

MARCELO J. ALVARADO-VARGAS, Ph.D.

Associate Professor of Management

University of Toledo

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United States of America

Email: Marcelo.AlvaradoVargas@utoledo.edu**AREAS OF RESEARCH INTEREST:**

- Strategic Management, Global Strategic Management
- Innovation and Technology Management
- International Business
- Corporate Reputation, Corporate Social Responsibility
- Production and International Operations Management
- Supply Chain Management

PROFESSIONAL EXPERIENCE:

<i>Institution</i>	<i>Position</i>	<i>Dates</i>
University of Toledo	Associate Professor with Tenure	August 2019 – Present
Academy of International Business – Latin America Chapter	2019 Conference Program Chair	April 2018 – March 2019
American Journal of Business	Associate Editor	May 2015 – Present
University of Toledo	Assistant Professor	August 2013 – August 2019
BTS Quality Consulting, Miami, Florida	Associate Consultant	November 2011 – March 2016
Florida International University, Miami, Florida	Adjunct Professor	August 2008 – June 2013
Florida International University, Miami, Florida	Research Assistant	January 2007 – August 2008
Manaco S.A. – Bata, Cochabamba, Bolivia	Costs Analyst	April 2005 – August 2005

EDUCATION:

<i>Institution</i>	<i>City</i>	<i>Major</i>	<i>Degree</i>	<i>Date Awarded</i>
Florida International University	Miami, U.S.A.	Business Administration	Ph.D.	August 2013
Florida International University	Miami, U.S.A.	Industrial and Systems Engineering	Ph.D. Candidate (A.B.D.)	N/A
Ghent University (Universiteit Gent)	Ghent, Belgium	Operations and Technology Management	M.Sc.	July 2006
Florida International University	Miami, U.S.A.	International Business	Master	April 2004
Bolivian Private University (Universidad Privada Boliviana)	Cochabamba, Bolivia	Production Engineering	B.Sc.	December 2002

Ph.D. DISSERTATION: (ranked in the top 33% out of 130 submissions for the 2014 PhD Dissertation Award – International Society for Professional Innovation Management ISPIM; and, acknowledged as one dissertation with high quality by the Oxford University Centre for Corporate Reputation – 2014 Best Dissertation Award)

“The Mediating Effect of Innovation on the Relationship between Corporate Reputation and Performance in US firms”

This doctoral dissertation studied the linkage between corporate reputation and performance using innovation as a mediating variable. More specifically, firm reputation is expected to have a positive effect on innovation. This relationship is explained by the increment in critical resources for innovation such as specific human capital, access to financial resources with more convenient conditions, and firm acquisitions. Geographic diversification moderates these relationships, such that firms with higher level of internationalization will present stronger relationships

between reputation and the attraction of those resources. The firm level of innovation is positively related to the firm performance.

Doctoral Chair: Dr. William Newburry

Doctoral Committee Members: Dr. Sumit Kundu; Dr. Ronaldo Parente; Dr. Nathan Hiller; Dr. Weidong Xia

PUBLISHED ARTICLES:

1. Alvarado-Vargas, M.J., Hermans, M. & Newburry, W. (2020). What's in it for me? Local employees' anticipated career opportunities derived from firm internationalization. *Journal of Business Research*, 117:201-211, September.
2. Parente, R., Kelley, K.J., Thams, Y. & Alvarado-Vargas, M.J. (2020). Cross-border mergers and acquisitions: Links between acquiring firm capabilities and resources and target country location. *Multinational Business Review*, 28(3):355-379, August.
3. Alvarado-Vargas, M.J., Inamanamulleri, T. & Zou, Q. (2020). Product attributes and digital innovation performance: The importance of country and firm level supporting environments. *International Journal of Technology Management*, 82(3/4):206-226, August.
4. Kelley, K.J. & Alvarado-Vargas, M.J. (2020). IT signal generation and management capabilities' effect on corporate reputation: A typological approach to strategic positioning in a digital world. *Corporate Reputation Review*, 23(3):145-159, August.
5. Alvarado-Vargas, M.J. & Kelley, K.J. (2020). Bullwhip severity in conditions of uncertainty: Regional vs global supply chain strategies. *International Journal of Emerging Markets*, 15(1):131-148, January.
6. Alvarado-Vargas, M.J. & Zou, Q. (2019). The importance of good behavior in college football teams in the U.S.: An interaction effect of team reputation on game attendance. *International Journal of Sports Marketing and Sponsorship*, 20(3):430-445, August.
7. Alvarado-Vargas, M.J. & Zou, Q. (2018). Getting rid of a heavy shield: Downsizing the in-house legal department? *American Journal of Business*, 33(1/2):2-17, May.
8. Alvarado-Vargas, M.J., Callaway, S.K. & Ariss, S. (2017). Explaining innovation outputs by different types of R&D inputs: Evidence from U.S. universities. *Journal of Strategy and Management*, 10(3):326-341, August.
9. Hermans, M., Newburry, W., Alvarado-Vargas, M.J., Baldo, C.M., Borda, A., Duran-Zurita, E.G., Geleilate, J.M., Guerra, M., Lasio-Morello, M.V., Madero-Gomez, S.M., Olivas-Lujan, M.R. & Zwerg-Villegas, A.M. (2017). Attitudes towards women's career advancement in Latin America: The moderating impact of perceived company international proactiveness. *Journal of International Business Studies*, 48(1):90-112, January.
10. Geleilate, J.M., Magnusson, P., Parente, R. & Alvarado-Vargas, M.J. (2016). Home country institutional effects on the multinationality-performance relationship: A comparison between emerging and developed markets multinationals. *Journal of International Management*, 22(4):380-402, December.
11. Thams, Y., Alvarado-Vargas, M.J. & Newburry, W. (2016). Geographical diversification as a predictor of MNC reputations in their home nations. *Journal of Business Research*, 69(8):2882-2889, August.
12. Alvarado-Vargas, M.J. (2008). The technological innovation adoption race: Things you must know to finish it in first places. *The Business Review, Cambridge*, 11(2):76-81, December.

PUBLISHED PROCEEDINGS:

1. Newburry, W., Alvarado-Vargas, M.J., Borda, A.J., Geleilate, J.M., Ortiz-Baldo, C.M., Durán-Zurita, E., Guerra, M., Lasio-Morello, M.V., Madero, S. & Zwerg-Villegas, A.M. (2013). Globalization capabilities and perceived career opportunities from globalization in Latin America. *Academy of Management Proceedings*, Vol. 2013(1):12048, January.

UNCONDITIONALLY ACCEPTED ARTICLES:

Currently NONE.

WORK-IN-PROGRESS ARTICLES:

1. Alvarado-Vargas, M.J., Modi, S. & Newburry, W. Unintended consequences (The burden) of good reputation: Its effects on corporate litigation and shareholder value.

2. Zou, Q. & Alvarado-Vargas, M.J. Managing opportunism in triadic relationships: The double edge sword effects of coopetition encouragement strategy. *Journal of Business Research*. **(1st Revise and Resubmit)**.
3. Alvarado-Vargas, M.J., Lorenz, M. & Hermans, M. Better together: Exploring curvilinear effects of gender diversity in BoDs and TMTs on the innovation process.
4. Alvarado-Vargas, M.J. & Hejazi, M. Service complexity and firm performance: A moderating effect of innovation and internationalization.
5. Alvarado-Vargas, M.J. & Newburry, W. The mediating effect of innovation on the relationship between corporate reputation and performance in US firms.
6. Alvarado-Vargas, M.J., Zou, Q., Inamanamulleri, T. & Andrews, D.S. To D.I.V.E. (or not) into deep waters: Assessment tool for digital innovation.
7. Alvarado-Vargas, M.J. & Andrews, D.S. This party is not fun anymore: Divesting from China.

THESES:

1. Alvarado-Vargas, M.J. (2013). "The Mediating Effect of Innovation on the Relationship between Corporate Reputation and Performance in U.S. Firms", Florida International University, Electronic Theses and Dissertations. Paper 927, PhD dissertation. <http://digitalcommons.fiu.edu/etd/927>
2. Coulier, C. & Alvarado-Vargas, M.J. (2006). "Modeling and Simulating of Operating Room Scheduling", Ghent University, College of Economics and Business Administration, Department of Information Science and Operations Management. Ghent, Belgium.
3. Alvarado-Vargas, M.J. (2002). "Technical and Experimental Design for Obtaining Vinegar From Pineapple Residues", Bolivian Private University, College of Engineering and Architecture, Department of Production, Industrial and Systems Engineering. Cochabamba, Bolivia.

CONFERENCES / CONSORTIA:

1. Molavi, N., Zhang, Y. & Alvarado-Vargas, M.J. (2020). Solving location and routing problem of hybrid commercial drones with social and environmental considerations. *Decision Sciences Institute Annual Conference*, Online due to COVID-19.
2. Alvarado-Vargas, M.J. & Napier, E.A. (2020). Changing neighborhoods: Explaining divestment speed from China. *Academy of International Business Annual Conference*, Online due to COVID-19.
3. Alvarado-Vargas, M.J., Hermans, M. & Newburry, W. (2020). Anticipated career consequences and personal benefits derived from firm internationalization in emerging markets. *Academy of International Business – Latin America & Caribbean Chapter Conference*, Online due to COVID-19. **(Competitive session, Conference Best Paper Award Finalist)**.
4. Alvarado-Vargas, M.J., Zou, Q., Inamanamelluri, T. & Napier, E.A. (2020). Assessment tool for digital innovation projects: To D.I.V.E. (or not) into deep waters. *Academy of International Business – Latin America & Caribbean Chapter Conference*, Online due to COVID-19.
5. Alvarado-Vargas, M.J. (2019). Born global firms established in developed versus developing countries: An outlook in the computer software industry. *Academy of International Business – Latin America & Caribbean Chapter Conference*, Cochabamba, Bolivia.
6. Panel organizer and moderator. Digitalization: Challenges and opportunities for Latin American businesses (2019). *Academy of International Business – Latin America & Caribbean Chapter Conference*, Cochabamba, Bolivia.
7. Organizer for the pre-Conference UPB Doctoral Consortium Workshop in Spanish (2019). *Academy of International Business – Latin America & Caribbean Chapter Conference*, Cochabamba, Bolivia.
8. Alvarado-Vargas, M.J. & Andrews, D.S. (2018). This party is not fun anymore: Divesting from China. *Academy of International Business Annual Conference*, Minneapolis, MN.
9. Andrews, D.S., Alvarado-Vargas, M.J. & Fainshmidt, S. (2018). Does it pay to be reputable? A comparative institutional perspective of reputational gains in consumer markets. *Academy of International Business Annual Conference*, Minneapolis, MN.
10. Co-organizer for the pre-Conference Paper Development Workshop in Spanish (2017). *Academy of International Business – Latin America Chapter Conference*, Lima, Peru.
11. Alvarado-Vargas, M.J. & Andrews, D.S. (2017). Effects of country development, business environment sophistication, and openness to globalization on the reputation-performance relationship. *Academy of International Business – Latin America Chapter Conference*, Lima, Peru.

12. Invited participant for the pre-Conference Junior Faculty Consortium (2016). *Academy of International Business Annual Conference*, New Orleans, LA.
13. Alvarado-Vargas, M.J., Newburry, W., Geleilate, J.M., Hermans, M., Olivas-Lujan, M., Madero, S., Zwerg-Villegas, A.M., Borda, A., Baldo, C.M., Duran-Zurita, E., Guerra, M. & Lasio-Morello, M.V. (2015). Globalization capabilities and career opportunities and benefits in Latin American firms. *European International Business Academy Annual Conference*, Rio de Janeiro, Brazil. **(Competitive session)**.
14. Alvarado-Vargas, M.J. & Newbury, W. (2015). The mediating effect of innovation on the relationship between corporate reputation and performance in US MNCs. *Strategic Management Society Annual Conference*, Denver, CO. **(Paper session)**
15. Sumba-Quimi, L. & Alvarado-Vargas, M.J. (2014). The impact of internationalization on innovation: Cases from Brazilian and Ecuadorian SMEs. *Academy of International Business – Southeast Chapter Conference*, Miami, FL.
16. Galeilate, J.M., Magnusson, P., Parente, R. & Alvarado-Vargas, M.J. (2014). Can home-country conditions shape firm’s international activities? An investigation of emerging versus developed multinational firms. *Strategic Management Society Annual Conference*, Madrid, Spain.
17. Geleilate, J.M., Magnusson, P., Alvarado-Vargas, M.J., Parente, R., Crosgrove, D. & Baack, D. (2014). The role of country of origin on the multinationality-performance relationship. *Academy of International Business Annual Conference*, Vancouver, Canada. **(Competitive session)**.
18. Newburry, W., Alvarado-Vargas, M.J., Geleilate, J.M., Olivas-Lujan, M.R., Hermans, M., Borda, A.J., Baldo, C.M., Duran-Zurita, E., Guerra, M., Lasio-Morello, M.V., Madero, S. & Zwerg-Villegas, A.M. (2014). Attitudes towards women’s career advancement in Latin America: The impact of gender role perceptions and global mindsets. *Academy of International Business – Latin America Chapter Conference*, Medellin, Colombia. **(Paper session, Conference Best Paper Award Finalist)**.
19. Kelley, K., Parente, R., Alvarado-Vargas, M.J. & Thams, Y. (2014). Cross-border mergers and acquisitions: Links between acquiring firm capabilities and resources and target country location. *Academy of International Business – Latin America Chapter Conference*, Medellin, Colombia. **(Paper Session)**.
20. Alvarado-Vargas, M.J. (2014). Teaching in Second Life. Alternative approaches for online teaching. *Academy of International Business – Latin America Chapter Conference*, Medellin, Colombia **(Plenary Panelist)**.
21. Newburry, W., Alvarado-Vargas, M.J., Geleilate, J.M., Olivas-Lujan, M.R., Hermans, M., Borda, A.J., Baldo, C.M., Duran-Zurita, E., Guerra, M., Lasio-Morello, M.V., Madero, S. & Zwerg-Villegas, A.M. (2013). Attitudes towards women’s career advancement in Latin America: The impact of gender role perceptions and global mindsets. *Iberoamerican Academy of Management Conference*, Sao Paulo, Brazil. **(Paper session; Award for the Best Iberoamerican Conference Paper)**.
22. Newburry, W., Alvarado-Vargas, M.J., Borda, A.J., Geleilate, J.M., Baldo Ortiz, C.M., Duran-Zurita, E., Guerra, M., Hermans, M., Lasio-Morello, M.V., Madero, S., Olivas-Lujan, M.R. & Zwerg-Villegas, A.M. (2013). Globalization capabilities and perceived career opportunities from globalization in Latin America. *Academy of Management Annual Conference*, Orlando, Florida, USA. **(Paper session)**.
23. Newburry, W., Alvarado-Vargas, M.J., Borda, A., Baldo, C.M., Duran-Zurita, E., Geleilate, J.M., Guerra, M., Hermans, M., Lasio-Morello, M.V., Madero, S., Olivas-Lujan, M. & Zwerg-Villegas, A.M. (2013). The impacts of gender role perceptions and global mindsets on attitudes towards women’s career advancement in Latin America. *Academy of International Business Annual Conference*, Istanbul, Turkey. **(Competitive session)**.
24. Geleilate, J.M., Alvarado-Vargas, M.J., Kundu, S. & Parente, R.C. (2013). Addressing the heterogeneity of results in internationalization-performance studies on emerging markets: A meta-analytic approach. *Academy of International Business Annual Conference*, Istanbul, Turkey. **(Competitive session)**.
25. Kelley, K.J., Parente, R.C., Alvarado-Vargas, M.J. & Thams, Y. (2013). Cross-border mergers and acquisitions: Links between acquiring firm capabilities and resources and target country location. *Academy of International Business Annual Conference*, Istanbul, Turkey. **(Competitive session)**.
26. Alvarado-Vargas, M.J. & Newburry, W. (2013). The mediating effect of product innovation on the relationship between firm reputation and performance. *Reputation Institute Annual Conference*, Barcelona, Spain. **(Competitive session)**.
27. Newburry, W., Alvarado-Vargas, M.J., Borda, A., Baldo, C.M., Duran-Zurita, E., Geleilate, J.M., Guerra, M., Hermans, M., Lasio-Morello, M.V., Madero, S., Olivas-Lujan, M., & Zwerg-Villegas, A.M. (2013). Perceived career opportunities and benefits from globalization in Latin America. *Academy of International Business – Latin America Chapter Annual Conference*, Puebla, Mexico. **(Competitive session)**.

28. Kelley, K.J., Alvarado-Vargas, M.J. & Palacios-Marques, D. (2012). Bullwhip severity in conditions of uncertainty: Regional versus global supply chain strategies. *Academy of International Business – Southeast Annual Conference*, Ft. Lauderdale, FL. (**Competitive session**).
29. Alvarado-Vargas, M.J. & Kelley, K. (2012). Bullwhip severity in conditions of uncertainty: Regional versus global supply chain strategies. *Strategic Management Society Annual Conference*, Prague, Czech Republic. (**Paper session**).
30. Invited participant for the pre-Conference Doctoral Consortium (2012). *Academy of Management Annual Conference – Business Policy and Strategy Division*, Boston, MA.
31. Invited participant for the pre-Conference Doctoral Consortium (2012). *Academy of International Business Annual Conference*, Washington, D.C.
32. Alvarado-Vargas, M.J. (2012). Online teaching in Latin America: Teaching international business in Second Life. *Academy of International Business – Latin American Chapter Conference*, Miami, FL (**Panelist**).
33. Newburry, W., Borda, A., Alvarado-Vargas, M.J. & Geleilate, J.M. (2011). Perceived career opportunities from globalization: Globalization capabilities and attitudes towards women in Peru and Brazil. *Iberoamerican Academy of Management Conference*, Lima, Peru. (**Competitive session**).
34. Thams, Y., Alvarado-Vargas, M.J. & Newburry, W. (2011). Multinationality as a predictor of MNC's intangible performance or reputation. *Academy of International Business Annual Conference*, Nagoya, Japan (**Competitive session**).
35. Alvarado-Vargas, M.J. & Kelley, K. (2011). International supply chain strategies in an uncertain world: A bullwhip perspective. *Academy of International Business Annual Conference*, Nagoya, Japan.
36. Invited participant for the pre-Conference Doctoral Consortium (2011). *Reputation Institute Annual Conference*. New Orleans, LA.
37. Kelley, K., Thams, Y., Alvarado-Vargas, M.J. & Yang, K. (2010). Influence of institutional distance on MNCs' internationalization speed. *Strategic Management Society Annual Conference*, Rome, Italy.
38. Alvarado-Vargas, M.J. (2010). The impact of the parent firm's degree of internationalization on its subsidiaries' size: The case of US MNCs. *Academy of International Business Annual Conference*, Rio de Janeiro, Brazil.
39. Alvarado-Vargas, M.J. (2010). Teaching in Second Life: A faculty's perspective. *FIU Online Annual Conference*, Miami, Florida.
40. Alvarado-Vargas, M.J. & Kelley, K. (2009). Economic uncertainty, product architecture, and the bullwhip effect: Strategies for coping with supply chain variability. *Strategic Management Society Annual Conference*, Washington D.C.
41. Kelley, K., Alvarado-Vargas, M.J. & Thams, Y. (2009). Regionalization and economic growth volatility: An IB perspective on Dreher's 2006 article linking globalization index levels and economic growth. *Academy of International Business Annual Conference*, San Diego, California.

AD-HOC ACADEMIC EDITOR & REVIEWER:

Editor:

Academic Journals

1. American Journal of Business (AJB), Associate Editor May 2015 – Present

Reviewer:

Academic Journals

1. Journal of Business Research (JBR) July 2020 – Present
2. Journal of International Management (JIM) November 2019 – Present
3. Cross Cultural & Strategic Management (CCSM) April 2018 – Present
4. Journal of World Business (JWB) September 2014 – Present
5. Journal of International Business Studies (JIBS) March 2014 – Present
6. International Journal of Emerging Markets (IJoEM) January 2014 – Present
7. American Journal of Business (AJB) May 2015 – Present
8. Journal for Global Business and Community (JGBC) October 2009 – August 2011

Academic Conferences

1. Academy of Management (AOM) January 2011 – Present
 - a. Business Policy and Strategy Division (AOM-BPS)
 - b. Technology and Innovation Management Division (AOM-TIM)

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| c. International Management Division (AOM-IMD) | |
| 2. Strategic Management Society (SMS) | August 2010 – Present |
| 3. Academy of International Business (AIB) | January 2009 – Present |
| a. Latin America Chapter (AIB-LAT) | |
| b. Southeast Chapter (AIB-SE) | |
| 4. European International Business Academy (EIBA) | August 2012 – Present |

GRANTS / SCHOLARSHIPS AWARDED:

1. University of Toledo Research Enterprise Travel Fund Award. \$1,500. 2014-2015 Academic year.
2. Doctoral Travel Stipend Award, *2012 Academy of International Business Annual Conference*, Washington DC.
3. 2012-2013 AIB Institutional Membership Award, *FIU-CIBER*, Miami, FL
4. Doctoral Travel Stipend Award, *2011 Academy of International Business Annual Conference*, Nagoya, Japan.
5. 2011 Scholar Forum Award, *Florida International University*, Miami, FL. First Prize.
6. 2010 Scholar Forum Award, *Florida International University*, Miami, FL. Second Prize.
7. Development for a management course in Second Life environment. \$5,000. *Florida International University*, Miami, FL. Fall 2009.
8. Scholarship for the Internationalizing Doctoral Education in Business Workshop at Ohio State University, *Florida International University – Center for International Business Education and Research*. July 2009.
9. Graduate Assistantship for Doctoral Studies, *Department of Management and International Business, College of Business Administration, Florida International University*. Miami, Florida. August 2008
10. Scholar Forum Award, *Florida International University*, Miami, FL. Second Prize in 2008.
11. Graduate Assistantship for Doctoral Studies, *Department of Industrial and Systems Engineering, College of Engineering, Florida International University*. Miami, Florida. January 2007
12. Graduate Assistantship for Master Studies, *Belgian Technical Cooperation (Belgische Technische Coöperatie)*. Ghent, Belgium. September 2005
13. *Undergraduate Scholarship*, Bolivian Private University. Cochabamba, Bolivia. January 1999

AWARDS AND HONORS

- 2019 Cuervo-Cazurra & Newburry Award – Outstanding service as Conference Program Chair in 2019 AIB-LAT Annual Conference.
- 2018 Emerald Literati Award – Outstanding Reviewer (International Journal of Emerging Markets).
- 2016-2017 Outstanding Junior Researcher Award. College of Business and Innovation, University of Toledo.
- 2015-2016 DeJute Memorial Undergraduate Teaching Award. College of Business and Innovation, University of Toledo.
- Best Conference Paper Award. (2013). *Iberoamerican Academy of Management Conference*, Sao Paulo, Brazil.

Memberships and Honor Societies:

- Member, Strategic Management Society (SMS)
- Member, Academy of Management (AoM)
- Member, Academy of International Business (AIB)
- Registered Engineer, Bolivian Engineers Society, (registration number #13671)
- Beta Gamma Sigma, Business Academic Honor Society
- Delta Epsilon Iota, Academic Honor Society
- Golden Key, International Academic Honor Society
- Alpha Pi Mu, Industrial Engineering Academic Honor Society.
- Omega Rho, Operations Research and Management Science Academic Honor Society.
- Phi Kappa Phi, All Discipline Academic Honor Society

UNIVERSITY AND ACADEMIC PROFESSIONAL SERVICE

At University of Toledo:

Ph.D. Dissertations and Master Theses Committee:

- **Co-Chair**, Nima Molavi PhD Dissertation Committee. “Optimization models for drones deliveries”. December 2019 – Present.
- **Co-Chair**, Qi Zou PhD Dissertation Committee. “Triadic relationship quality, its determinants, consequences, and contextual factors: An integrative model and empirical examination”. August 2014 – June 2019. Placement: West Chester University of Pennsylvania.
- **Member**, Sandeepkumar Jagani PhD Dissertation Committee. “By-product management and sustainability performance of manufacturing firms”. November 2016 – April 2018.
- **Member**, Yuan Wang PhD Dissertation Committee. “Supplier involvement in conventional and sustainable new product development: Three essays”. May 2016 – August 2017.
- **Member**, Jin Zhang PhD Dissertation Committee. “Empirical evidence on the use of balance scorecard and innovation: Exploring the role of firm competences and the performance consequences”. March 2016 – December 2016.
- **Member**, Mohammed Taj Hejazi PhD Dissertation Committee. “Managing service complexity for sustainable competitive advantage: Theoretical model and empirical investigation”. January 2014 – May 2016.

Committee membership:

- Elected Member. College of Business and Innovation Leadership Council. AY2015-16.
- Member. Ph.D. Program Committee. AY2013-15; AY2016-19.
- Member. Ph.D. Admission Committee. AY2016-19.
- Member. Ph.D. Comprehensive Exam Committee. AY2014-19.
- Member. Management Department Recruiting Committee. AY2013-15; AY2017-2020.
- Member. IOTM Department Recruiting Committee. AY2019-2020.
- Member: Finance Department Personnel Committee. AY2020-2021.
- Member. Junior Faculty Mentorship Committee. AY2019-2020.

At Florida International University:

- Principal advisor, Nebojsa Zlatic, Undergraduate Thesis, Honors College. Academic Year 2012-2013. “The actual vs assumed goal of a manufacturing organization linked with the intrinsic order of ongoing processes, statistical fluctuations, and the theory of constraints”

COURSES TAUGHT

At University of Toledo:

Ph.D. level courses:

1. Special Topics Seminar (MFGM8980) – Ph.D. Seminar in Innovation and Technology Commercialization
 - i. *Fall 2019.*
2. Innovation and Technology Commercialization (MFGM8850) – Ph.D. Seminar Independent Study
 - i. *Spring 2017.*

Master’s level courses:

1. Strategic Management Capstone (BUAD6900) – MBA course
 - i. *Summer 2020.*

Undergraduate level courses:

1. Senior Business Policy Forum (BUAD4020) – Undergraduate
 - i. *Spring 2020.* Book: Concepts in Strategic Management and Business Policy: Globalization, Innovation and Sustainability by Wheelen, T.L., Hunger, J.D., Hoffman, A.N. & Bamford, C.E., 14th Edition, Pearson.
 - *Section 002.* Course evaluation averages: Class current/5.00; Instructor current/5.00
 - *Section 003.* Course evaluation averages: Class current/5.00; Instructor current/5.00
 - *Section 902 Fully Online.* Course evaluation averages: Class current/5.00; Instructor current/5.00
 - ii. *Fall 2019.*
 - *Section 001.* Course evaluation averages: Class current/5.00; Instructor current/5.00
 - *Section 002.* Course evaluation averages: Class current/5.00; Instructor current/5.00

- *Section 902 Fully Online*. Course evaluation averages: Class current/5.00; Instructor current/5.00
- iii. *Spring 2019*.
 - *Section 001*. Course evaluation averages: Class 4.56/5.00; Instructor 4.64/5.00
 - *Section 002*. Course evaluation averages: Class 4.48/5.00; Instructor 4.57/5.00
- iv. *Fall 2018*.
 - *Section 002*. Course evaluation averages: Class 4.63/5.00; Instructor 4.75/5.00
 - *Section 003*. Course evaluation averages: Class 4.70/5.00; Instructor 4.77/5.00
 - *Section 902 Fully Online*. Course evaluation averages: Class 4.07/5.00; Instructor 4.25/5.00
- v. *Spring 2018*.
 - *Section 003*. Course evaluation averages: Class 4.38/5.00; Instructor 4.54/5.00
 - *Section 004*. Course evaluation averages: Class 4.51/5.00; Instructor 4.52/5.00
- vi. *Fall 2017*.
 - *Section 002*. Course evaluation averages: Class 4.27/5.00; Instructor 4.35/5.00
 - *Section 003*. Course evaluation averages: Class 4.53/5.00; Instructor 4.65/5.00
 - *Section 902 Fully Online*. Course evaluation averages: Class 3.97/5.00; Instructor 4.07/5.00
- vii. *Spring 2017*.
 - *Section 003*. Course evaluation averages: Class 4.25/5.00; Instructor 4.45/5.00
 - *Section 004*. Course evaluation averages: Class 4.50/5.00; Instructor 4.65/5.00
- viii. *Fall 2016*.
 - *Section 002*. Course evaluation averages: Class 4.50/5.00; Instructor 4.58/5.00
 - *Section 003*. Course evaluation averages: Class 4.45/5.00; Instructor 4.68/5.00
 - *Section 902 Fully Online*. Course evaluation averages: Class 4.37/5.00; Instructor 4.39/5.00
- ix. *Spring 2016*. Book: Strategic Management and Competitive Advantage: Concepts and Cases by Barney, J.B. & Hesterly, W.S., 4th Edition, Prentice Hall.
 - *Section 003*. Course evaluation averages: Class 4.33/5.00; Instructor 4.44/5.00
 - *Section 004*. Course evaluation averages: Class 4.59/5.00; Instructor 4.70/5.00
- x. *Fall 2015*.
 - *Section 001*. Course evaluation averages: Class 4.59/5.00; Instructor 4.68/5.00
 - *Section 003*. Course evaluation averages: Class 4.53/5.00; Instructor 4.55/5.00
 - *Section 902 Fully Online*. Course evaluation averages: Class 3.88/5.00; Instructor 4.25/5.00
- xi. *Spring 2015*.
 - *Section 004*. Course evaluation averages: Class 4.17/5.00; Instructor 4.20/5.00
 - *Section 005*. Course evaluation averages: Class 4.53/5.00; Instructor 4.54/5.00
- xii. *Fall 2014*.
 - *Section 001*. Course evaluation averages: Class 3.93/5.00; Instructor 4.01/5.00
 - *Section 002*. Course evaluation averages: Class 4.58/5.00; Instructor 4.74/5.00
- xiii. *Spring 2014*.
 - *Section 002*. Course evaluation averages: Class 4.34/5.00; Instructor 4.44/5.00
 - *Section 003*. Course evaluation averages: Class 3.87/5.00; Instructor 3.99/5.00
- xiv. *Fall 2013*.
 - *Section 001*. Course evaluation averages: Class 3.61/5.00; Instructor 3.81/5.00
 - *Section 005*. Course evaluation averages: Class 3.99/5.00; Instructor 4.19/5.00

At Florida International University:

1. MNC Strategy (MAN4633) – Undergraduate
 - i. *Summer 2013*. Book: Transnational Management: Text, Cases, and Readings in Cross-Border Management by Bartlett, C., & Beamish, P. 6rd Edition, Irwin/McGraw-Hill. Course evaluation averages: Class 4.19/5.00; Instructor 4.14/5.00
2. Managing Innovation (MAN4054) – Undergraduate
 - i. *Spring 2013*. Book: Strategic Management of Technological Innovation by Schilling, M.A., 3rd Edition, McGraw-Hill Irwin. Course evaluation averages: Class 4.93/5.00; Instructor 4.75/5.00

3. Strategic Management (MAN4720) – Undergraduate
 - i. *Spring 2010*. Book: Strategic Management and Competitive Advantage: Concepts and Cases by Barney, J.B. & Hesterly, W.S., 2nd Edition, Prentice Hall. Course evaluation averages: Class 4.28/5.00; Instructor 4.20/5.00
4. International Business (MAN4602) – Undergraduate
 - i. *Spring 2013*. Book: A Framework for International Business by Cavusgil, S.T; Knight, G. & Riesenberger, J.R., 1st Edition, Pearson.
 - *In-Class Section*. Course evaluation averages: Class 4.49/5.00; Instructor 4.59/5.00
 - *Online Section*. Course evaluation averages: Class 3.98/5.00; Instructor 3.49/5.00
 - ii. *Fall 2012*. Course evaluation averages: Class 4.43/5.00; Instructor 4.36/5.00
 - iii. *Summer 2012*. Course evaluation averages: Class 4.26/5.00; Instructor 4.04/5.00
 - iv. *Fall 2011 – Honors Section*. Book: Global Business Today by Hill, C.W.L., 7th Edition, McGraw-Hill Irwin. Course evaluation averages: Class 4.71/5.00; Instructor 4.65/5.00
 - v. *Summer 2011*. Course evaluation averages: Class 3.98/5.00; Instructor 3.84/5.00
 - vi. *Spring 2011 – Honors Section*. Course evaluation averages: Class 4.59/5.00; Instructor 4.40/5.00
 - vii. *Fall 2010*. Book: Global Business Today by Hill, C.W.L., 6th Edition, McGraw-Hill Irwin. Course evaluation averages: Class 4.22/5.00; Instructor 4.11/5.00
5. Operations Management (MAN4504) – Undergraduate
 - i. *Fall 2012*. Book: Principles of Operations Management by Heizer, J. & Render, B., 8th Edition, Prentice Hall. Course evaluation averages: Class 4.22/5.00; Instructor 3.78/5.00
 - ii. *Spring 2012*. Course evaluation averages: Class 4.93/5.00; Instructor 4.98/5.00
 - iii. *Summer 2009*. Book: Principles of Operations Management by Heizer, J. & Render, B., 7th Edition, Prentice Hall. Course evaluation averages: Class 4.38/5.00; Instructor 4.23/5.00
 - iv. *Spring 2009*. Course evaluation averages: Class 4.20/5.00; Instructor 3.94/5.00
6. Organization and Management (MAN3025) – Undergraduate
 - i. *Fall 2009*. Book: Management: A practical introduction by Kinicki, A. & Williams B.K., 4th Edition, McGraw-Hill Irwin. Course evaluation (overall assessment of instructor): 4.13/5.00
7. Engineering Economy (EIN3354) – Undergraduate
 - i. *Summer 2008*. Book: Engineering Economic Analysis by Newnan, D., Eschenbach, T.G. & Lavelle, J.P., 10th Edition, Oxford University Press.

LANGUAGES

Fluent	High Proficiency	Medium-low Proficiency
<ul style="list-style-type: none"> • English • Spanish 	<ul style="list-style-type: none"> • French – DELF 2^{ième} degré 	<ul style="list-style-type: none"> • Dutch

REFERENCES

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