nancy Adler**

**Desautels Faculty of Management at McGill University, Canada**

and

**Professor Sheila Puffer**

**D'Amore-McKim School of Business at Northeastern University, United States**

**Abstracts submission deadline: February 13, 2022**

***Looking back over a decade of IHRM:  
Who knew the world could change so much?***

The upcoming Fifth Global Conference on International Human Resource Management will celebrate a decade of developments in IHRM. As such, we would like to invite you to join us in New York City for presentations, discussions, and networking opportunities between scholars and practitioners. The IHRM field is broad and expanding, incorporating many disciplines including cross-cultural management, comparative HRM, strategic international HRM, and global leadership. Practice and research are focused on understanding why certain HRM activities fit a given national context or exploring how a multinational enterprise balances the global/local paradox in managing its workforce.

We seek academic paper submissions that not only reflect on IHRM developments over recent times but also those that will broaden our understanding and pave the path for future IHRM research and practice. To this end, we invite submissions that cover conceptual, theoretical, and empirical investigations that adopt a broad range of methodologies and highlight the context-specific nature of HRM systems. Papers that address but are not necessarily restricted to the following topics are especially invited:

- HRM models from emerging markets
- Institutional and cultural perspectives on IHRM
- HRM in multinational enterprises
- Expatriate management and global careers
- IHRM and informal social ties and networks
- Global talent and knowledge management
- Global leadership
- Diversity, aging population, and generational challenges in different national settings
- Ethics and corporate social responsibility in the globalization of work
- High performance work systems in different national settings

## Keynote Speakers



**Dr. Nancy J. Adler** is the S. Bronfman Chair in Management in the Desautels Faculty of Management at McGill University. She conducts research and consults on global leadership and cross-cultural management. She has authored more than 125 articles and produced three films: *A Portable Life*, *Reinventing Our Legacy*, and *Leading Beautifully*. She has also published ten books and edited volumes, including *From Boston to Beijing: Managing with a Worldview*, *International Dimensions of Organizational Behavior*, *Leadership Insight*, *Women in Management Worldwide*, and *Competitive Frontiers: Women Managers in a Global Economy*.

Dr. Adler consults with private corporations and government organizations on projects worldwide. She has taught Chinese executives in the People's Republic of China, held the Citicorp Visiting Doctoral Professorship at the University of Hong Kong, and taught executive seminars at INSEAD in France, Oxford University in England, and Bocconi University in Italy. She received McGill University's first Distinguished Teaching Award in Management and was one of only a few professors to receive it a second time. Honoring her as one of Canada's top university professors, she was named as a 3M Teaching Fellow.

Dr. Adler has served on the Board of Governors of the American Society for Training and Development, the Canadian Social Science Advisory Committee to UNESCO, the Strategic Grants Committee of the Social Sciences and Humanities Research Council, and the executive committees of the Pacific Asian Consortium for International Business Education and Research, the International Personnel Association, and the Society for Human Resource Management's International Institute, as well as having held leadership positions in the Academy of International Business, the Society for Intercultural Education, Training, and Research, and the Academy of Management. Dr. Adler served as the co-chair of the Global Forum on Business as an Agent of World Benefit, co-sponsored by the UN Global Compact and the Academy of Management.



**Dr. Sheila M. Puffer** is a University Distinguished Professor and professor of international business and strategy at the D'Amore-McKim School of Business at Northeastern University. She is also a Fellow at the Davis Center for Russian and Eurasian Studies at Harvard University and has served as program director of the Gorbachev Foundation of North America. In 2015, she was a visiting research professor at the Stanford Graduate School of Business at Stanford University where she studied entrepreneurs and other technical professionals from the former Soviet Union. Her latest co-authored book, *Hammer and Silicon: The Soviet Diaspora in the US Innovation Economy*, was published by Cambridge University Press in 2018. In

May 2019, she was a visiting Fellow at the Jordan Center for the Advanced Study of Russia at New York University. She is currently leading a research team studying the global sand crisis and the adoption of sand substitutes in the construction industry.

Dr. Puffer has been recognized as the number one scholar internationally in business and management in Russia, the former Soviet Union, and Eastern Europe, according to a 2005 *Journal of International Business Studies* article analyzing thirteen leading academic journals from 1986–2003. She and her co-author rank as the number one most published author in the *Journal of World Business* from 1993–2003. She has been ranked in the top 5 percent of authors worldwide who published in the leading international business journals from 1996–2005, according to a Michigan State University study. She was also ranked among the top one-hundred authors who published in *Administrative Science Quarterly* from 1981–2001. Dr. Puffer has more than 160 publications, including more than 80 refereed articles and 11 books. She served as editor of *The Academy of Management Executive* as well as a member of *The Academy's* Board of Governors from 1999–2002. She worked for six years as an administrator in the Government of Canada and has consulted for several private and nonprofit organizations.

## **Conference Details**

**Submissions** are invited for extended abstracts with the understanding that a full paper will be produced for the actual conference. Extended abstracts (in English) should be 750–1,000 words (as per [Academy of Management Journal submission style](#)) and should contain:

- an outline description of the theoretical framework and concepts
- the research design and approach to data analysis (where applicable)
- the key findings, along with their theoretical and practical significance

All submissions must be original and should not have been previously accepted for publication in a journal or presented at another conference. All abstracts will be blind reviewed. Please submit your abstracts (excluding any author identifying information), following the instructions given on the conference website: <http://ler.la.psu.edu/research/cihrs/IHRMconference>.

### **Important Dates**

Deadline for all submissions: **February 13, 2022**

Acceptance/rejection notification: **March 13, 2022**

Final paper submission (details to appear on the website): **April 19, 2022**

**Registration deadline: April 19, 2022**

### **Registration Fee**

Includes all conference materials, refreshments, lunches, and a conference reception on May 20, 2022.

Early bird registration (before March 31, 2022): \$295

Student registration (before March 31, 2022): \$225 with proof of student status

Regular registration (April 1, 2022, and onward): \$350

### **Can I help by reviewing papers?**

Volunteers to help review papers are very welcome! Please email: [cihrs@psu.edu](mailto:cihrs@psu.edu).

### **Organizing Committee**

Dr. Elaine Farndale, Dr. Rakoon Piyanontalee, and Carolyn Adrien (*Center for International Human Resource Studies*, Penn State, United States)

Dr. Sven Horak (St John's University, United States)

Dr. Maja Vidovic (RIT Croatia)

Email: [cihrs@psu.edu](mailto:cihrs@psu.edu)

Center website: <http://ler.la.psu.edu/cihrs/>

Conference website: <http://ler.la.psu.edu/cihrs/IHRMconference>

# CIHRS

Center for International  
Human Resource Studies

The Center for International Human Resource Studies is an initiative of the School of Labor and Employment Relations at Penn State (United States), which encourages IHRM scholarly research and serves the International HR practitioner community. Through targeted events and activities, our goal is to develop a strong community of academics and practitioners passionate about international HRM, enabling the sharing of ideas to advance knowledge and practice in the field. The activities of the CIHRS are led by a core team of academics in the School of Labor and Employment Relations: Elaine Farndale (center director) and a faculty advisory committee (Kameron Carter, Hee Man Park, and Dorothea Roumpi) supported by researchers and a network of CIHRS Fellows who are leading experts in the IHRM field from across the globe.

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At the Peter J. Tobin College of Business at St. John's University, our undergraduate bachelor of science in business, MBA, and master of science degree programs provide unique opportunities for students to obtain an education that is experiential, entrepreneurial, and global. Our 36-credit FLEX MBA program maximizes flexibility and experiential learning and enables students to enroll in onsite, online, hybrid, or FLEX courses (seven weeks onsite/seven weeks online). In addition, we offer a 36-credit analytics MBA, a 45-credit STEM MBA, and a 54-credit accounting MBA.

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