

FORMAT FOR CURRICULUM VITAE

1. **NAME** : **DR. FREDRIC WILLIAM SWIERCZEK**
3. DATE OF BIRTH : 24 October 1946
4. NATIONALITY : American
5. ADDRESS : Asian Institute of Technology
School of Management
P.O. Box 2754
Klong Luang
Pathumthani 12120. Thailand
6. **ACADEMIC QUALIFICATIONS** : **1978, University of Pittsburgh, Pittsburgh, PA**
Doctor of Philosophy
Major Area: Policy; Advisor: Dr. William N. Dunn
Minor Area: Management; Advisor: Dr. Ian Mitroff

1975, University of Pittsburgh, Pittsburgh, PA
Master of Economic and Social Development
Economic and social Development

1972, Temple University, Philadelphia, PA
Bachelor of Arts
Asian Studies
7. OTHER TRAINING :
8. AREAS OF SPECIALIZATION : Major areas: Cross-Cultural Management
Second areas: Asian Business
9. LANGUAGE/S AND DEGREE OF PROFICIENCY : English Language: Mother Tongue
Thai Language: Fluent
10. MEMBERSHIP IN ACADEMIC AND PROFESSIONAL ASSOCIATIONS :
11. **INTERNATIONAL RECOGNITION** : *Prizes; Special Citations, Honors and Awards*

12. **EMPLOYMENT RECORD**

: *Starting with present position, list in reversed order every employment held.*

From: 1989 To: Current

Employer: School of Management, AIT

Position Held: Associate Professor

Description of Duties:

From: 1999 To: Current

Employer: School of Management, AIT
and AIT Vietnam

Position Held: Coordinator, International
Executive MBA

Description of Duties:

From: 1987 To: 1989
(began in 1978; sabbatical
leave, 1985-1987).

Employer: University of South Florida

Position Held: Associate Professor, Policy
and Management

Description of Duties: Fellow, Center for
Public Affairs and Policy
Management

From: April 1988 To: July 1988

Employer: Graduate School of Business,
Thammasart University

Position Held: Visiting Professor, Business
Administration

Description of Duties: Continuing status
as advisor to the Center for
International Business and
Center for State Enterprise
Studies, affiliated faculty in
the Joint Doctoral Program
(with NIDA and
Chulalongkom University) and
in the Sirindhorn International
Institute of Technology.

From: April 1988 **To:** July 1987

Employer: John F. Kennedy-Fulbright
Scholar in Business
Organization and
Administration.

Position Held: Consultant/Lecturer

Description of Duties:

Consultant/Lecturer at the Graduate School of Business, Thammasat University; the Schools of Public Administration and Business Administration at the National Institute of Development Administration (NIDA) and the Schools of Business at Bangkok University, Assumption Business Administration University, and the University of the Thai Chamber of Commerce. Consulted with every MBA program in Thailand. Assisted in the development of activities at the Center for State Enterprise Studies, Thammasat University, and in the development of training workshops for business and State Enterprises at the NIDA Training Center. Participated in ESCAP, UNESCO, and ILO research and training projects.

13. DETAILED TASKS PERFORMED

: *Support each task listed below by actual experience, where applicable.*

(1) Teaching

A. Experience as a teacher

- a. Courses taught, including any special courses or courses taught at partner institutions. List of courses taught, description of courses, and average number of students registered per course

List of courses taught	Description of course	Average no. of students
SM03.42 Cross-Cultural Management	Of more importance to managers in multicultural organizations are the ways people from different cultures interaction the key concerns will focus on four major processes: communication, negotiation, decision making and conflict.	60
SM03.43 International Human Resource Management	International Human Resource Issues; Recruitment and Selection; Management Development Approaches; Job Design Comparison; Performance Appraisal Differences; International Career Development.	60
SM03.53 International Marketing Research	Role of marketing research, marketing research in Asia, defining marketing research problems, information needs, qualitative and quantitative research designs, survey research methods, questionnaire design, sampling methodologies, data collection, analysis and interpretation, reporting marketing research results to management.	60
SM03.71 Asian Business Environment	Overview of the Asian business development; Characteristics of Asian business organizations; Regional analysis: East Asia, Southeast Asia and South Asia; Asian business strategies problems and prospects facing Asia.	60
SM03.98D Applied Environmental Management	This course is a joint United Nations Environmental Program and SOM course also with the participation of SERD faculty. The purpose of the course is to increase the understanding of managers on how corporate strategies decisions, and operational systems affects the environment. Additionally, it is an opportunity for SOM and other AIT students to become familiar with the role of UNEP and initiatives related to business and industry. The course emphasize applications through cases, exercises and field visits as well as exchanges with UNEP professionals and environmental experts in AIT and business and industry.	60
SMD1.98X Seminar in International Business/Cross-Cultural Management	The course will examine the current literature in International Business and Cross-Cultural Management. It will consider the major journals related to this field. It will analyze the current theoretical, methodological and practical trends that these journals represent. It will also assess the metatheoretical (epistemology in the scholarly assumptions held by these journals on quantitative or qualitative research.	10 (Doctoral Student)

B. Evaluation of teaching

- a. Summary of teaching evaluations.
Attachment will be provided per request
- b. Participation in workshops, short courses, etc relating to improvement of teaching.
Seminars and Workshops

1989	Management of Technology (March) Marketing in Technology-based Businesses (May) Issues in Human Resource Management (June) Techno-based HRD (September) Manager as Negotiator (October) Culture and Negotiation (October) Organization Behavior and Crisis Management (October) Management Functions and Organization Structure (November) Strategic Management (November) Participative Management and Quality Circles (November) Manager as Negotiator (December)
1990	Human Resource Management and Organization Development (February) Entrepreneurship Development (February) Negotiation (March) Managerial Development in Nepal (March) Strategic Management (March) Team Building (June) Human Resource Management (June) Project Management (June) Negotiation (August)
1990	Team Building (September) Organization Behavior and Crisis Management (October) Management of Change (November)
1991	Entrepreneurship (March) Management of Technology (March) Management of Change (April) Strategy Process (May) Human Resources and R&D (June) Multicultural Management (July) International Marketing (July) Organizational Design (July) Performance Appraisal (August) Team Building (September) Team Development and Organizational Effectiveness (September) Innovations in Financial Services (October) Organizational Issues for Technology Transfer (November) Strategies on Privatization (November-December)
1992	Management Communication Workshop (January) Managing Joint Ventures (January) Management Skills for Vietnam (February) Conflict Management - National Productivity Corporation (March) Privatization Strategies for Vietnam (March-April) HRD Management (April) Forum on Euro-Asia Technological Cooperation: HRD Perspective (April) Comparative Leadership - European School of Management (May) Euro-Asian Perspectives on Management (June) Leadership and Innovation - Siam Cement Group (October) Multicultural Management: Euro-Asian Perspectives (December)

- 1993 Privatization in Vietnam (February)
Comparative Leadership (June)
Project Management (September)
Privatization in Vietnam (September)
Policy Seminar for Business Education in Vietnam (October)
Strategic Fit in Banking and Finance Companies (December)
- 1994 Cross-Cultural Management Asia-Pacific Export Marketing (January)
New Technologies and Banking Strategy (January)
Issues in Joint Ventures (March)
Project Management (March)
Cross-Cultural Communication (April)
Strategy Process for the Mekong Delta (April)
Privatization and Retraining (June)
Entrepreneurial Styles in SEA, Academy of International Business (June)
Development Strategies for the Mekong Delta (June-July)
Joint Ventures Successes and Failures in Vietnam (August)
Management of Technology Innovation and Strategy (September)
Conflict Management in Project Financing (October)
Conflict Management in Organizational Change (October)
Technology Strategy for New Banks (October)
Privatization and Human Resource Development (November)
Science Parks and Innovation (November)
- 1995 Negotiation for Technology Transfer (January)
Human Resource Management Conflict Management (February)
Effective Management (March)
Asian Business Trends (March)
Privatization and (HRI) (April)
Business Styles in Asia (May)
Leadership and Change (May)
Human Resource Management (July)
Strategy Development in Finance (August)
Performance Management (September)
Business Opportunities in the Mekong (October)
Entrepreneurial Styles in Asia (October)
Culture and Conflicts in Projects in Projects (November)
- 1996 Management for Excellence, MOTIC/SOM (January)
Human Resource Development, Vietnam Airlines, AITCV and CFVG (February)
Human Resource Planning/Management, Mekong River Commission (March)
Project Leadership Skills, World Food Program Vietnam and MOTIC/SOM (March)
Cross-Cultural Management, MOTIC/SOM, Tampere University (April) Effective
Management Skills, AITCVA (May)
Civil Service Commission, Strategy Development (May)
Civil Service Commission, Strategy Implementation (June)
Human Resource Development, AITCV (July)
Negotiation and Technology Transfer, National Science Technology and
Development Agency (September)
Asian Business 2000: Challenges and Opportunities, Helsinki School of Economics
and Business/MOTIC (October)
Solving Conflicts in International Joint Ventures, MOTIC/SOM (November)
- 1997 Executive Development Evaluation, Office of Civil Service Commission (January)
Performance Evaluation, EGAT (February)
Imagineering Round Table, School of Management (February)
Privatization and State Enterprise, Ministry of Finance/TRIS (February) Environmental
Business Opportunities in Mekong, Asian Business Forum (February)
Management of Change, Office of Civil Service Commission (March)
Cross-cultural Management in Engineering, School of Civil Engineering (March)

Negotiation and Technology Development, NSTDA (April)

Performance Evaluation, Thammasat Human Resource Institute (April)

Thailand Bond Conference, Ministry of Finance/TRIS (May)

Effective Management Skills, AITCV (May)

Asian Business Styles, George Mason University/SOM/MOTIC (June)

Technology Leadership, SOM/MOTIC (June)

Beyond Privatization, Asian Business Forum (June)

Performance Appraisal, Thammasat Human Resource Institute (July)

Executive Development in Asia, Kunming, Yunnan Provincial Committee (August)

Asian Management Comparisons, School of Management (November)

Human Resource Management, ATICV (November)

Human Resource Management, SAV/SOM (December)

1998

Effective Management (January)

Business Needs and Distance Training - NSTDA (January)

Asian Business Styles - MOTIC (February)

Cross-cultural Management - Thyssen Corporation (March)

Entrepreneurship-Boss Program, Center for Managerial Psychology

Negotiation Strategies in Asia - Norwegian Trade Council

Capacity Building for "Public Agencies, AITCV (March)

Effective Management, ATICV (April)

Business Needs and Distance Technologies, AIT - Faculty Retreat (May)

Asian Business Trends - Mahanakom University (June)

Cross-cultural Approaches to Asian Business - Thyssen Corporation

Dusseldorf, Germany (June)

Comparing Negotiation Styles in Europe and Asia - Conference on Joint

Ventures - AIT, SOM (June)

Asian Business Styles - MOTIC (July)

Organization Development, AIT-CEC (August)

Leadership Skills - SAV, Vietnam (August)

Human Resources Management - AITCV (August)

Leadership Skills - SAV, Vietnam (August)

Strategy Development and The Greater Mekong, AIT - ENSIC (September)

Human Resources Management - AITCV/DANIDA (September)

Executive MBA Program in Vietnam - AITCV (September)

Managing Change - AITCV/UNDP (October)

Flexibility and Manufacturing: Leadership and Organization for the 21st

Century, AIT - SAT, Metalex (November)

Policy Analysis and Strategy Implementation - National Housing Authority (November)

Cross-cultural Management, ENAG - AIT (November)

Strategy and the Environment in the Greater Mekong Region (November)

Globalization, IT and Economic Security: Expert Meeting (December)

1999

Visionary Leadership, Port Authority of Thailand (January)

Human Resource Management, AITCV (January)

Management and Leadership, SAV (March)

2000

Effective Management Skills, AITCV (Training) (December)

Advanced Human Resource Management, AITCV (Training) (November)

Imagineering, Thai International (Workshop) (November)

2001

Effective Management Skills - SEAQIP/AITCV (3-7 December)

Imagineering, I Institute of Managerial Psychology (23 November)

Cultural and Project Management UNDP Water-Resources(9 October)

SAV Conference (11-14 September)

Technology Transfer (11 July)

Business Environment of Asia (9 July)

Managing Organizational Change STOF/DAMDA, AITCV (6-14 June)

Human Resource Management SEAQIP/DANIDIA, AITCV (9-13 April)
Human Resource Management SEAQIP/DANIDA (16-20 April)
Winning Entrepreneurial Style, Institute of Management Psychology (24 March)

2002 Emergence Project, EU. Case Studies in Telemediated Work (16-19 December)
Conference in Globalization, Innovation and HRD. Conference Track Coordinator,
Co-presenter of paper (17-19 December)
Winning Entrepreneurial Style Boss Program, Management and Psychology Institute
(14 December)
E-Business Needs for SME, Invent (Carl Duisberg Foundation) (12 December)
Multi-Cultural Partnerships: Analyzing Business Relationships in Asia and Foundation
for International Human Resource Management (12 December)
Development Strategy Management of Change and Consulting skills, Vietnam
Productivity Center and Asian Productivity Organization (2-6 December)
ASEAN-EU Business Network, Moderator. German Technology Symposium and
Exhibition, German-Thai Chamber of Commerce (16 November)
Strategic Development, Corporate Governance, Association of Asian Credit Union
(10-13 September)
Human Resource Management, AITCV (22-26 July)
UNEP Global Reporting Initiative (16-12 July)
Cross-Cultural Partnership (8 July)
Winning Entrepreneurial Style, Institute of Management Psychology (6 July)
Multi-Cultural Management ESCP-EAP Executive (1 July)
IFAD Seminar Program Evaluation (20 May)
Imagineering Institute of Managerial/Psychology (18 May)
Creating Organizations SAV, SIM, MSM (6-11 May)
Cultural Dimensions of Quality, Helsinki University Executive MBA (9 March)

C. Other contributions

- a. Publications: textbooks, laboratory manuals, articles in journals oriented toward teaching.
- b. Grants related to teaching and curriculum development.
- c. Initiation of new courses, fields-of study, curricula.
- d. Development of teaching aids and materials, use of experimental teaching techniques.

(2) Student Research Supervision

Include names of students supervised, degree program (doctoral, master, diploma, certificate) and topics, and role (Adviser/Chair or Co-Chair).

- A. Theses supervised.** List in chronological order all masters and doctoral degrees obtained by students supervised.
- B. Doctoral students.** For each student who obtained the doctoral degree under your supervision, provide the following: title of dissertation; resulting publications; years to graduation.

(3) Research

- A. Publications.** Publications must be listed with complete citations in the categories indicated below. Include all names of authors in the order in which they appear. List the number of the first page and last page of the paper. If papers are submitted or accepted for publication, copies of the letter of receipt or acceptance must be provided. Manuscripts in preparation should not be listed. Papers of a principally pedagogical nature must be listed under Teaching (C).

a. Books and monographs

- 1999 Economic and Social Survey of Asia and the Pacific. New York: United Nations. Editor and Contributor.
- 1997 Compendium of ASEAN Public Administration (editor), Bangkok: Royal Thai Government, Office of the Civil Service Commission and Konrad Adenauer Foundation.
- 1997 Understanding International Joint Ventures in Vietnam: Research Monograph #07, Management Technology Information Center, AIT and Swiss-AIT Program Vietnam.
- 1992 "Compensation and Working Conditions in the Informal Sector: The Case of Thailand", in Y. Gusse (ed), The World of Informal Business", Quebec: University of Laval Press.
- 1986 Candidates for Privatization: Selection Criteria for State Enterprises, Bangkok: Graduate School of Business, Thammasat University.
- b. Book chapters**
- 2001 "Global Technology Change Impact on Textile and Garment Workers of Thailand", pp. 363-312, New Business Paradigm Global Vietual and Flexible System, Momaya, K, Sharma, O. (eds) Singapore: Thomson.
- 2000 "Foreign Direct Investment in Central Vietnam: Measures to Improve the Investment Climate", pp 32-54 in Quang T. (ed) Vietnam: Challenges on the Path to Development, Bangkok: Swiss-AIT Management Development Program.
- 2000 "Management Training Needs: An Assessment of the Vietnam Saigon Plastics Association", pp. 231-260 in Quang T. (ed) Vietnam: Challenges on the Path to Development, Bangkok: Swiss-AIT Management Development Program.
- 1998 "The Dialectic of Conflict in Joint Venture Negotiations", (with G. Hirsch), Euro-Asian Joint Ventures: A Managerial Perspective, Chapter 8, Paris: ESKA Publishing.
- 1998 "Understanding Joint Ventures: The Praxis of Cross-Cultural Management", Euro-Asian Joint Ventures: A Managerial Perspective, Chapter 2, Paris: ESKA Publishing.
- 1997 "Technology Transfer and Organizational Change", Contemporary Issues in Technology Transfer, Chapter 5, Paris: ESKA Publishing.
- 1997 "Technology Transfer: A Cross Cultural Perspective", (with G. Hirsch), Contemporary Issues in Technology Transfer, Chapter 3, Paris: ESKA Publishing.
- 1997 "The Theory and Practice of International Joint Ventures in Vietnam" (with V.T.B. Van) pp. 32-60 in Understanding International Joint Ventures in Vietnam, Bangkok: Research Monograph #07, Management of Technology Information Center, AIT and Swiss-AIT Program Vietnam.
- 1997 "Vietnam Economic Background", (with U. Bumbacher and T. Quang) pp. 24-32 in Understanding International Joint Ventures in Vietnam, Bangkok: Research Monograph #07, Management of Technology Information Center. AIT.
- 1997 "Joint Ventures in Vietnam", (with U. Bumbacher and T. Quang) pp 1-24 in Understanding International Joint Ventures in Vietnam, Bangkok: Research Monograph #07.
- 1994 "Technology Transfer and Organizational Change", Chapter 6 in Contemporary Issues in Technology Transfer, Reading: Addison-Wesley.
- 1987 "A Review of Selected Cities in the Region," Chapter 2, pp. 25-85, in Managing Civic Services in Intermediate Cities in the Asia Pacific Region, Bangkok: Economic and Social Commission for Asia and the Pacific.

- 1986 "Well Being and the Quality of Work Life: Implications for Developing Countries," pp. 338-343 in Symposium on Conditions of Work and Environment in Developing Countries, Geneva: ILO.
- c. Refereed journal articles: national, regional, international**
- 2002 (With G. Dhakal) "Learning and Its Impact on the Performance of Manufacturing Joint Ventures in Developing Countries", *Technovation*. (Acceptance letter is attached)
- 2002 (With T. T. Ha) "Entrepreneurial Orientation And Firm Performance: An Empirical Investigation of Thai and Vietnamese SMEs", *International Journal of Entrepreneurship and Innovation*. (Acceptance letter is attached)
- 2002 (With J. Onishi) "Culture and Conflict Japanese Managers and Thai Subordinates", *Personnel Review* 32:2. (Acceptance letter is attached)
- 2002 (With M. Rodsutti) "Leadership and Organizational Effectiveness of Multinational Enterprises in Southeast Asia", *Leadership and Organizational Development* , 23:5. (Accepted)
- 2002 (With P. Shrestha) "Information Technology and Productivity: A Comparison of Japanese and Asia-Pacific Banks", *Journal of High Technology Management*. (Acceptance letter is attached)
- 2001 (with N. Islam) 2001 "Impact of Technological Change on Female Garment Workers in Bangladesh", *Asian Profile*. 29:6 (December) pp529 - pp544.
- 2001 (With N. Islam) 2001 "The Impact of Technological Change on Medium and Lower Skilled Textile and Garment Workers in Thailand". *Asian Academy of Management Journal*. 6:2, pp1 - pp29
- 2001 (With M. Rodsuthi) 2001 "The Impact of Multi-cultural Management on the Job Satisfaction of Expatriate Managers". in *Proceeding of the Forth Asian Academy of Management conference*. pp287 - pp296
- 2000 (With N. Islam) 2000 "Technological Change and Its Impact on Textile and Garment Workers: HRD Strategies", *Information Technology Management* pp 330 – pp340
- 2000 (With N. Islam) 2000 "Global Technological Change in a Labor Intensive Industry", in *Management in the 21st Century. Proceedings of the 2000 IEEE Conference on Management of Innovation and Technology*. Singapore: IEEE pp 99 –pp 104
- 1998 (with G. Hirsch and L.T. Muoi). 1998 "International Business Negotiation: A Comparison between International and Asian Negotiation Styles in the Vietnamese Context", *Journal of Euro-Asian Management*, 4:2 pp1-pp22
- 1998 (with T. Quang). 1998 "Effective Leadership in Joint Ventures in Vietnam: A Cross Cultural Perspective", *Journal of Organizational Change Management*, 11:4, pp367-pp372
- 1997 "ASEAN Public Administration in the 21st Century", 1997 *Compendium of ASEAN Public Administration* pp275-pp294
- 1997 "Public Administration in ASEAN: From Development to a New Paradogm" 1997 , *Compendium of ASEAN Public Administration* Pp3-35
- 1997 "Multicultural Management and Successful Joint Ventures in Asia", *National Culture and International Management in East Asia*, Washington, and D.C.: Thomas International Business Press.
- 1996 (with J.P. Gupta and A. Saravat) 1996 "Private Power Project Development and Financing in South-east Asia", *Journal of Euro-Asian Management* 2:2, pp47-pp70.

