

<div>[氏名/Name]</div> <div>Dr. Joe Hug / ハグ・ホゼ</div> <div>Nationality: United States</div>	
<div>[現職/Current Positions]</div> <div><ul style="list-style-type: none"><li>2024 – Present: Adjunct Professor, Hosei Global MBA - 兼任教員 - 法政大学 GMBA</li><li>2020 – Present: Full-time Professor, iU University 講師 - 情報経営イノベーション専門職大学</li><li>2015 – Present: Managing Director, IOAK, Corp. 役員 - 株式会社 IOAK</li></ul></div>	
<div>[学生へのメッセージ/Message for students] .</div> <div><div>Welcome, Future Leaders and Innovators!</div><div>It is my pleasure to take this opportunity to highlight the many opportunities that are available to you as you commence your academic journey at Hosei University's GMBA program.</div><div>There is a rapid change taking place in our modern world. Business industries and society as a whole are being transformed by technology. In light of the unprecedented technological change, leaders must develop new perspectives and innovative ideas. Leaders must be able to adapt to today's complex world, think critically, collaborate effectively, and continue to acquire new skills in order to remain competitive. It is my sincere hope that you will embark on a journey of discovery, growth, and change.</div><div>Together with the rest of the GMBA faculty and staff, I am available to offer advice, guidance, and support to ensure that your GMBA journey is successful. Don't be afraid to dream big, take on the challenge, and seize the opportunity.</div><div><div>大歓迎、未来のリーダーとイノベーターの皆さん！</div><div>法政大学の GMBA プログラムで学術的な旅を始める機会を迎える皆様に、数多くの可能性を強調する機会をいただき、大変嬉しく思います。</div><div>現代の世界では急速な変化が起こっています。ビジネス産業や社会全体がテクノロジーによって変革されています。前例のない技術の変化を考慮すると、リーダーは新しい視点や革新的なアイデアを開発しなければなりません。リーダーは、今日の複雑な</div></div></div>	

世界に適応し、批判的に考え、効果的に協力し、競争力を維持するために新しいスキルを継続的に身につける必要があります。皆様が発見、成長、変化の旅に乗り出していただけることを心から願っています。

GMBA の教職員とスタッフ一同、皆様の GMBA の旅が成功するよう、アドバイス、指導、サポートを提供する準備ができています。大きな夢を抱き、挑戦に立ち向かい、機会をつかむことを恐れしないでください。

[専門分野/Specialized field]

- **Education** – Active Learning; Student-Centered Learning; Problem-Based Learning (PBL) and Project-Based Learning (PjBL); Design Thinking  
教育 - アクティブラーニング。学生中心の学習。問題解決学習(PBL) / 課題解決型学習(PjBL); デザイン思考
- **Business** – Entrepreneurship; Organizational Change and Leadership  
ビジネス - 起業家精神。組織の変革とリーダーシップ

[担当科目/Class Name]

- GMBA Project 1-A (Internship)

[主な経歴/Background]

- 2024 – Present: Adjunct Associate Professor, University of Maryland Global Campus (UMGC), Asia, MBA program
- 2020 – Present: Full-time, Professor, 情報経営イノベーション専門職大学
- 2015 – Present: Managing Director, IOAK, Corp., 役員 - 株式会社 IOAK
  - 2015 – 2018: Adjunct Lecturer of Business, New York University (NYU)
  - 2011 – 2016: Lecturer of Medicine, Tokyo Medical and Dental University (東京医科歯科大学(TMDU)); Program Coordinator, Temple University, Japan
  - 2011 – 2013: Adjunct Lecturer of Business, Meiji Gakuin University (明治学院大学(経済学部))
  - 2006 – 2012: Full-time, Associate Professor of Business, Central Texas College (CTC); Director of Asia/Japan; Director of Student Services
  - 2004 – 2011: Full-time, Lecturer of Business, Kokushikan University (国士舘大学 (大学院、21 世紀アジア学部))
  - 2004 – 2008: Full-time, Lecturer, Tokyo Metropolitan University (東京都立大学(TMU)「ビジネス・医療/看護」)
  - 2004 – 2006: Adjunct Lecturer of Business, Toin University of Yokohama (桐蔭横浜大学)

(法学部))

- 2006: US Navy Medical (Retired)

[主な研究業績/社会的活動/Main research achievement/Social activity]

[Education]

EdD degree from the University of Southern California (USC) in Organizational Change and Leadership; Executive MBA from Temple University Fox School of Business; MBA from Columbia Southern University.

南カリフォルニア大学 (USC) で組織変革とリーダーシップの博士号 (EdD) を取得; テンプル大学フォックスビジネススクールでエグゼクティブ MBA を取得; コロンビアサザン大学で MBA を取得。

[Research achievement]

- Currently researching the startup ecosystem in Japan; Japanese SMEs known as “Hidden Champions” (Global Top Niche firms); The Venture Capital (VC) and Fintech support system for entrepreneurs in Japan.

[Social activity]

- Startup Mentor, The Founder Institute (Japan)

[Books]

- 2020 – “Realizing a Super Free-Time Society”, iU Publishing
- 2020 – “Business and Management in Asia: Digital Innovation and Sustainability: Chapter 2: Barriers to Digital Transformation (DX) for Japanese Sogoshosha Corporations and Hidden Champions”, Springer

[Academic Papers]

- 2022 – “Faculty Support in Entrepreneurial Preparation: An exploration in the context of active learning”, The University of Southern California (USC), Campus Repository
- 2014 – “About the changing role of foreign language education/What we can learn from globalization in Japan”, The University of Tokyo, Komaba Language Association Journal
- 2013 – “Boeing in 2013”, Temple University, Fox School of Business, Campus Repository
- 2013 – “The ethics of downsizing strategies”, Temple University, Fox School of Business, Campus Repository
- 2012 – “Amazon in Japan”, Temple University, Fox School of Business, Campus Repository
- 2006 – “Unfair Labor Practices”, Columbia Southern University, Campus Repository
- 2005 – “How does ISO 14000 help companies make better environmental and ethical manufacturing decisions?”, Columbia Southern University, Campus Repository

<ul style="list-style-type: none"> <li>• 1994 – “How does business law apply to product liability?”, University of Maryland University College, Campus Repository</li> <li>• 1993 – “Are employee performance appraisals really effective?”, University of Maryland University College, Campus Repository</li> </ul> <p>[Other]</p> <ul style="list-style-type: none"> <li>• 2014 – “The Application of Military Principles to Business Aspects”, HR Agenda Magazine</li> </ul>
<p>[Consulting・Advice service]</p> <ul style="list-style-type: none"> <li>• Consulting: provide executive coaching, organizational change and leadership, digital transformation, and young leaders training.</li> </ul>
<p>[所属学会・団体/Affiliated academic society・association]</p> <ul style="list-style-type: none"> <li>• Startup Mentor – Techstars, startup accelerator (Global)</li> <li>• Startup Mentor – Founder Institute, startup incubator/accelerator (Japan, Vietnam, South Korea)</li> <li>• Member and Academic Reviewer – The American Educational Research Association (AERA) アメリカ教育研究協会「会員 / 学術査読者」(現在に至る)</li> <li>• Member and Academic Reviewer – The Academy of International Business (AIB), Member of the AIB Emerging Markets Shared Interest Group (SIG) 国際ビジネスアカデミー「会員 / 学術査読者」(現在に至る) AIB 新興市場共有利益グループ「会員」(現在に至る)</li> <li>• Member – The Institute of Electrical and Electronics Engineers (IEEE) 電気電子技術者協会「会員」(現在に至る)</li> <li>• Member – The American Management Association アメリカ経営者協会「会員」(現在に至る)</li> <li>• Member – The International Academic Forum (IAOFOR) 国際学術フォーラム「会員」(現在に至る)</li> <li>• Member – Harvard Business Review (HBR) Advisory Council ハーバード ビジネス レビュー (HBR) 諮問委員会「会員」</li> </ul>
<p>[資格・表彰/Credential・Commendation]</p> <ul style="list-style-type: none"> <li>• Member – Kappa Delta Pi (ΚΔΠ) - Honor Society in Education 教育における名誉協会 (受賞者/「会員」)</li> <li>• Member – Phi Delta Kappa (ΦΔΚ) - International Professional Organization for</li> </ul>

## Educators

国際教育者専門組織（受賞者/「会員」）

- Member – Pi Lambda Theta (ΠΛΘ) - Honor Societies and Professional Association for Educators

名誉協会および教育者専門家協会（受賞者/「会員」）

- Member – Phi Sigma Pi (ΦΣΠ) – Academic Honors Fraternity

学術榮譽友愛会（受賞者/「会員」）

- Member – The National Society of Leadership and Success (NSLS / ΣΛΠ)

学術榮譽協会（受賞者/「会員」）

- Member – The National Society of Collegiate Scholars (NSCS), Official undergraduate student Mentor

学術榮譽協会（受賞者/「会員」）, 学部生のメンター（認定）

- Member – The Golden Key International Honour Society (GK)

国際大学名誉協会（受賞者/「会員」）