

CURRICULUM VITAE

Yvonne Maria McNulty

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NAME: Yvonne Maria McNulty
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EDUCATION:

2000 Bachelor of Business, Southern Cross University, Australia
2001 Bachelor of Business with Honours, Southern Cross University, Australia
2002-2008 Phd Candidate, Monash University, Australia (expected thesis submission: December 2008)
Supervisors: Professor Helen De Cieri, Assoc Professor Kate Hutchings
Professor Phyllis Tharenou

PROFESSIONAL ASSOCIATIONS:

Academy of Management – 2002 to present
Australian & New Zealand Academy of Management – 2004 to present
Asia Academy of Management – 2005 to present
Academy of International Business – 2004 to present
Society of Human Resource Management (SHRM) – 2000 to present
Australian Human Resource Institute (AHRI) – 2004 to present
Singapore Human Resources Institute (SHRI) – 2005 to present
Singapore Institute of Management – 2005 to present
Primetime Women’s Business and Professional Association (Singapore) – 2005 to present
Toastmasters International – 2002 to 2005

COMMUNITY SERVICE

2008

Elected General Representative of Monash Postgraduate Association Executive Committee (one year appointment)
HR Co-Chair, Primetime Women’s Business and Professional Association, Singapore (two year appointment)

ACADEMIC EXPERIENCE:

2003

Cabrini College, Radnor, Philadelphia, USA
Adjunct Faculty, Lecturer – International Management (undergraduate, fall 2003)
Adjunct Faculty, Lecturer – Human Resource Management (to cover sick leave, fall 2003)
Adjunct Faculty, Lecturer – Study Abroad (Australia) Program (undergraduate, fall 2003)

2004

Cabrini College, Radnor, Philadelphia, USA
Adjunct Faculty, Lecturer – Study Abroad (Australia) Program (undergraduate, spring 2004)

Monash University, Australian Centre for Research in Employment and Work (ACREW), Caulfield, Australia.
3 June 2004

Seminar - "*Expatriate Return on Investment*"

Monash University, Faculty of Business & Economics, Department of Management, Gippsland, Australia. 2 June 2004

Seminar - "*The content and process of doing a thesis on 'Expatriate Return on Investment' by distance*"

2005

Baruch College, City University of New York, USA. 16 February 2005 (MBA Class)

Guest Lecture - "*The Trailing Spouse*"

2007

Singapore Management University, Lee Kong Chian School of Business, Singapore. 2 November 2007

Seminar - "*The Truth About Expatriate Return on Investment in Global Firms: Facts, Frustrations, and the Future of Mobility*"

Chicago Graduate School of Business, Singapore. 26 October 2007

Seminar - "*Expatriate Return on Investment in Global Firms*"

Monash University, Faculty of Business & Economics, Department of Management. Kuala Lumpur, Malaysia.

17 September 2007

Seminar - "*Measuring Expatriate Return on Investment: Empirical Evidence from Global Firms*"

National University of Singapore, Business School, Singapore. 5 September 2007

Seminar - "*Uncovering The Truth About Expatriate Return on Investment: Revelations from Global Firms*"

AWARDS:

2007 Best Reviewer Award, International Management Division, US Academy of Management Meeting, Philadelphia, Pennsylvania, USA.

2005 Best Reviewer Award, International Management Division, US Academy of Management Meeting, Honolulu, Hawaii, USA.

2004 Best Paper, International Management Division, Academy of Management Meeting, New Orleans, Louisiana, USA.

RESEARCH PUBLICATIONS:

McNulty, Y.M., De Cieri, H. and Hutchings, K. (under review). *Do Global Firms Measure Expatriate Return on Investment? An Empirical Examination of Measures, Barriers and Variables Influencing Global Staffing Practices*. International Journal of Human Resource Management, Special Issue on Global Staffing Practices edited by Hugh Scullion and David Collings (publication date - 2009)

McNulty, Y.M. 2008. *How a major multinational is working to overcome the barriers to improved expatriate ROI*. Global Business and Organizational Excellence Journal, Vol 27, No. 3, pp38-47.

McNulty, Y. 2007. *Barriers To Measuring Expatriate Return on Investment in Global Firms*. In Hutchings, K. and Zhu, C.J. (Eds). International Business in the Asia-Pacific Region: Challenges, Opportunities and Strategies for Research and Practice Proceedings of the IBRG/UIBE Conference. CD-ROM. International Business Research Group (IBRG), Monash University. Beijing, China, 22-24 September 2007

McNulty, Y. M., De Cieri, H., & Hutchings, K. 2007. *Measuring expatriate return on investment: Empirical evidence from global firms*. Monash University Working Paper Series 01-07. Melbourne.

McNulty, Y., & Tharenou, P. 2006. *Moving the research agenda forward on expatriate return on investment*. In M. Morley, N.Heraty, and D. Collings (Eds.), *New Directions in Expatriate Research*, 18-38, Hampshire, UK: Palgrave-Macmillan.

“Yvonne McNulty: Breaking The Trailing Spouse Mold”, (2006). Global Workforce Professional Profile. In C. Vance (Ed.), *Managing a Global Workforce*. New York: ME Sharpe.

McNulty, Y., & Tharenou, P. 2004. *Expatriate return on investment: A definition and antecedents*. *Journal of International Studies of Management and Organization*, Vol. 34, No. 3, pp 68-95.

McNulty, Y., & Tharenou, P. 2004. *Expatriate return on investment*. In K.M. Weaver (Ed.), 2004 Academy of Management Best Paper Proceedings. CD-ROM. U.S. Academy of Management Meeting, New Orleans, Louisiana, 6-11 August. CD Rom, IM: F1-F6.

“The Trailing Spouse: Barrier to Mobility or International Asset?”, Unpublished thesis, April 2002

RESEARCH PRESENTATIONS AND CONFERENCES:

“Do Global Firms Measure Expatriate Return on Investment? An Empirical Examination of Measures, Barriers, and Antecedents”, Academy of International Business Conference, Milan, Italy, 30 June – 3 July 2008

Doctoral Consortium, Academy of International Business Conference, Milan, Italy, 30 June 2007 (invited attendance)

“Barriers To Measuring Expatriate Return on Investment in Global Firms”, McNulty, Y. 2007. Monash University and University of International Business and Economics (UIBE), International Business in the Asia-Pacific Region: Challenges, Opportunities and Strategies for Research and Practice Conference, Beijing, China, 22–24 September 2007

“Expatriate Return on Investment”, Poster presented at the Monash University HDR Poster Exhibition, Melbourne, Australia, 22 August 2007

“Measuring Expatriate Return on Investment: Empirical Evidence from Global Firms”, U.S. Academy of Management Meeting, Philadelphia, Pennsylvania, 3-8 August 2007

Doctoral Consortium (IM Division), U.S. Academy of Management Meeting, Philadelphia, Pennsylvania, 4 August 2007 (invited attendance)

“Expatriate Return on Investment”, Monash University Faculty of Business and Economics 11th Annual Doctoral Conference, Melbourne, 11-13 September 2006

“Expatriate Return on Investment”, U.S. Academy of Management Meeting, New Orleans, Louisiana, 6-11 August 2004

Doctoral Consortium (IM Division), U.S. Academy of Management Meeting, Seattle, Washington, 2 August 2003 (invited attendance)

RESEARCH INTERESTS:

- International business
- International mobility and its impact on HRM-firm performance
- Work-family conflict in expatriation
- Changing nature of the traditional expatriation model
- Expatriate retention

RESEARCH FUNDING:

2008 -- USD\$750 – AIB Sheth Foundation Travel Stipend

2007 -- AUD\$16,000 - ORC Worldwide (London)

2007 -- AUD\$2,100 – Monash University Travel Grant

2007 -- AUD\$500 – Monash University Study Grant

2002 -- AUD\$750 – Helen M Schutt Trust Scholarship, Monash University

JOURNAL AND CONFERENCE REVIEW:

Journal of International Business Studies (2008)

European Management Journal (2008)

Personnel Review (2006-2008)

International Journal of Human Resource Management and Development (2007-2008)

Community, Work, and Family (2007-2008)

US Academy of Management Meeting:

IM Division (2005-2008)

HR Division (2006-2008)

Academy of International Business Meeting (2007-2008)

Monash University/UIBE Conference (2007)

Journal of International Studies of Management & Organization (2004)

RESEARCH COLLABORATIONS:

2008 National University of Singapore

‘The influence of work-family conflict on expatriates in Singapore: Examining intent-to-stay and intent-to-extend’
Assistant Professor Zhaoli Song, Department of Management and Organization, NUS Business School

BUSINESS EXPERIENCE:

2001 – Present

The Trailing Spouse -- USA, Singapore

HR consultant, researcher, and conference speaker on international mobility issues

2002 - 2003

Families In Global Transition -- Memphis, TN, USA

One year appointment to Board of Directors as Financial Development Director for a non-profit educational organisation specializing in the expatriation and repatriation challenges of internationally mobile families.

1999 - 2000

PricewaterhouseCoopers -- Sydney, Australia

Executive Assistant to Managing Partner

1987 - 1991

Royal Australian Navy -- Melbourne - Canberra - Sydney, Australia

Non-commissioned officer in communications/intelligence branch of RAN, with specialist postings to Submarine Operating Authority, Naval Communications Station, Maritime Headquarters, & Patrol Boat Co-ordination Centre

CONSULTING PROJECTS:

2008 – Permits Foundation, The Netherlands

2008 – Cartus, Singapore

2006 -- South African Remuneration Association (SARA), Johannesburg

2006 -- National Foreign Trade Council, New York

2005 -- GMAC Global Relocation Services, Chicago

2002 to present -- ORC Worldwide, London

2002–2003 -- Families in Global Transition, Dallas

2001 to present -- Expatica HR, Amsterdam

PRACTITIONER PRESENTATIONS AND CONFERENCES:

"Expatriate Return on Investment", Asia Pacific Compensation & Benefits Forum, Singapore, 4-6 November 2008

"Return on Investment (ROI) of Expatriate Assignments", ORC Worldwide Asia MNC Roundtable Meeting, Langkawi, Malaysia, 23-24 October 2008

"Return on Investment for Companies and Expatriates in the Global Mobility Arena" (Plenary Speaker), Deloitte Touche Tohmatsu Annual Asia Pacific Global Employer Services Conference, Hong Kong, 16-19 September 2008

"Global Mobility Management – Return on Investment", Deloitte Touche Tohmatsu Annual EMEA Global Employer Services Conference, Athens, Greece, 25-27 June 2008

"Maximizing ROI of Organizational Leaders", Effective Expatriate Management Conference, Singapore, 13 November 2007

"Expatriate Return on Investment and Talent Management: Advice from Global Firms", Deloitte Touche Tohmatsu and ORC Worldwide, Talent Management Conference, London, 10 October 2007

"Resources for the trailing spouse", Philips Quarterly Spouse Orientation Seminar, Singapore, 13 September 2007

"Expatriate Return on Investment", ECA International, Second Annual Strategic Discussion Forum, Singapore, 4 September 2007

"One Assignment, Two Lives: Dual-Careers and The Trailing Spouse", Singapore Human Resources Institute (SHRI), Cultural Intelligence Community of Practice Seminar, Singapore, 17 August 2007

"One Assignment, Two Lives: Dual-Careers and The Trailing Spouse", Primetime Women's Business and Professional Association, Singapore, 12 July 2007

"Measuring Expatriate Return on Investment in Global Firms", Deloitte Touche Tohmatsu Annual EMEA International Assignment Services Client Conference, Barcelona, Spain, 27-29 June 2007

"Measuring Expatriate Return on Investment in Global Firms", Magellan International Human Resources Network, Singapore, 15 February 2007

"Expatriate Return on Investment", South African Remuneration Association - Expatriate Management Group Conference, Johannesburg, South Africa, 27 September 2006 (via video link)

"Expatriate Return on Investment", National Foreign Trade Council - Expatriate Management Special Interest Group Meeting, New York, 14 September 2006 (via conference link)

"Understanding Expatriate Return on Investment", 11th World HR Congress 2006, Singapore, 29 May - 1 June 2006

"Expatriate Return on Investment: What it is, What it isn't", ORC Worldwide Asia Roundtable Conference, Singapore, 27-28 April 2006

"The Trailing Spouse", 2004 Families in Global Transition Conference, Dallas, Texas, 25-27 March

"Expatriate Return on Investment", 2003 Expatica HR Best Practices for Managing Your International Workforce Conference, Brussels Belgium, 12 June 2003

PRACTITIONER PUBLICATIONS:

"On my own terms", Compass Magazine for Monash Postgraduate Association, April/May 2008

"Facts About Trailing Families", Expat Living Kids Guide Singapore, November 2007

"Measuring Expatriate Return on Investment", Relocation Today, Vol 9, Iss 1, January 2007

"Female Executives on International Assignments", Workforce Management, 18 January 2007

"Baby Onboard", Expat Living Magazine, Singapore, September 2006

"What expatriates want - and expect - from human resources", Innovations in International HR, Volume 32, Number 2, Spring 2006

"World HR congress reveals best HR strategies for the future", Expatica HR, June 2006

"Industry Surveys 2005: A review of the best (Part 3)", Expatica HR, May 2006

"Industry Surveys 2005: A review of the best (Part 2)", Expatica HR, May 2006

"Industry Surveys 2005: A review of the best (Part 1)", Expatica HR, May 2006

"The USA is a hardship posting by comparison", ORC Global Workforce Quarterly Newsletter, Spring 2006

"Relocating to Singapore", Expatica HR, November 2005

"Introducing The Conference Board", Expatica HR, August 2005

"Industry Surveys 2004: A review of the best", Human Capital Plus Magazine for Singapore Human Resource Institute (SHRI), May 2005

"Understanding Expatriate Return on Investment - Improving the Bottom Line", SHRM Global, April 2005

"Defining Expatriate Return on Investment", Expatica HR, April 2005

"Industry Surveys 2004: A review of the best (Part I1)", Expatica HR, April 2005

"Industry Surveys 2004: A review of the best (Part I)", Expatica HR, March 2005

"My Life: The Accidental Academic", Global Connection Magazine for Expat Partners, Spring 2004

"Using expatriate industry surveys: A review of the best", Expatica HR, April 2004

"Using expatriate industry surveys: What to look for", Expatica HR, April 2004

"Understanding a new phenomenon: The male trailing spouse", Expatica HR, March 2004

"Career programmes: costs, risks, and HR's role", Expatica HR, July 2003

"How to evaluate a career programme", Expatica HR, June 2003

"Expat ROI Models to Consider", Expatica HR, May 2003

"International Mobility & The Bottom Line", Expatica HR, April 2003

PRACTITIONER PRESS:

"The Mobile Family: How the spouses of high-flying executives deal with moving across borders and cultures", Financial Times Wealth Magazine, Issue 3, Autumn, September 2008

"Expatriate Assignments: Are you addicted?", Weekly Telegraph (UK), 28 August 2008

"Confessions of a Trailing Spouse: Unpacking and repacking your life as an expatriate wife can cost a woman more than her job", Elle (Singapore), July 2008

"Finally, two incomes during the years abroad", International Herald Tribune, 30 May 2008

"Expatriate Networking: Helping You Improve the Success of Expatriate Assignments", Mobility Magazine, ERC Worldwide, September 2007

"Expatriate Women in Azerbaijan", InBaku Magazine, 29 March 2007

"Always Beginning Again", The Financial Times, 3 November 2006

"Cream of the Crop", Mobility Magazine for Worldwide ERC, September 2006

"What expatriates want - and expect - from human resources" Culture Crossing E-Note, September 2006

"Global Mobility: The impact of trailing spouses on assignment success", Published interview with Jigyasa Human Resources Consulting, Singapore, May 2006

"Coping with being the trailing male" Global Connection Journal for Expatriate Partners, Vol 4, Issue 1, 2006

"Lost in the Shuffle", Human Resource Executive Magazine, January 2006

"Changing the way governments do business with expatriate spouses", Expatica HR, March 2005

"An unexpected shock to the system", UK Weekly Telegraph, September 2004

"It Takes More Than Two To Tango" BusinessForum China, July/August 2004

"Lost in the Move Abroad", UK Weekly Telegraph, July 2004

"Trailing spouse's job needs start to get more company time", Expatica HR, March 2004

"Who looks after HR abroad?", Expatica HR, December 2003

"Back to university whilst living abroad", Expatica HR, August 2003

"War in Iraq: how HR is reacting, and what you can do for your expats", Expatica HR, March 2003

"Supporting Moves", HR Monthly, August 2002

"Plight of the trailing spouse", The Sun Herald, 2 June 2002

"Expatriate families need support", Australian Financial Review, 17 May 2002

"The Trailing Spouse" Going Global, 10 May 2002

"Trials of the trailing spouse", The New Zealand Herald, February 2002

"A Trailing Spouse Catches Up", The Australian, 6 May 2002

"Tough truth of life abroad", Sunday Telegraph, 5 May 2002

“How to be a happy trailing spouse”, The New Zealand Herald, February 2002

“It Takes Two”, The Financial Times, February 2002

“Turning spousal survey data into policy”, Expatica HR, January 2002

“How prepared are global HR managers?”, Expatica HR, December 2001

RADIO INTERVIEWS:

“The Male Trailing Spouse”, BBC World Radio Service London “Business Daily with Lesley Curwen”, two-panel radio interview, 25 February 2008

“The Trailing Spouse”, ABC Radio Sydney “Morning Show with Deborah Cameron”, radio interview, 18 January 2008

“Trailing Spouses”, ABC National Radio “Life Matters with Julie McCrossin”, Two-panel radio interview, 8 May 2002

“The Trailing Spouse”, ABC National Radio “Evenings with James O’Loughlin”, Talk-back radio interview, 8 May 2002

“The Trailing Spouse”, ABC National Radio Coffs Harbour with Paul Kielly, Interview, 6 May 2002

PERSONAL INFORMATION:

Date of Birth: 22 May 1968, Perth, Australia

Citizenship: Australian

Marital Status: Married Stephen McNulty, 30 December 1998, Glasgow Scotland

Children: Lauren Amelia McNulty, born 26 August 2004 (Philadelphia)
Catherine Emily McNulty, born 1 January 2006 (Singapore)