



## CURRICULUM VITAE

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### EDUCATION

Ph.D., Sociology, Columbia University, 2002.  
Dissertation: *Organizing the Firm: Corporate Governance in Germany and Japan, 1870-2000.*  
Committee: David Stark (chair), Charles Tilly, Seymour Spilerman, Ron Gilson, Hans Decker.  
M.A., Sociology, Columbia University, 1996.  
B.A., Sociology with Certificate in Analysis and Research and German Literature, University of Wisconsin-Madison, 1992.

### ACADEMIC POSITIONS

Fellow, **Research Institute of Economy, Trade and Industry (RIETI)**, Tokyo, Japan, April 2002 – present.  
Research Scientist, **Max-Planck-Institute for the Study of Societies**, Cologne, Germany, 1996 – 2002; Visiting Researcher, Summer 1995.  
Lecturer, **Universität Duisburg**, Winter Semester 2001/2002  
Visiting Researcher, **Ministry of International Trade and Industry (MITI)** Research Institute, Tokyo, Japan, Spring 1999 and Spring 2000.  
Teaching Assistant, **Columbia University**, Sociology, 1994 - 1996.

Research Scientist, **London School of Economics**, Centre for Economic Performance, 1992 - 1993. Project director, Ronald Dore.

Visiting Researcher, **Wissenschaftszentrum Berlin**, Summer 1992.

Research Assistant, **Center On Wisconsin Strategy (COWS)**, University of Wisconsin-Madison, 1990 - 1992.

Research Assistant, **Primary Care Prevention Project**, University of Wisconsin-Madison, 1991 - 1992.

## **TEACHING AND RESEARCH INTERESTS**

Economic Sociology

Comparative and Historical Sociology

Sociology of Organizations; Corporate Governance

Industrial Relations

Sociological Theory

## **PUBLICATIONS**

### **Books**

Organizing the Firm: Corporate Governance in Germany and Japan, 1870-2000. Under review by Cornell University Press.

### **Monographs**

Organizing the Firm: Corporate Governance in Germany and Japan, 1870-2000. Ph.D.

Dissertation, Department of Sociology, Columbia University, defended November 2001.

The Public Interest and the Company in Germany and Britain. London: Anglo-German Foundation for the Study of Industrial Society, 2001. (With Shawn Donnelly, Andrew Gamble, and John Parkinson).

### **Refereed Journal Articles**

“The Cross-National Diversity of Corporate Governance: Dimensions and Determinants,” *Academy of Management Review*, Second Revision and Resubmitted. (With Ruth Aguilera).

“Varieties of Capitalism: Concepts and Methods of Comparison,” *MPIfG Discussion Paper*, Max-Planck-Institute for the Study of Societies: Köln, forthcoming.

“The German System of Corporate Governance between Persistence and Convergence,” *Kölner Zeitschrift für Soziologie und Sozialpsychologie*, Heft 4, Juni 2002, p.362-368. (With Martin Höpner).

“Financial Markets and the Corporation,” *New Political Economy*, Vol. 7, No. 1, March 2002,

p.121-123.

“An Emerging Market for Corporate Control? The Mannesmann Takeover and German Corporate Governance,” *MPIfG Discussion Paper* 01/4, 2001 , Max-Planck-Institute for the Study of Societies: Köln. (With Martin Höpner).

“Entsteht ein Markt für Unternehmenskontrolle? Der Fall Mannesmann,” *Leviathan*, Heft 4, Dezember 2001, p.544-563. (With Martin Höpner).

“Die industrielle Organisation in Japan: Netzwerkstrukturen im Wandel?,” [“Industrial Organization in Japan: Changing Network Structures?”], *AWS-Mitteilungen*, Hochschule Bremen, No. 4, November 2000, p.1-16.

“La compétitivité et l' égalitarisme allemands et japonais à l'épreuve,” [“The Internationalization of German and Japanese Capitalism: A Choice between Competitiveness and Equality?”], *Critique International*, No. 8, Juliet 2000, p.133-147.

### **Book Chapters**

“Corporate Governance in Germany and Japan: Liberalization Pressures and Responses.” in: Kozo Yamamura and Wolfgang Streeck (eds.). *The End of Diversity? Prospects of German and Japanese Capitalism*, Ithaca: Cornell University Press, forthcoming.

“Corporate Governance and Employees in Germany: Changing Linkages, Complementarities and Tensions.” in: Howard Gospel and Andrew Pendleton (eds). *Corporate Governance and Labour Management*, Oxford University Press, forthcoming. (With Martin Höpner and Antje Kurdelbusch).

“Corporate Governance im Vergleich: eine methodische Betrachtung zu Japan und Deutschland.“ [Comparative Corporate Governance: A Methodological Perspective on the Cases of Japan and Germany”], in: Wolfgang Seifert and Claudia Weber (eds.). *Japan im Vergleich*, Muenchen: Iudicium Verlag, forthcoming.

“The Origins of Nonliberal Corporate Governance in Germany and Japan.” in: Wolfgang Streeck and Kozo Yamamura (eds.). *The Origins of Nonliberal Capitalism: Germany and Japan* . Ithaca: Cornell University Press, 2001.

“Between Financial Commitment, Market Liquidity and Corporate Governance: Occupational Pensions in Britain, Germany, Japan and the USA.” P.171-189 in: *Comparing Welfare Capitalism: Social Policy and Political Economy in Europe, Japan and the USA*. Edited by Bernhard Ebbinghaus and Philip Manow, London: Routledge, 2001. (With Sigurt Vitols).

“Comparative Corporate Governance: Sociological Perspectives.” p.265-287, in: John Parkinson, Andrew Gamble, and Gavin Kelly (eds.) *The Political Economy of the Company*. Oxford: Hart Publishing, 2000.

“Labor Market Structure in Comparative Perspective: Germany, Japan, and the United States.” in *Europe and the World: External Relations, Internal Dynamics*. New York: The Institute for Western Europe, Columbia University, 1996.

### **Current Working Papers**

“Corporate Governance in Japan: Between Change and Stagnation”

“Reconfiguring Corporate Governance: The Role of Ambiguity, Coherence and Creativity in Institutional Change”

### **Other**

“Hybridization and Heterogeneity Across National Models of Corporate Governance,” *Economic Sociology - European Electronic Newsletter* Vol. 3, No. 2, February 2002. (With Ruth Aguilera).

“Übernahmerichtlinie gestoppt.” *Die Mitbestimmung*, Oktober 2001, p.44-47. (With Martin Höpner and Simone Leiber).

“Occupations and Economic Opportunity in the United Germany,” Senior Thesis, University of Wisconsin-Madison, 1992.

### **INVITED LECTURES**

“The Transformation of German Corporate Governance: After Mannesmann,” Said School of Business, Oxford University, March 7, 2002.

“Die Japanische Aktiengesellschaft im Wandel,” Zentrum für Japanstudien, Universität Marburg, February 20, 2002.

“Shareholder and Employee Interests: An International View,” International Institute for Corporate Governance and Accountability, George Washington University, Washington D.C., June 1-2, 2001.

“Nicht-liberaler Kapitalismus in Japan und Deutschland im Bereich von Corporate Governance,” Institut für Ostasienwissenschaften, Universität Duisburg, December 5, 2000.

“Nicht-liberaler Kapitalismus in Japan und Deutschland im Bereich von Corporate Governance: eine methodische Betrachtung,” Vereinigung sozialwissenschaftlicher Japanforschung, 10. Jahrestagung, Universität Heidelberg, October 14, 2000.

“The Internationalization of German and Japanese Capitalism: A Choice between Competitiveness and Equality?” Seminar, Centre d'Études et de Recherches International (CERI), Paris, October 23, 2000.

“Corporate Governance in Germany and Japan: Liberalization Pressures and Responses,” Ministry for International Trade and Industry Research Institute, March 22, 1999.

“The Future of Nationally Organized Capitalism in Germany and Japan: The Case of Corporate Governance,” Vereinigung sozialwissenschaftlicher Japanforschung, 10. Jahrestagung, Japanisch-Deutsches Zentrum Berlin, November 1998.

“The Capital-Labor Nexus in Germany and Japan.” Presented at conference, “Germany and Japan in the 21st Century: Strengths Turning into Weaknesses?” Japanisch-Deutsches Zentrum Berlin, January 22-24, 1998.

### **CONFERENCE PAPERS**

“The Cross-National Diversity of Corporate Governance: Dimensions and Determinants,” 97th Annual Meetings, American Sociological Association, Chicago, August 16-19, 2002.

“Varieties of Capitalism: A Review.” 14th International Conferences, the Society for the Advancement of Socio-Economics, University of Minnesota, June 2002.

“Corporate Governance and Employees in Germany: Changing Linkages, Complementarities, and Tensions” 13th International Conference of Europeanists, Council of European Studies, March 14-16, 2002, Palmer House, Chicago..

“Corporate Governance and Employees in Germany: Changing Linkages, Complementarities, and Tensions” European Corporate Governance and Human Resource Management, European Science Foundation Workshop, November 26-27, 2001 Max-Planck-Institut für Gesellschaftsforschung, Köln, Germany

“Labor Under Shareholder Value: Lessons from Germany and Japan” European Corporate Governance and Human Resource Management, European Science Foundation Workshop, June 13-15, 2001, Manchester Metropolitan University

“Comparative Corporate Governance: Sociological Perspectives on Coalition Building” 13th International Conference, the Society of the Advancement of Socio-Economics (SASE), June 27 - July 1, 2001, University of Amsterdam.

“Die industrielle Organisation in Japan: Netzwerkstrukturen im Wandel?” Der Arbeitgeber als Promotor: Sponsored Spin-Off - Gründungsförderung nach japanischen Vorbild?, September 2000, Hochschule Bremen.

“The Political Economy of Takeovers in Germany: The Case of Mannesman.” 12th International Conference, the Society of the Advancement of Socio-Economics (SASE), July 2000, London School of Economics.

“Japanese Corporate Governance: Hybridization and Resistance to Institutional Change.” Research Network on Corporate Governance, First Annual Conference, Wissenschaftszentrum Berlin für Sozialforschung, June 2000.

“The Public Interest and the Company in Germany: Historical Evolution.” Project Conference “The Public Interest and the Company in Britain and Germany,” Max-Planck-

Institut für Gesellschaftsforschung, Cologne, Germany, October 1999.

“The Public Interest and the Company in Germany: Historical Evolution.” 11th International Conference, the Society of the Advancement of Socio-Economics (SASE), July 1999, University of Wisconsin-Madison.

“Corporate Governance in Germany and Japan: Liberalization Pressures and Responses.” Project conference, “Germany and Japan: The Future of Nationally Organized Capitalism in a Global Economy,” Max-Planck-Institut für Gesellschaftsforschung, Cologne, Germany, June 23-26, 1999.

“Corporate Governance in Germany and Japan: Liberalization Pressures and Responses.” Conference, “The Political Economy of Corporate Governance in Germany and Japan,” European University Institute, Florence, Italy, June 10-11, 1999.

“The Origins of the Stakeholder Firm: Comparative Aspects of Corporate Governance in Germany and Japan.” 93rd Annual Meeting, American Sociological Association, San Francisco, August 21-25, 1998.

“The Origins of the Stakeholder Firm: Comparative Aspects of Corporate Governance in Germany and Japan.” Annual Conference, “Institutions, Economic Organization and Varieties of Capitalism,” European Group for Organization Studies (EGOS), University of Maastricht, Netherlands, July 10-12, 1998.

“The Origins of the Stakeholder Firm: Comparative Aspects of Corporate Governance in Germany and Japan.” Project conference, “Germany and Japan in the 21st Century: Strengths Turning into Weaknesses?” Japanisch-Deutsches Zentrum Berlin, January 22-24, 1998.

“International Capital Markets and Regime Competition in Corporate Governance.” 10th International Conference, the Society of the Advancement of Socio-Economics (SASE), Vienna, July 14-18. 1998.

“Corporate Governance in Germany and Japan: Institutional Complementarity and Change through Internationalization.” 9th International Conference on Socio-Economics, the Society for the Advancement of Socio-Economics (SASE), École des Hautes Études Commerciales, Université Montréal, in Montréal, Canada, July 5-7, 1997.

“Corporate Governance in Germany and Japan: Development within National and International Contexts.” Project conference, “Germany and Japan: The Future of Nationally Embedded Capitalism in a Global Economy,” University of Washington-Seattle, April 10-13, 1997.

“Corporate Governance in Germany, Japan, and the United States: The Interplay of Networks and Institutions.” 8th Annual Conference on Socio-Economics, Society for the Advancement

of Socio-Economics, Geneva, Switzerland, July 1996

## **CURRENT PROJECTS**

### **The Japanese Corporation: Institutional Erosion and Organizational Heterogeneity**

The project examines the on-going transformations in Japanese corporate governance with special attention to how institutional erosion and reforms impact organizational practices across corporations. Particular focus will be placed on how capital market pressures and shareholder activism are impacting the role of employees within the firm.

### **Changing Boundaries of the Firm and Employee Representation**

(With Mari Sako, Director of Research, Said School of Business, Oxford University).

The project investigates how employment systems (including worker representation and participation mechanisms) affect the boundary of the firm in industries experiencing major restructuring. Empirically, we compare matched firms in Japan and Germany

### **Continuity and Discontinuity in Institutional Analysis**

(Project Coordinators Wolfgang Streeck and Kathleen Thelen). Explores general properties of institutional change through empirical analysis of contemporary political economy with particular focus on incremental forms of change (institutional erosion, learning, etc.)

### **On-Line Forum “Corporate Governance Japan”**

Founder and Editor of Japanese/English on-line forum for policy debate among academics and practitioners. Contributions from leading academics and interviews with corporate management and other stakeholders. <http://www.rieti.go.jp/corporate-governance/>

## **COURSES AND SEMINARS TAUGHT**

Lecturer (Winter 2001/2002), **Universität Duisburg**, Department of Sociology and Department of East Asian Studies. Masters degree course “Corporate Governance in International Comparison.”

Teaching Assistant (1994 - 1996), **Columbia University**, Department of Sociology

Professor Allan Silver, Graduate School “Sociological Theory. The Origins.”

Professor Jeff Olick, Graduate School “Contemporary Sociological Theory.”

Professor Priscilla Ferguson, Undergraduate “The Sociological Imagination.”

Professor Priscilla Ferguson, Undergraduate “Senior Thesis Seminar in Sociology.”

Professor Peter Read, Undergraduate “Criminology.”

## **AWARDS, GRANTS AND FELLOWSHIPS**

“The Public Interest and the Corporation,” Anglo-German Foundation, research grant. In cooperation with the Political Economy Research Centre, University of Sheffield (UK), 1998-99. GBP £45,000.

President’s Fellowship, Columbia University, 1997-98.

Paul Lazarsfeld Fellow, Columbia University, Sociology, 1993 – 1997.

Hilldale Fellowship awarded 1991 for thesis research in Germany.

German Honors Society, University of Wisconsin-Madison, 1992.

## **PROFESSIONAL ASSOCIATIONS AND ACTIVITIES**

Executive Council, Society for the Advancement of Socio-Economics (SASE), 2002-2005.

SASE Network Organizer “Markets and Institutions,” Society for the Advancement of Socio-Economics, 2001-present.

Fellow, Institute for International Corporate Governance and Accountability, The George Washington University, Washington D.C., 2001 to present.

Member, Society for the Advancement of Socio-Economics (SASE), 1996-present.

Board of Advisors, Program on Law, Business, and Finance in Korea, 2001-present.

Member, American Sociological Association.

Reviewer, *Organization Studies* and *MPIfG Discussion Paper Series*.

## **LANGUAGES**

English (native), German (fluent). Currently studying Japanese.

## **REFERENCES**

Professor Wolfgang Streeck

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