

Curriculum Vitae

JEAN-PAUL ROY, Ph.D.
Associate Professor of International Business (tenured)
Smith School of Business, Queen's University
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Education



Doctorate of Philosophy (Ph.D.) in Administration, 2006

- Schulich School of Business, York University
Specializations: International business and organization theory
Ph.D. Supervisor: Dr. Christine Oliver (Henry J. Knowles Chair in Organizational Strategy)



Master of Industrial Relations (M.I.R.), 1998

- Centre for Industrial Relations, University of Toronto



Bachelor of Science, Honours (B.Sc. Hons.), 1995

- Department of Psychology, University of Toronto

Professional Certifications



Canadian Securities Institute (Toronto, Canada)

- Professional Financial Planning Course Certificate, 1999
- Conduct Practices and Handbook Certificate, 1998
- Canadian Options Course Certificate, 1997
- Canadian Securities Course Certificate, 1995

Academic Appointments



Smith School of Business, **Queen's University** (Kingston, Canada)

- Associate Professor of International Business (tenured), 2013-present
- Assistant Professor of International Business, 2007-2013



College of Business, **Rikkyo University** (Tokyo, Japan)

- Visiting Professor of International Business, 2014, 2016, 2019



Faculty of Business Administration, **Memorial University** (St. John's, Canada)

- Assistant Professor of International Business, 2005-2007



Schulich School of Business, **York University** (Toronto, Canada)

- Lecturer of International Business, 2000-2005

Research Grants

Insight Grant, 2012-2015, **Social Sciences and Humanities Research Council (SSHRC)**

- *Role:* Sole and principal investigator; *value:* \$52,789
- *Project title:* A study of the capabilities that facilitate trustworthy international joint venture partner behaviour across governance contexts

Standard Research Grant, 1A designation, 2011-2012, **Social Sciences and Humanities Research Council (SSHRC)**

- *Role*: Sole and principal investigator; *value*: \$25,684
- *Project title*: Selecting a trustworthy international joint venture partner: A multidisciplinary study of key determinants

Vice President's Research Grant, 2006-2007, **Social Sciences and Humanities Research Council (SSHRC)**

- *Role*: Sole and principal investigator; *value*: \$8,023
- *Project title*: International joint venture partner selection and performance: The role of the home country legal environment

Queen's University Research Initiation Grant, Smith School of Business, 2007-2010

General Research Grants Competition, Smith School of Business, 2007-2008

Faculty of Business Administration Research Grant, Memorial University, 2005-2007

Research Awards

Best Paper Award, Administrative Sciences Association of Canada Conference, 2015

- International Business Division

Toller Family Fellow of International Business, Smith School of Business, 2009-2015

New Researcher Achievement Award, Smith School of Business, 2010

Academic Honours and Awards

Social Sciences and Humanities Research Council (SSHRC) Doctoral Fellowship, 2001-2003

Dean of Graduate Studies Academic Excellence Scholarship, York University, 2001-2002

Canadian Transportation Research Forum Scholarship, 2001-2002

Queen's Graduate Fellowship, Queen's University, 1999-2000

McLeod D. I. Ph.D. Fellowship, Queen's University, 1999-2000

University of Toronto Open Fellowship, University of Toronto, 1996-1998

Peoplesense Inc. Scholarship, University of Toronto, 1996-1998

Donald K. Aynsley Fellowship, University of Toronto, 1996-1998

Lorne T. Morgan Fellowship, University of Toronto, 1996-1998

George Becigneul Memorial Award, University of Toronto, 1996-1998

Publications

Refereed Book Chapter

Roy, J.-P. (2022). Managing a demographically driven labor shortage: An assessment of Japan's strategic approach. In Wu, T. and Bu, N. (Eds.), *International Business in the New Asia-Pacific: Strategies, Opportunities and Threats*, pp. 75-125. New York: Springer. (*accepted in 2021*)

Refereed Journal Articles

- Bu, N., and Roy, J.-P. (2015). Guanxi practice and quality: A comparative examination of Chinese managers' business-to-business and business-to-government ties. *Management and Organization Review*, 11(2): 263-287. (Authors made equal contributions).
- Roy, J.-P. (2012). Establishing an IJV with a trustworthy partner: The role of host country governance and partner selection criteria. *Journal of Management Studies*, 49(2): 332-355.
- Roy, J.-P., and Oliver, C. (2009). International joint venture partner selection: The role of the host country legal environment. *Journal of International Business Studies*, 40(5): 779-801.
- Bu, N., and Roy, J.-P. (2008). Chinese managers' career success networks: The impact of key tie characteristics on structure and interaction practices. *International Journal of Human Resource Management*, 19(6): 1090-1109. (Authors made equal contributions).
- Dacin, T., Oliver, C., and Roy, J.-P. (2007). The legitimacy of strategic alliances: An institutional perspective. *Strategic Management Journal*, 28(2): 169-187.
- Xie, J. L., Roy, J.-P., and Chen, Z. (2006). Cultural and individual differences in self-rating behavior: An extension and refinement of the cultural relativity hypothesis. *Journal of Organizational Behavior*, 27(3): 341-364.
- Xie, J. L., Chen, Z., and Roy, J.-P. (2006). Cultural and personality determinants of leniency in self-rating among Chinese people. *Management and Organization Review*, 2(2): 181-207.
- Bu, N., and Roy, J.-P. (2005). Career success networks in China: Sex differences in homophily and social exchange practices. *Asia Pacific Journal of Management*, 22(4): 381-403. (Authors made equal contributions).
- Bassili, J. N., and Roy, J.-P. (1998). On the representation of strong and weak attitudes about policy in memory. *Political Psychology*, 19(4): 669-681.

Business Cases

- Roy, J.-P. (2021). *Overcoming Hurdles in Colombia: Moving Beyond the Obvious*.
- Roy, J.-P. (2021). *Covering All the Bases: An Albanian International Assignment*.
- Roy, J.-P. (2020). *English as the Corporate Language*.
- Roy, J.-P. (2019). *A Ticking Time-Bomb: Japan's Demographic Crisis*.
- Roy, J.-P. (2019). *The Art of Damage Control Across Cultures: McDonald's in Japan*.
- Roy, J.-P. (2018). *Victims of a Demographic Time-Bomb: Labour and the Economy*.
- Roy, J.-P., & Whitcombe, M. (2018). *Exercising Creativity in China: Disney English*.
- Roy, J.-P. (2018). *The Happiest Place in Japan: Tokyo Disney Resort*.
- Roy, J.-P. (2017). *Managing Cultural Turbulence in the U.S.: Airbus*.
- Roy, J.-P. (2017). *A Choppy Atlantic Crossing: Disneyland Paris*.

Doctoral Dissertation

Roy, J.-P. (2006). International joint venture partner selection and performance: The role of the host country legal environment.

Media Coverage

In Japan, Culture Feeds a Demographic Time-Bomb. (June, 2019). *Smith Business Insight*. (Interview conducted by A. Morantz)

In China, clearing the guanxi hurdle. (July, 2015) *Smith Business Insight*. (Article written by K. Moller discussing research conducted by N. Bu and J.-P. Roy.)

Doing business in Japan. (May, 2015). Doing business in Japan. *Smith Business Insight*, White Paper Series.

Managing in Japan: Doing business during interesting times. (April, 2015). *Smith Business Insight*, Webinar Series.

Research Brief: Why picking partners in countries characterized by corruption is so difficult. (June, 2013). *Smith Business Insight*. (Edited by A. Morantz).

Refereed Conference Papers and Presentations

Roy, J.-P. (2022). Managing Japan's labour shortage: An assessment of the Japanese government's efforts to utilize women. *Japan Studies Association of Canada Conference*, Kamloops, Canada.

Bu, N., and Roy, J.-P. (2015). Networking in China: A fine-grained study of guanxi development practices and quality. *Administrative Sciences Association of Canada Conference*, Halifax, Canada. (Authors made equal contributions).

- *Best Paper Award*, International Business Division.

Roy, J.-P., and Bu, N. (2013). Guanxi practice and quality: A comparative examination of business and government ties in China. *Academy of International Business Southeast Asia Regional Conference*, Bali, Indonesia. (Authors made equal contributions).

Roy, J.-P. (2013). A study of the institutional and experiential drivers of IJV partnering concerns. *Academy of Management Conference*, Orlando, USA.

Bu, N., and Roy, J.-P. (2013). Guanxi development, exchange and interaction practices across firm boundaries in China. *Academy of Management Conference*, Orlando, USA. (Authors made equal contributions).

Roy, J.-P. (2012). Partnering concerns and host country governance risk: Experience abroad matters. *Asia Academy of Management Conference*, Seoul, South Korea.

Bu, N., and Roy, J.-P. (2012). Guanxi practices: A comparative study of business and government ties. *Asia Academy of Management Conference*, Seoul, South Korea.

Roy, J.-P. (2011). Selecting a trustworthy IJV partner: The role of partner selection and host country rule of law. *Academy of International Business Conference*, Nagoya Japan.

- Roy, J.-P. (2010). Interorganizational trust: The role of partner selection and host country rule of law. *Academy of Management Conference*, Montreal, Canada.
- Roy, J.-P. (2009). International strategic alliance relationships: The role of partner selection and host country institutions. *Academy of International Business Conference*, San Diego, USA.
- Bu, N., and Roy, J.-P. (2006). Chinese managers' career success networks: Tie and social networking practice preferences. *Asia Academy of Management Conference*, Tokyo, Japan. (The authors made equal contributions).
- Roy, J.-P., and Oliver, C. (2006). International joint venture partner selection: The role of the host country institutional environment. *Academy of International Business Conference*, Beijing, People's Republic of China.
- Bu, N., and Roy, J.-P. (2004). Career success networks in China: Sex differences in homophily and social exchange practices. *Asia Pacific Journal of Management Special Issue Conference*, Shanghai, China. (The authors made equal contributions).
- Xie, J. L., Roy, J.-P., and Chen, Z. (2004). Culture, personality and self-rating behavior: An explanation of the 'Leniency Bias'. *Academy of Management Conference*, New Orleans, USA.
- Xie, J. L., Roy, J.-P., and Chen, Z. (2004). Value differences and self-enhancement propensity: A test of self-rating bias among Chinese in mainland China, Hong Kong, and Canada. *International Association for Chinese Management Research Conference*, Beijing, China.
- Roy, J.-P., and Oliver, C. (2002). The impact of Japanese and Canadian national culture on IJV partner selection criteria: The development of a theory. *Asia Academy of Management Conference*, Bangkok, Thailand.
- Roy, J.-P., and Bu, N. (2002). Individualism-collectivism and social network preferences. *Academy of Management Conference*, Denver, USA.
- Roy, J.-P. (2000). Embeddedness in China: The benefits of an overembedded network for foreign managers and their firms. *Asia Academy of Management Conference*, Singapore.
- Roy, J.-P. (2000). Networking strategies for Canadian firms in China. *Asia Pacific Summit Conference*, Toronto, Canada.
- Xie, J. L. and Roy, J.-P. (1999). The moderating effects of modesty and self-efficacy on the relationship between individualism-collectivism and self-rating: Extension of the Cultural Relativity Hypothesis. *Academy of Management Conference*, Chicago, USA.
- Roy, J.-P., and Bassili, J. N. (1995). On the representation of strong and weak attitudes in memory. *American Psychological Association Conference*, Toronto, Canada.

Curriculum Vitae

Invited Seminar Presentations

Roy, J.-P. (May 31, 2016). Identifying trustworthy partners in poorly governed countries: Process and experience matter. *Rikkyo University's College of Business Seminar Series*, Tokyo, Japan.

Roy, J.-P. (May 27, 2014). Guanxi practice and quality: A comparative examination of business and government ties in China. *Rikkyo University's College of Business Seminar Series*, Tokyo, Japan.

Industry Webinar

Roy, J.-P. (October, 2016 to present). Investment opportunities and key management success practices in Japan. *Toronto Japanese Association of Commerce and Industry*, Seminar.

Teaching

Undergraduate Courses

Smith School of Business, **Queen's University**, Bachelor of Commerce Program

- Managing Across Cultures, 2008-present
- Introduction to International Business, 2017-2019
- International Business Strategy, 2008

College of Business, **Rikkyo University**, Bilingual Business Leader Program

- Managing International Assignments, 2016, 2019
- Managing Across Distinct Key Business Environment, 2016
- Topics in Global Business, 2014

Faculty of Business Administration, **Memorial University**, Bachelor of Commerce Program

- International Business, 2005-2007
- Business in East Asia, 2006-2007

Schulich School of Business, **York University**, International Bachelor of Business Administration Program

- Cross-Cultural Management, 2000-2005

Graduate Courses

College of Business, **Rikkyo University**, Master in International Business Program

- Managing International Assignments, 2016, 2019
- Managing Across Distinct Key Business Environment, 2016
- Topics in Global Business, 2014
- Advanced Seminar in Global Business, 2014

Smith School of Business, **Queen's University**, Master of Science in Management Program

- Leadership in the Global Environment, 2007-2008

Faculty of Business Administration, **Memorial University**, Master of Business Administration

- International Business, 2005-2006
- International Strategic Management, 2005-2006
- Business and Management in Singapore, 2005-2006

Teaching Recognition

Nominated for the BBA 7th Annual (2004) Seymour Schulich Award for Teaching Excellence.

Academic Service and Contributions

Smith School of Business Advisory Posting:

- Special Advisor, Living Case Initiative (2018-2020)

Smith School of Business Committee Postings:

- Modified Appointments Committee (Committee Chair, 2022)
- Area Coordinator, International Business Area, 2021-2023
- Appointments Committee, 2021-2022
- Workload Standards Committee, 2018-2021
- University Research Ethics Board, 2019-2020 (Committee Chair during 2020 period)
- Undergraduate Curriculum Committee, 2017-2019
- Renewal, Tenure, and Promotion Committee, 2017-2018; 2014-2015; 2010-2011; 2008-2009
- Graduate Academic (MSc/PhD) Committee, 2016-2017
- Master of Management Academic Committee, 2015-2016
- PhD/MSc Awards Adjudication Committee, 2014-2015
- Research Excellence Committee, 2014; 2012; 2011
- Faculty Development Fund Committee, 2012-2013
- Master of Global Management (MGM) Academic Committee, 2009-2012
- International Committee, 2007-2008

Smith School of Business Conference and Competition Judging:

- Inter-Collegiate Business Competition (ICBC), 2017, 2016
- Queen's Case Competition (QCC), 2008-2011
- Queen's Entrepreneurial Competition (QEC), 2008-2011
- Queen's Conference on International Business (QCIB), 2008-2009

Case Team Recruitment Judging:

- Queen's Case Competition Union (QCCU), 2019, 2022

Case Competition Faculty Advisor:

- Chulalongkorn International Business Case Competition (CIBCC), 2020, Pattaya, Thailand
- Chulalongkorn International Business Case Competition (CIBCC), 2019, Koh Samui, Thailand

Queen's (University-Wide) Committee Postings:

- Major Entrance Awards Committee, 2012-2021; 2008-2009
- School of Graduate Studies (SGS) Fellowship Committee, 2015

Ad Hoc Reviewer (Academic Journals):

- International Journal of the Economics of Business
- International Management
- Journal of Business Research
- Journal of International Management
- Journal of Management Studies

- Strategic Management Journal

Reviewer (Book Chapters):

- Wu, T. and Bu, N. (Eds.) (2022). *International Business in the New Asia-Pacific: Strategies, Opportunities and Threats*. New York: Springer.

Conference Track Chair:

- European International Business Academy (EIBA) Conference, Leeds, UK, 2019
 - ◆ *Track*: Global value chains

Invited Session Chair (Academic Conferences):

- Academy of International Business (South East Asia Chapter) Conference, Bali, Indonesia, 2013
 - ◆ *Session*: Organizational management
- Academy of International Business Annual Conference, Nagoya, Japan, 2011
 - ◆ *Session*: State, political ties, and institutions
- Academy of International Business Annual Conference, San Diego, USA, 2009
 - ◆ *Session*: Alliances and networks

Invited Professional Development Workshop Panellist and Faculty Facilitator:

- Association of Japanese Business Studies Professional Development Workshop, Nagoya, Japan, 2011
 - ◆ *Panel*: Strategies for International Publishing

Reviewer (Academic Conferences):

- Academy of International Business Conference, Copenhagen, Denmark, 2019
- Academy of Management Conference, IM Division, Boston, USA, 2019
- Academy of International Business Conference, Dubai, UAE, 2017
- Academy of Management Conference, IM Division, Anaheim, California, 2016
- Academy of International Business Conference, New Orleans, USA, 2016
- Academy of Management Conference, IM Division, Orlando, Florida, 2013
- Academy of International Business Conference, Washington, USA, 2012
- Administrative Sciences Association of Canada, St. John's, Canada, 2012
- Asia Academy of Management Conference, Seoul, Korea, 2012
- Academy of International Business Conference, Nagoya, Japan, 2011
- Academy of Management Conference, IM Division, San Antonio, USA, 2011
- Administrative Sciences Association of Canada, Montreal, Canada, 2011
- Academy of International Business Conference, Rio de Janeiro, Brazil, 2010
- Academy of Management Conference, IM Division, Montreal, Canada, 2010
- Administrative Sciences Association of Canada, Regina, Canada, 2010
- Academy of International Business Conference, San Diego, USA, 2009
- Administrative Sciences Association of Canada, Niagara Falls, Canada, 2009
- Academy of International Business Conference, Beijing, China, 2006
- Carolyn Dexter Best International Paper Award, All Academy Award, Academy of Management, 2004
- Academy of Management Conference, OMT Division, New Orleans, USA, 2004
- Academy of Management Conference, OMT Division, Seattle, USA, 2002
- Asia Academy of Management Conference, Bangkok, Thailand, 2002

Institutional (Doctoral) Representative:

- Academy of International Business, 2001-2004

Professional Affiliations

Academy of Management

Academy of International Business

Administrative Sciences Association of Canada

Asia Academy of Management

Association of Japanese Business Studies