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Professor Zhao graduated from the English Language and Literature Department, Nanjing University in 1977. He received his Master Degree of Linguistics and Education (1983) and Ph.D. in Higher Education and Human Resource Management (1990) from Claremont Graduate University in California, United States. He was a post-doctoral fellow of human resource management at the College of Business, Florida Atlantic University, United States in 1990-1991.

Professor Zhao is an internationally-known scholar in human resource management and multinational business management. He was among the very first group of scholars who introduced western human resource management theory to China. He chaired several researched projects for the National Natural Science Foundation, Ministry of Education, Ministry of Science and Technology, and Jiangsu Provincial Government. He conducted many national studies of Chinese corporations, sought to apply management theory into Chinese practice, and proposed some human resource management theories feasible to Chinese firms. He has published more than 20 books and over 200 academic papers and articles, such as *Human Resource Management in Transnational Corporation* (co-authored with Peter J. Dowling and Denise E. Welch, Beijing: China Renmin University, 2001); *Research on Human Resource Management* (Beijing: China Renmin University, 2001); *The New Development of Human Resource Management Research*, (co-edited with Feng Zhiyan and Liu Hong, Nanjing: Nanjing University Press, 2002); *Research on Human Resource Management Strategies in Corporate Groups*, (Nanjing, Nanjing University Press, 2003); *Human Resource Management, 9th edition* (co-authored with Robert Mathis and John Jackson, Beijing: Publishing House of Electronics Industry, 2003); *Research on Human Resource Management Strategies in Corporate Groups* (Nanjing: Nanjing University Press, 2003).

Professor Zhao successfully organized and held five international symposia on multinational business management in 1992, 1996, 1999, 2002, and 2005. He has received awards from the China's States Council, the Ministry of Education, Jiangsu Provincial Government and Nanjing University. He is the co-editor of the International Journal of Cross Culture Management in U.K. In 2003 his book

Research on Human Resource Management received award for China's 13th Best Book Awards (2003), First Prize for Outstanding Research of Jiangsu Province's Eighth Philosophical and Social Sciences Awards by Jiangsu Provincial Government (2003), and the First Prize Award from the Ministry of Education of China (2006). He was named the best administrator and professor of the year by Nanjing University in 2003 and outstanding professor by Jiangsu Provincial Government in 2006. He received the China Business Dean's Leadership Award from SmartFortune in Macao in 2004. He was named as one of the ten most influential management gurus in China for three years since 2004 by *World Executives Week*, *People.com*, etc.

Professor Zhao was selected in 1996 by the State Education Commission of the PRC as one of the five scholars in Management from the whole nation for China's Trans-century Excellent Young Scholars Fund. He was selected by eight ministries of China as one of the best scholars of the "National Hundred, Thousand, and Ten Thousand Talent Project" in 1997. He was also named as the first-level scholar for the "333 Trans-century Academic and Technological Chairperson Project" and the Chief Scientist by Jiangsu Provincial Government in 1998-2006 and 2007-2010.

Professor Zhao has been a member of the Guidance Committee for National Business Degrees Programs of the Ministry of Education of China and now he is the Vice Chairman for the Committee (1999-2006, 2007-2010); a review committee member of The Eighth and Ninth Review Committee of Natural Science Foundation of China (2000-2001, 2002-2003), a committee member of The Fourth and Fifth Science and Technology Academic Committee of the Ministry of Education of China, (2000-2010), and a committee member of the Guidance Committee of National MBA Education of China (2003-2010).

Professor Zhao has been a Visiting Professor at the Marshall School of Business, the University of Southern California since 1997. He taught at UMSL in summers of 1994, 2003, and 2006. He will teach global human resource management course for international MBA students at UMSL this summer. He has lectured in the United States, Canada, Japan, the United Kingdom, Ireland, Germany, Australia, the Netherlands, and Singapore, etc. He is also an Independent Director of the Board for three companies, including KHD Humboldt Wedag International (listed in NYSE). He is a management consultant for several Chinese and international firms.