

## Ryohei Nakagawa 中川 亮平

Professor, Faculty of Global Management  
Director, Global Center  
The University of Nagano

Room#B212  
8-49-7 Miwa, Nagano-shi, Nagano 380-8525 Japan  
+81 26 462 2652  
nakagawa.ryohei@u-nagano.ac.jp

### Areas of Specialization:

Japanese economy; corporate governance; labor economics; employment relations

### Professional Background (fulltime positions):

Oct. 2020 – present The University of Nagano (Nagano, Japan)  
Professor (Apr. 2024 – present); Associate Professor (Oct. 2020 – Mar. 2024), Faculty of Global Management  
- Director, Global Center (concurrently in Apr. 2024 – present)

2015 - 2020 Kyoto University of Foreign Studies (Kyoto, Japan)  
Associate Professor / Deputy Chair, Department of Global Studies (2018 – 2020)  
Associate Professor, Department of Global Affairs (2016 – 2018)  
- Director, International Affairs (concurrently in 2018 – 2019)  
- Director, Career Center (concurrently in 2015 – 2018)  
- New Faculty Establishment Office (concurrently in 2016 – 2018)

2010 - 2015 Ritsumeikan University (Kyoto, Japan)  
Assistant Professor, Faculty of International Relations

2009 - 2010 World Economic Forum (Geneva, Switzerland)  
Community Manager / Global Leadership Fellow

2003 - 2008 American International Group, Inc. (AIG), (New York, NY, U.S.A.)  
Senior Analyst, Corporate Research & Development,

1997 - 2000 The Bank of Tokyo-Mitsubishi, Ltd., (Tokyo and Kyoto, Japan)  
Corporate Accounts Officer

### Professional Background (parttime positions):

2020 - 2021 Kyoto University of Foreign Studies, Department of Global Studies (Kyoto, Japan) – Adjunct Lecturer

2019 - 2021 Doshisha University, The Institute for the Liberal Arts (Kyoto, Japan) – Adjunct Lecturer

2015 - 2016 Ritsumeikan University, Graduate School of International Relations / Faculty of International Relations (Kyoto, Japan) – Adjunct Lecturer

2012 - 2015 Doshisha University, The Institute for the Liberal Arts (Kyoto, Japan) – Adjunct Lecturer

2006 - 2008 Columbia University, School of International and Public Affairs / Graduate School of Political Science (New York, NY, U.S.A.) – Teaching Fellow

2002 - 2003 UFJ Institute, Ltd., International Development Consulting Division (Tokyo, Japan) – Contract Researcher

### Education Background:

2019 – 2022 Osaka City University (Osaka, Japan), Graduate School of Business  
Doctor of Business Administration, Sep. 2022 (degree conferred by Osaka Metropolitan University)

2001 - 2003 Columbia University (New York, NY, U.S.A.), School of International and Public Affairs  
Master of International Affairs (MIA), May 2003

1992 - 1997 Tokyo University of Foreign Studies (Tokyo, Japan)  
B.A. in Poland Studies, March 1997

### Publications – (E) in English; (J) in Japanese:

#### Books:

- (J) Ryohei Nakagawa (2024). *Roshi-kankei no Soshikikodo-ron – Jugyoin no Tsutawaru Koe-Tsutawaranai Koe* (Organizational Behavior of Employment Relations – Employee Voices Heard and Unheard), Chuokeizai-sha.
- (J) Ryohei Nakagawa (2023). “Shakai wo Sasaetekita Soshiki toha (Organizations that have been Anchoring the

Society),” in Yoshimura, N. Ed. *Tayo na Soshiki kara Miru Keiei-Kanriron (Business Administration through the Lens of Diverse Organizations)*, Chikura Publishing Company.

- (E) Ryohei Nakagawa (2017). “Shareholding characteristics and imperfect coverage of the Stewardship Code in Japan” in Chiavacci, D. & Lechevalier, S. Eds. *Japanese Political Economy Revisited*, Routledge.

**Thesis:**

- (J) Ryohei Nakagawa (2023). “Employee voice change process during the organizational reforms – Employee relations in Japan’s large chemical manufacturers,” Graduate School of Business, Osaka Metropolitan University.
- (E) Ryohei Nakagawa (2003). “Free Trade Agreements in East Asia: Their Impacts on Capital Flows,” School of International and Public Affairs, Columbia University (in the *Final Report on Cross-Border Capital Flows in the East Asian Region* requested and published by Ministry of Finance, Japan for Japan-Singapore Capital Flow Joint Workshop – February 14, 2003).

**Academic Articles include:**

- (J) Ryohei Nakagawa (2021). “Theoretical Review on Employee Voice and Silence from Labor Economics and Organizational Behavior Perspectives,” *The Business Review (Keiei Kenkyu)*, 72(3), 193-215.
- (J) Ryohei Nakagawa (2021). “The Ambivalence of Employees’ Engagement in Formulating Mid-Term Management Plans: A Contentious Debate over Management Control,” *The Business Review (Keiei Kenkyu)*, 72(2), 135-152.
- (E) Ryohei Nakagawa (2021). “Employee Voices Heard and Unheard – Case Studies in Chemical Industry in Japan,” *Proceedings for the Organizational Management Theory Division Post-Doctoral Workshop, “Doing Organizational Research around the World,”* Academy of Management 2021 (the 81<sup>st</sup> Annual Meeting).
- (E) Ryohei Nakagawa (2020). “Labour Market, Corporate Governance, and Employee Voice, Silence, and Loyalty in the Post-Bubble Japan”. *The 10<sup>th</sup> ILERA (The International Labour and Employment Relations Association) Asian Regional Conference: Quezon City, Philippines.*
- (E) Ryohei Nakagawa (2017). “Working Paper: Japan-India economic relations - Importance of Japan's economic aid as a precursor to private investment”. Institute for Defence Studies and Analyses (IDSA), India.
- (E) Ryohei Nakagawa (2017). “Shareholding characteristics and imperfect coverage of the Stewardship Code in Japan,” *Japan Forum*, Routledge, 29(3), 338-353.
- (E) Ryohei Nakagawa (2015). “Will the existence of investors without profit-maximizing motive make Japan’s Stewardship Code sustainable?” *Proceedings for Eleventh NAJS (Nordic Association for the Study of the Contemporary Japanese Society).*
- (E) Ryohei Nakagawa (2014). “Will the institutionalization of integrated reports in Japan meet the conditions of Coase’s theorem?” *The Ritsumeikan Journal of International Studies*, 27(3), 129-149.
- (E) Ryohei Nakagawa (2013). “A Perspective on Antinomies of Corporate Behaviors after the 1990s in Japan,” *The Ritsumeikan Journal of International Studies*, 25(3), 203-218.
- (E) Ryohei Nakagawa (2013). “An Inter-Group Socio-Psychological Analysis on Resolving Japan-U.S. Economic Frictions,” *The Ritsumeikan Journal of International Relations and Area Studies*, 37, 55-73.
- (E) Ryohei Nakagawa (2012). “Will Current Account Matter So Much to Japan? A Perspective from Its Savings-Investment Balance,” *The Ritsumeikan Journal of International Studies*, 25(1), 167-184.
- (E) Ryohei Nakagawa (2012). “A Perspective on Japan’s Current Account and Industrial Shift in the Post-3.11 Era,” *The Ritsumeikan Journal of International Studies*, 24(3), 73-92.
- (E) Ryohei Nakagawa (2010). “Japan-U.S. Economic Relations towards the World War Two: Rethinking the Point of No Return,” *Ritsumeikan International Affairs*, 9, 101-123.

**Other Research Activities include:**

- (E) AIG Country Risk Reports (monthly; 31 countries/regions, 42 reports in total), *AIG Inc.*, September 2003–December 2008.
- (E) AIG Weekly Foreign Exchange Reports (8 currencies), *AIG Inc.*, November 2006-December 2008.
- (E) Economic and industrial white papers (21 articles), *AIG Inc.*, September 2003–December 2008

**Social Engagements include:**

- U.S.-Japan Leadership Program (administered by the U.S.-Japan Foundation)
- TOMODACHI Program (administered by the U.S.-Japan Council)
- BEYOND Tomorrow (scholarship fund for orphaned and abused children)
- Research Institute for Indo-Pacific Affairs (RIIPA)