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Areas of Specialization:

Corporate governance; labor economics; organizational behavior; Japanese economy

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
- A founding member of Global Studies major (Kansai's first English-based program)
- 2009- 2010 World Economic Forum (Geneva, Switzerland)
Community Manager / Global Leadership Fellow
- Liaised with political, business, and academic leaders from Japan
 - Planned, coordinated, and executed Davos and other conferences
- 2003 - 2008 American International Group, Inc. (AIG), (New York, NY, U.S.A.)
Senior Analyst, Corporate Research & Development,
- Wrote over 150 economic/industry analysis, policy advocacy and sovereign risk papers
 - Selected in Chairman's Forum 2004 (corporate strategy proposal meeting)
 - Remotely directed R&D Japan Office
- 1997 - 2000 The Bank of Tokyo-Mitsubishi, Ltd., (Tokyo and Kyoto, Japan)
Corporate Accounts Officer
- Managed credits of 130 companies with sum loan amount of US\$90 million

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
due to merger)
- Suga Fujio Scholarship Award (JPY600,000 x 3 years)
- 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) Nakagawa, R. (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) Nakagawa, R. (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) Nakagawa, R. (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) Nakagawa, R. (2022). “Employee voice change process during the organizational reforms – Employee relations in Japan’s large chemical manufacturers,” Graduate School of Business, Osaka Metropolitan University.
- (E) Nakagawa, R. (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:

- (E) Nakagawa, R. (2025). “Cozy or tense? Rethinking employee voice within enterprise unionism in Japan,” *AAOS Transactions*, 13(4)(scheduled in April 2025).
- (J) Nakagawa, R. (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) Nakagawa, R. (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) Nakagawa, R. (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 81st Annual Meeting).
- (E) Nakagawa, R. (2020). “Labour Market, Corporate Governance, and Employee Voice, Silence, and Loyalty in the Post-Bubble Japan”. *The 10th ILERA (The International Labour and Employment Relations Association) Asian Regional Conference*: Quezon City, Philippines.
- (E) Nakagawa, R. (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) Nakagawa, R. (2017). “Shareholding characteristics and imperfect coverage of the Stewardship Code in Japan,” *Japan Forum*, Routledge, 29(3), 338-353.
- (E) Nakagawa, R. (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) Nakagawa, R. (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) Nakagawa, R. (2013). "A Perspective on Antinomies of Corporate Behaviors after the 1990s in Japan," *The Ritsumeikan Journal of International Studies*, 25(3), 203-218.
- (E) Nakagawa, R. (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) Nakagawa, R. (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) Nakagawa, R. (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) Nakagawa, R. (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

Academic lectures and presentations include (E) in English; (J) in Japanese:

- (E) Presentation "Change process in employee voice and silence behaviors on intra-organizational status differences," Joint Conference on Management by Kyoto University, The University of Hong Kong and Tsinghua University, Kyoto, Japan: March 2025.
- (J) Lecture and debate "Organizational behavior of employment relations – Employee voices heard and unheard: Rethinking employer-employee dialogues in the age of uncertainty," Academic Association for Organizational Science (AAOS) Series Event, Tokyo, Japan: February 2025.
- (E) Presentation "Cozy or tense? Rethinking employee voice within enterprise unionism in Japan," Academic Association for Organizational Science (AAOS) Annual Meeting 2025, Tokyo, Japan: September 2024.
- (J) Lecture "Relationship between the top management team and labor unions," Kwansei Gakuin University Graduate School of Business, Osaka, Japan: August 2024.
- (E) Lecture "Submissive or vocal? – Reexamining organizational and social subordinate voices in Japan," Université Paris Cité - Centre de recherche sur les civilisations de l'Asie orientale (CRCAO), Paris, France (online): February 2024.
- (E) Presentation "Speak no evil or voice? – Rethinking organizational and social rigidity in Japan from the lens of subordinate voices from ancient age to the present," Polish Association of Japanese Studies (PAJS) 20th anniversary Meeting, Toruń, Poland: November 2023.
- (E) Presentation "Change process of labor unions' voice and rethinking the joint consultation system – Cases at major chemical manufacturers," The 96th Annual Conference, Japan Academy of Business Administration (JABA), Tokyo, Japan: September 2022.
- (J) Presentation "Changes in employee voice and oral information," the 664th Meeting of Japan Academy of Business Administration (JABA) Kansai Chapter (online): December 2021.
- (J) Presentation "Organizational changes and employees' two types of voice behaviors – Case studies from the chemical companies in Japan," Academic Association for Organizational Science (AAOS) Annual Meeting 2022, Kobe, Japan (online): December 2021.
- (E) Presentation "Employee voice, silence, and loyalty in the post-bubble Japan," The 6th International Conference of the European Association for Japanese Studies (EAJS), Gent, Belgium (online): August 2021.

(as of April 2025)

- (E) Presentation “Employee voices heard and unheard – Case studies in chemical industry in Japan,” Academy of Management 2021 (the 81st Annual Meeting), the Organizational Management Theory Division Post-Doctoral Workshop “Doing Organizational Research around the World,” Philadelphia, U.S.A. (online): August 2021.
- (E) Presentation “Labour Market, Corporate Governance, and Employee Voice, Silence, and Loyalty in the Post-Bubble Japan,” the 10th Asian Regional Congress of the International Labour and Employment Relations Association (ILERA), Quezon City, Philippines: December 2020.
- (J) Presentation “Shareholding characteristics and imperfect coverage of the stewardship code in Japan,” Academic Association for Organizational Science (AAOS) Kansai Chapter, Suita, Japan: March 2018.
- (E) Panelist “Japan-India economic relations - Importance of Japan's economic aid as a precursor to private investment,” India-Japan Symposium “Shifting Geopolitics in Asia: India-Japan Relations and Future of the Indo-Pacific Region,” Institute for Defence Studies and Analyses (IDSA), New Delhi, India: December 2017.
- (E) Presentation “Rethinking the commitment balance between corporations, institutional investors, workers/consumers, and the government in Japan,” The 15th European Association for Japanese Studies (EAJS) International Conference, Lisbon, Portugal: August 2017.
- (E) Presentation “On wage negotiation power and flat wages after the 2000s in Japan,” The Second European Association for Japanese Studies (EAJS) Japan Conference, Kobe, Japan: September 2016.
- (E) Presentation “Will the existence of investors without profit-maximizing motive make Japan’s Stewardship Code sustainable?” The Eleventh Nordic Association for the Study of Contemporary Japanese Society (NAJS) Conference, Lund, Sweden: March 2015.
- (E) Presentation “Will Integrated Reports Ease Antinomies of Corporate Behaviors in Japan?” the 14th International Conference of the European Association for Japanese Studies (EAJS), Ljubljana, Slovenia: August 2014.
- (E) Presentation “Antinomies of Corporate ‘Westernization’ after the 1990s in Japan,” the 1st European Association for Japanese Studies (EAJS) Japan Conference, Kyoto, Japan: September 2013.

Research grants:

- JSPS KAKENHI Grant Number (C) 25K05237 “Research on the change process of intra-organizational status differences and employees’ voice-silence behaviors”: JPY2,800,000. AY2025-2027.
- Japan Securities Scholarship Foundation – The 2023 Research Publication Grant: JPY1,000,000. September 2023.
- JSPS KAKENHI Grant Number (C)20K01925 “Research on employee voice and silence behaviors and their relations with loyalty”: JPY2,080,000. AY2020-2022 (extended to AY2024 due to pandemic).

Courses taught (E) in English; (J) in Japanese:

- The University of Nagano – Graduate School of Social Innovation / Faculty of Global Management (Nagano, Japan)
 - Graduate level: (J) Corporate Governance
 - Undergraduate level: (J) Basic Economics (Macro); (J) Macroeconomics; (E) Global Economy; (J) Graduation Thesis; (J) Global Management Seminars
- Kyoto University of Foreign Studies – Department of Global Studies (Kyoto, Japan)
 - Undergraduate level: (E) Issues in Global Economy and Business; (E) Japanese Economy; (E) Global Engagement and Peace; (E) Career Development; (E) Country Risk Analysis; (E) Global Business Seminar; (E) Graduation Thesis; (E) Business Strategy; (E) International Business Strategy; (J) International Business
- Doshisha University – The Institute for the Liberal Arts (Kyoto, Japan)
 - Undergraduate level: (E) Financial Systems in Japan; (E) Industry and Labor in Contemporary Japan
- Ritsumeikan University – Faculty of International Relations (Kyoto, Japan)
 - Graduate level: (E) Japanese Business Management
 - Undergraduate level: (E, J) Japanese Economy; (E, J) International Business Operations; Basic Economics (E); (J) Economic Policy; (E) Business Administration in Japan; (J) Professional Workshop on Business; (J)

International Relations Seminar; (J) Graduation Thesis

- Columbia University - School of International and Public Affairs / Graduate School of Political Science (New York, NY, U.S.A.)
 - Graduate level: (E) U.S.-Japan Relations

University administrative experiences:

- The University of Nagano (Nagano, Japan)
 - Director, Global Center (AY2024-ongoing)
 - Graduate school of Social Innovation meeting member (AY2022-ongoing)
 - Admissions committee member (AY2021-2022)
- Kyoto University of Foreign Studies (Kyoto, Japan)
 - The New Faculty Preparation Office: Founded Department of Global Studies (AY2015-2017)
 - Vice Chair, Department of Global Studies (AY2018-2020)
 - Director, International Affairs (AY2018)
 - University Steering Committee member (AY2015-2018)
 - International Affairs Committee member (AY2017-2020); chair (AY2018-2020)
 - Academic Affairs Committee member (AY2018-2020)
 - Director, Career Center (AY2015-2017)
- Ritsumeikan University (Kyoto, Japan)
 - Founding member of Global Studies major, Faculty of International Relations
 - Coordinator of the freshmen seminars (AY2011-2014)

Social engagements include:

- U.S.-Japan Leadership Program (administered by the U.S.-Japan Foundation): Delegate (2010-2011); Fellow (2011-present); Fellows Advisory Committee member (2016-2020)
- 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): Member of the council meetings
- Nagano Employers' Association: Lecture "Corporate Governance" (scheduled in Fall 2025).