

Carlos Miguel Baldo O., PhD

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Education:

Universidad Pablo de Olavide, Seville, Spain

PhD, Dic 2015

Business Administration

Dissertation: The Client-Headhunter-Candidate relationship from the Agency Theory Perspective. "Cum Laude" distinction. December 21st, 2015. Dissertation Advisor: Prof. Ramon Valle-Cabrera.

Visiting PhD Research: Clarion University of Pennsylvania (January-April 2014), supervisor Prof. Miguel Olivas-Lujan.

Universidad Pablo de Olavide, Seville, Spain

Master of Research, October 2010

Management and Business Administration (concentration on HR)

Thesis: The Client-Headhunter-Candidate triad, a review of the Agency Theory.

Took courses and seminars with international distinguished scholars like: Dave Lepak† (University of Massachusetts Amherst), Jaap Paauwe and René Schalk (Tilburg University), Johan Wiklund (Syracuse University), Shanthi Gopalakrishan (NJIT), Tauno Kekäle (Vaasa University of Applied Sciences), Chris Brewster (Henley Business School, University of Reading), Luis Gomez-Mejia (Arizona State University), Maarten van Riemsdijk (Saxion University of Applied Sciences), among others.

Lynn University, Boca Raton USA

MBA, October 2006

International Business

Universidad Fermín Toro, Barquisimeto, Venezuela **Licentiate (BBA+1), Septiembre 1998**

Business Administration Major in Management

Thesis: Strategic lines to improve the Loan Units respond rate, Union Bank Mid-West Area.

Academic Employment:

Assistant Professor of Management (Tenure Track).

- Business Department, Area coordinator for Management and Business courses. Colorado Mesa University. (August 2017 – Present).

Assistant Professor of Business Administration (Tenure Track)

- Department of Business & Computer Science, Everett Dobson School of Business and Technology, Southwestern Oklahoma State University (August 2016 – July 2017).

Assistant Professor of Business (Tenure Track)

- Business Department, Aquinas College Michigan (August 2015 – July 2016).

Instructor

- Department of Management and Marketing, Clarion University of Pennsylvania (August 2014 – July 2015).

Lecturer

- Graduate School, Universidad Fermín Toro Venezuela (January 2011- July 2014).

Lecturer

- Dirección de Extensión, Universidad Centro Occidental Lisandro Alvarado (2012-2014)

Research:

My primary research focuses on understanding the relations between Executive Search Firms, Clients and Candidates. For example, I have sought to understand how information exchange (asymmetries) have a positive or negative impact in the outcomes. In addition, this relationship has been analyzed using theories nonaligned with the reality; I suggest that Agency theory presents a more realistic approach, even in this triad.

Publications:

Articles:

- **Baldo, C.,** Evert, A., Cheng McCain S., Trawick, S., (2021) A study of Naming Taxonomies in Executive Search Firms industry: A Replication and Extension Study. *EMPGENS Journal of Empirical Generalisations in Marketing Science*. Vol.1, No. 1: 1-13. <https://www.empgens.com/wp-content/uploads/2021/12/EMPGENS-Manuscript-Baldo-et-al-FORMATTED.pdf> (AACSB IC: Applied, PRJ)
- **Baldo, C.,** Vail, R., Seidel, Julie (2021). Huawei in Venezuela: A Review of 2006-2019. Contrasting documental findings with interviews. *Revista de Gestão (REGE), Special issue: Technological Transition and China-Latin America Relations*. Vol. 28 No. 4: 358-

375. <https://doi.org/10.1108/REGE-12-2020-0142> (AACSB IC: Discovery, PRJ, 12-03-2021)

- **Baldo, C.**, Wareham, J., Vail, R. (2021). Accreditis: More than 20 years of overzealous hiring practices for business faculty based on AACSB accreditation. *Journal of Higher Education Theory and Practice*. Vol. 20 No. 14: 81-94. <https://doi.org/10.33423/jhetp.v20i14.3852> (AACSB IC: Applied, PRJ, 12-20-2020)
- **Baldo, C.**, Snyder, J., and Holguin, A. (2020). Revisiting the Online vs. Face to Face teaching evaluations. *International Journal of Education and Development using Information and Communication Technology (IJEDICT)*. Vol. 16, No. 2: 144-157. <https://search.proquest.com/docview/2442133766> (AACSB IC: Teaching and Learning, PRJ, 08/30/2020)
- Lira, M.V.; Pratt, W.; **Baldo C.** (2019). Efectos de los cambios de marcas o nombres: Estudio empírico sobre el sector de seguros en Venezuela [Brands or names changes effects: An empirical study on the Venezuelan insurance sector]. *Revista Visión Gerencial* E-ISSN 2477-9547. July/December 2019 Año 18 No. 2 pag. 219-231. <http://revistas.saber.ula.ve/index.php/visiongerencial/article/view/15558/21921926656> (AACSB IC: Applied, PRJ, 02/18/2019)
- **Baldo, C.**, Olivas-Luján, M., Valle-Cabrera, R., (2019). Executive recruitment triads from an Agency Theory perspective. *Administrative Issues Journal*, Summer 2019 Vol. 9, No. 1: 01-18. DOI <https://doi.org/10.5929/9.1.6>. (AACSB IC: Discovery, PRJ, 06/24/2019)
- Conklin, M.; **Baldo, C.** (2019). Why employers who pay more are more satisfied. *Ivey Business Journal*. [Issue May-June 2019](#). (AACSB IC: Applied, ERIC, 05/01/2019)
- Nadelson, L.; **Baldo, C.**; Banman, N.; Bonan-Hamada, E.; Calland, R.; Grieco, C.; Noel, C.; Owens, S.; Santos, K.; Sharp, E., (2019). Greater Expectations: Faculty Perceptions and Knowledge of the Teacher-Scholar Model. *International Research in Education*. Volume 7, No 1. DOI: <https://doi.org/10.5296/ire.v7i1.13921> (AACSB IC: Applied, PRJ, 02/06/2019)
- Hermans, M., Newburry, W., Alvarado-Vargas, M. J., **Baldo, C.**; Olivas-Lujan, M. R., Borda, A., Duran-Zurita, E.D.; Geleilate, J.M.G.; Guerra, M.; Lasio Morello, M.V.; Madero, S.M.; and 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*. Volume 48, 90-112. DOI: <https://doi.org/10.1057/s41267-016-0039-7> (AACSB IC: Discovery, PRJ, 01/01/2017)
- **Baldo, C.**, (2014). El perfil oculto del candidato ideal. Sobreponiéndose a la información asimétrica en búsquedas ejecutivas usando cazatalentos. [The ideal candidate's hidden profile. Overcoming asymmetric information on executive searches using headhunters]. *Gestión y Gerencia*, Volume 8 Number 2 May-August 2014.

<http://www.ucla.edu/ve/DAC/investigacion/gyg/GyG%202014/Agosto%202014/1-%20CarlosBaldo.pdf> (AACSB IC: Applied, PRJ, 03/13/2014)

Book Chapters:

- **Baldo, C.**; Matteo, C.A.; Hull, K.; (2019). Gender in Venezuelan C-Level Positions: Current balance in gender diversity for 21st Century Socialism. In Georgiadou, Gonzalez-Perez, Olivas-Lujan (Ed.), *Diversity in Diversity Management*. Emerald Publishing. DOI: <https://doi.org/10.1108/S1877-636120190000021010> (AACSB OPRC: Discovery, PRJ, 03/26/2019)
- **Baldo, C.**, Aristeguieta-Trillos S., Hull, K. (2019). Multiple identity organizations and performance: A review of Catholic Institutions of Higher Education in the US and their business departments in Smith, B. (Ed.), *Mission-Driven Approaches in Modern Business Education*. IGI Global. DOI: <https://doi.org/10.4018/978-1-5225-4972-7.ch008> (AACSB OPRC: Discovery, PRJ, 02/01/2019)

Submitted Papers:

- **Baldo, C.**, Wareham, J., Seidel, J. (2020) Using panel discussions to enhance ethical learning. Currently on a 4th review round. Management Teaching Review.

Working Papers:

- **Baldo, C.**, Flynn, D., Sanders, C. (2020). Executive Recruitment Process Explained Through Task Analysis. Scheduled for Journal submission by Q1 2022.
- **Baldo, C.**, Cheng McCain S., Joufflas, G., Koukoulas, A. (2020). Comparing Individual Entrepreneurial Orientation & Entrepreneurial Propensity among business students from different concentrations. Data collection. Scheduled for rewriting by Q1 2022.
- Norman, S., **Baldo, C.**, Chapman, T. (2020). Media richness and virtual leadership perceptions among followers. Data Analysis. Scheduled for Journal submission by Q1 2022.
- **Baldo, C.**, Conklin, M., and Cheng McCain S., (2019). Psychological contracts breach. How Loyalty and Trust perception may affect Counter-offers with key employees. An employers' perspective. Data collection.
- **Baldo, C.**, and Owens, S. (2019). Ethical awareness and judgment difference between Accounting and Business students. Preliminary manuscript submitted for SWAM 2022 conference.
- **Baldo, C.**, Olivas-Luján, M., Pratt, W. (2018). Information sharing, contract form and employability status: Explanations for informational asymmetries between Headhunter and Candidate. Scheduled for submission by Q3 2021.

- **Baldo, C.**, Olivas-Luján, M., Pratt, W. (2019). Active or Passive candidate: An empirical test of candidate's conditions during executive search process using headhunters. Scheduled for data analysis Q1 2021.
- Lira, M.V., Pratt, W., **Baldo C.** (2018). Changes in corporate governance and ownership. A review of the Venezuelan government intervention in the insurance sector 2007-2013. Scheduled for conferences and submissions by Q4 2021.

Peer-Reviewed Conference Papers and Presentations:

- **Baldo, C.**, Wareham, J., Seidel, J. (2021). Advising: We're Doing It More, But No One Seems to Know How to Evaluate It. V-MOBTS Conference. Virtual conference. June 2021. Peer review round table session.
- **Baldo, C.**, Chen McCain, S., Koukoulas, A. (2021). An investigation on factors influencing university students' entrepreneurship orientations. International Academy of Business Disciplines. Virtual conference. March 2021.
- **Baldo, C.**, Snyder, J., Wareham, J. (2021). Not necessarily what you think: Comparing candidates' expectations and perception in relationships with executive recruiters. Southwest Academy of Management meeting, Virtual conference. March 2021.
- Norman, S., **Baldo, C.**, Chapman, T. (2020). Leader's Electronic Communication Skills and Trust. Western Academy of Management Conference Hawaii, HI March 2020 - Peer review Abstract. Conference Cancelled due to COVID19.
- **Baldo, C.**, Wareham, J., Seidel, J. (2020). Using Panel Discussions to enhance ethical learning. Activity beyond the classroom with local impact. V-MOBTS Conference, Fort Wayne, IN. July 2020. Peer review Round table session.
- **Baldo, C.**, Wareham, J., Vail, R., Holguin, A. (2020). Accreditis: Reflections on business faculty recruitment among AACSB accredited institutions. Southwest Academy of Management meeting, San Antonio TX. March 2020. Peer review extended abstract. (*)
- Wiggen T., **Baldo, C.** (2019). Teaching Management, Leadership, Organizational Behavior and Ethics Through the Use Film and Video MOBTS Conference, Ramapo College, New Jersey, NJ. June 2019. Peer review Round table session.
- **Baldo, C.**, Conklin, M., (2019). Loyalty and Trust perception during Counter-offers with key employees: an employers' perspective. Southwest Academy of Management meeting, Houston TX. March 2019. Peer review extended abstract. (*)
- **Baldo, C.**; Hull, K. (2018). Experiential Learning in management, bounds during debriefing activities: A follow up on "Ethical Issues with Experiential Activities." MOBTS Conference, Coastal Carolina University, Conway SC. June 2018. Peer review Round table session.

- Evert, A., **Baldo, C.**, Trawick, S., (2018) Taxonomies and corporate names differences in contestable markets: The case of Executive Search Firms. Southwest Academy of Management meeting, Albuquerque NM March 2018. Peer review extended abstract. (*)
- **Baldo, C.**, Olivas-Luján, M., Pratt, W. (2017). Information sharing, contract form and employability status: Explanations for informational asymmetries between Headhunter and Candidate. Southwest Academy of Management meeting, Little Rock AR March 2017. Peer review extended abstract. (*)
- **Baldo, C.**, Aristeguieta-Trillos S., Hull, K. (2016). The Dominican Universities and Colleges, a review of their missions and business scholarly production. Dominican Colloquium, Grand Rapids, MI July 2016. Peer review paper.
- **Baldo, C.**, Olivas-Luján, M., Pratt, W. (2016). Dynamic PCs and agency theory in the relationship between headhunters and candidates. Bi-Annual Psychological Contract Small Group Conference, Dublin, Ireland July 2016. Peer-Reviewed extended abstract.
- Newberry, W., Alvarado-Vargas, M., Borda, A., **Baldo, C.**, Durán-Zurita, E., Galli, J., Guerra, M., Hermans M., Lasio, M., Madero, S., Olivas-Lujan M., Zwerg-Villegas, A. (2015). Globalization capabilities and career opportunities and benefits in Latin American firms. 41st European International Business Academy, Rio de Janeiro, Brazil. Peer-Reviewed conference paper. (*)
- **Baldo, C.**, (2013). The ideal Candidate's Hidden Profile. Overcoming asymmetric information in executive recruitment using Headhunters. 8th Iberoamerican Academy of Management Conference, Sao Paulo, Brazil. Peer-Reviewed conference paper. (*)
- **Baldo, C.**, (2013). El perfil oculto del candidato ideal. Sobreponiéndose a la información asimétrica en búsquedas ejecutivas usando cazatalentos (Spanish version). 9^{nas} Jornadas de Investigación y 3^{ras} Jornadas Internacionales de Investigación del DAC-UCLA, Barquisimeto Venezuela. Peer-Reviewed conference paper and Presentation. (*)
- Newberry, W., Alvarado-Vargas, M., Borda, A., **Baldo, C.**, Durán-Zurita, E., Galli, J., Guerra, M., Hermans M., Lasio, M., Madero, S., Olivas-Lujan M., Zwerg-Villegas, A. (2013). Globalization capabilities and Perceived career opportunities from globalization in Latin America. 73rd Annual Meeting of the Academy of Management, Orlando, USA. Peer-Reviewed conference paper. (*)
- Newberry, W., Alvarado-Vargas, M., Borda, A., **Baldo, C.**, Durán-Zurita, E., Galli, J., Guerra, M., Hermans M., Lasio, M., Madero, S., Olivas-Lujan M., Zwerg-Villegas, A. (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 Meeting, Istanbul Turkey. Also presented in the IberoAmerican Academy of Management Conference. Sao Paulo, Brazil. Peer-Reviewed conference paper.
- Newberry, W., Alvarado-Vargas, M., Borda, A., **Baldo, C.**, Durán-Zurita, E., Galli, J., Guerra, M., Hermans M., Lasio, M., Madero, S., Olivas-Lujan M., Zwerg-Villegas, A. (2013). Perceived Career Opportunities and Benefits from Globalization in Latin America.

AIB Latin America Chapter Annual Conference, Puebla, Mexico. Peer-Reviewed conference paper. (*)

- **Baldo, C.** (2011). The Triangular relation between Client-Headhunter-Candidate, a review of Asymmetric Information under the Agency Theory perspective. VII IberoAmerican Academy of Management, Lima Peru. Also, presented at VIII International Workshop on HRM. Seville, Spain. Peer-Reviewed conference paper and Presentation. (*)

(*) denotes conference proceeding publication.

Other Conferences or Seminars attended:

- Webinar The Economic & Business Environments in Africa: Current Realities and Challenges, 11/18/2021. CIBER Georgia State University.
- Webinar Global Case Teaching Materials Workshop: How to Develop, Write, and Publish Compact Cases, Part I, 09/16/2021. CIBER Georgia State University.
- Webinar The Future of Retailing and E-Commerce, 08/26/2021. University of Southern California, Marshall School of Business.
- Webinar Case Writing Fundamentals, 06/23/2021. Temple University.
- Webinar Dare to be different! Why (IHRM) Research Needs to Change. 05/29/2021. IHRM AOM
- Webinar Writing: How to strengthen your quality and have a greater publication options?. 05/25/2021. CLADEA.
- Webinar The Future of IB Research and Reflections on Building Rewarding Academic Careers. 05/202/2021. CIBER Georgia State University.
- Webinar Theorizing from Case Studies: How Far Have We Come? And Where to From Here? . 03/25/2021. CIBER Georgia State University.
- Webinar Getting published in premier journals - An Editors perspective. 03/18/2021. CIBER Georgia State University. CIBER Florida International University.
- Webinar Understanding Contemporary China. 03/18/2021. CIBER Georgia State University.
- Webinar 30th session of FERC Spanish Discussion Group. 03/10/2021.
- Webinar Tools and Innovative Teaching Formats in Sustainability Education. 02/25/2021. CIBER Georgia State University.
- Webinar Emerging Markets and Emerging Market Multinationals. 02/08/2021. eCornell.
- Webinar Deglobalization and High-Tech Talent with Elaine Farndale. 01/20/2021. Penn State Center for International Human Resource Studies and ESCP Business School.

- IV CLADEA GLOBAL FORUM, 12/03/2020. CLADEA.
- Webinar Global Talent Management during Times of Pandemic. 11/24/2020. CIBER Georgia State University.
- Webinar The Art of Principle-based Standards (Standards 8-9). 11/19/2020. AACSB.
- Webinar Changing Nature of Emerging Markets 11/12/2020. CIBER Georgia State University.
- Webinar Publishing in International Business: Guidance from Experienced Journal Editors 11/05/2020. CIBER Georgia State University.
- Webinar The Student Goal Centered Syllabus© -- A new tool to Enhance Student Engagement and Learning 10/29/2020. CIBER Georgia State University.
- Webinar How to Define and Measure Scholarly Impact: Implications for Educators, Researchers, and Administrators 10/28/2020. Academy of Management MED.
- Webinar The Evolving Relationship Between Canada and China 10/16/2020. AIB Canada.
- Daniels Fund Ethics Initiative 7th Annual Summit 10/02/2020.
- Webinar Blind Spots in Ethical Leadership by Kevin McCarthy 09/25/2020.
- Webinar Does Cultural Resilience Matter in Overcoming Major Disruptions? The Italian Experience with the Global Health Pandemic 08/31/2020. CIBER Georgia State University.
- Webinar Teaching International Business in a Post-Pandemic Era July 28th.
- Webinar Desafíos y Brechas entre las Escuelas de Negocios y la Empresa / Sector de Consumo July 26th CLADEA.
- Webinar on the Future of International Business Teaching in a post COVID-19 world, June 2020.
- Webinar Blindspots with Kevin McCarthy, May 2020.
- International Business & U. Metro State University, Denver Colorado October 2019.
- 2019 X4 Management Summit. Salt Lake City, March 2019.
- 2019 Initiate Conference. Grand Junction Colorado February 2019.
- 2018 Annual Conference Academy of International Business-US West Chapter. University of Denver. October 2018.
- OBTC 2017 Teaching Conference for Management Educators. Providence College. June 2017.

- 34th Annual Oklahoma World Trade Conference. Oklahoma City University. April 2017.
- 7th Annual Promoting Undergraduate Research Conference. University of Oklahoma. September 2016.
- A Global Compact for Sustainable development, Advancing Care for Our Common Home (Laudato Si'), University of Notre Dame, Mendoza College of Business. April 2016.

Other Presentations:

- Fudan Latin American Universities Consortium 3rd annual meeting, Universidad de Chile & Universidad Catolica de Chile, presenter for: *Huawei in Venezuela: A Review of 2006-2019*, November 2021.
- Colorado Mesa University, presenter for: *Living, studying and Working in Venezuela. Cultural Café sessions*, March 2018.
- Colorado Mesa University, panelist for: *Distortions of Beauty. Ethics, Media Literacy, and the Digital Manipulation of Images. A CMU Faculty Panel Discussion*. October 2017.
- Colorado Mesa University, presentation: *Bilingualism and International Business. Spanish as a competitive advantage on emerging markets*. September 2017.
- Southwestern Oklahoma State University International Students, presentation: *What do all these people have in common? "Presumption of plagiarism". Iconic individuals investigated by plagiarism*. January 2017.
- Bar-S Food Company Training, presentation: *Cultural differences in a Worldwide Company*, SWOSU Business Enterprise Center, October 2016.

Training and Workshops:

- Advising (CRM) Workshop, Colorado Mesa University August 2018.
- Connections (Milestone courses) Workshop, Colorado Mesa University August 2018.
- Online Teaching Essentials course, Colorado Mesa University Feb 2018.
- Academic Research Funding Workshop, Colorado Mesa University August 2017.
- Tenure and Promotion Portfolio Workshop, Colorado Mesa University Feb 2017.
- Certification of Instructors to Teach Online Courses, Southwestern Oklahoma State University November 2016.
- Successful Grant Writing for Teachers, Oklahoma State Regents of Higher Education, 2016.
- Moodle training, Aquinas College 2015.
- D2L Distance Learning Certification. Clarion University of Pennsylvania 2015.

Grants and Source of Funding:

- Rocky Mountain Center International Business Education and Research, UC Denver-BYU (\$1,000.00) Summer Research Grant for the project "Global mindset as element in the leadership perception among nonnative English speakers". Summer-Fall 2021.

- Daniels Fund Faculty Fellow (\$2,500) integrated Daniels Fund Ethics Principles on a in class activity for Business Ethics. Spring 2021.
- Daniels Fund Faculty Fellow (\$2,500) integrated Daniels Fund Ethics Principles on a in class activity for Business Ethics. Fall 2020.
- Daniels Fund Faculty Fellow (\$2,500) integrated Daniels Fund Ethics Principles on a in class activity for Business Ethics. Spring 2020.
- Daniels Fund Faculty Fellow (\$2,500) integrated Daniels Fund Ethics Principles on a in class activity for Business Ethics. Fall 2019.
- Western Slope Project with Skillful (\$18,000) to develop a study to measure recruitment initiatives for lower-skills positions and labor market report. Co-investigator. Colorado Office of Economic Development and International Trade, Maverick Innovation Center February – May 2018. DOI: <https://doi.org/10.13140/RG.2.2.19282.81609>
- Proposal Development Award (\$5,557.18) to develop a grant proposal to request funding to pre-professional student organizations at the School of Business.
- Organized Research Grant (\$4,000.00) used for undergraduate research assistant, College of Professional and Graduate Studies, Southwestern Oklahoma State University September 2016.
- Summer Scholar Program (stipend \$1,000.00), Aquinas College June-July 2016.
- Travel grant for the IberoAmerican Academy of Management Conference (€300.00), Lima Peru, December 2011.
- Graduate Scholarship (Room, board, health insurance and stipend, €3,500.00), Universidad Pablo de Olavide, Seville Spain, October 2009-July 2010.

Teaching Experience:

Undergraduate:

- Organizational Behavior, Business Ethics. International Business, Emerging Markets, Human Resources Management, Corporate Social Responsibility. Courses offered for Business majors and others (Colorado Mesa University). 2017-Current.
- Management, Business Ethics, International Management, Computer and Information access. Courses offered for Business majors and others (Southwestern Oklahoma State University). 2016-2017.
- Principles of Management, Fundamentals of Organizations for the Non- Business Majors, Principles of Marketing and Public Relations. Bachelor of Business and other majors (Aquinas College). 2015-2016.
- Principles of Marketing, Retail Management, Advertising Management. Bachelor of Business and other majors (Clarion University of Pennsylvania). 2014-2015

- Budget. Associate in Human Resources. (Instituto Universitario de Tecnología Antonio José de Sucre, Caracas, Venezuela). 1998.

Graduate:

- Research Practicum, Business Research Methods. Courses offered for MBA students (Colorado Mesa University). 2018-2020.
- Advance Human Resources. Courses offered for MBA students (Southwestern Oklahoma State University). 2016-2017.
- International Business and Marketing. Master of Business Management. (Universidad Fermin Toro, Barquisimeto, Venezuela). From January 2011- August 2014.
- Marketing Management. Master of Business Management. (Universidad Fermin Toro, Barquisimeto, Venezuela). From January 2011 - August 2014.
- International Business Legal Issues. Postgraduate Legal Management include course curriculum design. (Universidad Fermin Toro, Barquisimeto, Venezuela). From January 2013 - August 2014.
- Management and Organization of Strategic Communications (Advertising and IMC). Postgraduate Diploma Marketing Management. (Universidad Centro Occidental Lisandro Alvarado, Barquisimeto, Venezuela). From July 2012 - August 2014.

Courses and curriculum created or reviewed:

- International Business Minor (multidisciplinary 12 credits Int. Business and 12 credits language) with Prof. Luis Silva-Villar. Fall 2020.
- Emerging Markets (BUG-B435) Spring 2019. Created and adapted for online students.
- Corporate Social Responsibility (MANG-396). Created and adapted for online students.
- Advance Human Resources Management (MNGMT-5433) spring 2017. Created and adapted for face-to-face and online students with new textbook.
- Human Resources Management (MNGMT-3233) spring 2017. Created and adapted for online students with previous textbook.
- Managerial Ethics (MNGMT-4123) spring 2017. Adapting new methodology (movies) and program with Dr. Todd Wiggen.
- Digital Marketing (BUS-342) fall 2015. Created and adapted for face-to-face format.

Professional Employment:

Consultant

- Asesores Balor C.A. Venezuela (October 2010 – August 2014): Manage processes related to talent sourcing, targeting, attraction, and screening in multiple levels in retainer firm, specialize in Management to C level positions. Provide Organizational development consultancy, restructuring, and job description analysis to customers in wide variety of industries and leading firms (Manufacturing, Construction, Food and Beverages, Services) like AmBev, Jarden, United Distillers, Kraft Foods-Mondelez, Zurich Insurance, among others.

Controller-Partner

- Rhino Paper and Marketing, Fort Lauderdale, USA (2006-2008): Manage A/P, A/R, payroll, sales taxes, inventory, and banking for this provider of paper and business forms, and marketing / advertising services. Oversee the month and year-end accounting and financial closing process. Conduct financial analysis and reporting, and proactively provide budgetary oversight. Devise and institute standard operating procedures in accordance with accepted finance and accounting principles. Recognize and track revenue in the accounting system. Implement and automate data retrieval for purchasing, logistics, and shipping to accelerate product delivery and reduce overhead.

Accounting Support

- Philips Medical Systems, Miramar, USA (2005-2006): Conducted ongoing analysis and monitoring of Latin American division projects, valued at approximately \$350,000 per project. Established administrative reporting of sales, incoming, and delivered projects for the manufacturing and distribution of medical equipment. Provided financial and accounting guidance for the Miami-based logistics department conducting intercompany purchases in support of Latin America customers. Ensured expenses and costs associated with shipping and receiving medical equipment were maintained for six plants.

Accounts Receivables Representative

- Coverall Cleaning Concepts, Boca Raton, USA (2004-2005): Established client relationships as part of collecting more than \$5 million monthly for this commercial janitorial cleaning company with accounts in New York, San Bernardino, and the South Florida region. Liaised between local office staff and the legal department to collect on delinquent accounts. Researched payment discrepancies.

Associate

- Trasncho.com, North Lauderdale, USA (2003-2004): Developed and implemented the financial and accounting system for this online US Hispanic market-focused entertainment magazine. Prepared the general ledger, P&L, payroll, and taxes. Monitored cash flow and managed banking relationships. Supervised the A/R and A/P functions.

Accountant

- Rhino Paper Products, North Lauderdale, USA (2000-2003): Led all accounting and financial activities including monitoring the general ledger, cash flow, and budgets.

Developed and implemented treasury procedures. Conducted interest income / debt analysis, and prepared and analyzed cash flow forecasts and profitability trends.

Finance Manager

- Grupo C.H.B., Caracas, Venezuela (1998-2000): In charge of financial operation supervision related to a group of companies diversify in Construction, Catering, Real Estate, IT Services, and Advertising.

Business Executive

- Banco Union, Barquisimeto, Venezuela (1997-1998): Perform business development for multiple financial products. Loan Underwriter for Commercial, Residential, Manufacturing, and Agro industrial Credit Operations.

Selected Award and Honor:

- “Best Iberoamerican Paper”, Attitudes towards women's career advancement in Latin America: the impact of gender role perceptions and global mindsets, Co-Author, 8th Iberoamerican Academy of Management Conference, Sao Paulo, Brazil 2013.
- Best Innovation Project, Universidad de Jaen and Junta de Andalucía, Jornadas Doctorales Andaluzas, Jaen Spain 2011.

Service in Committees and other Governance groups

- Faculty Senate, Davis School of Business, Senator. (2021-Current)
- Spanish Instructor search committee, member (2021). Candidate hired.
- CISB Faculty search committee, member (2021). Search closed by Department.
- Accounting Instructor, affirmative action representative (2021). Candidate hired.
- Marketing Faculty search committee, member (2021). Search completed. Candidate hired.
- Soccer Coach, affirmative action representative (2020). Campus wide.
- Physician Assistant – Assistant Professor, affirmative action representative (2020). Campus wide. Candidate hired.
- Business Department Reading Club faculty sponsor (Current).
- Academic Dishonesty tribunal member (Summer 2020).
- Assistant Professor of Chemistry, affirmative action Representative (2020). Campus wide. Hiring Freeze due to COVID19.
- Instruction and Research Librarian, affirmative action Representative (2019). Campus wide. Candidates hired (2).

- Business Instructor search committee, Chair (2019). Candidate hired.
- Economics faculty search committee, Member (2019). Candidate hired.
- Faculty Library Advisory Committee, Member (2019- Current).
- Mesa County Sports Commissioner search committee, affirmative action Representative (2019). Campus wide. Candidate hired.
- Marketing Faculty search committee, Chair (2018). Search completed. Candidate hired.
- Entrepreneurship faculty search committee, Member (2018). Department of Business. Search closed by administrative reasons. Candidates Identified.
- Mathematics faculty search committee, affirmative action Representative (2018). Campus wide. Search completed. Candidate hired.
- Diversity and Inclusion Working Group (2018-Current). Campus wide.
- Human Resources faculty search committee member (2018). Department of Business. Search completed. Candidate hired.
- Performance Evaluation review committee Business Department, Member (2017-Current).
- Social/Onboarding Committee Business Department, Member (2017-Current).
- MBA Program Review committee Business Department, Member (2017-2019).
- Finance faculty search committee Member (2017). School of Business and Technology. Southwestern Oklahoma State University. Search completed. Hiring freeze due to institutional budget constraints.
- HALO (Hispanic American Leadership Organization) Chapter in formation, SWOSU, Weatherford OK 2016-2017. Faculty advisor.
- Strategy committee. Member (2016-2017). School of Business and Technology. Southwestern Oklahoma State University.
- Accreditation council. Member (2016-2017). School of Business and Technology. Southwestern Oklahoma State University.
- Committee of sustainability. Member (2016), Aquinas College.
- International students task force. Member (2016) Aquinas College.
- American Marketing Association Collegiate Chapter Advisor (2016), Aquinas College.

Service in Academic-Professional Organizations and Memberships:

- Academy of Management. Member. Reviewer for the Professional Development workshops, Annual meeting 2015.

- Academy of International Business. Member.
- Society of Human Resources Management. Member.
- Society of Advancement of Management. Member.
- Ibero American Academy of Management. Member.
- National Society of Hispanics MBA, USA. Lifetime member. President, South Florida Chapter 2008.
- Human Resources Management Venezuelan Association, Member.
- Southwestern Academy of Management, Program Chair 2022 Conference. Representative at-Large (2019-2021). Reviewer for the 2017 meeting. Track chair 2019. Program Chair 2022.
- Management and Organizational Behavior Teaching Society. Member. Representative at-Large 2021-2022.

Undergraduate Research Supervised:

- Emmaline Norton, 2021-current. Literature review on Self expatriates and Venezuela diaspora. Colorado Mesa University.
- Alene Winslow, 2021-current. Update on literature review. Colorado Mesa University.
- Donald Flynn, 2019-2020. Systematic literature review on Executive Search Firms, executive recruitment process mapping project. Colorado Mesa University.
- Angelika Koukoulas, 2019-2021. Literature review global mindset, and internationalization capabilities. Colorado Mesa University.
- Ana Holguin, 2018-current. Data entry teaching evaluation projects. Data collection Executive search firms mission statements and founders' background. Colorado Mesa University.
- Brayan Daniel, 2018. Gathering and review literature. Analyzing data subsets. Colorado Mesa University.
- Joshua Marsden, Hannah Kois, Mark Domingo, Wendy Walters, Avery Cantrell, Jarrott Brown. Gathering data, surveying and interview for the OEDIT Colorado 2017-2018. Colorado Mesa University.
- Aditi Shrestha. Organized Research Grant 2016-2017. Plotting data on GIS Software. Southwestern Oklahoma State University.
- Shelby Trawick, Supervisor. Organized Research Grant 2016-2017. Poster and Paper developed: Executive Search: How Contestable Markets Affect Branding. Southwestern Oklahoma State University.

- Megan VanderBand, Supervisor. Summer Scholar Research Program. Paper developed: The Characteristics and Impacts of Headhunters and Businesses in the Local Labor Market of West Michigan. June-July 2016. Aquinas College.

Graduate Theses and reports:

- Martín Alonso de la Garza, Doctoral Dissertation. Committee member. Defended and completed June 2021. Instituto Tecnológico y de Estudios Superiores de Monterrey, Mexico.
- Rob Courtney, MBA Practicum. Advisor. Presented and completed May 2018. Colorado Mesa University.
- Gabriela Mora, Master's Thesis Director. Defended and completed 2013. UFT Venezuela.
- Julio Pino, Master's Thesis Director. UFT Venezuela.
- Monica Gonzalez, Master's Thesis Director. UFT Venezuela. Defended and completed 2014. UFT Venezuela.
- Hassan Abboud, Master's Thesis Committee Member. Defended and completed 2012. UFT Venezuela.
- Leonardo Colmenarez, Master's Thesis Committee Member. Defended and completed 2013. UFT Venezuela.
- Giovanni Renalletta, Master's Thesis Committee Member. Defended and completed 2013. UFT Venezuela.
- Jenny Contreras, Master's Thesis Committee Member. Defended and completed 2013. UFT Venezuela.
- Johana Naime, Master's Thesis Examiner. UFT Venezuela.
- Yenny D'aquaro, Master's Thesis Examiner. UFT Venezuela.
- Adriana Cumana, Master's Thesis Examiner. UFT Venezuela.
- Dayanelys Briceño, Master's Thesis Examiner. UFT Venezuela.
- Ligia Romero Zambrano, Master's Thesis Examiner. UFT Venezuela.
- David Da Silva, Master's Thesis Examiner. UFT Venezuela.
- Gisell Barrera, Master's Thesis Examiner. UFT Venezuela.
- Gustavo Salazar, Master's Thesis Director. UFT Venezuela. Defended and completed 2015.
- Janet Maciel, Master's Thesis Director. UFT Venezuela.
- Maria Burgos, Master's Thesis Director. UFT Venezuela. Defended and completed 2015.
- Virginia Lira, Master's Thesis Director. UFT Venezuela. Defended and completed 2015.
- Esther Linarez, Master's Thesis Director. UFT Venezuela.
- Rafael Nunes, Master's Thesis Examiner. UFT Venezuela.
- Elsa Alvarez, Master's Thesis Examiner. UFT Venezuela.
- Miguel Alejos, Master's Thesis Examiner. UFT Venezuela.
- Rosario Caceres, Master's Thesis Examiner. UFT Venezuela.
- Iverick Cepeda, Master's Thesis Examiner. UFT Venezuela. Defended and completed 2014.

Community Service:

- Dual Immersion Academy Science Fair, Projects Judge May 2018, Grand Junction, CO.
- Lions Club, Grand Junction, CO 2017-current.

- Lions Club, Weatherford, OK 2016-2017.
- Weatherford Soccer Club, Assistant coach, Weatherford, OK 2016-2017.

Other Professional Education:

Florida International University, Miami Fl. USA. 2005

Certified Treasury Professional Program

Universidad Complutense de Madrid, Spain. 2006

International Business and Marketing Diploma (100 hours)

Languages:

Bilingual English Spanish.

Basic French and Portuguese.

Note: Dual citizenship US and Venezuela.

Last Update: 12/27/2021.