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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

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

ACADEMIC AND ADMINISTRATIVE EXPERIENCE

Director, Center for International Business Education and Research (CIBER), October 1, 2014-Sept. 30, 2025.

Kelley School of Business, Indiana University

Young-Jin Kim Distinguished Clinical Professor of International Business, Jan. 1 2015–Dec. 31, 2023.

Kelley School of Business, Indiana University

Clinical Professor of International Business, April 2011 – Present

Kelley School of Business, Indiana University

Clinical Associate Professor of International Business, August 2001 – April 2011

Kelley School of Business, Indiana University

Co-Director, Supply Chain Global Management Academy (MBA Program), May 2005 – May 2012. 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 Clinical 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 Global Business Environments
The Environments and Operations of International Business
Management of Multinational Firms
International Competitive Strategies
International Management
Cross-Cultural Management
Global Leadership
Doing Business in Latin America
Global Business Analysis & Immersion

TEACHING EXPERIENCE

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

D-270 – The Global Business Environments
D-271 – Global Business Analysis
D-272 – Global Business Immersion
D-301 – The Environments of International Business
D-302 – The Operations of International Business: Management of Multinationals
D-312 – Building Managerial Cross Cultural Competencies
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 (KD 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)
X-520 – Cross Cultural Management – India (Kelley Direct MBA Program)
C-575 – Cross Cultural Management – Ingersoll Rand (Kelley Direct MBA Program)
X-572– Cross Cultural Management – Cummins EDP (Kelley Direct MBA Program)
C-576 – The International Business Environments – Ingersoll Rand (KD 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
“Increasing the Amount of Instructor Contact for an Engaging Online IB-MBA Course”
Academy of International Business-Southeast, Oct. 28, 2022.

“Teaching in the Digital Age: Key Ingredients for an Effective and Engaging Online Course” Academy of International Business-Southeast, Oct. 21, 2021.

“GlobeSmart at Indiana University,” co-presenter, SUNY Business School Deans Conference on Diversity, Equity, and Inclusion in the Classroom, April 30, 2021.

“What are the Key Ingredients for an Effective and Engaging Online Course?” European International Business Association, Dec. 12, 2020.

“Using GlobeSmart to Enhance International Business Teaching” Georgia State University CIBER, Oct. 21, 2020.

“Designing the Introductory IB Course: Overview of D270 The Global Business Environments at Indiana University” Georgia State University CIBER, Aug. 11, 2020

“What are the Key Ingredients for an Effective and Engaging Online Course?” Georgia State University CIBER, May 12, 2020.

“Using GlobeSmart™ to Enhance Our Students’ Global Mindset in the Classroom,” International Education Week 2019, U.S. Department of Education and CIBER, Washington, DC, Nov. 19, 2019.

“Using Affinity Diagrams to Organize Key Country Analysis Topics in IB Courses,” Academy of International Business-SouthEast Region, San Antonio, TX, October 18, 2019.

“Using Zoom™ To Engage Globally Dispersed MBA Students in IB Courses,” Academy of International Business Annual Conference, Copenhagen, Denmark, June 25, 2019.

“Using GlobeSmart™ for Cultural Research and Assignments in IB Courses,” Queensland University of Technology, Brisbane, Australia, May 9, 2019.

“Using Zoom™ and Globesmart™ to Enhance International Business Online Teaching,” European International Business Association, Poznan, Poland, December 14, 2018.

"Using ForClass™ to Drive Student Engagement and Accountability in International Business Courses," European International Business Association, Poznan, Poland, December 14, 2018.

"Incorporating Video Clips: An Engaging and Accessible Pedagogical Tool for International Business Teaching," European International Business Association, Poznan, Poland, December 13, 2018.

"Incorporating Video Clips: An Engaging and Accessible Pedagogical Tool for International Business Teaching," European International Business Association, Poznan, Poland, December 13, 2018.

Faculty Development in International Business Presenter, *Faculty Workshops on Insights from Master Teachers, Instructional Technology for Teaching International Business, Designing the Introductory IB Course, and Pedagogy Workshop for International Business Teaching,* Georgia State University CIBER, Atlanta, GA, June, 2016, 2017, 2018, 2019.

"Using Technology to Engage Globally Dispersed MBA Students." Faculty Development Presentation, Queensland University of Technology, Brisbane, Australia, May 23, 2018.

"Using ForClass to Drive Student Engagement and Accountability in International Business Courses." Faculty Development Presentation, Northeastern University D'Amore-McKim School of Business, Boston, MA, April 18, 2018.

Teaching Track Conference Chair, *Academy of International Business Southeast Region,* Washington, D.C., Oct. 26-29, 2017.

"Using ForClass to Drive Student Engagement and Accountability in International Business Courses." Faculty Development Presentation, AIB MidWest Conference, Chicago, IL, April 14, 2016.

"Understanding Cross-Cultural Differences Between Countries." Faculty Presentation for Martin University, CIBER, Indianapolis, IN, April 1, 2016.

"Incorporating the ForClass App to Drive Student Engagement and Accountability." Eyster Award Presentation to Faculty, Kelley School of Business, Oct. 2, 2015.

"Pedagogical Tools for International Business Teaching." FDIB Globalization Seminars, Georgia State University CIBER, Atlanta, GA, June 5-8, 2015.

Faculty Development in International Business Presenter, *Faculty Workshops on Managing Global Expansion, Global Manufacturing, International Strategic Alliances, and A Socially Responsible Approach,* University of Memphis CIBER, June 6-9, 2013 and June 5-7, 2014.

New Indiana University Faculty Orientation, "Putting Complex Topics within Reach of Novice Students." Indiana University, Center for Innovative Teaching and Learning (CITL), Bloomington, IN, August 14, 2012 and August 13, 2013.

Faculty Development in International Business Presenter, *A Series of Faculty Workshops on Effective International Business Teaching,* Queensland University of Technology, Brisbane, Australia, May 11-25, 2013.

"Pedagogical Tools for International Business Teaching." FDIB Globalization Seminars, University of Memphis CIBER, Memphis, TN, June, 2010, 2011, & 2012.

Faculty Coordinator and Presenter, *Annual CIBER Pedagogy for International Business Conference, Workshop, Webinars,* Indiana University CIBER, June 2003- Present.

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.*

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

“Overview of Key Cultural Aspects for Doing Business in Latin America,” Small Business Administration of Australia-International Small Business Summit, June 11, 2021.

“Combining Technology and Experiential Learning with Inspirational Teaching to Engage a New Generation of Students,” Academy of International Business-Southeast Region, Washington, D.C., October 27, 2017.

“Bringing a Cultural Intelligence Resource to Universities (GlobeSmart),” Aperian Global Webinar, Bloomington, IN, April 27, 2017.

“Update on NAFTA,” CIBER Focus Video, Kelley School of Business, Bloomington, IN, Feb. 13, 2017.

“Sequence and Structure in IB Curricula: The Global Foundations Core at Indiana University.” Academy of International Business Annual Conference, New Orleans, LA, June 30, 2016.

“Using Adobe Connect to Engage Globally Dispersed MBA Students.” Academy of International Business Annual Conference, Istanbul, Turkey, July 5, 2013.

"Combining Theory with Real World Experience in the Classroom." With John Becker, Faculty Development in International Business Workshop, Indiana University CIBER, Bloomington, Indiana, Fall 2012.

“Teaching in the Era of Black Swan Events: Overview of D270-The Global Business Environments.” Academy of International Business Annual Conference, Washington, D.C., July 2, 2012.

“Teaching With IB Cases.” Academy of International Business Annual Conference, Washington, D.C., July 2, 2012.

"Incorporating digitized video clips to enhance international business teaching." Faculty Development in International Business Workshop, Purdue University CIBER, W. Lafayette, Indiana, Fall 2008, 2009, 2012.

“Using Adobe Connect for Online Teaching.” Faculty Development in International Business Workshop, Purdue University CIBER, W. Lafayette, Indiana, Fall 2008, 2009, 2012.

“Combining Theory with Real-World Experience in the Classroom: An Introduction to International Business Course Approach.” Academy of International Business Annual Conference, Rio de Janeiro, Brazil, June 27, 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 ACADEMIC CONSULTING WORK

- "Communicating Across Cultures: Virtual and Diverse Teams,"** Cummins Inc., Bloomington, IN, May 26, 2016.
- "MyManagement Lab MediaShare Video Project,"** Pearson Publishing, Hoboken, NJ, Feb. 10-Aug. 5, 2016.
- "Understanding and Managing Latin American Culture,"** Governors State University, Workshop for Business People, Chicago, IL, March 27, 2015.
- "Understanding and Managing Cultural Differences: A Cultural Dimensions Approach,"** UNC-IDB Strategic Studies Fellows Program, Chapel Hill, NC, July 9, 2014.

- “Understanding and Managing Cultural Differences: A Cultural Dimensions Approach,”**
IU-UNC LogMBA Program, Chapel Hill, NC, Feb. 4, 2013 and Feb. 13, 2014.
- “Understanding and Managing Cultural Differences: The Xion Simulation,”** For Eli Lilly,
Cross National Team, Indianapolis, IN, Jan. 28, 2014.
- “Conducting Business in the USA: Overview of US Office Culture,”** For Brookfield Global
Relocation Services to Prepare a Mexican Manager for Expatriate Assignment in the
USA, Columbus, IN, Dec. 9, 2013.
- “Perceptions from Abroad: Wearing our Home Country Flag,”** IU-UNC LogMBA Program,
Bloomington, IN, Sept. 9, 2013.
- “Understanding and Managing Cultural Differences: A Cultural Dimensions Approach,”**
IU-UNC LogTECH Program, Chapel Hill, NC, March 25, 2013.
- “Leading in a Global Environment: Building Your Global Competence.”** Manitowoc Corp.,
Chicago, IL, August 8, 2012.
- “Global Diversity in the Workplace - Understanding the Cultural Dimensions,”** Cummins
Inc., Columbus, IN, May 9, 2012.
- “Understanding and Managing the Cultural Dimensions: Peru and USA.”** American
Chamber of Commerce, Lima, Peru, March 11, 2010.
- “International Business: Understanding and Managing the Cultural Dimensions,”** Indiana
Auctioneers Association, Columbus, IN November 4, 2010.
- “Understanding and Managing the Cultural Dimensions of International Business,”**
Certified Auctioneers Institute, Bloomington, IN March 26, 2009 and March 24, 2010.
- “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

"Enhancing Student Learning with eTexts via Digital Content." Indiana University Grant for incorporation eText in new D270 Course, Spring 2012 (\$1,000).

"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.

CASE JUDGING FOR CORPORATE PARTNERS

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, July, 2021.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, March, 2018.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, July, 2017.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, March, 2017.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, July, 2016.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, June, 2016.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, March, 2016.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, March, 2015.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, July, 2015.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, March, June, August, 2014.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, March, June, August, 2013.

Kelley Connect Week Case Competition Judge, Kelley Direct MBA Program, July, 2012.

SCHOOL, UNIVERSITY, AND COMMUNITY SERVICE

NTT Faculty Review Committee (Promotions, Reappointments, Reviews), Kelley School of Business, Fall 2022-Present.

NTT Departmental Faculty Reviews (Annual Reviews, Promotions, Reappointments), Management & Entrepreneurship Department, Spring 2020-Present.

Advisory Board Member, Indiana University Campus Writing Program, Bloomington, IN, Nov. 14, 2022-Present.

Covid Contingency Plan Coordinator for all International Business Courses, Management & Entrepreneurship Department, Spring 2020-Spring 2021.

Presentations for KSB Undergraduate Program, “Overview of International Business,” Young Women’s Institute and Junior Executive Institute, Bloomington, IN, Summer 2008, 2009, 2010, 2011, 2012, 2013, 2015, 2016, 2017, 2018, 2019, 2021, 2022.

Final Presentation Judge, Business is Global Program, Institute for international Business, Kelley School of Business, July 2019, 2021, 2022.

Interviewer, Pedagogy Videos related to Teaching Online as a Result of Covid-19, Indiana University CIBER, Bloomington, IN, June 8, 2020.

Teaching Professor Review Committee, Kelley School of Business, CPCS Department, Since CPCS did not have Clinical Professors at this time, I was asked to review Profs. Jeanette Heidewald and Michael Morrone for promotion to Teaching Professor, Summer, 2020.

Kelley School of Business, Jumbo Instructor Ad Hoc Committee, Ongoing member, May 8, 2015 – Present.

Alumni Panel Moderator, Kelley School of Business Alumni Centennial Series, New York, NY, November 21, 2019.

Presentation on Current State of Trade and Tariffs, Bartholomew County INDivisible; Columbus, Indiana, Sept. 6, 2018

International Business Sector Head, Task Force Chair, Management and Entrepreneurship Department, Jan. 1, 2018 – Present.

Indiana University Ad-Hoc Committee on Promotion and Tenure, Committee Member, Kelley School of Business, October 10, 2018-December 31, 2018.

Diversity/Inclusion Faculty Grassroots Group, Committee Member, Kelley School of Business, August 1, 2017-Present.

X271 and X272 Faculty Advisor, Kelley School of Business, Global Programs Office, 2015 – Present.

Kelley School of Business, MSIS Program, New Student Orientation, Presentation on Understanding and Managing the Cultural Dimensions for Effective Teamwork, August 22, 2012, August 30, 2013, Sept. 16, 2014, Aug. 26, 2015, Aug. 24, 2016

Indiana University, Campus Writing Program, October 20, 2016 – Present.

Guest lecture for MSIS class on Study tour to India X577, “Outsourced’ Video as a Tool to Explore Indian Culture,” Feb. 3, 2015, Feb. 14, 2017.

Presentation to 30 Visiting High School Students, Kelley School of Business, Institute for International Business, Business is Global Program, “Using GlobeSmart for Country Analysis Research,” July 6, 2015; July 5, 2016.

Indiana University and IES Abroad, IES London Study Abroad Program Review, One Week detailed Review, London, UK, March 14-19, 2016.

Presentation to 20 Visiting University Students from Europe, Indiana University, Kelley School of Business, Institute for International Business, Global Social Entrepreneurship Program, Managing Cultural Differences, July 16, 2014, July 6, 2015.

Case Judging for 100 Visiting University Students from 8 countries in the Middle-East, Global Business Institute, Kelley School of Business, Institute for International Business, July 3, 2015.

Chair, Kelley School of Business, Jumbo Instructor Ad Hoc Committee, Volunteered to chair this Ad Hoc Committee, Sept. 5, 2014 to May 8, 2015.

Presentations for Kelly School Professional and Support Staff, “Understanding and Managing Cultural Diversity at Kelley,” delivered 2, 2-hour sessions, Bloomington, IN, Jan. 30 and 31, 2014.

Presentations for KSB Kelley Direct Program, “Overview of a KD Sample Class: U714 International Competitive Strategy,” KD Experience Week and Online Open House, Bloomington, IN, April 16, April 27, Oct. 10, Nov. 13, 2013 and April 12, May 5, 2014.

Presentation for Hoosier Energy Summer Internship Program, “Keynote Address with a Focus on International Business,” Bloomington, IN, Aug. 14, 2013.

Indiana University, Kelley School of Business, Undergraduate Program, Understanding and Managing Cultural Differences Presentations (6) for I-Core Teams, Feb. 20 and 25, 2013.

Indiana University, Kelley School of Business, Institute for International Business, Global Social Entrepreneurship Program, Curriculum Co-Coordinator, July 1-31, 2013.

Indiana University, Kelley School of Business, Undergraduate Program, Global Foundations Core Advisory Committee Member, June 2012 - Present.

Indiana University, S315 Spanish Class, Guest Lecture in Spanish on: Understanding and Managing Cultural Dimensions between the USA and Latin America, Bloomington, IN, November 26, 2012 and April 12, 2013.

Indiana University, P199 Psychology Class, Guest Lecture on: Crafting an Ideal Career from a Psychology Training Base, Bloomington, IN, April 17, 2012 & April 16, 2013.

Kelley School of Business, X255 Program, Business Culture of Greece Course, Presentation on Country Analysis for "Real World" Consulting Projects, May 2011, 2012, 2013.

Indiana University and IES Abroad, IES Milano Study Abroad Program Review, One Week detailed Review, Milan, Italy, May 25-31, 2012.

Indiana University, Kelley School of Business, Undergraduate Program, New Course Creation: D270-The Global Business Environments, 2012.

Institute for International Business, Policy Committee Member, Kelley School of Business, September 1, 2011 – Present.

Presentation for Visiting Faculty from various countries, "Trends in the Global Economy: The Bottom of the Pyramid Approach," Faculty Development Workshop for ISSI, Indiana University, Bloomington, IN, July 9, 2010.

Policy Committee Member, Kelley Direct Program, September 1, 2009 – May 1, 2011.

Mini University Presenter, International Business Topics, Indiana University, June 2003, 2004, and 2005, 2009. 2011 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.

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

Nomination for the "Mary Burgan Distinguished Service Award," recognizing exemplary service to the university, a profession, a discipline, or the public, Indiana University, February 1, 2023.

"Teacher's Excellence 2022" Award, Alpha Kappa Psi Beta Gamma, Indiana University, April 4, 2022.

Nomination for "Kelley Service Award," for contributions to international business teaching and programming, Indiana University, Kelley School of Business, April 13, 2022.

Recipient of 2021 Dr. James E. Mumford Excellence in Extraordinary Teaching Award, Indiana University, FACET, July 30, 2021.

Recipient of 2018 Kelley Service Award, Kelley School of Business, April 12, 2018.

Finalist for 2015 Innovative Teaching Award, Kelley School of Business, April 30, 2015.

Recipient of 2015 Elvin S. Eyster Teaching Scholar Award, Kelley School of Business, March 13, 2015.

Recipient of “The David L.L. Rubenstein Advocacy Award” by Mu Beta Lambda Minority Business Fraternity, Indiana University, April 13, 2014.

Recipient of the Indiana University “Trustees Teaching Award,” Indiana University, Kelley School of Business, March 28, 2013.

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, 2010, & 2011.

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.