



Hitotsubashi University
Institute of Innovation Research

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ANNUAL REPORT 2024 - 2025



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FY2024 – FY2025

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About IIR

‘To become a world-class of excellence for research in social processes of innovation’ — The Institute of Innovation Research (IIR) was established at Hitotsubashi University to achieve this aim in April 1997, as the result of the reorganization of the Institute of Business Research, whose main pursuit had been the theoretical and empirical analysis of business, society and management.

It is indispensable for a populous country with poor natural resources like Japan to generate innovation. The importance of innovation has considerably increased since 1990s when growth by catching up with Western competitors was no longer possible. We have, however, insufficient understanding on how innovation is generated, which involves the long and social process for turning technological invention into industrial development.

Innovation is a complex social phenomenon in which economic, political, organizational, historical and legislative factors are correlated with each other. In order to clarify this process, there needed to be places for interdisciplinary, systematic research where people from various fields of social science could work together utilizing the knowledge of natural science. This is how the IIR was established as an interdisciplinary research institute concentrating on the innovation process.

Missions

The first mission of the IIR is to study the innovation generation process systematically and empirically, understanding innovation as something to bring about economic value, and to contribute to the improvement of theoretical and practical knowledge. The role of the IIR also encompasses the clarification of social and economic impacts of innovation.

The second mission is to build a bridge between theory and practice on innovation. Since innovation is “living phenomenon,” one needs to be deeply involved in the front line of practice and understand specific problems happening there. In order to achieve the ultimate objective of facilitating innovation, there should be certain mechanisms for applying theoretical knowledge to the front line of innovation. In this sense, the IIR has to play an important role in linking theory and practice.

The third mission is to be an open research center which serves as a place for knowledge fusions between researchers from different countries. As the importance of innovation is and will be growing in East Asian countries, promoting interactions with researchers from these countries is very important for Japan in contributing to the development of this region. Thus, the IIR’s missions also include the accumulation of qualitative and quantitative information on Japanese innovation.

Research Areas

In order to pursue its mission of studying the innovation process systematically and empirically, the activities of IIR have covered the following areas of research since its establishment.

“Research on Technological Innovation” and “Research on Management Innovation” are the areas in which factors facilitating innovation such as technology, organizations and management methods are being studied. “Research on Entrepreneurs” analyzes the personal characteristics of entrepreneurs as innovation initiators in order to go deep into the realities of innovation. “Research on Social Networks” explores how networks of private firms, universities, individuals, and other entities and parties affect innovation.

“Business History Research” and “Technology History Research” look at the above areas of empirical research from a broader perspective, understand their historical contexts, and trace the development processes of innovation over time. “Research on Institutions for Innovation” focuses on clarifying the influences of accounting and legal and institutional systems (such as those about intellectual property rights) on innovation.

“Research on Knowledge Management” synthesizes and attempts to understand all these empirical areas of research from a broader, theoretical perspective. Finally, “International Comparative Research” involves comparison, demonstration and analysis on an international scale.

We believe that our research at the IIR offers an important opportunity to foster creativity and innovation in Japan in order to bring about transformation and development in business organizations and the economy. We wish to create a world-class, international research institute where people from all over the world can conduct research together.

“Research on Knowledge Management” synthesizes and attempts to understand all these empirical areas of research from a broader, theoretical perspective. Finally, “International Comparative Research” involves comparison, demonstration and analysis on an international scale.

We believe that our research at the IIR offers an important opportunity to foster creativity and innovation in Japan in order to bring about transformation and development in business organizations and the economy. We wish to create a world-class, international research institute where people from all over the world can conduct research together.



I. Research Activities

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Institute of Innovation Research

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1) Innovation Research Forum — Apr. 2024 ~ Mar. 2026

The following is the list of lectures given as part of the Innovation Research Forum during 2024-2025 academic year:

Apr.19, 2024	Emilene Leite Senior Lecturer, Örebro University, Sweden “Global versus Local CSR Strategies to Re(gain) Legitimacy after a Socio-ecological Disaster: The Case of Vale’ in Brumadinho (Brazil)”
Apr.24, 2024	Dong-hyu Kim Senior Lecturer, University of Glasgow “Effects of Standards on Patents and Strategic Approach to Technical Standardisation” Yuheng Ding Economist, World Bank “Mega Firms and Recent Trends in the U.S. Innovation: Empirical Evidence from the U.S. Patent Data”
May 15, 2024	Paul Jensen Professor, University of Melbourne “The Effect of University-industry Collaboration Subsidies on Firm Performance”
Jul. 8, 2024	Paul Wiegmann Assistant Professor, Eindhoven University of Technology “Measuring Societal Impacts of Standards”
Oct. 23, 2024	Hang Yuan Ph.D. Candidate in Management Studies, Graduate School of Commerce, Waseda University “Imprinted Language Policy in Post-Colonialism: Unraveling the Tapestry of Language Policies in MNEs and Their Efficiency Paradigms”
Dec. 18, 2024	Michael Cusumano Sloan Management Review Distinguished Professor of Management, MIT Sloan School of Management / Visiting Professor, Institute of Innovation Research, Hitotsubashi University “The Impact of Platform Business Models on the Valuations of Unicorn Companies”
Apr. 9, 2025	David A. Kirsch Associate Professor at the Robert H. Smith School of Business and the College of Information Studies (by courtesy) at the University of Maryland “Unlocking Generality: Resurfacing Uncertainty across Applications of the Lithium-ion Battery”
Jun. 30, 2025	Cole Evan Short Assistant Professor, Pepperdine University / Visiting Associate Professor, Institute of Innovation Research, Hitotsubashi University “Rare Diseases, Real Options: Unlocking Strategic Value in Pharmaceutical Innovation”
Oct. 15, 2025	Cornelia Storz Professor, Goethe University, Frankfurt “Business Scholars on Boards and Firm Innovation”
Oct. 27, 2025	Mauricio Latapi Assistant Professor, Mount Royal University, Canada “Shaping Sustainable Futures: Innovation in Reporting and Zero-Emission Pathways for the Shipping and Energy Sectors”

- Nov. 26, 2025 Victor Gilsing
Professor, School of Business and Economics, the Vrije Universiteit Amsterdam
“The Innovation Puzzle: Banish the Innovation Killers and Become an Emerging Champion”
- Feb. 4, 2026 Lee Jiman
Professor, Yonsei University, School of Business / Visiting Researcher, Institute of Innovation Research, Hitotsubashi University
“Intergenerational Transfer of Knowledge and Skills in a Long-lived Family Business: The Case of ‘MinSokJu AnDong Soju’ & Further Research Proposal”
- Mar. 30, 2026 Israr Qureshi
Professor of Digital Development and Social Entrepreneurship, Queen’s Business School, Queen’s University Belfast
“Technoficing: From Idea to Measurement and Beyond”

2) Brown Bag Lunch Seminar — Apr. 2024 ~ Mar. 2026

The following is the list of lectures given as part of the Brown Bag Lunch Seminar during 2024-2025 academic year:

Apr. 25, 2024	Sandra Hasanefendic Group founder Breakthrough Tech Innovation, Assistant Professor in Breakthrough Technology, Faculty of Science, Vrije Universiteit Amsterdam, the Netherlands “Smarter Wellbeing: How to Upscale Breakthrough Technologies for the Environmental and Societal Good”
Jul. 24, 2024	Francesca Mariotti Senior Lecturer, Cardiff School of Management, Cardiff Metropolitan University “Recombinant Innovation and Interfirm Networks in the Motorsport Industry”
Sep. 10, 2024	Ilir Haxhi Associate Professor of Strategy & International Management, Amsterdam Business School, University of Amsterdam “After the Collapse: Spontaneous Institutionalization and the Emergence of Market Institutions”
Oct. 22, 2024	Kodo Yokozawa Professor, Graduate School of International Social Sciences, Yokohama National University “Anxiety that Drives Kaizen: A Strategic Blueprint for Kaizen Implementation across Borders”
Feb. 6, 2025	Patrik Ström Director, European Institute of Japanese Studies (EIJS) and Center for Asian Studies (CAS), Stockholm School of Economics “Japan-EU Relations in Times of Changing Geopolitical and Geoeconomic Dynamics”
Mar. 27, 2026	Ricardo Azambuja Associate Professor, EDHEC Business School, France “How to Publish Qualitative Data in FT-listed Journals”

■ IIR Innovation Research Workshop 2024

Date: [August 29-30, 2024](#)

Venue: Mercury Tower 7F, Hitotsubashi University and Zoom Online

Organized by: IIR, Hitotsubashi University

[August 29](#)

Language: English

Welcoming Message:

10:00-10:10: Masaru KARUBE

Session: Tech Trajectory (Chair: Kentaro NAKAJIMA)

10:10-10:40: Natsuki KAMAKURA

“Revisiting the Periphery Concept and Its Applicability to Technological Trajectory.”

10:40-11:10: Ichiro WATANABE

“Topic Modeling Analysis of Technological Trajectory Formation Dynamics: A Case Study of the Computer Graphics Industry”

11:10-11:40: Joonwoo SON

“From Aggregate Mirrors to a Singled-out Goal: How Japanese Economic Planning Experimented with Performance Indicators, 1960-1969”

Session: IP Analytics (Chair: Tohru YOSHIOKA-KOBAYASHI)

13:00-13:30: Yin LI

“Government-Business Relations and Strategic Patenting: Evidence from China’s Patent Boom”

13:30-14:00: Junya KATAOKA

“Changes in the Evaluation of Knowledge Disruptiveness over Time: An Exploratory Analysis Using Patents”

14:00-14:30: Chan-Yuan WONG

“How City Patenting Fosters Entrepreneurship: A Nexus between Local Firm Ventures and Short Cycle Technologies”

Session: Organization (Chair: Ivar PADRÓN-HERNÁNDEZ)

14:45-15:15: Francis PARK

“Is the Boss Always Right? Discerning the Effects of Hierarchy on Exploration and Exploitation”

15:15-15:45: Seokkyun WOO

“Increasing Supporting Careers Explains the Reduction in Gender Inequalities in Science”

15:45-16:15: Najoung LIM

“Demand-led Standardization: How User Involvement Shapes Voluntary Standard Setting”

Session: Invited Session: (Chair: Yaichi AOSHIMA)

16:30-17:50: Akira TAKEISHI

“これまでの研究と僥倖 / My Research and Hazards”

August 30

Language: English

Session: Ph.D. Session (Chair: Tohru YOSHIOKA-KOBAYASHI)

10:00-10:30: Takaki OHYA

“Too Safe to be Creative?: Curvilinear Consequences of Psychological Safety Climate”

10:30-11:00: Haruki OKAWA

“Exploring the Effect of Entrepreneurial Ecosystem Elements on Entrepreneurship in Cultural Context – Configurational Approach with QCA –”

11:30-12:00: Ziming WANG

“The Strategy of Royalty-Free Licensing and Its Impact on Firm Innovation: The Case of Tesla”

Session: Entrepreneurship (Chair: Tohru YOSHIOKA-KOBAYASHI)

13:00-13:30: Cole SHORT

“Advancing Entrepreneurship Theory with Generative Artificial Intelligence”

13:30-14:00: Alexandra CARST

“Green Entrepreneurship: A Systematic Review”

14:00-14:30: Huo DONG

“Academic Entrepreneurship beyond Bayh-Dole Act: A Study of Repeated Secondment”

Closing Message:

14:45-15:00: Kentaro NAKAJIMA

■IIR Innovation Research Workshop 2025

Date: [August 28-29, 2025](#)

Venue: Mercury Tower 7F, Hitotsubashi University and Zoom Online

Organized by: IIR, Hitotsubashi University

[August 28](#)

Language: English

Welcoming Message:

10:00-10:10: Masaru KARUBE

Session: Entrepreneurship (Chair: Hideto KOIZUMI)

10:10-10:40: Zhongyuan SUN

“Align or Misalign? A Role Perspective on Entrepreneurial Rhetoric”

10:40-11:10: Kevin TSENG

“Learning via the Band of Brothers: Evidence from Entrepreneurial Spillover”

11:10-11:40: Jung-yun HAN

“Peer Power Play: Exploring the Role of Venture and Founding Team Similarity in Accelerator Cohorts”

Session: Science of Science (Chair: Tohru YOSHIOKA-KOBAYASHI)

13:00-13:30: Ohchan KWON

“Addressing Funding Gap in the Commercialization of Academic Science: Evidence from MIT”

13:30-14:00: Hyo KANG

“Cross-border Visits and Scientific Collaboration”

14:00-14:30: Ryoji MATSUSHITA

“The Role of Science and Technology in 1980s Security Policy: Insights from Key Government Agencies”

Session: Firm Innovation (Chair: Ivar PADRÓN-HERNÁNDEZ)

14:45-15:15: Antonio K W LAU

“Configuring User-oriented Environmental Innovation: A Fuzzy-set QCA of Firm Innovation Activities and Innovation Policies in Korea”

15:15-15:45: Sarah Lai-Yin CHEAH

“Open Innovation in Industrialized Asian Economies”

15:45-16:15: Seungryul Ryan SHIN

“Capital Gains Tax and Firm Innovation”

Session: Invited Session: (Chair: Yaichi AOSHIMA)

16:30-17:50: Kenneth HUANG

“Managing Technological Innovations and Disruptions across Institutions and under Uncertainty”

August 29

Language: English

Session: Strategy (Chair: Kazuhiro TAKAHASHI)

10:00-10:30: Yuki MIYAZAWA

“When Technology Finds Its Voice: How the Singing Voice Synthesis Technology Category Emerged through Technology Redefinition”

10:30-11:00: Amit SHARMA

“The Essence of Craft: Exploring Craft Configurations through Category Centrality Lens”

Session: Strategy (Chair: Jiarong LI)

11:05-11:35: Min Jung KIM

“Cluster Dynamics, Employee Mobility, and Novelty of Firms’ Technological Innovation”

11:35-12:05: Kazuki YOKOTA

“From Projects to Capabilities: Role Sequencing and the Formation of Generalists and Specialists in Creative Organizations”

Session: Intellectual Property (Chair: Byeongwoo KANG)

13:00-13:30: Guangwei LI

“Can Better IP Protection Ignite High-tech Startups? Evidence from China”

13:30-14:00: Ziming WANG

“Unlocking Startup Finance? The Role of Patent Pledges in Mobilising Venture Capital in China”

14:00-14:30: Kosuke SUZUKI

“Analysis of the Relationship between Trademark Rights and Firm Value”

Closing message:

14:45-15:00: Kentaro NAKAJIMA



II. Researchers

R

Hitotsubashi University
Institute of Innovation Research

I

1) Full-time Researchers

Profiles & List of Research Achievements — FY 2024 ~ FY 2025



Yaichi Aoshima

■Education

- 1996 Ph.D. (Management), Sloan School of Management, Massachusetts Institute of Technology
- 1989 M.C. (Business Administration), Hitotsubashi University
- 1987 B.C. (Commerce), Hitotsubashi University

■Professional Positions

- 2023 President, The Academic Association for Organizational Science (～August 2025)
- 2018 Director, Institute of Innovation Research, Hitotsubashi University (～March 2024)
- 2012～ Professor, Institute of Innovation Research, Hitotsubashi University
- 1999 Associate Professor, Institute of Innovation Research, Hitotsubashi University
- 1997 Assistant Professor, Institute of Innovation Research, Hitotsubashi University
- 1996 Assistant Professor, Institute of Business Research, Hitotsubashi University

■Research Achievements

1. Publications

1.1. Articles and Chapters in Books

Takada, Naoki, Yaichi Aoshima, Kazunari Matsushima and Akira Izumi, “Assessing International Knowledge Spillovers from Government Funded R&D: Evidence from Japanese National Projects,” *International Journal of Technology Management*, Vol. 99, Published Online: February 25, 2026, pp. 127-146, refereed

(In Japanese)

Aoshima, Yaichi, “Business Case / HENNGE,” *Hitotsubashi Business Review*, Vol. 73, No. 4, March 2026, pp. 130-145

Kiriyama, Tomoaki, Shigehiro Koshihara, Wataru Sato, Yasuhiro Niki, Masaru Nishizaka, Atsuko Bandou, Noriko Yamashita and Yaichi Aoshima, “Business Case / Coprec,” *Hitotsubashi Business Review*, Vol. 73, No. 3, December 2025, pp. 134-147

Abe, Ryohei, Takahiko Yano, Rieko Wakai and Yaichi Aoshima, “Business Case / Workman,” *Hitotsubashi Business Review*, Vol. 72, No. 4, April 2025, pp. 124-136

Shinkai, Hiroaki, Tsuyoshi Ogitsu, Takehiro Suzawa, Taro Ito, Rina Akino, Makiko Takagi and Yaichi Aoshima, “Business Case / Hanaoka Syaryo,” *Hitotsubashi Business Review*, Vol. 72, No. 3, December 2024, pp. 148-160

Yoshida, Seitaka and Yaichi Aoshima, “Business Case / UniFa,” *Hitotsubashi Business Review*, Vol. 72, No. 2, October 2024, pp. 130-143

1.2. Others

(In Japanese)

Aoshima, Yaichi, “Conditions for Successful Innovation : Investing in Exploration and Building a Supportive Framework,” *Keizai Kyōshitsu, Nihon Keizai Shimbun*, Morning Edition, January 15, 2026, p. 29

2. Conference Papers, Presentations

(In Japanese)

Aoshima, Yaichi, “Sound Management and Innovation: A Strategy for Japan’s Economic Growth,”
Symposium Organized by the Management Systems Research Committee, Center for Industry–
Government–Academia Collaboration, The Society of Chemical Engineers, Japan, March 18,
2026, Kyoto University, invited



Manabu Eto

■Education

- 2008 Ph.D. (Engineering), Tohoku University
- 1985 M.E. (Engineering Science), Osaka University
- 1983 B.E. (Engineering Science), Osaka University

■Professional Positions

- 2024~ Specially Appointed Professor, Institute of Innovation Research, Hitotsubashi University (~March 2026)
- 2016 Professor, Institute of Innovation Research, Hitotsubashi University
- 2013 Adjunct Professor, Institute of Innovation Research, Hitotsubashi University
- 2011 Director General, JETRO Geneva (~July 2013)
- 2008 Professor, Institute of Innovation Research, Hitotsubashi University (~March 2011)
- 2006~ Consulting Fellow, Research Institute of Economy, Trade and Industry (RIETI)
- 2006 Director, Conformity Assessment Division, Industry Science and Technology Policy and Environment Bureau, Ministry of Economy, Trade and Industry (METI) (~2008)
- 2004 National Institute of Advanced Industrial Science and Technology (~2005)
- 2000 Delegation of Japan to the OECD (~2004)
- 1995 Assistant Professor, University of Tsukuba (~1997)
- 1994 Visiting Scholar, University of New Mexico (~1995)
- 1989 Science and Technology Agency (~1990)
- 1985 Ministry of International Trade and Industry (MITI)

For information on his research achievements, please refer to the Japanese editions of the IIR Annual Reports for 2024 and 2025.

2024: https://www.iir.hit-u.ac.jp/doc/annual_report_pdf/arj2024.pdf

2025: <https://www.iir.hit-u.ac.jp/wp-content/uploads/2026/08/arj2025.pdf>



Atsushi Ohyama

■Education

- 2008 Ph.D. (Economics), State University of New York at Buffalo
- 2002 M.A. (Economics), University of Chicago
- 1999 M.A. (Economics), Graduate School of Economics, Keio University
- 1997 B.A., Department of Commerce, Yokohama City University

■Professional Positions

- 2025~ Professor, Graduate School of Economics, Hitotsubashi University
- 2022 Professor, Institute of Innovation Research, Hitotsubashi University
- 2017 Visiting Fellow, Robert H. Smith School of Business, University of Maryland (~March 2018)
- 2015 Associate Professor, Institute of Innovation Research, Hitotsubashi University
- 2010 Associate Professor, Graduate School of Economics and Business Administration, Hokkaido University
- 2009 Lecturer, School of Management, University of Illinois at Urbana-Champaign
- 2008 Post-doctorate Researcher, IGB, University of Illinois at Urbana-Champaign

■Research Achievements

1. Publications

1.1. Articles and Chapters in Books

Kang, Byeongwoo, Rudi Bekkers and Atsushi Ohyama, “The Determinants of Parallel Invention: Measuring the Role of Information Sharing and Personal Interaction between Inventors,” *Research Policy*, Vol. 53, No. 10, December 2024 (Peer-reviewed)

Scur, Daniela, Scott Ohlmacher, John Van Reenen, Morten Bennedsen, Nick Bloom, Ali Choudhary, Lucia Foster, Jesse Groenewegen, Arti Grover, Sjoerd Hardeman, Leonardo Iacovone, Ryo Kambayashi, Marie-Christine Laible, Renata Lemos, Hongbin Li, Andrea Linarello, Mika Maliranta, Denis Medvedev, Charlotte Meng, John Miles Touya, Natalia Mandirola, Roope Ohlsbom, Atsushi Ohyama, Megha Patnaik, Mariana Pereira-López, Raffaella Sadun, Tatsuro Senga, Franklin Qian and Florian Zimmermann, “The International Empirics of Management,” *Proceedings of the National Academy of Sciences*, Vol. 121, No. 45, November 2024

2. Conference Papers, Presentations

“Business Expectations and Forecast Errors in Interconnected Economy,” Empirical Management Conference, Harvard Business School, Boston, U.S.A., December 13, 2024.

“The Impacts of Management and Organization on the Use of Advanced Technology,” Asia Pacific Innovation Conference, Manila, Philippines, October 5, 2024.

“Business Expectations, Forecast Errors and Dynamics of Transaction Networks,” European Economic Association Meetings, Rotterdam, Netherlands, August 26, 2024.



Byeongwoo Kang

■Education

- 2014 Ph.D. (Technology Management), Graduate School of Engineering, The University of Tokyo
- 2008 M.S., Graduate School of Engineering, Tohoku University
- 2006 B.S., School of Engineering, Tohoku University

■Professional Positions

- 2025~ Professor, Institute of Innovation Research, Hitotsubashi University
- 2019~ Associate Professor, Institute of Innovation Research, Hitotsubashi University
- 2016 Assistant Professor, Institute of Innovation Research, Hitotsubashi University
- 2014 Researcher, Institute of Developing Economies (IDE-JETRO) (~2016)
- 2008 Researcher, LG Electronics (~2011)

■Research Achievements

1. Publications

1.1. Articles and Chapters in Books

Maliphol, Sira, Wonsub Eum and Byeongwoo Kang, “Comparison of AI Transformation Policy Directionality in Korea and Japan,” *Korean Management Review*, Vol. 54, No. 6, December 2025, pp. 1989-2016 (Peer-reviewed)

Kang, Byeongwoo, Rudi Bekkers and Atsushi Ohyama, “The Determinants of Parallel Invention: Measuring the Role of Information Sharing and Personal Interaction between Inventors,” *Research Policy*, Vol. 53, Issue 10, December 2024, pp. 1-16 (Peer-reviewed)

2. Conference Papers, Presentations

Hyun, Eunjung, Tae-Seok Kim and Byeongwoo Kang, “Cross-Industry Talent Mobility and Trajectory-Shaping Innovation in the Automotive Technological Transition,” R&D Management Workshop 2026, May 29-30, 2026, Korea University, Seoul, Korea

3. Award

R&D Management Workshop 2026 Best Paper Award

(Award Winners: Hyun, Eunjung, Tae-Seok Kim and Byeongwoo Kang □ Article Title: “Cross-Industry Talent Mobility and Trajectory-Shaping Innovation in the Automotive Technological Transition,” R&D Management Workshop 2026, 29 May, 2026, Korea University, Seoul)



Masaru Karube

■Education

- 1998 Doctor of Commerce, Hitotsubashi University
- 1995 Master of Commerce, Hitotsubashi University
- 1993 B.A. (Commerce), Hitotsubashi University

■Professional Positions

- 2024~ Director, Institute of Innovation Research, Hitotsubashi University
- 2017~ Professor, Institute of Innovation Research, Hitotsubashi University
- 2006 Fulbright Visiting Scholar, Bryn Mawr College / The Wharton School of the University of Pennsylvania (~2007)
- 2002 Associate Professor, Institute of Innovation Research, Hitotsubashi University
- 1998 Lecturer, Faculty of Business Administration, Tokyo Keizai University International Visiting

■Research Achievements

1. Publications

1.1. Book

(In Japanese)

Karube, Masaru, Kimihiro Furuse and Daisuke Uchida, *Getting Started: A Beginner's Guide to Management Studies*, Yuhikaku, 2025, 352 pages

1.2. Translation

Bensaou, Ben M., and Karl Weber, *Built to Innovate: Essential Practices to Wire Innovation into Your Company's DNA* (Japanese Edition). Translated by Masaru Karube and Jin-ichiro Yamada, Chuokeizai-sha Holdings, Inc., 2025, 264 pages (Translation of *Built to Innovate: Essential Practices to Wire Innovation into Your Company's DNA*. New York: McGraw Hill, 2021)

1.3. Articles and Chapters in Books

(In Japanese)

Yu, Lei, Masaru Karube and Daisuke Uchida, "Revealing the Distinct Profile of Chinese Listed Firms : A Survey on the Characteristics of Shenzhen Growth Enterprise Market Companies and Their Management Teams (2009-2022)," *Venture Review*, The Japan Academic Society for Ventures and Entrepreneurs, Vol. 47, March 2026, pp. 39-44 (Peer-reviewed)

Tachibana, Tatsuki, Masaru Karube and Daisuke Uchida, "Post-IPO TMT Turnover and Firm Growth : The Moderating Effects of Ability, Motivation, and Opportunity," *Venture Review*, Vol. 47, March 2026, pp. 27-38 (Peer-reviewed)

Karube, Masaru, Daisuke Uchida and Jin-ichiro Yamada, "Business Case / Herabony," *Hitotsubashi Business Review*, Vol. 73, No. 3, December 2025, pp. 118-133

Karube, Masaru, Yuki Miyazawa and Gentaro Fujita, "Business Case / Aiya," *Hitotsubashi Business Review*, Vol. 73, No. 2, September 2025, pp. 136-154

Karube, Masaru, Daisuke Uchida and Yasuo Fujita, "Reconsidering Work-life Balance in the Context of Mental Health Challenges," *Hitotsubashi Business Review*, Vol. 73, No. 2, September 2025, pp. 6-19

Karube, Masaru, Yuki Miyazawa and Jin-ichiro Yamada "Business Case / Renova : Realizing a Sustainable Society in Shape," *Hitotsubashi Business Review*, Vol. 72, No. 1, July 2024, pp. 172-188

2. Conference Papers, Presentations

- Miyazawa, Yuki, Masaru Karube and Avimanyu Datta, "Becoming Lead Users: Emergence of a Collective Technological Frame through Manifestations," 2026 Academy of Management Annual Meeting, July 31-August 4, 2026, Philadelphia, PA, USA (Peer-reviewed)
- Miyawaki, Ryoji, Yuki Miyazawa, Masaru Karube and Jin-Ichiro Yamada, "The Power of Negative Materiality: How Market Absence Sustains Regenerative Organizing," 2026 Academy of Management Annual Meeting, July 31-August 4, 2026, Philadelphia, PA, USA (Peer-reviewed)
- Karube, Masaru, Yasuo Fujita and Daisuke Uchida, "Beyond Boundaries: Dynamic Work-Life Interactions and Mental Health Support in Modern Japan," 2026 ASAC (Administrative Sciences Association of Canada) Conference, May 24, 2026, Alberta, Canada (Peer-reviewed)
- Karube, Masaru, Yuki Miyazawa and Avimanyu Datta, "Long Game: Patience, Agility and the Temporal Constitution of Organizational Action," Strategy and Organization Science Theory Development Workshop (SOS-TDW), May 20-21, 2026, EM Lyon, Lyon, France (Invited)
- Karube, Masaru, Yasushi Hara, Lei Yu and Yuki Miyazawa, "Stability and Change: Disciplinary Heterogeneity and Regional Dynamics in the Research Evaluation of the Humanities and Social Sciences in Japan," RESSH 2026 (Research Evaluation in Social Sciences and Humanities) Conference, April 23, 2026, University of Florence, Italy (Peer-reviewed)
- Karube, Masaru, Avimanyu Datta and Yuki Miyazawa, "Reconfiguring Authenticity: An In-Depth Study of the Evolution of Matcha Tea," The 85th Annual Meeting of the Academy of Management, July 29, 2025, Bella Center Copenhagen, Copenhagen, Denmark (Peer-reviewed)
- Karube, Masaru, Avimanyu Datta, Yuki Miyazawa and Gentaro Fujita, "Reconfiguring Authenticity: An In-depth Study of the Evolution of Matcha Tea," AMJ Paper & Idea Development Workshop, June 23, 2025
- Karube, Masaru, Yasushi Hara, Yuki Miyazawa, Yu Lei and Riho Tanaka, "Quantifying Scholarly Activities, Research Output and Social Impact in Humanities and Social Sciences of Japan: A Mixed Methods Study," RESSH 2025 Conference of the International Association ENRESSH (European Network for Research Evaluation in the Social Science and Humanities), May 21, 2025, Helsinki, Finland (Peer-reviewed)
- Karube, Masaru, Yasushi Hara, Yuki Miyazawa, Yu Lei and Riho Tanaka, "Unpacking Social Impact: Quantifying Scholarly and Social Activities in Humanities and Social Sciences in Japan," The 10th Atlanta Conference on Science and Innovation Policy, May 15, 2025, The Georgia Institute of Technology, Atlanta, USA (Peer-reviewed)
- Karube, Masaru, Avimanyu Datta, Tatsuki Tachibana and Yuki Miyazawa, "Reconstructing Legacy across Generations: A Case of Grand Seiko's Launching of the 'Spring Drive'," The 84th Annual Meeting of the Academy of Management, August 12, 2024, Chicago, Illinois, USA (Peer-reviewed)
- Jikuya, Yasutaka, Tatsuki Tachibana, Jin-ichiro Yamada and Masaru Karube, "Entrepreneurial Responses to Climate Change: Bridging Innovation and Activism in Sustainable Entrepreneurship," The SASE 2024 Conference, June 28, 2024, University of Limerick, Limerick, Ireland
- Miyazawa, Yuki, Tatsuki Tachibana and Masaru Karube, "Exploring the Effect of Market Categories' Distinctiveness: A Case of Japanese IPO Firms," Journal of Management Studies Publishing Workshop, May 26, 2024, Yokohama National University (Peer-reviewed)
- Karube, Masaru, Avimanyu Datta, Yuki Miyazawa and Gentaro Fujita, "Authenticity Reconfiguration: Forging Cultural Rituals and Modern Trends," Craft and Emerging Forms of Organizing Kyoto, April 13, 2024, Kyoto University (Invited)

(In Japanese)

Jikuya, Yasutaka, Masaru Karube, Jin-ichiro Yamada, and Tatsuki Tachibana, “The Future of Entrepreneurship Research: Rethinking the Interdependence between Nature and Society,” The 98th Annual Conference of the Japan Academy of Business Administration, September 7, 2024, Chuo University, Tokyo, Japan.

Jikuya, Yasutaka, Tatsuki Tachibana, Masaru Karube, and Jin-ichiro Yamada, “Grand Challenges and Entrepreneurship Research: An Overview from a Literature Review,” Annual Conference of the Forum for Entrepreneurial Studies, July 20, 2024, Osaka, Japan.

Ota, Kyosuke, Masaru Karube and Daisuke Uchida, “Truth and Falsehood: An Inquiry into Women’s Participation in the Japanese Firm,” 2024 Annual Meeting of the Academic Association for Organizational Science, June 23, 2024, Meiji University, Tokyo (Peer-reviewed)

Uesugi, Hayato, Masaru Karube and Daisuke Uchida, “What Influences Firms’ Environmental Information Disclosure Behavior?: An Empirical Study on the Diffusion of TCFD in Japanese Firms,” 2024 Annual Meeting of the Academic Association for Organizational Science, Jun 23, 2024, Surugadai Campus of Meiji University, Tokyo

Karube, Masaru and Kyosuke Ohta, “Gender Diversity in Japanese Firms: An Empirical Study on the Antecedents of Female Directors and Female Managers,” Japan Forum of Business and Society, Jun 1, 2024, Hiyoshi Campus of Keio University, Tokyo (Invited)



Hideto Koizumi

■Education

- 2020 PhD in Applied Economics at the Wharton School of the University of Pennsylvania
- 2012 MA in International and Development Economics at Yale University
- 2011 BA in Liberal Arts at Soka University of America

■Professional Positions

- 2025~ Assistant Professor, Institute of Innovation Research, Hitotsubashi University
- 2023~ Fellow (Policy Economist), Research Institute of Economy, Trade and Industry
- 2021 Adjunct Assistant Professor, Institute of Innovation Research, Hitotsubashi University (~2024)
- 2020 Post-doctoral Fellow, Institute of Innovation Research, Hitotsubashi University
- 2013 World Bank, STC (~2014)
- 2012 Research Associate at Innovation for Poverty Action (~2013)

■Research Achievements

1. Publications

1.1. Others

Koizumi, Hideto. “[Series] Economics through Current Events (1)–(18).” JBpress, April 2025–present.
(Ongoing)

<https://jbpress.ismedia.jp/search/author/%E5%B0%8F%E6%B3%89%20%E7%A7%80%E4%BA%BA>



Kentaro Nakajima

■Education

- 2008 Ph.D. (Economics), Graduate School of Economics, the University of Tokyo
 2003 B.A. (Economics), Department of Economics, the University of Tokyo

■Professional Positions

- 2023~ Professor, Institute of Innovation Research, Hitotsubashi University
 2017 Associate Professor, Institute of Innovation Research, Hitotsubashi University
 2011 Associate Professor, Graduate School of Economics and Management, Tohoku University
 2010 Associate Professor, Center for Economic Institutions, Institute of Economic Research, Hitotsubashi University
 2008 Associate Professor, Endowed Chair in Regional Economy and Banking (The 77Bank), Graduate School of Economics and Management, Tohoku University

■Research Achievements

1. Publications

1.1. Book

(In Japanese)

Nakajima, Kentaro, Kensuke Teshima and Junichi Yamasaki, *Learning Urban Economics by Walking*, Nippon Hyoron-sha Co., Ltd., 2025, 248 pages

1.2. Articles and Chapters in Books

Miyauchi, Yuhei, Kentaro Nakajima and Stephen J Redding, “The Economics of Spatial Mobility: Theory and Evidence Using Smartphone Data,” *The Quarterly Journal of Economics*, Vol. 140, No. 4, November 2025, pp. 2507-2570 (Peer-reviewed)

Saito, Yukiko, Kentaro Nakajima, Tetsuji Okazaki and Hiroyasu Inoue, “The Role of Human Interaction in Innovation: Evidence from the 1918 Influenza Pandemic in Japan,” *Japanese Economic Review*, Vol. 76, No. 3, pp. 795-820, October 2025 (Peer-reviewed)

Nakajima, Kentaro, Tsuyoshi Tsuru and Katsuhito Uehara, “The Impact of Brokerage in a Communication Network on Productivity: Evidence from Sensor Data,” *Connections*, Published Online: May 29, 2024 (Peer-reviewed)

<https://sciendo.com/article/10.21307/connections-2019.030?tab=article>

(In Japanese)

Kuroishi, Yusuke, Kentaro Nakajima, Yutaro Takayasu and Mari Tanaka, “Global Value Chains and Resilience,” *Financial Review*, Policy Research Institute, Ministry of Finance, Japan, No. 162, March 2026, pp. 149-181

Nakajima Kentaro, “The Impact of Land Use Regulations on Land Prices,” *The Quarterly Journal of Housing and Land Economics*, Housing Research & Advancement Foundation of Japan, No. 134, October 2024, pp. 10-19

2. Unpublished Work

2.1. Working Paper

Kotani, Atsuki, Kentaro Nakajima, Tetsuji Okazaki and Yukiko U. Saito, “The Impact of Military Technology Development on Innovation: Evidence from Prewar and Wartime Japanese Secret Patents,” RIETI Discussion Paper Series 25-E-093, September 2025

- Nakajima, Kentaro, "Identifying Neighborhood Effects among Firms: Evidence from the Location Lotteries of the Tokyo Tsukiji Fish Market," Presented at Economics Seminar, June 26, 2026, Peking University, China (Invited)
- Nakajima, Kentaro, "Economies of Density in Public Service Provision: Evidence from the Time Allocation of Garbage Collection Trucks," The Osaka Workshop on Economics of Institutions and Organizations, Osaka University (online), June 19, 2026 (Invited)
- Nakajima, Kentaro, "Identifying Neighborhood Effects among Firms: Evidence from the Location Lotteries of the Tokyo Tsukiji Fish Market," NBER East Asian Seminar on Economics, June 7-8, 2026, Tsinghua University, Beijing, China (Invited)
- Nakajima, Kentaro, "Economies of Density in Public Service Provision: Evidence from the Time Allocation of Garbage Collection Trucks," Kansai Public Economics Workshop, Kansai University, Osaka, April 25, 2026 (Invited)
- Nakajima, Kentaro, "Workplace Communication and Productivity: Insights from Wearable Sensor Data and Leadership Training Program," Presented at the Annual Conference of the Applied Regional Science Conference, University of Toyama, Toyama, November 28, 2025 (Invited)
- Nakajima, Kentaro, "Workplace Communication and Productivity: Insights from Wearable Sensor Data and Leadership Training Program," Sixth World Labor Conference of SOLE, June 28, 2025, Westin Harbour Castle, Toronto, Canada (Invited)
- Nakajima, Kentaro, "Workplace Communication and Productivity: Insights from Wearable Sensor Data and Leadership Training Program," Economics Seminar, May 23, 2025, Nagoya City University, Aichi (Invited)
- Nakajima, Kentaro, "Satellite-Based Vehicle Flow Data to Assess Local Economic Activities," Economics Seminar, May 15, 2025, Shanghai University, China (Invited)
- Nakajima, Kentaro, "Satellite-Based Vehicle Flow Data to Assess Local Economic Activities," Conference on Transition and Economic Development, May 13, 2025, Fudan University, Shanghai, China (Invited)
- Nakajima, Kentaro, "Satellite-Based Vehicle Flow Data to Assess Local Economic Activities," International SPACE Workshop, May 11, 2025, Shanghai Jiao Tong University, Shanghai, China (Invited)
- Nakajima, Kentaro, "Satellite-Based Vehicle Flow Data to Assess Local Economic Activities," Hitotsubashi U - U Amsterdam Joint Workshop on Urban Economics and Real Estate Studies 2024, December 18, 2024, Hitotsubashi University, Tokyo (Invited)
- Nakajima, Kentaro, "Satellite-Based Vehicle Flow Data to Assess Local Economic Activities," 19th East Asian Economic Association International Conference, November 1-2, 2024, Thammasat University, Bangkok, Thailand (Invited)
- Nakajima, Kentaro, "The Role of Human Interaction on Innovation: Evidence from the Spanish Flu Pandemic in Japan," International Conference "Economic and Social Dynamics in a Changing World: Insights from Spatial Economics," October 25, 2024, RIETI, Tokyo (Invited)
- Nakajima, Kentaro, "The Role of Human Interaction on Innovation: Evidence from the Spanish Flu Pandemic in Japan," 13th European Meeting of the Urban Economics Association, June 7, 2024, Aalborg University, Denmark



Ivar Padrón-Hernández

■Education

- 2019 Ph.D. Business Administration, Department of Marketing and Strategy, Stockholm School of Economics
- 2012 M.Sc. International Business and Trade, Gothenburg University
- 2010 B.Sc. International Business, Gothenburg University

■Professional Positions

- 2020~ Assistant Professor, Institute of Innovation Research, Hitotsubashi University
- 2018 JSPS Postdoctoral Fellow, Keio University (~2019)
- 2017 Affiliated Researcher, European Institute of Japanese Studies, Stockholm School of Economics (~2022)

■Research Achievements

1. Publications

1.1. Articles and Chapters in Books

Padrón-Hernández, Ivar and Patrick Regnér, “Tomra’s Institutional Challenges,” *Exploring Strategy* (14th ed), London: Pearson, June 2026

Padrón-Hernández, Ivar and Edward Gillmore, “How Subsidiaries Leverage Institutionally Derived Influence in Headquarter Strategy Initiatives,” *Journal of International Management*, Vol. 32, No. 2, March 2026 (Peer-reviewed) doi.org/10.1016/j.intman.2026.101344

Walravens, Tine and Ivar Padrón-Hernández, “The EU-Japan Economic Partnership Agreement in Japanese Print Media: A ‘Cars-for-Cheese-Deal’ or ‘the Black Ships of European Cheese’?,” *Asia Europe Journal*, Vol. 23, March 2025, pp. 1-22 (Peer-reviewed) doi.org/10.1007/s10308-025-00715-6

Regnér, Patrick and Ivar Padrón-Hernández, “How Should Multinational Firms Navigate Local Rules?,” *Harvard Business Review Digital*, September 2024 <http://hbr.org/2024/09/research-how-should-multinational-firms-navigate-local-rules>

He, Geer and Ivar Padrón-Hernández, “Home Country Influence in Cross-border Mergers and Acquisitions by Emerging Market Firms: A Systematic Review,” *Multinational Business Review*, Vol. 32, No. 2, June 2024, pp. 265-289 (Peer-reviewed) doi.org/10.1108/MBR-09-2023-0156

Padrón-Hernández, Ivar, “Attachment and Adjustment in Expatriate Reactions to the 2011 Tohoku Disasters,” *Journal of Asia Business Studies*, Vol. 18, No. 4, April 2024, pp. 1021-1042, (Peer-reviewed) doi.org/10.1108/JABS-08-2023-0340

(In Danish)

Padrón-Hernández, Ivar and Kristina Kazuhara, “På genopdagelse i fortidens boligarkitektur” *Oplev Japan, Højbjerg*: Univers, 2025, pp. 198-210

2. Conference Papers, Presentations

- Short, Cole and Ivar Padrón-Hernández, “How Firm Attention Shapes Pharmaceutical Innovation,” Annual Conference of the Academic Association for Organizational Science, September 20-21, 2025, Tokyo, Japan
- Padrón-Hernández, Ivar and Mariko Nakagawa, “Exploratory Moves in Asymmetric Global Competition,” Annual Conference of the EuroMed Academy of Business (EMAB), September 10-12, 2025, Porto, Portugal (Peer-reviewed)
- Padrón-Hernández, Ivar and Yoshikatsu Shinozawa, “Commitment Pays Off: Profitability of Vegetarian Fast Food Hamburgers,” University of Central Florida Research Colloquium, August 15, 2025, online (Invited)
- Padrón-Hernández, Ivar, “Differentiated Co-evolution of MNE Strategy and Host Country Institutions: A Three-Country Study,” Annual Meeting of the Academy of Management (AOM), July 25-29, 2025, Copenhagen, Denmark (Peer-reviewed)
- Short, Cole and Ivar Padrón-Hernández, “Orphaned by Scale: How Strategic Attention and Collaboration Impact Rare Disease Innovation.” Academy of Management Journal Paper Development Workshop, June 23, 2025, Tokyo, Japan
- Padrón-Hernández, Ivar and Yoshikatsu Shinozawa, “Beyond Profit: Examining the Impact of Product Margin and Firm Size on Green Burger Offerings in Sweden,” Global Hospitality and Tourism Research Summit, May 15-18, 2025, Fukuoka, Japan (Peer-reviewed)
- Padrón-Hernández, Ivar, “Avoidance and Involvement: How MNE Subsidiaries Leverage Local Institutions to Gain Influence in Global Strategy,” Annual Conference of the European International Business Academy (EIBA), December 12-14, 2024, Helsinki, Finland (Peer-reviewed)
- Endo, Takahiro and Ivar Padrón-Hernández, “Managing after a State Takeover,” Academy of Management Discoveries Paper Development Workshop, November 21, 2024, online (Peer-reviewed)



Tohru Yoshioka-Kobayashi

■Education

- 2015 Doctor of Engineering, Department of Technology Management for Innovation, Graduate School of Engineering, the University of Tokyo
- 2007 LL.M, Graduate School of Law, Osaka University
- 2005 B.A., School of Law, Osaka University

■Professional Positions

- 2024~ Associate Professor, Institute of Innovation Research, Hitotsubashi University
- 2019 Assistant Professor, Institute of Innovation Research, Hitotsubashi University
- 2017 Adjunct Assistant Professor, Institute of Innovation Research, Hitotsubashi University (~2019)
- 2016 Project Research Associate, Department of Technology Management for Innovation, Graduate School of Engineering, the University of Tokyo (~2019)
- 2015 Project Assistant Professor, Graduate School of Public Policy, the University of Tokyo (~2016)
- 2015 Adjunct Assistant Professor, Institute of Innovation Research, Hitotsubashi University (~2016)
- 2014 Research Fellowship for Young Scientists (DC2), Japan Society for the Promotion of Science (~2015)
- 2013 Project Research Assistant, Policy Alternative Research Institute, the University of Tokyo (~2014)
- 2009 Project Researcher, Policy Alternative Research Institute, the University of Tokyo (~2012)
- 2007 Policy Analyst, Mitsubishi Research Institute, Inc. (~2012)

■Research Achievements

1. Publications

1.1. Articles and Chapters in Books

Kitahara, Yuki, Hiroaki Koda, Junya Kataoka, Kumiko Tatsumi, Ryo Nishino, Tohru Yoshioka-Kobayashi and Sumimasa Nagai, “Advancement in Cell and Gene Therapy Research: A 35-Year Bibliometric Perspective,” *Cytotherapy*, Vol. 28, Issue 4, April 2026 (Peer-reviewed)
<https://www.sciencedirect.com/science/article/pii/S1465324926000125?via%3Dihub>

Akiike, Atsushi, Sotaro Katsumata, Tohru Yoshioka-Kobayashi and Chris Baumann, “How ‘Smart’ Should Smart Products Look? Exploring Boundary Conditions of the Most-Advanced-Yet-Acceptable (MAYA) Principle,” *Journal of Business Research*, Vol. 189, Article number 115108, February 2025 (Peer-reviewed)
<https://doi.org/10.1016/j.jbusres.2024.115108>

(In Japanese)

Yoshioka-Kobayashi, Tohru and Yuri Hirai, “Organizational Capability for Effective Business Experiments: Insights from Studies on Big Data Utilization,” *Hitotsubashi Business Review*, Vol. 73, No. 4, March 2026, pp. 20-32

Yoshioka-Kobayashi, Tohru, Yutaro Ozawa and Hiroshi Sugisaki, “Who Specifies a Socio-technical Vision?: Insights from the Policy Process of Industrie 4.0,” *The Journal of Science Policy and Research Management*, Vol. 40, No. 3 & 4, December 2025, pp. 396-412

Tahara, Keiichiro, Tohru Yoshioka-Kobayashi, Kotaro Yamano and Makiko Takahashi, “An Evolution of Fundamental Policy Frames Embedded in the Science and Technology Basic Plan of Japan: An Analysis from the System Theory Perspective,” *The Journal of Science Policy and Research Management*, Vol. 40, No. 3 & 4, December 2025, pp. 285-304

Yoshida, Kimiaki, Tohru Yoshioka-Kobayashi and Kanetaka Maki, “Consideration Regarding the Impact of Establishing a New R&D Center at a New Location on Creation of Innovative Technology,” *The Journal of Science Policy and Research Management*, Vol. 40, No. 2, September 2025, pp. 228-242 (Peer-reviewed)

Akiike, Atsushi and Tohru Yoshioka-Kobayashi, “How to Analyze Product Design: An Application to Management Studies,” *Organizational Science*, Vol. 58, No. 1, pp. 20-30

1.2. Others

(In Japanese)

Yoshioka-Kobayashi, Tohru, Junya Kataoka, Kazuki Yokota, Sotaro Shibayama and Mari Kawamura, “What Enables PhD Graduates to Thrive? Evidence for Creating Fulfilling Work Environments,” *STI Horizon*, National Institute of Science and Technology Policy (NISTEP), Vol. 11, No. 2, June 2025, pp. 26–31

Yoshioka-Kobayashi, Tohru, “Motives for Funding Scientific Research via Crowdfunding: Implications for Researchers,” *Journal of the Robotics Society of Japan*, Vol. 43, No. 4, May 2025, pp. 355–358

2. Unpublished Work

2.1. Working Papers

(In Japanese)

Yoshioka-Kobayashi, Tohru, Junya Kataoka, Kazuki Yokota, Sotaro Shibayama and Mari Kawamura, “Transferrable Skill Training of Doctoral Graduates and Their Job Satisfaction,” NISTEP Discussion Paper No. 246, March 2026

Yoshioka-Kobayashi, Tohru, Junya Kataoka, Kazuki Yokota, Sotaro Shibayama and Mari Kawamura, “An Explanatory Study on Factors Affecting Job Satisfaction of Doctoral Graduates from Japanese Universities,” NISTEP Discussion Paper Series, No. 233, September 2024

Edamura, Kazuma, Yoko Furusawa, Tohru Yoshioka-Kobayashi, Makiko Takahashi, Makiko Watanabe and Koichi Sumikura, “How do URAs Affect the Acquisition of External Research Funds, Industry-university Collaboration, and Research Productivity? An Empirical Analysis Using Original Data Covering Japanese Universities,” SciREX-WP-2024-#01, Center for Science, Technology and Innovation Policy (SciREX Center), National Graduate Institute for Policy Studies (GRIPS), April 2024

2.2 Research Paper

Yoshioka-Kobayashi, Tohru, “How Should Japan Respond to Closed Science? An Analysis from the Perspective of Strategic Management,” In *International Collaborative Research and Economic Security: How Should We Respond to the Rise of Closed Science?* (FY2025 Science and Technology Research Project), Research Material 2025-4, Research and Legislative Reference Bureau, National Diet Library, February 2026, pp. 83–97

3. Conference Papers, Presentations

Yoshioka-Kobayashi, Tohru, Kazuma Edamura, Yoko Furusawa, Makiko Takahashi, Makiko Watanabe and Koichi Sumikura, “Declined Time Devoted to Research among Researchers in Japanese Higher Education Sector: An Econometric Analysis of Full-Time Equivalent Survey Data,” *Proceedings of the Annual Conference of the Japan Society for Research Policy and Innovation Management*, Vol. 40, November 2025

Yoshioka-Kobayashi, Tohru, Shunsuke Kyo, Heyonchol Shin, Sungbin Ha and Takahiro Kojima, “Procedural Legitimacy, Path Dependency, and Unintended Consequences of Innovation Policy-Making: Behind-the-scenes Story of Japan’s AI-friendly Copyright Reform,” Asia Pacific Innovation Conference 2025, October 11, 2025, Foreign Trade University, Hanoi, Vietnam (Peer-reviewed)

Yoshioka-Kobayashi, Tohru, Chihiro Takayama and Kanetaka Maki, “Designers Uncredited: Designers’ Names Crediting in Design Awards and Product Design Innovation Performance,” Asia Pacific Innovation Conference 2025, October 10, 2025, Foreign Trade University, Hanoi, Vietnam (Peer-reviewed)

Yamamoto, Tsunehisa, Tohru Yoshioka-Kobayashi and Masao Hirano, “The Impact on CEO Intrapersonal Diversity on Corporate Value: An Empirical Analysis Based on Data from Multinational Companies and CEO Interviews,” Annual Meeting of the Academic Association for Organizational Science 2026, September 20, 2025, Aoyama Gakuin University, Tokyo (Peer-reviewed)

Yoshioka-Kobayashi, Tohru, Akiike Atsushi and Sotaro Katsumata, “A Technological Turbulence in a Product Category and a Borrowing of Style from Other Product Categories: An Explorative Study of the U.S. Design Patent,” JPIM Research Forum 2025, organized by the Product Development and Management Association (PDMA), September 13, 2025, Chicago, USA (Peer-reviewed)

Yoshioka-Kobayashi, Tohru, “Yesterday Once More: Japan’s Semiconductor Policy Now & Then,” Semiconductor Power Play: Geopolitical Circuitry of Global Trade and Energy, September 7, 2025, Taipei School of Economics and Political Science, Hsinchu, Taiwan (Invited)

Yoshioka-Kobayashi, Tohru, “Why Does Knowledge Concentrate in Certain Regions? Perspectives from the Innovation Management Study,” The 28th IPSA World Congress of Political Science, International Political Science Association (IPSA), July 13, 2025, The Coex Convention Center in Seoul, South Korea (Invited)

Yoshioka-Kobayashi, Tohru, Chihiro Takayama and Kanetaka Maki, “Designers Uncredited: Designers’ Names Crediting in Design Awards and Product Design Innovation Performance,” The 19th Annual Conference of the European Policy for Intellectual Property Association, September 12, 2024, Scuola Superiore Sant’Anna, Pisa, Italy

Yoshioka-Kobayashi, Tohru, “Technology Development of an Offshore Wind Power Generation System in Japan: A Utility Patent Analysis,” The 7th WIPO-Tongji International Intellectual Property Forum, June 29, 2024, Tongji University, Shanghai, China (Invited)

Yoshioka-Kobayashi, Tohru, “Measuring Product Design Innovations by Design Patents: A Study of the Correspondence between Design Patents and Design Award-winning Products,” International Academic Exchange Seminar between Graduate School of Technology Management at Hanyang University and IIR at Hitotsubashi University, May 8, 2024, Hangyang University, Seoul, Korea (Invited)

(In Japanese)

Yoshioka-Kobayashi, Tohru, “Doctoral Graduates in Industry: A Recent Snapshot,” NISTEP International Joint Seminar: Career Design for Doctoral Talent—Initiatives and Challenges for Building Career Paths, March 23, 2026, online (Invited)

Aoki, Tomonoshin and Tohru Yoshioka-Kobayashi, “A Multi-Agent Simulation Analysis of the Potential for Digital Platform Formation Enabled by the Technical Characteristics of Federated Learning,” The 88th National Convention of the Information Processing Society of Japan (IPSJ), March 7, 2026, Matsuyama University, Ehime

Yoshioka-Kobayashi, Tohru, Junya Kataoka, Kazuki Yokota, Sotaro Shibayama and Mari Kawamura, “Changes in the Work Environments of Early-Career Researchers Following Completion of Their Doctoral Programs,” The 40th Annual Meeting of the Japan Society for Research Policy and Innovation Management, November 8 & 9, 2025, online

Yoshioka-Kobayashi, Tohru, Kazuma Edamura, Yoko Furusawa, Makiko Takahashi, Makiko Watanabe and Koichi Sumikura, “Declined Time Devote to Research among Researchers in Japanese Higher Education Sector: An Econometric Analysis of Full-Time Equivalent Survey Data,” The 40th Annual Meeting of the Japan Society for Research Policy and Innovation Management, November 8 & 9, 2025, online

Yoshioka-Kobayashi, Tohru, Junya Kataoka, Kazuki Yokota, Sotaro Shibayama and Mari Kawamura, “Transferrable Skills of Doctoral Graduates for Inter-Sectoral Mobility,” NISTEP International Joint Seminar, February 20, 2025, online

Yoshioka-Kobayashi, Tohru, Shunsuke Kyo, Hyeoncheol Shin, Sung-bin Ha and Takahiro Kojima, “Factors Affecting Factors behind South Korea’s Adoption of a Copyright Fair Use Provision: An Organizational Theory Perspective,” The 22nd Annual Academic Conference of the Intellectual Property Association of Japan, December 4, 2024, online

Yoshioka-Kobayashi, Tohru, Junya Kataoka, Kazuki Yokota, Sotaro Shibayama and Mari Kawamura, “Transferrable Skills of Doctoral Graduates and Their Job Satisfaction,” The 39th Annual Meeting of the Japan Society for Research Policy and Innovation Management, October 26, 2024, online

4. Award

Japan Society for Research and Innovation Management Best Paper Award

Award Winners: Yoshioka-Kobayashi, Tohru, Junya Kataoka, Kazuki Yokota, Sotaro Shibayama and Mari Kawamura, Article Title: “Effects of Transferable Skills of Doctoral Graduates on Job Satisfaction and Mobility”, The 39th Annual Conference of Japan Society for Research Policy and Innovation Management, October 26, 2024

2) Postdoctoral Fellows

Profiles & List of Research Achievements — FY 2024 ~ FY 2025

II. Researchers



Jiarong Li

■Education

- 2024 Ph.D. Graduate School of Business Administration, Hitotsubashi University
2021 M.A. Graduate School of Business Administration, Hitotsubashi University
2017 B.A. School of Business and Management, University of International Business and Economics

■Professional Positions

- 2026~ Assistant Professor, Graduate School of International Social Sciences, Yokohama National University
2026~ Visiting Researcher, Institute of Innovation Research, Graduate School of Business Administration, Hitotsubashi University
2024 Specially Appointed Assistant Professor, Institute of Innovation Research, Graduate School of Business Administration, Hitotsubashi University (~2026)

■Research Achievements

1. Publications

1.1. Articles and Chapters in Books

- Li, J. (2025). Sculpted Systems, Woven Ties: Driving Forces Behind Stakeholder Engagement in State-Owned Enterprise. In *Academy of Management Proceedings* (Vol. 2025, No. 1, p. 23340). Valhalla, NY 10595: Academy of Management.
- Pesqué-Cela, V., Li, J., & Kim, Y.-K. (2024). Overcoming Liability of Foreignness in US Capital Markets: The Case of Alibaba and Coupang. In G. Kling, I. Oh, & C. Rowley (Eds.), *E-Commerce and Financial Services in Asia: The Expansion and Globalization of Alibaba, Coupang and SoftBank* (Chapter 4). Taylor & Francis.
- Li, Jiarong., & Sasaki, Masato. (2024). Political Embeddedness and Corporate Social Responsibility (CSR) in a State-Led Developing Country: Evidence from China. *Asian Business & Management*, 1-25.
- Li, Jiarong., & Sasaki, Masato. (2024). The Impact of State Ownership on Corporate Social Responsibility Reporting: A Comparison between State-owned and Non-state-owned Enterprises in China. *Management Communication Quarterly*, 38(3), 504-533.

2. Conference Papers, Presentations

- Li, Jiarong., Sculpted Systems, Woven Ties: Driving Forces Behind Stakeholder Engagement in State-Owned Enterprise, Annual Meeting of Academy of Management (AOM), July 28, 2025, Copenhagen, Denmark
- Li, Jiarong., Reinventing the State's Machinery: Tracing the Evolution and Future Agenda of CSR Research on Chinese State-Owned Enterprises, Annual Meeting of the Society for Business Ethics, July 26, 2025, Copenhagen, Denmark
- Li, Jiarong., Reviving Spirit of Community in A Market Society: Narratives in Japanese Enterprises' CSR Communication, Annual Meeting of Academy of Management (AOM), July 28, 2025, Copenhagen, Denmark

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- Li, Jiarong., Navigating Dual Systems for CSR Issues in State-Owned Enterprises, 2024 (14th) Annual Australasian Business Ethics Network Conference (Hybrid), 28-29 November, 2024, online
- Li, Jiarong., When Missions Collide: Governance Mechanisms in State-Owned Enterprises, Annual Meeting of Strategic Management Society (SMS), October 20, 2024, Istanbul, Turkey
- Li, Jiarong., Driving Forces on Stakeholder Engagement in State-Owned Enterprises: Evidence from a Party-State-Led Country, Annual Meeting of the Society for Business Ethics (SBE), August 10, 2024, Chicago, USA

3) International Visiting Researchers

— Apr. 2024~ Mar. 2026

II. Researchers

JENSEN, Paul Henry
Professor, University of Melbourne
February 27, 2024 – May 29, 2024
Research Theme: Global innovation and IP policies

KIM, Dong-hyu
Senior Lecturer, University of Maryland
March 8, 2024 – June 16, 2024
Research Theme: Technological standards and patents, Platform innovation and competition, Catch-up strategy, Digital policy and technologies, Emerging economies, Niklas Luhmann's social systems theory

CUSUMANO, Michael
Professor, Sloan School of Management, Massachusetts Institute of Technology
October 28, 2024 – March 31, 2025
Research Theme: Comparison of corporate venture capital in Japan, the United States, and other countries. Platform businesses and valuations, especially as unicorns and then after IPO.

SHORT, Cole Evan
Assistant Professor, Graziadio Business School, Pepperdine University
April 4, 2025 – July 9, 2025
Research Theme: Strategic factors that inform innovation, such as how organizations seize emerging market opportunities or navigate AI's impacts.



III. Education

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Hitotsubashi University
Institute of Innovation Research

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1) Courses Given by the IIR Faculty Members — Apr. 2024 ~ Mar. 2026

	Fiscal Year	
	2024	2025
School of Business Administration		
Master's and Doctoral Program		
Advanced Innovation Management	Karube	Karube
Advanced Innovation Economics	Nakajima	Nakajima
Advanced Intellectual Property	Eto	Eto
Advanced Science Technology and Innovation	Aoshima / Eto	Aoshima / Eto
Innovation Policy and Institution	Eto	Eto
Innovation, Management, Economics and Policy	Aoshima / Karube / Eto / Nakajima / Ohyama	Aoshima / Karube / Eto / Nakajima
Innovation Research Methods	Aoshima / Kang / Yoshioka-Kobayashi	Aoshima / Kang / Yoshioka-Kobayashi
Special Lecture (International Comparison of Innovation A)	Padrón	Padrón
Advanced Technology Strategy	Aoshima / Yoshioka-Kobayashi	Aoshima
Advanced Entrepreneurship	Kang	Kang
Innovation Research Seminar I	Aoshima / Eto / Yoshioka-Kobayashi	Aoshima / Eto / Yoshioka-Kobayashi
Innovation Research Seminar II	Aoshima / Eto / Yoshioka-Kobayashi	Aoshima / Eto
Doctoral Workshop	Nakajima / Ohyama	Nakajima / Koizumi
Doctoral Secondary Workshop	Nakajima / Ohyama	Nakajima
Doctoral Advanced Workshop	Ohyama / Nakajima	Nakajima / Koizumi
Seminar / Seminar (Ph.D)	Aoshima / Eto / Ohyama / Karube / Kang / Nakajima / Yoshioka-Kobayashi	Aoshima / Eto / Karube / Kang / Nakajima / Padrón / Yoshioka-Kobayashi
Secondary Seminar / Secondary Seminar (Ph.D)	Aoshima / Eto / Ohyama / Karube / Kang / Nakajima / Padrón / Yoshioka-Kobayashi	Aoshima / Eto / Karube / Kang / Nakajima / Padrón / Yoshioka-Kobayashi

MBA Program		
[Management Analysis Program (MBA)]		
Corporate Organization	Aoshima	Aoshima
Business Economics	Ohyama	Koizumi
Advanced Course in Management (MBA)	Padrón	Padrón
Workshop: Management A	Aoshima	Aoshima
[Business Administration Program (Hospitality)(MBA)]		
Corporate Organization	Aoshima	Aoshima
Introductory Workshop	Karube	
Basic Wrokshop	Karube	
WorkshopA		Karube
Management Leadership Development Program (F2)		
		Kang
Management Leadership Development Program (EPSON)		
	Kang	
Hitotsubashi Financial Leadership Program (HFLP)		
	Aoshima	
Consulting Services with Mitsubishi Heavy Industries, Ltd.		
	Eto / Aoshima	
Undergraduate Program in the Faculty of Commerce and Management		
Innovation Management	Yoshioka-Kobayashi	Yoshioka-Kobayashi
Advanced Economics of Innovation	Nakajima	Nakajima
Advanced Management of Innovation	Karube	Karube
Basic Business Economics 1	Ohyama	Koizumi
Basic Business Economics 2	Nakajima	Nakajima
Design Thinking and Management by Design	Yoshioka-Kobayashi*	Yoshioka-Kobayashi*
Special Lecture (International Comparison in Innovation A	Padrón	Padrón
Interactive Course on Business Basics (Management)	Padrón	Padrón
Advanced Course in Management	Padrón	Padrón
Applied Microeconomic Analysis	Ohyama	Nakajima
SeminarI	Aoshima / Kang	Aoshima / Kang
SeminarII	Ohyama / Kang	Kang / Koizumi
Undergraduate Introductory Seminar I	Ohyama	Koizumi
Undergraduate Introductory Seminar II	Ohyama / Yoshioka-Ko-bayash / Nakajima	Koizumi
Seminar (3-year)	Karube / Kang / Nakajima	Karube / Kang / Nakajima
Seminar (4-year)	Karube / Kang / Nakajima	Karube / Kang / Nakajima
Workshop (4-year)	Yoshioka-Kobayashi*	Yoshioka-Kobayashi*
Workshop I (3-year)	Yoshioka-Kobayashi*	Yoshioka-Kobayashi*
Workshop II (3-year)	Yoshioka-Kobayashi*	
Workshop (2-year)	Yoshioka-Kobayashi*	

Note: *indicates a joint lecture with other faculty member(s) than those in the IIR.

2) Innovation Management and Policy Program — Apr. 2024 ~ Mar. 2026

1. Overview

The Innovation Management and Policy Program (IMPP) is a doctorate-level certificate program training researchers to work in the management of innovation at private organizations or in the design of science and technology policy within public institutions. Students will study management and economic theories while developing skills for applying social science research methods. Based on this learning they will develop original academic research papers on topics related to innovation management or policy. By integrating education and research, the program aims to develop professionals capable of strengthening systems and knowledge supporting innovation in Japan and around the world.

This program is supported by the Ministry of Education, Culture, Sports, Science and Technology (MEXT) “Science for RE-designing Science, Technology and Innovation Policy” Human Resource Development program (Cultivating Academic field hubs).

2. Students

IMPP students consist of doctoral students at Hitotsubashi University, doctoral students at other universities, and students holding a Master’s degree (or equivalent) currently working in private industry or the public sector. Classes are held primarily on Wednesday evenings and Saturdays.

To complete the program students must take Innovation Research Seminar I & II, three mandatory courses and two elective courses. In addition, two academic papers must be submitted.

3. Results

Student Enrollment: 21students in 2024 / 15students in 2025

	AY2024	AY2025
Entrants	6 (2)	4 (2)
Graduates	7 (3)	5 (1)

※ numbers in parentheses indicate doctoral students of Hitotsubashi University

4. Main Events of Academic Year 2024

June 22 - 23	Academic Conference 2024 by the Academic Association for Organizational Science (Meiji University) 1 student presented at the conference
June 27 - 29	Annual Meeting 2024 by The Japanese Association for Infectious Diseases (International Conference Center Kobe) 1 student presented at the conference
July 8 - 11	The 33rd IAMOT Conference 2024 by International Association for Management of Technology (Alfandega do Porte Congress Center) 1 student presented at the conference
August 8 - 11	2024 Annual Meeting of the Society for Business Ethics (The Royal Sonesta Chicago Downtown) 1 lecturer presented at the meeting
August 9 - 13	84th Annual Meeting of the Academy of Management (Hyatt Regency Chicago) 1 lecturer and 2 students presented at the meeting
August 29 - 30	IIR Innovation Research Workshop (Institute of Innovation Research)
September 13 -15	SciREX Summer Camp 2024 (National Graduate Institute for Policy Studies (GRIPS))

September 28 -29	Annual Academic Conference 2024 【Special International Research Session Program】 by the Academic Association for Organizational Science (Hosei University) 2 students presented at the conference
October 26 - 27	The 60th Congress of the Business History Society of Japan (The University of Tokyo) 1 student presented at the conference
November 9	The International Association of P2M Fall Conference (Aoyama Gakuin University) 1 student presented at the conference
November30 - December 1	The 72nd Annual Conference by Japanese Association for Rural Studies (Ryukyu University) 1 student presented at the conference
December 2 - 4	ISPIM OSAKA2024 (Kansai University) 1 student presented at the conference

5. Main Events of Academic Year 2025

May 24–25	2025 Spring Conference of the Japan Society of Politics and Law Faculty of Law, Miyazaki Sangyo-keiei University) 1 student presented at the conference
June 21–22	2025 Annual Conference of the Academic Association for Organizational Science (Kyushu University) 1 student presented at the conference
July 12–16	IPSA 28th World Congress of Political Science (COEX, Seoul, South Korea) 1 Faculty Member presented at the conference
July 24–27	2025 Annual Meeting of the Society for Business Ethics (Copenhagen Business School, Copenhagen, Denmark) 1 Faculty Member presented at the conference
July 25–29	The 85th Annual Meeting of the Academy of Management (Bella Center Copenhagen, Copenhagen, Denmark) 2 Faculty Members and 1 student presented at the conference
August 28–29	IIR Innovation Research Workshop (Mercury Hall, East Campus, Hitotsubashi University)
September 5–7	SciREX Summer Camp 2025 (National Graduate Institute for Policy Studies (GRIPS))
September 6–7	6th National Conference of the Japan Society for Local Government Practice (Morioka Regional Exchange Center “MALIOS”) 1 student presented at the conference
October 25–26	2025 Autumn Conference of the Japan Society of Politics and Law (Yamato University) 1 student presented at the conference
November 23–24	25th Annual Conference of the Japan Society of Law and Information Systems (Hitotsubashi University Chiyoda Campus) 1 student presented at the conference
December 6–7	24th Annual Conference and General Meeting of the Japanese Society for Science and Technology Studies (Tokiwa University) 1 student presented at the conference
March 6–8	88th National Convention of the Information Processing Society of Japan (Matsuyama University) 1 student presented at the conference

6. Courses

Required Courses:

1. Innovation Research Methods; Spring-Summer Semester, 2 credits

(AY2024) Yaichi Aoshima, Manabu Eto, Atsushi Ohyama

(AY2025) Yaichi Aoshima, Byeongwoo Kang, Tohru Yoshioka-Kobayashi

This course provides students with instruction in applying a range of methods relevant to conducting research in the field of innovation studies.

2. Innovation, Management, Economics and Policy; Spring-Summer Semester, 2 credits

(AY2024) Yaichi Aoshima, Manabu Eto, Kentaro Nakajima

(AY2025) Yaichi Aoshima, Masaru Karube, Manabu Eto, Kentaro Nakajima

This course provides a comprehensive approach to understanding dimensions of social science underlying science, technology and innovation system, with particular focus on mechanisms supporting science, technology and innovation processes and their effectiveness.

3. Advanced Science Technology and Innovation; Autumn-Winter Semester, 2 credits

(AY2024) Yaichi Aoshima

(AY2025) Yaichi Aoshima, Manabu Eto

This course is an omnibus class based on interactions among leading engineers, scientists, and social science researchers.

4. Innovation Research Seminar I; Spring-Summer Semester, 2 credits

(AY2024) Yaichi Aoshima, Manabu Eto

(AY2025) Yaichi Aoshima, Manabu Eto, Tohru Yoshioka-Kobayashi

The aim of this course is to promote the development of skills for writing journal papers, making academic presentation and improving the overall quality of student research.

5. Innovation Research Seminar II; Autumn-Winter Semester, 2 credits

Yaichi Aoshima, Manabu Eto

The aim of this course is to promote the development of skills for writing journal papers, making academic presentation and improving the overall quality of student research.

IV. Research Results / Publications

BR

Hitotsubashi University
Institute of Innovation Research

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To publish the findings of its research activities, the IIR issues a quarterly journal, called the Hitotsubashi Business Review (in Japanese). The rationale in editing the journal is to promote the theoretical and empirical study of innovation in a social and economic context. The editorial board comprises professors from several universities and company advisors, as well as IIR professors.

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Vol. 73 No. 1	“Evolution of Business Models: Strategic Thinking for the Future”
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‘The new combinations appear discontinuously, then the phenomenon characterising development emerges.’

Joseph A. Schumpeter
The Theory of Economic Development

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