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Indiana University
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EDUCATION

Ph.D.: International Business, The University of Michigan, Ann Arbor, 1996
Functional Area Minor: Organizational Behavior

M.B.A.: International Business, The University of Toledo, 1988

B.A.: Psychology and Spanish, The University of Missouri-Columbia, 1983

General Studies: Conception Seminary College, Conception, MO, 1979

DISSERTATION TOPIC AND COMMITTEE

"Learning and Competitiveness in Mexico's Automotive Industry: The Relationship between Traditional and World-Class Plants in Multinational Firm Subsidiaries."

Daniel R. Denison (Co-chair), Organizational Behavior and Human Resource Management
Gunter Dufey (Co-chair), International Business
C.K. Prahalad, Corporate Strategy and International Business
Martha S. Feldman, Political Science and Public Policy

ACADEMIC AND ADMINISTRATIVE EXPERIENCE

Clinical Associate Professor of International Business, August 2001 – Present
Kelley School of Business, Indiana University

Co-Director, Supply Chain Global Management Academy (MBA Program), May 2005 – Present.
Kelley School of Business, Indiana University

Co-Director, Global Experience Academy (MBA Program), August 2004 – September 2005.
Kelley School of Business, Indiana University

Co-Director, Center for International Business Education and Research (CIBER), August 2002-
2003
Kelley School of Business, Indiana University

Director, Global Experience Academy (MBA Program), August 2001 – August, 2004.
Kelley School of Business, Indiana University

Visiting Assistant Professor of International Business, August 2000 – July 2001
Kelley School of Business, Indiana University

Part-Time Instructor of International Business, Spring Semester 2000
College of Business, The University of Toledo

Assistant Professor of International Business, September 1997 - 1999
Kelley School of Business, Indiana University

Assistant Professor of International Business, 1994 - 1997
Fisher College of Business, The Ohio State University

Research and Teaching Assistant, 1989 - 1993
School of Business Administration, The University of Michigan
(I assisted professors Linda Lim, International Business, and
Daniel R. Denison, Organizational Behavior & Human Resource Management.)

Adjunct Instructor, 1988 - 1989
College of Business, The University of Toledo

Research Assistant, March 1986 - March 1988
College of Business, The University of Toledo

TEACHING INTERESTS

The Environments of International Business
Management of Multinational Firms
International Competitive Strategies
International Management
Global Leadership
Cross-Cultural Management
Incorporating the World Wide Web in the Teaching of International Business

TEACHING EXPERIENCE

INDIANA UNIVERSITY, Kelley School of Business, August 2000- Present

D-301 – The Environments of International Business
D-302 – The Operations of International Business: Management of Multinationals
D-503 – The Environments of International Business (MBA Program)
D-504 – The Operations of International Business: Management of Multinationals (MBA Program)
D-594 – International Competitive Strategies (MBA Program)
D-595 – International Management (MBA Program)
D-531 & D-532– The Global Experience Academy I & II (MBA Program)
X-515, 516, 517 – The Global Experience Academy and Supply Chain and Global Management Academy (MBA Program)
R-700/H-700 - Global Leadership (Kelley Direct, MBA Program, GM and UTC Programs)
U-714/L714 - International Competitive Strategies (Kelley Direct, MBA Program, GM and open Programs)
X-576 – Kelley International Perspectives (KIP, MBA Program)
X-574 – GLOBASE Service Learning (Peru, MBA Program)

THE UNIVERSITY OF TOLEDO, College of Business, Spring Semester 2000
MGT 6360 - Management of Multinational Firms (MBA Program)

INDIANA UNIVERSITY, Kelley School of Business, August 1997- May 1999
D-301 - The Environments of International Business

THE OHIO STATE UNIVERSITY, Fisher College of Business, August 1994 - June 1997
BA 555 - Introduction to International Business
BA 555 (Honors) - Introduction to International Business
BA 555 (Mega-Section, 250 Students) - Introduction to International Business
BA 856 (MBA Program) - Introduction to Multinational Business

THE UNIVERSITY OF MICHIGAN, Summer Minority Institute, 1990, 1992, & 1993
Organizational Behavior and Research Methodology

THE UNIVERSITY OF TOLEDO, College of Business, 1988-1989 academic year
MGT 100 - Management Principles (3 quarters, 450 students)

THE UNIVERSITY OF MISSOURI-COLUMBIA, Winter 1983
Experimental Psychology (30 students)

TEACHING DEVELOPMENT WORKSHOPS AND CONFERENCE ORGANIZATION
Coordinator and Track Chair, Pedagogy for International Business Teaching Track,
Academy of International Business Annual Meetings, Rio de Janeiro Brazil, June 25-29, 2010.

Coordinator and Session Chair, Pedagogy for International Business Teaching Track,
Academy of International Business Annual Meetings, San Diego, CA, June 27-30, 2009.

Faculty Development Presenter, Kelley Direct Program, Crafting a Teaching Approach for U714, Bloomington, IN, April 24, 2009.

Coordinator and Session Chair, Pedagogy for International Business Teaching Track (Inaugural), *Academy of International Business Annual Meetings, Milan, Italy, June 29-July3, 2008.*

Faculty Coordinator and Presenter, Annual CIBER Pedagogy for International Business Conference, Indiana University CIBER, June 2003, 2004, 2005, 2006, 2008.

PUBLICATIONS

"Ford Mexico: Bridging the Learning Divide" (Teaching Case), with Maguire Lewis, Maureen, and Bradberry, Richard J., CIBER Case Collection at European Case Clearing House, 2006.

"Grupo UNIKO." With Stephen Hills and G. Keong Leong. In John B. Cullen, *Multinational Management: A Strategic Approach*, Pp. 541-551. Cincinnati: South-Western College Publishing, 1999.

"Meeting 'Lean' Competitors: Ford de Mexico's Industrial Relations Strategy." With Stephen Hills. In *Confronting Change: Auto Labor and Lean Production in North America*. Edited by S. Babson and H. Juarez Nunez, Wayne State University, 1998.

"Adopting the Web to Teach International Business." Indiana University CIBER, No. 11, Kelley School of Business, Spring 1998.

"The Competitiveness of Mexico's Auto Industry in the New Global Environment: The Case of Ford." Chapter 9 in *Strategic Discovery: Competing in New Arenas*. Edited by H. Thomas, D. O'Neal and R. Alvarado, West Sussex, England: John Wiley & Sons, 1997.

"International Business World Wide Web Page." To accompany *International Business: Environments and Operations, Eighth Edition*, by John Daniels and Lee Radebaugh, Reading, MA: Addison Wesley Longman, Inc., 1997.

"Nissan Mexicana: A Response to an Evolving Mexican Government Policy." International research-oriented teaching case. The University of Michigan, School of Business Administration, Center for International Business Education, 1997.

“Volkswagen de Mexico: Toward Conversion to World-Class Performance.” International research-oriented teaching case. The University of Michigan, School of Business Administration, Center for International Business Education, 1997.

“Ford De Mexico: Global Learning Transfer.” International research-oriented teaching case. The University of Michigan, School of Business Administration, Center for International Business Education, 1997.

“Ford De Mexico: Global Learning Transfer - Teaching Note.” To accompany the international research-oriented teaching case. The University of Michigan, School of Business Administration, Center for International Business Education, 1997.

Cases in International Business: A Focus on Emerging Markets. With Hills, S. and Leong, K. St. Paul, MN: West Publishing Co., 1996.

“Capital Humano y Ventaja Competitiva en la Industria Automotriz de Mexico: Hacia Una Perspectiva Economico-Organizacional.” *Estudios Sociales*, Vol. 3, No. 6, Julio-Diciembre 1992, 47-79. (Original title: "Human Capital and Competitive Advantage in Mexico's Automotive Industry: Taking an Economic-Organizational Perspective.")

"Socio-Economic Stratification Generated by International Migration Loops." With Jutila, S.T. *International Migration*, Vol. 26, No. 1, March 1988: 57-70.

ACADEMIC PRESENTATIONS

“Pedagogical Tools for International Business Teaching.” FDIB Globalization Seminars, University of Memphis CIBER, Memphis, TN, June 6, 2010.

“Incorporating International Business into your Teaching.” Doctoral Student Development Presenter, Ohio State University CIBER, Columbus, OH, July 21, 2009.

“Using Breeze to Connect with Students.” Academy of International Business Annual Conference, San Diego, CA, June 29, 2009.

“Using the Xion Cross Cultural Simulation in IB Teaching.” Academy of International Business Annual Conference, San Diego, CA, June 28, 2009.

“Understanding and Managing Cultural Differences.” Faculty and MBA Development Presenter, Heilbronn Business School – Faculty Days, Heilbronn, Germany, May 16, 2009.

“Using Breeze to Connect with Students.” Academy of International Business Annual Conference, Milan, Italy, July 1, 2008.

“Incorporating Digitized Video Clips in IB Teaching.” Academy of International Business Annual Conference, Milan, Italy, July 3, 2008.

"Incorporating digitized video clips to enhance international business teaching." Faculty Development in International Business Workshop, The Ohio State University CIBER, Columbus, Ohio, October 4, 2003, October 16, 2004, October 22, 2005, and October 14, 2006.

“A framework for Understanding and Navigating Mexican Culture.” Emerging Markets Course, for Prof. Steve Dickstein, The Ohio State University, Fisher College of Business, October 15, 2004 and October 13, 2006

“Internationalizing Business Teaching.” Guest Lecture for University of Illinois’ Internationalizing Doctoral Education in Business Conference, Urbana, IL, July 29, 2005.

- “Internationalizing Business Teaching.”** Guest Lecture for Michigan State University’s Internationalizing Doctoral Education in Business Conference, East Lansing Michigan, July 30, 2004.
- “Doing Business in Mexico.”** Presentation for Cummins Inc. Employees, Columbus, IN, September 18, 2003.
- “Understanding Mexican Culture.”** Presentation for Ohio Governor Taft’s Trade Mission to Mexico, Columbus, OH, April 30, 2003.
- “Using technology to enhance large section teaching: A web page and video clip approach.”** Presentation for the 2nd Legal and Ethical Environment of International Business Seminar, Co-sponsored by Indiana University’s CIBER, Indianapolis, IN, June 8, 2002.
- “Using technology to internationalize the curriculum: A web page and video clip approach.”** Presentation for the International Business Today Conference, Co-sponsored by Indiana University’s CIBER, Austin, TX, March 1, 2002.
- “Integrating the web in an international business course.”** Presentation for Indiana University’s CIBER-5, 6, & 7 Pedagogy Workshops, Summer 1998, 1999, & 2000.
- “Incorporating the Web and distance learning to teach International Business.”** Workshop for the Summer Institute for Faculty in the College of Business. Xavier University, Cincinnati, Ohio, Summer 1998, 1999, & 2000
- “Building great course web pages and using the web in a college curriculum.”** Faculty Development in International Business Workshop: Internationalizing the Liberal Arts Curriculum, The Ohio State University, Columbus, Ohio, May 27-30, 1998.
- “A scorecard on NAFTA: Economic trade blocks roundtable.”** Faculty Development in International Business Workshop: Internationalizing the Liberal Arts Curriculum, The Ohio State University, Columbus, Ohio, May 27-30, 1998.
- “Incorporating the Web into the Teaching of International Business: A Natural Marriage.”** Presentation and Paper for the Northern Arizona University NAU/web.97 Conference, Flagstaff, Arizona, June 12-15, 1997.
- “Incorporating the Web in the Classroom: The Case of BA555.”** Presentation to the Fisher College of Business faculty and staff, The Ohio State University, May 30, 1997.
- “Meeting 'Lean Competitors': Ford's Industrial Relations Strategy in Mexico.”** With Stephen Hills. Conference presentation for *Working Lean: Labor in the North American Auto Industry*, Puebla, Mexico, April 28-30, 1997.
- “The Diffusion of 'Lean Production' in Mexico's Auto Industry: Ford, Nissan, and Volkswagen.”** Conference presentation for *Working Lean: Labor in the North American Auto Industry*, Puebla, Mexico, April 28-30, 1997.
- “Incorporating the World Wide Web in the Teaching of International Business.”** Pedagogy Conference on Teaching with the World Wide Web, Centre of Business Education, Budapest University of Economic Sciences and The University of Pecs, Budapest and Pecs, Hungary, February 17-21, 1997.
- “Is World-Class Production Possible in Emerging Economies? The Case of Ford-Hermosillo.”** The Ohio State University, Fisher College of Business, TARGET Program, January 16, 1997.

“Ford de Mexico: Global Diffusion of Innovation.” Indiana University, School of Business Administration, Bloomington, IN, November 22, 1996 - non-refereed.

“Diffusion of Innovation in Mexico’s Auto Industry: The Case of Ford.” The University of Western Ontario, The Ivey School of Business, London, Canada, October 3, 1996 - non-refereed.

“The Competitiveness of Mexico’s Auto Industry in the New Global Environment.” Strategic Management Society Conference, Mexico City, Mexico, October 18, 1995 - refereed.

“Human Capital and Competitive Advantage in Mexico's Auto Industry.” Academy of Management Conference, International Management Division, Doctoral Consortium, Las Vegas, Nevada, August 8-12, 1992.

EXECUTIVE EDUCATION AND CONSULTING WORK

“Understanding and Managing the Cultural Dimensions of International Business,” Certified Auctioneers Institute, Bloomington, IN March 26, 2009.

“Leading the Global Enterprise: Understanding and Managing the Cultural Dimensions of Business,” KEP session for Manitowoc Corporation, Shanghai, China, October 11, 2008.

“Understanding Latin American Culture,” Cummins Inc., Columbus, IN, September 16, 2008.

“Using the CAGE Framework for Analyzing Global Opportunities.” Steinbeis Executive MBA Program, Bloomington, IN, September 2007.

“Multinational Management.” Global Management Development Program (Steinbeis MBA Program), Bloomington, IN, May 2003, 2004, 2005, 2006, & 2007.

“A framework for Understanding Cultural Differences in International Business.” Steinbeis Executive MBA Program, Bloomington, IN, September 2003, 2004, 2005, and 2006.

“Understanding and Managing the Cultural Dimensions of Global Business,” KEP session for Kimball Electronics, November 1, 2007.

“Building and Managing Effective Teams,” Indiana Service Partnership, One day Workshop, May 23, 2005.

“Understanding and Leveraging the Power of Persuasion,” Mini University Session, June 21, 2005.

“The Power of Persuasion.” Workshop Presentation for Indiana University Foundation Major Gifts Staff, January 26, 2004.

The Business Case for Diversity.” Cummins Inc. Corporate Guest Lecture, Columbus, IN, September 16, 2004.

“Managing in Global Economy.” Kelley Business Education Program for Kimball International, Jasper, IN, February 19-20, 2004.

“The Power of Persuasion.” Workshop Presentation for Indiana University Foundation Major Gifts Staff, January 26, 2004.

“Building and Leading Effective Teams.” Kelley Business Education Network, Bloomington, IN, December 4-5, 2003.

“Annamay in Mexico: International Negotiations Simulation.” Kelley Partners Leadership Development Program, Bloomington, IN, August 5, 2003 and March 10, 2004.

Book Review for Prentice Hall: Paula Caproni, “The Practical Coach: Management Skills for Everyday Life,” December 2002.

“Economics: Understanding and Developing a Simplified Tracking System.” Workshop for Institute for Professional Advancement’s CPMR and CPFEB Program, August 2001 and August 2002, Bloomington, IN (Audience 70+ business professionals).

“Economics: Understanding and Developing a Simplified Tracking System.” Workshop for Institute for Professional Advancement’s CPMR and CPFEB Program, September 14, 2001, Indianapolis, IN (Audience 20+ business professionals).

“Subject Matter Expert and Consultant.” Unext.com, Bloomington, IN, September 2000-August 2001. Provided subject matter guidance on International Business courses to be delivered via the World Wide Web.

“Independent Consultant.” Taylor Cox & Associates, Ypsilanti, Michigan, March 1994-Present. Worked as a team member on various company diversity projects ranging from diversity climate assessment to diversity awareness training. Clients to date have included Philips Display Components, Citizen's Insurance Co., Phelps Dodge Corp., ALCOA, and U.S. Department of Justice.

“Loaned Executive Campaign Trainer.” United Way of Greater Toledo, Toledo, Ohio, August 19-21, 1997. An intensive three-day management development, sales, and fundraising training session to a class of 31 Loaned Executives and several United Way staff members assigned to the Annual United Way Campaign. The 1997 campaign concluded on November 13, 1997 with the achievement of the \$14.25 million Toledo Area fundraising goal.

“Business Protocol Issues in Mexico.” Prudential Intercultural, Atlanta, Georgia, April 16, 1997. A one day cultural awareness training session for Wendy's International (Dublin, Ohio) managers as part of a Global Awareness Intercultural Seminar.

“Loaned Executive Campaign Trainer.” United Way of Greater Toledo, Toledo, Ohio, August 19-21, 1996. An intensive three-day management development, sales, and fundraising training session to a class of 26 Loaned Executives and several United Way staff members assigned to the Annual United Way Campaign. The annual campaign concluded on November 7, 1996 with the achievement of the \$14 million Toledo Area fundraising goal.

“Conducting Business Effectively in the Mexican Automobile Industry.” Expatriate Manager Training for Bennett and Associates (Chicago, IL.), Auburn Hills, Michigan, February 13, 1996. A customized training session on the culture and business practices of Mexico for a high-level executive of Chrysler Corporation, in preparation for a subsidiary assignment as President of Chrysler de Mexico.

“Understanding Leadership Styles: Gaining a Competitive Advantage.” Management Development Workshop, APICS, The Educational Society for Human Resource Management, Columbus, Ohio Chapter #99, March 2, 1996.

“Personal Change through Understanding Leadership Styles.” Management Development Workshop, AT&T (Now Lucent Technologies), Columbus, Ohio, September 29, 1995.

"The New Competitors: Mexico's Automotive Industry." Management Development Workshop, GM-UAW paid educational leave program, Ann Arbor, Michigan, 1990-1994. Regular presenter in an educational program for General Motors Corp. managers and UAW labor leaders through The University of Michigan.

"Research and Travel to Mexico to Explore Business Opportunities through the Maquiladora Program." Consulting Project, Edwards Brothers Printing, Inc., Ann Arbor, Michigan, February 1992.

"Validation of an International Consulting Project for Dana Corporation." Center for International Business Education, The University of Michigan, Consulting Project, Ann Arbor, Michigan, 1990.

RESEARCH AND TEACHING GRANTS

"Ford of Mexico's Global Learning Transfer II," Case update, travel funding for research in Mexico, *Indiana University CIBER*, January 2004.

"Instructional Support Services Active Learning Grant." For undergraduate courses video integration project. Indiana University, *Office of Academic Affairs and Center for International Business and Research*, April 2001. (\$4,000)

"Mexico's Industrial Relations and International Restructuring in the NAFTA Environment." With Professor Steve Hills, 1996 Global Competence Awards, The Ohio State University, *Center for International Business Education and Research*, 1996.

"Competition for Travel Grants for Research in Latin America." The Ohio State University, *Latin American Studies Program*, 1996. (\$ 600.00)

"International Business Cooperative Learning Project: A Web-Based Approach." With TA Leanne Fabrycki. The Ohio State University, *UTS Instructional Technologies Small Grant Proposal Program*, 1996. Project implemented in BA 856 - Introduction to Multinational Business, Winter 1997.) (\$1,000.00)

(Two separate grants for) Final Dissertation field research in Mexico. The University of Michigan, *Executive Education Program*, 1993 & 1994.

(Two separate grants for) Preliminary Dissertation field research in Mexico. The University of Michigan, *Center for International Business Education*, 1990 & 1991.

UNIVERSITY AND COMMUNITY SERVICE

Policy Committee Member, Kelley Direct Program, September 1, 2009 – Present.

Mini University Presenter, International Business Topics, Indiana University, June 2003, 2004, and 2005, 2009. Rated as "Outstanding Presenter."

Faculty Member, Caribbean and Latin American Studies Committee, Indiana University, January 2009 – Present.

Presentations for Purdue University CIBER, "Using Breeze to Connect with Students and Incorporating Video Clips in IB Teaching," *Purdue University, W. Lafayette, IN, Fall 200, Fall 2009.*

Presentations for KSB Undergraduate Program, "Overview of International Business," *Young Women's Institute and Junior Executive Institute, Bloomington, IN, Summer 2008, Summer 2009.*

Orientation Presentation and Site Visit to NIDA-Thailand for Kelley Direct MBA Program, "Overview of U714," Bangkok, Thailand, November 20-30, 2008..

Presentation for Indiana University CIBER, "Doing Business in Mexico: A Key Cultural Dimensions Approach," Bloomington, IN, Fall 2008, Winter 2009.

Presentation for Visiting Faculty from various countries, "Trends in the Global Economy," Faculty Development Workshop for ISSI, Indiana University, Bloomington, IN, July 17, 2008.

Advisory Committee, Center for International Business Education and Research (CIBER), August 28, 2007 – Present.

Presentation for IU School of Education Faculty Development Workshop at the request of TLTC, "Using Breeze to Connect with Students," Feb. 2, 2007.

Presentation for IU Faculty Development Workshop at the request of TLTC, "Using Breeze to Connect with Students," Nov. 14, 2006.

Presentation on "The 'Stranger Effect' in International Business: The Case of Mexico" for Sue Touhy and I100 undergraduate IU COAS course, Nov. 7, 2006 and March 28, 2007.

Planning Committee Member for the Academy of International Business Annual Meetings in Indianapolis 2007 to be sponsored by KSB, Feb 2006- Present.

International Strategy Committee, Indiana University, Kelley School of Business, 2006 - Present.

*Global Policy Committee, International Business Programs
Indiana University, Kelley School of Business, 2000 - 2006.*

President's Council on International Programs, Indiana University, 2002 – 2003.

Fundraising Campaign Training Chair, United Way Community Services of Monroe County, Bloomington, Indiana, 2002.

*Undergraduate Policy Committee, Kelley School of Business
Indiana University, 2001 – May 2004.*

*Overseas Study Advisory Committee, Office of International Programs
Indiana University, 2000 – May 2004.*

*Faculty Advisor, International Business Society, Kelley School of Business, MBA Program
Indiana University, 2001 – Present.*

*Faculty Mentor, Kelley Scholars Program, Kelley School of Business, Undergraduate Program
Indiana University, 2001 – Present.*

*Faculty Mentor, HelpNet 2000 Program, Consulted for Aristo Machines Inc., Indianapolis, IN
Indiana University, 2000 – 2001.*

*Board member, United Way of Monroe County,
Bloomington, Indiana, 2001 – 2003.*

*Member, Rotary International, Bloomington North
Bloomington, Indiana, 2001 – 2003*

Global Policy Committee, International Business Programs

Indiana University, Kelley School of Business, 1997- 1999.

Undergraduate Policy Committee, Management Department
Indiana University, Kelley School of Business, 1997- 1999.

International Programs Committee
The Ohio State University, Fisher College of Business, 1994 - 1997.

TARGET Program Committee, Center for International Business Education & Research
The Ohio State University, Fisher College of Business, 1996 - 1997.

Latin American Studies Program Faculty Member
The Ohio State University, 1994 - 1997.

Search Committee for Administrative Director, Center for International Business Education & Research
The Ohio State University, Fisher College of Business, 1995.

Search Committee for a Senior Faculty Member in International Business
The Ohio State University, Fisher College of Business, 1996 - 1997.

Core Course Coordinator, BA 555 - Introduction to International Business (Undergraduate)
The Ohio State University, Fisher College of Business, 1994 - 1997.

Course Coordinator, BA 856 - Introduction to International Business (MBA Program)
The Ohio State University, Fisher College of Business, 1994 - 1997.

Mega-Section Format Course Coordinator, BA 555 - Introduction to International Business
The Ohio State University, Fisher College of Business, 1995 - 1997.

Honors Course Coordinator, BA H555 (Honors) - Introduction to International Business
The Ohio State University, Fisher College of Business, 1994 - 1997.

Key Note Address on Leadership to Honor The Ohio Business Person of the Year
Alpha Kappa Psi OBY Banquet, The Ohio State University, May 16, 1997.

Key Note Address for The Dean's Leadership Conference
The Ohio State University, Fisher College of Business, February 7-8, 1997.

Faculty Advisor, The Ohio State University, Fisher College of Business, 1994 - 1997.
International Business Association
Hispanic Business Student Association
AISEC

Volunteer Speaker, Summer Minority Student LEAD Program
The University of Michigan, July 1992.

Faculty Mentor, Minority Faculty-Student Mentorship Program
The University of Toledo, 1988-1989 academic year.

Search Committee, Served on a committee to select a Vice-President for Student Affairs
The University of Toledo, President's Executive Staff, February-May 1989.

Minority Scholarship Committee, Hispanic Student Scholarship Awards Committee
The University of Toledo, 1989.

Vice President, MBA Student Association, The University of Toledo, 1988-1989.

HONORS AND AWARDS

Recipient of the Kelley Direct “Teaching Excellence Award,” Indiana University, Kelley School of Business, May 8, 2010.

Recipient of “Kelley Service Award,” for contributions to international business teaching and programming, Indiana University, Kelley School of Business, March 2, 2010.

Nominated for the John W. Ryan Award for Distinguished Contributions to International Programs and Studies, November, 2009.

Recipient of “Innovative Teaching Award,” Indiana University, Kelley School of Business, Fall 2008.

“Favorite Professor” Guest Invitation by Kelly Ross and David Bubenicek (Former KSB Students and Scholar Athletes) at the IU Scholastic Achievement Award Reception, 2002 & 2006.

Invited to deliver a presentation on innovative teaching techniques for *Indiana University Board of Trustees*, Delivered on May 6, 2004.

Nominated for Innovative Teaching Award, *Kelley School of Business*, 2003.

Nominated for the Panschar Undergraduate Teaching Award, *Kelley School of Business*, 2002.

“Building a Life and A Career Through International Business,” New Horizons in International Business Presentation, International Business Institute, University of Toledo, College of Business Administration, February 22, 2001

Twenty under Forty Leadership and Community Service Award, City of Toledo, OH and Toledo Business Journal, October 12, 2000

Graduation Commencement Address – Main Speaker, University of Toledo, *College of Business*, May 5, 2000.

Inducted into Beta Gamma Sigma, The National Honorary Business Administration Society. The University of Michigan, *School of Business*, May 2, 1997.

Nominated for the Outstanding Undergraduate Teaching Award (for 1996) presented at the annual Pacesetters Banquet, The Ohio State University, *Fisher College of Business*, 1997.

Recognized as an Outstanding Faculty Member by the SPHINX and Mortar Board Senior Honorary Societies for interest and support toward the educational development of undergraduate students, *The Ohio State University*, March 4, 1997.

President’s Salute to Undergraduate Academic Achievement, nominated and selected as a special guest for a reception with outstanding undergraduate students and President E. Gordon Gee, *The Ohio State University*, February 1997.

Nominated for the Outstanding Undergraduate Teaching Award (for 1995) presented at the annual Pacesetters Banquet, The Ohio State University, *Fisher College of Business*, 1996.

Service award given in recognition of dedicated service and support to this student group. The Ohio State University, *Hispanic Business Student Association*, 1996.

Service award given in recognition for outstanding contribution to the 1995 MBA Mexico International Travel Research Project. The Ohio State University, *Center for Excellence in Manufacturing Management*, 1995.

Awarded a Presidential Fellowship to pursue a Ph.D. at a leading research university. The University of Toledo, *Office of the University President*, 1989-1991.

Awarded a financial University Scholarship for cumulative G.P.A., *The University of Missouri-Columbia*, 1981-1983.

Named to the Dean's List every semester, *The University of Missouri-Columbia*, 1980-1983.

Inducted into PSI CHI, the National Honor Society in Psychology. *The University of Missouri-Columbia*, 1982.

OTHER WORK EXPERIENCE

Executive Vice President of Resource Development, UNITED WAY OF GREATER TOLEDO
1999 - 2000

Responsible for Fund Raising, Marketing, and Communications Departments (staff of 22). Responsible for \$15+ million fund raising campaign, 3.7% campaign growth in 1999 campaign.

Loaned Account Executive, UNITED WAY OF GREATER TOLEDO, 1987 and 1988.

Responsible for management of 110 company employee campaigns. Duties included establishing contact with key company personnel and working with company coordinators to schedule and implement effective fundraising campaigns. In the 1988 campaign, my area of responsibility contributed over \$6.0 million to the \$12.6 million collected.

Trade Analyst, DUN & BRADSTREET, October 1985 - February 1986.

Duties included telephone contact with a variety of business firms and financial institutions, and obtaining trade data for analysis.

Office Manager AGENCY RENT-A-CAR, September 1984 - July 1985.

Duties included customer service, human resource management, daily and monthly reporting, coordination of daily activity, and continuous decision making.

PROFESSIONAL AFFILIATIONS

Academy of International Business

LANGUAGE SKILLS

Spanish - Able to read, write, and speak fluently.