

VICKI L. BEYER
Curriculum Vitae

EXPERIENCE

Hitotsubashi University, Tokyo Japan

7/2017—9/2021

Professor of Law (now retired)

Taught Comparative Employment Law, Comparative Corporate Governance, American Business Law and Japanese Business Law in Global Business Law program in the Graduate School of Law, Business Law Department. Research relating to law and social change, comparative employment law and comparative corporate governance. Supervised student master's theses. Coordinated administration of student exchange programs with five universities in the U.S., Australia, Singapore and Germany and secure suitable adjunct faculty.

Accenture Japan, Ltd., Tokyo Japan

9/2014—6/2017

Employment Counsel for Japan [and Korea], Senior Manager

Employment counsel for Japan and Korea advising (1) Human Resources Department on employee relations issues and various documentation and processes to manage legal risks and (2) various business departments on suitable structures for deploying employees on behalf of clients. Also worked closely with colleagues in CORE Legal (Compliance, Operations, Risk and Ethics) to ensure compliance with employment, privacy, and FCPA-related corporate policies.

Morgan Stanley, Tokyo Japan

6/2000—8/2014

Executive Director, Legal and Compliance Division

Corporate governance counsel and Japan employment counsel for global financial services firm with more than 5,000 employees in Asia. Earlier roles included Asia-wide employment counsel, general corporate lawyer, compliance training manager, and departmental COO.

- Enhanced efficiency and professionalism of Human Resources by developing offer letter templates, non-competition and exit agreements, investigation processes, and employment rules, becoming the “go to” person for Human Resources and senior business leaders requiring legal and strategic advice on employment-related issues.
- Facilitated risk management by introducing employment policies and developing and delivering training programs; strategized successful implementation of reductions in force.
- Ensured cost-efficient settlements and positive litigation outcomes by managing outside law firms handling employment-related dispute resolution in Japan, Australia, Hong Kong and Singapore and general commercial litigation in Japan.
- Ensured sound governance by managing quarterly board/directors meetings, determining necessary corporate actions based on the articles of incorporation and related corporate documents, setting meeting agendas and preparing minutes.
- Developed and implemented anti-money laundering and privacy compliance programs, managed compliance training across a broad spectrum of areas.
- Oversaw and managed legal translations; reviewed and advised on vendor contracts.
- Achieved operational efficiencies and cost savings for the department by

managing staffing needs, recruiting, staff development, expenses, and filing systems.

- Organized annual charity soccer tournament involving nearly 200 players (begun in 2004).
- Founded Tokyo Women's Business Alliance in 2005 and, as Chairperson, motivated and led active steering committee to plan events and activities resulting in improved opportunities for women to advance at Morgan Stanley in Japan.

Temple University, Japan Campus, Tokyo, Japan

11/1994—6/2000

Director, Law School Program in Japan

Associate Professor of Law

Associate Dean, Temple University Japan

- Local administrator for American Bar Association-accredited semester-long study abroad program. Participants have since become leaders in the legal profession in the US, Japan and across Asia.
- Set curriculum and taught at least one course per semester, hired and managed adjunct faculty, managed program budget, recruited students in Japan and the US, and handled all Japan-based administration to establish this program as the premier U.S. legal study opportunity in Japan.
- As Associate Dean, led special projects on behalf of the entire university in Japan. Specific results included successful relocation of university campus to improved facilities, managing IT department to ensure adequate resources for faculty and students, and providing general legal advice on behalf of the university.

Bond University School of Law, Gold Coast, QLD, Australia

9/1990—12/1994

Assistant Professor of Law

- Taught Income Tax Law, Jurisprudence, Japanese Law, Japanese International Taxation and Japanese Legal Translation.
- Research, conference speaking, and publications related to teaching areas.

Free-lance J-E translator, Tokyo and Seattle

3/1988—4/1990

- Translated legal documents (e.g., statutes, judicial decisions and contracts), law-related articles and the autobiography of a Japanese businessman.

EDUCATION

Bond University School of Law, Gold Coast, QLD, Australia

Master of Laws, Corporate and Commercial Law (1994).

Inter-University Center, Yokohama, Japan

Intensive advanced Japanese language study (1994), on scholarship from Blake-more Foundation.

University of Washington School of Law

Juris Doctor (1990).

Aoyama Gakuin University Graduate School of International Politics, Economics and Business, Tokyo, Japan

Graduate Researcher for 18 months (1987-89), on scholarship from Japanese Ministry of Education.

University of Washington Jackson School of International Studies

Master of Arts in International Studies (1987).

University of Nebraska at Omaha

Bachelor of Arts, International Studies (1980).

USAID/Fulbright scholar, Kabul, Afghanistan (1978)

PROFESSIONAL QUALIFICATIONS

- Admitted to the Bar, State of Washington, USA (January 1991)
- JSDA Internal Control Manager (October 2003 to August 2014)

CONSULTING/PART-TIME TEACHING

- Adjunct Professor of Law, Sophia University (co-teaching International Business Transactions). 2017–present.
- Harassment Hotline Mediator, Okinawa Institute of Science and Technology. 2016–present.
- Commentator, HR Legal Clinic, The HR Agenda Magazine. 2013–present.
- Free-lance writer (mostly travel articles—including a blog, Jigsaw-Japan.com—but also business, law and social commentary for magazines). 2007–present.
- Visiting Scholar, Bond University Faculty of Law (taught Comparative Corporate Governance). 2020.
- Adjunct Professor of Law, Hitotsubashi University Graduate School of International Corporate Strategy (co-taught Comparative Labor and Employment Law). 2016–2017.
- Instructor, Temple University Japan Continuing Education Program (taught Japanese Labor/Employment Law class for non-lawyers). 2013–2015.
- Adjunct Lecturer, Meiji Gakuin University Law School (taught U.S. Constitutional Law and Special Legal Topics, in Japanese language). 2005–2008.

- Adjunct Professor of Law, Bond University Faculty of Law (taught International Conflicts of Law). 2004.
- Appointed by Japanese Ministry of Justice as one of 11 members of its Internationalization Study Group (*kokusaika kentokai*) which met monthly to examine issues of internationalization of the legal profession in Japan and make recommendations that ultimately resulted in revisions to the law governing legal practice in Japan by non-Japanese lawyers. 2002–2004.
- Part-time Professor, Keio University (co-taught special seminars on taxation to international students in Master of Tax course). 1996–1998.
- Visiting Lecturer, Obirin University (taught Introduction to Japanese Law). 1994–1995.

AFFILIATIONS/MEMBERSHIPS

International House of Japan (2020–present)

Women in Law (2014–present)

Foreign Correspondents' Club of Japan (2013–present)

- Kanji (statutory auditor), elected to 2-year term in July 2020

Breakfast Toastmasters Club, Tokyo (2010–present)

- Treasurer, 2011–2012
- Vice President for Membership, 2012–2014
- President, 2014–2016
- Vice President for Education, 2016–2019

Japan In-House Counsel Network (2006–present)

- Senior Advisory Board, 2011–2018

American Chamber of Commerce in Japan (1995–2017)

- As an elected Vice President from 2011 to 2014, established Women in Business Committee, introduced Board Operating Guidelines and a quarterly Committee Achievement Award; led both the Business and Finan-

cial Advisory Council and the Internal Affairs Advisory Council.

- As an elected Governor from 2005 to 2008, played an active role in the revision of the ACCJ Constitution and helped drive the establishment of various internal processes and procedures.
- Served as a leader of the Women in Business Committee, the Legal Services Committee, the Human Resources Management Committee and the Labor Mobility Subcommittee, arranging for speaker programs and other member events as well as the preparation of lobbying viewpoints.

Association of Women in Finance (2002-2014)

Foreign Women Lawyers Association (1995-2014)

Queensland-Japan Chamber of Commerce and Industry (1990-1994)

VOLUNTEER/COMMUNITY WORK

- Global City Ota Ambassador (a/k/a Cool OTA-KU ambassador), June 2018-April 2022