

Curriculum Vitae

JOHN R. SCHERMERHORN, JR., Ph.D.

<u>TEACHING</u>	<u>RESEARCH</u>	<u>PUBLICATIONS</u>	<u>CURRENT WORK</u>	<u>CONSULTING</u>
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ACADEMIC HISTORY

1974 Ph.D. *Organizational Behavior* , Northwestern University
Dissertation: Determinants of Interorganizational Cooperation: Theoretical Synthesis and an Empirical Study of Hospital Administrator Felt Needs to Cooperate

1967 M.B.A. (With Distinction) *Management and International Business* , New York University
Thesis: The Communication Process: An Application to the International Business System (Winner, Management Best Thesis Award)

1965 B.S. *Business Administration*, State University of New York at Buffalo

PROFESSIONAL HISTORY

Administrative Appointments:

2009-2010 and 1997-1999 [Director, Center for Southeast Asian Studies](#) , Ohio University

1992-1994 Coordinator, ITM-Ohio University Executive MBA and MBA Programs, Universiti Teknologi MARA , Malaysia

1981-1984 Associate Dean, College of Business and Administration, Southern Illinois University-Carbondale

1979-1981 Chair, Department of Management, Southern Illinois University-Carbondale

Academic Appointments:

2008-present *Charles G. O'Brien* Emeritus Professor of Management, Department of Management, Ohio University

1989-2008 *Charles G. O'Brien* Professor of Management, Department of Management Systems, Ohio University

1983-1989 Professor, Department of Management, Southern Illinois University-Carbondale

1979-1983 Associate Professor, Department of Management, Southern Illinois University-Carbondale

1977-1979 Associate Professor, Department of Business Administration, The University of Vermont

1974-1977 Assistant Professor, Department of Business Administration, The University of Vermont

1973-1974 Assistant Professor, Graduate School of Business Administration, Tulane University

Visiting Academic Appointments:

2013- Visiting Fulbright Scholar, University of Botswana, Gaborone, Botswana

2011–continuing Visiting Professor, Knowledge Management and Innovation Management, PhD Program, [Bangkok University](#), Thailand

2010-2012 Visiting Professor, MBA Program, Università Politecnica Delle Marche, Ancona, Italy

2009–continuing Permanent Lecturer, PhD Program, [University of Pecs](#), Hungary

2003 *Kohei Miura* Visiting Professor, [Chubu University](#), Japan.

2002-continuing Adjunct Professor, Department of Management, [National University of Ireland](#), Galway

2000-continuing Professor of Management, Graduate School, [Bangkok University](#), Thailand.

1986 Visiting Professor, Department of General Business Management, Chinese University of Hong Kong

1974-1976 Adjunct Assistant Professor, Graduate Program in Community Mental Health, Tulane University

1968-1969 Part-time Instructor, Department of Business Administration, University of the Philippines

HONORS

Honorary Degree

Dr. H.C., Doctorem Scientiarum Oeconomiae Honoris Causa, [University of Pecs](#), Hungary, 2000.

Academic Honors:

Beta Gamma Sigma, State University of New York at Buffalo, 1965. Alpha Kappa Psi, selected as faculty member, SIU-C, 1980. Outstanding Faculty Advisor, SIU-C College of Business, 1984. Excellence in Leadership Award, MED Division, Academy of Management, 1984. Phi Kappa Phi, selected as faculty member, Ohio University, 1991. Phi Beta Delta, selected as faculty member, Ohio University, 1997. Outstanding Intellectual Contributions Award, College of Business, Ohio University, 1998 and 2001. Selected for Fulbright Senior Specialists Roster, 2007.

Teaching Honors:

Business Teacher's Honor Roll, Tulane University, 1974. MBA Outstanding Faculty Member Award, University of Vermont, 1979. University Professor, Ohio University, 1991-1992 (university-wide teaching award).

TEACHING

Undergraduate Courses:

Organizational Behavior. Management. Organizational Change and Development. Business World of Asia. Integrated Business Cluster. Cultural Journeys in Travel Literature.

MBA and Executive MBA Courses:

Organizational Behavior. Strategic Leadership and Organizational Behavior.

Organization Change and Development. International Business. Seminar in Asian Business.

PhD Courses:

Organization Theory. Organizational Change. Organizational Behavior.

PhD Thesis Supervision:

Audrey Depeige, "The Effects of Internal Co-opetition on Exploratory and Exploitative Innovations: A Knowledge-based View of Value Creation," Bangkok University. In process.

Fiona Sheridan, "Gender, Language, and the Workplace," (Co-Supervisor, Sarah Moore), University of Limerick. Completed, 2011.

Instructional Highlights :

- Team teaching approaches
- Interdisciplinary teaching approaches
- Case methods for large section classes
- Multi-media instructional methods
- IT utilization and the "paperless" classroom
- Electronic student portfolios for assessment and career development
- International virtual teamwork
- International student consulting projects
- Interdisciplinary, integrated and project-oriented MBA program design
- MBA+ program at Ohio University (dual degree: MBA + MAIA, Southeast Asian Studies)
- Management education in alternative cultural settings

RESEARCH

Areas of Primary Interest:

Cross-Cultural Management Cross-cultural applications of management concepts and theories, with interests in learning, leadership and management education and development as resources for economic development; special focus on Southeast Asia.

Leadership and Business Ethics Concern for influences of alternative ethical environments on international business practices, and for the development of alternative frameworks for pursuing ethical and socially responsible business practices.

Organization Change and Development Focus on the characteristics of successful

planned changes, and on ways of combining management training and organization development activities to create self-sustaining change capabilities within organizations.

Innovation in Business and Management Education Continuing investigations of ways to develop and improve alternative instructional approaches. Consideration of curriculum and management challenges facing institutions of higher education for business and management, and possible creative responses to these challenges.

Inter-organizational Cooperation Emphasis on developing effective working relationships of cooperation among organizations; settings include health services, educational institutions, small businesses, and government agencies.

Research-Related Professional Activities:

Member, Advisory Board --

Journal of Change Management, 2009-continuing.

Member, Editorial Review Board --

Current: Journal of Teaching in International Business, 1989-continuing. Asian Academy of Management Journal, 2005-continuing. Pertanika Journal of Social Sciences and Humanities, 2007-continuing. *Past:* Academy of Management Executive, 1993-2004. Management Learning, 1993-1998. Mid-American Journal of Business, 1991-1998. Management Education and Development, 1991-1993. Journal of Business Research, 1984-1992. Journal of Management Case Studies, 1985-1987. Hong Kong Journal of Business Management, 1987-2002. Journal of Behavioral Economics, 1978-1989. Journal of Management Development, 1984-2012.

Occasional Reviewer --

Management Science, Academy of Management Review, Academy of Management Journal, Journal of Cross-Cultural Psychology, Asia-Pacific Journal of Management, Journal of Organizational Behavior, Asian Case Research Journal, Journal of Management Education, Journal of Applied Behavioral Science.

BIBLIOGRAPHY

BOOKS

Organizational Behavior, (Schermerhorn, James G. Hunt and Richard N. Osborn), John Wiley & Sons: First Edition, 1982; Second Edition, 1985; Third edition, 1988; Fourth edition, 1991; Fifth edition, 1994; Sixth edition, 1997. Seventh Edition, 2000. Eighth

Edition, 2003. Ninth Edition, 2005. Tenth Edition, 2008. Eleventh Edition, 2010. Schermerhorn, Hunt, Osborn, and Mary Uhl-Bien, Twelfth Edition, 2012. Uhl-Bien, Schermerhorn, and Osborn, **Thirteenth Edition**, 2014. Available in Chinese, Dutch, French, Portuguese, Spanish, Russian.

Management, (Schermerhorn), John Wiley & Sons: First Edition, 1984; Second Edition, 1986; Third edition, 1989; Fourth edition, 1993; Fifth edition, 1996; Sixth Edition, 1999; Seventh Edition, 2002; Eighth Edition, 2005. Ninth Edition, 2007. Tenth Edition, 2009. Eleventh Edition, 2011. Twelfth Edition, 2013. **Thirteenth Edition**, 2015 (in press). Available in Albanian, Chinese, French, Indonesian, Macedonian, Portuguese, Spanish.

Exploring Management, (Schermerhorn), John Wiley & Sons: First Edition, 2007; Second Edition (2009). Third Edition (2012). **Fourth Edition** (2014).

Core Concepts of Organizational Behavior, (Schermerhorn, James G. Hunt and Richard N. Osborn), John Wiley & Sons: 2004.

Core Concepts of Management, (Schermerhorn), John Wiley & Sons: 2004.

Introducing Management (Schermerhorn and David S. Chappell), John Wiley & Sons: 2000. (Available in French).

Basic Organizational Behavior, (Schermerhorn, James G. Hunt, and Richard N. Osborn), John Wiley & Sons: First edition, 1995; Second edition, 1998. (Available in Portuguese).

Essentials of Management and Organizational Behavior, (Schermerhorn), John Wiley & Sons: 1996.

BOOK CHAPTERS

"The Motivational Consequences of a Supportive Work Environment," (Thomas N. Martin, Schermerhorn and Lars Larson), in Martin L. Maehr and Carole Ames (editors), Advances in Motivation and Achievement, Vol. 6 (Greenwich, Conn.: JAI Press), 1989, 179-214.

"The Organization Environment," (Schermerhorn) in John W. Newstrom and Jon L. Pierce (editors), Windows Into Organizations (New York: AMACOM, 1990), pp. 258-271.

"Information Technology and Group Effectiveness: Managerial and Leadership Implications," (Holly K. Rudolph and Schermerhorn), in Edward Szewczak (editor), Managerial Impacts of Information Technology: Perspectives on Organizational Change and Growth (Harrisburg, PA.: Idea Group Publishers, 1991), pp. 258-271.

"Strategic Operational Leadership and the Management of Supportive Work Environments," (Schermerhorn and William L. Gardner), in Robert L. Phillips and James G. Hunt, Leadership: A Multiorganizational-Level Perspective (Beverly Hills, Ca.: Sage, 1992), pp. 99-118.

"On the Practicalities of Individual Performance," (Schermerhorn) in Universitas Quinqueecclesiensis (University of Pecs, Hungary, 2000), pp. 62-76.

"Electronic Student Portfolios in Management Education," (David S. Chappell and Schermerhorn), in Charles Wankel and Robert DeFillippi, Editors, Educating Managers with Tomorrow's Technologies (Information Age Press (Greenwich, CT), 2003, pp. 101-129.

EDITED WORKS

"Management Development for Productivity," (Schermerhorn, Guest Editor), *Special Issue*, Journal of Management Development , Vol. 5 (1986), 72 pp.

"The Integration of Knowledge with Experience," (Joseph A. Raelin and Schermerhorn, Guest Editors), *Special Issue on Advances in Management Education* Management Learning, Vol. 25 (1994), pp. 195-318.

Teaching and Program Variations in International Business, (Erdener Kaynak and Schermerhorn, Editors), (New York.: Haworth Press, 2000).

"Close-Up: Vietnam," (Schermerhorn, Coordinator), Academy of Management Executive, Vol. 14 (November, 2000), pp. 7-31.

JOURNAL PUBLICATIONS

"Hospital Performance: Analyzing Power and Goals, (Noralou P. Roos, Schermerhorn, and Leslie L. Roos, Jr.), Journal of Health and Social Behavior , Vol. 15, June, 1974, pp. 78-92.

"Determinants of Interorganizational Cooperation," (Schermerhorn), The Academy of Management Journal, Vol. 18, December, 1975, pp. 846-956.

"Openness to Interorganizational Cooperation: A Study of Hospital Administrators," (Schermerhorn), The Academy of Management Journal , Vol. 19, June, 1976, pp. 225-236.

"Information Sharing as an Interorganizational Activity," (Schermerhorn), The Academy of Management Journal, Vol. 20, March, 1977, pp. 148-153.

"Interorganizational Cooperation: A Neglected Strategy for Small Business Development?" (Edwin C. Greif, Michael D. Hutt, and Schermerhorn), The New England Journal of Business and Economics, Vol. 3, Spring 1977, pp. 31-38.

"Community Organization for Small Business Development," (Schermerhorn), The New England Journal of Business and Economics, Vol. 5, Fall 1978, pp. 63-75.

"The Health Care Manager's Role in Promoting Change," (Schermerhorn), Health Care Management Review, Vol. 4, Winter 1979, pp. 71-79.

"The Role of the Hospital Association in Influencing Programs of Inter-Hospital Cooperation," (Schermerhorn), The Journal of Health and Human Resources Administration, Vol. 1, February 1979, pp. 379-411.

"Interorganizational Development," (Schermerhorn), The Journal of Management, Vol. 5, Fall 1979, pp. 21-38.

"Inter-firm Cooperation as a Resource for Small Business Development," (Schermerhorn), Journal of Small Business Management, Vol. 18, April 1980, 48-54.

"Challenges of Multi-Institutional Arrangements for Health Care Marketing," (Myron Fottler, Schermerhorn, and John Wong), Journal of Health Care Marketing, Vol. 1 (Winter 1980-1981), pp. 45-58.

"Guidelines for Change in Health Care Organizations," (Schermerhorn), Health Care Management Review, Vol. 6, (Summer 1981), pp. 9-16.

"Open Questions Limiting the Practice of Interorganizational Development," (Schermerhorn), Group & Organization Studies, Vol. 6, March 1981, 83-95.

"An Empirical Examination of Repeatable Testing as a Technique for Improving Management Education," (E. Lauck Parke, Schermerhorn, and Larry Shirland), Academy of Management Journal, Vol. 24, June 1981, 432-438.

"Hospital Administrator Felt Needs for Interorganizational Cooperation and Actual Cooperative Outcomes by their Hospitals," (Schermerhorn and Larry E. Shirland), Decision Sciences, Vol. 12, (June 1981), pp. 486-501.

"Multi-Institutional Arrangements in Health Care: Review, Analysis, and a Proposal for Future Research," (Myron Fottler, Schermerhorn, John Wong and William H. Money), Academy of Management Review, Vol. 7 (January, 1982), pp. 67-79.

Reprinted in Samuel Levey and N. Paul Loomba, Health Care Administration: A Managerial Perspective (Editors) (New York: J. B. Lippincott Company, 1984).

"Work and Nonwork Influences on Health: A Research Agenda Using Inability to Leave as a Critical Variable," (Thomas N. Martin and Schermerhorn), Academy of Management Review, Vol. 8 (October, 1983), pp. 650-659.

"Integrated Management-Organization Development in a Developing Country," (Robert S. Bussom, Hussein Elsaid, Schermerhorn and Harold K. Wilson), Journal of Management Development, Vol. 3 (1984), pp. 3-15.

"The Interorganizational Context of Management and Organization Development in Developing Nations," (Schermerhorn, Robert S. Bussom, Hussein Elsaid and Harold K. Wilson), Leadership and Organization Development Journal, Vol. 6 (1985), pp. 27-32.

"Error Tendencies in Processing Instructional Feedback," (Schermerhorn, Uma Sekaran and A. Ramaprasad), Simulation and Games, Vol. 16 (September 1985), pp. 311-324.

"Productivity Perspectives in Management Development," (Schermerhorn), Journal of Management Development, Vol. 5 (1986), pp. 3-6.

"Team Building for High Performance Management," (Schermerhorn), Training and Development Journal, Vol. 40 (1986), pp. 38-43.

"Improving Health Care Productivity Through High Performance Management Development," (Schermerhorn), Health Care Management Review, Vol. 12 (1987), pp. 49-56.

"'Planned Fading' as a Technique for Introducing Case Analysis Methods in Large Lecture Classes," (Dale Brown, William L. Gardner and Schermerhorn), Organizational Behavior Teaching Review, Vol. XI (1986-87), pp. 31-41.

Reprinted in Richard A. Dunipace and Kenneth N. Thompson (eds.), Teaching the Mass Section: Selections from the Literature (Minneapolis: West Publishing, 1993).

"Organizational Features of Chinese Industrial Enterprise: Paradoxes of Stability in Times of Change," (Schermerhorn), Academy of Management Executive, Vol. 1 (1987), pp. 345-349.

"Computer Networks and the Changing Nature of Managerial Work," (William L. Gardner and Schermerhorn), Public Productivity Review, Vol. XI (Summer 1988), pp. 85-99.

"Alternative Roles for Instructor Effectiveness in Cross-Cultural Management Development," (Lars L. Larson and Schermerhorn) Journal of Teaching in International Business, Vol. 1 (1989), 7-21.

"Management Dialogues: Turning On the Marginal Performer," (Schermerhorn, Thomas N. Martin and William L. Gardner), Organizational Dynamics, Vol. 18 (Spring 1990), 47-59.

Reprinted in David A. Kolb, Joyce S. Osland and Irwin W. Rubin, The Organizational Behavior Reader (Englewood Cliffs, N.J.: Prentice-Hall, 1995).

"Managerial Leadership in Chinese Industrial Enterprises," (Schermerhorn and M.K. Nyaw) International Studies of Management and Organization , (Fall 1990), pp. 1-16.

Reprinted in Oded Shenkar (ed.), Organization and Management in China 1979-1990 (New York: M.E. Sharpe, 1991).

Reprinted in Richard M. Steers, Lyman W. Porter and Gregory A. Bigley, Motivation and Leadership at Work, Sixth Edition (McGraw-Hill, 1996).

Reprinted in Anne Marie Francesco, International Organizational Behavior (Englewood Cliffs, N.J.: Prentice-Hall, 1998).

"An Empirical Reminder About Language Effects in Cross-Cultural Business and Management Research: The Case of Bilingual Subjects," (Schermerhorn), Hong Kong Journal of Business Management , Vol. 8 (1990), pp. 57-66.

"The Future of Higher Education for Business and Management," (Hussein Elsaid and Schermerhorn), Mid-American Journal of Business , Vol. 6 (1991), pp. 11-18.

"Upward and Downward Influence Tactics in Managerial Networks: A Comparative Study of Hong Kong Chinese and Americans," (Schermerhorn and Michael H. Bond) Asia-Pacific Journal of Management, Vol. 8 (1991), pp. 147-158.

"Interorganizational Challenges in the Design and Management of Business Incubators" (Mark Weinberg, David H. Allen, and Schermerhorn), Policy Studies Journal, Vol. 10 (1991), pp. 149-160.

"Success Profiles for Student Examination Performance in a Large-Lecture Management Course: An Empirical Examination," (Schermerhorn, William L. Gardner III and Sally A. Dresdow) Journal of Management Education, Vol. 16 (November 1992), pp. 430-443.

"Institutional Roles in Higher Education for Business and Management in Hungary," (Jozsef Voros and Schermerhorn), Management Education and Development, Special Issue on "Management Development in Europe," (Spring 1993), pp. 70-82.

"Intercultural Management Training: An Interview with Asma Abdullah," (Schermerhorn), Journal of Management Development , Vol. 13 (1994), pp.47-64.

"A New Paradigm for Advanced Management Education - How Knowledge Merges with Experience," (Joseph A. Raelin and Schermerhorn), Management Learning, Vol. 25 (1994), pp. 195-200.

"Cross-Cultural Leadership Dynamics in Collectivism and High Power Distance Settings," (Schermerhorn and Michael H. Bond) Leadership and Organization Development Journal, Vol. 18 (1997), pp. 187-193.

"Conversations with Paul Hersey: Situational Leadership," (Schermerhorn) Mid-American Journal of Business, Vol. 12 (1997), pp. 5-12.

"Foreign Investment in Burma: Contrasting Perspectives," (Schermerhorn) Asian Case Research Journal, Vol.2 (1998), pp. 117-132.

"Vietnam: The Environment for Management Development in the 21st Century," (Drew McDaniel, Schermerhorn, and Huyhn The Cuoc), Journal of Management Development, Vol. 18 (1999), pp. 79-93.

"Learning by Going? The Management Educator as Expatriate" (Schermerhorn), Journal of Management Inquiry, Vol. 8 (1999), pp. 246-256.

"Terms of Global Business Engagement in Ethically-Challenging Environments: Applications to the Case of Burma," (Schermerhorn), Business Ethics Quarterly, Vol. 9 (1999), pp. 485-506.

Reprinted in Norman E. Bowie and Thomas L. Beauchamp, Ethical Theory and Business, 7th Edition: Prentice-Hall (2004), pp. 570-578.

"Introducing International Business Experience Through Virtual Teamwork" (David S. Chappell and Schermerhorn), Journal of Teaching International Business, Vol. 10 (1999), pp. 43-69.

"Using Electronic Student Portfolios in Management Education: A Stakeholder Perspective" (David S. Chappell and Schermerhorn), Journal of Management Education, Vol. 23 (1999), pp. 651-662.

"Vietnam Airlines' CEO Dao Manh Nhuong on Strategic Leadership" (Schermerhorn), Academy of Management Executive, Vol. 14 (November, 2000), pp. 16-19.

"Minister of Planning and Investment Tran Xuan Gia on Foreign Investment and the Vietnam Business Environment" (Schermerhorn), Academy of Management Executive, Vol 14 (November, 2000), pp. 8-15.

"The Individual Contributor: Hidden Value for Improved Organizational Performance?" (Schermerhorn) The Journal of the College of Business Administration and Information Science, Chubu University, Vol 17 (March, 2003), pp. 29-42.

"Strategic Leadership of Ethical Behavior in Business," (Terry Thomas, Schermerhorn and John W. Dienhart), Academy of Management Executive, Vol. 18 (May 2004), pp. 56-66.

Reprinted in Charles Millick (Ed.), *The Challenges for Leadership, Values, and Happiness: What Are the Keys to Your Success in the 21st Century?* (Lanham, MD: University Press of America, 2012).

"Unleashing Individual Potential: Performance Gains Through Positive Organizational Behavior and Authentic Leadership," (William L. Gardner and Schermerhorn), Organizational Dynamics, Vol. 33 (August, 2004), pp. 270-281.

"Strategy Implementation Styles of Malaysian, Thai and Hungarian Middle Managers," (Maheshkumar P. Joshi, Hugh D. Sherman and Schermerhorn), Asian Academy of Management Journal, Vol. 9 (July, 2004), pp. 19-33.

"Enhancing Performance Capacity in the Workplace: A Reflection on the Significance of the Individual," (Schermerhorn and Alma McCarthy), The Irish Journal of Management, Vol. 25, No. 2 (2004), pp 45-60.

"Self Regulation, Strategic Leadership and Paradox in Organizational Change," (Amy Taylor-Bianco and Schermerhorn), Journal of Organizational Change Management, Vol. 19, No. 4 (2006), pp. 457-470.

"Valuing Human Capital through Positive Leadership," Human Capital, (March, 2006), pp. 32-37.

"Organization Development in Perspective: A Conversation with W. Warner Burke," (Schermerhorn, and Amy Taylor-Bianco), NHRD Network Journal, Vol. 2, No. 3 (2008), pp. 168-173.

Reprinted in S. Ramnarayan and T. V. Rao (Eds), Organization Development: Accelerating Learning and Transformation (New Delhi: Sage Publications, 2011).

EDITORIALS and COMMENTS

"Constructive Engagement Needs Business Support," Bangkok Post (May 23, 1997), p. 9.

"Back to Basics for Thailand's Managers," Bangkok Post (December 24, 1997), p. 10.

"Time for *Bolelah* Managers," Sunday Sun, Kuala Lumpur, Malaysia (February 25, 1998), p. 25.

"Defining the Social Network of a Strategic Alliance' by Hutt, Stafford, Walker and Reingen," comment in Sloan Management Review, (Spring, 2000), pp. 11-12.

"Valuing Human Capital at India Inc.," Business & Economy India, Bangalore, India (June 27 – July 10, 2008), p. 126.

“Response to Supporting First Year Students in their Academic and Social Adjustment to Higher Education. A Case Study of the First Seven Weeks Programme at the University of Limerick,” Yvonne Diggins, Angelica Risquez and Maura Murphy, in Ciara O’Farrell and Alison Farrell (Eds.), Emerging Issues in Higher Education III: From Capacity Building to Sustainability, (Athlone, Ireland: Educational Developers in Ireland Network EDIN, 2013), p. 192.

RECENT PAPERS

Recent Meeting Presentations:

“Engagement, Expectations, and Attributions: Questions on Capacity Development for Knowledge and Innovation Management in Transforming Africa,” (Schermerhorn, Rebanna Mmereki, and Gangappa Kuruba). Paper presented at the Africa Academy of Management, 2nd Biennial Conference, University of Botswana, Gaborone, January 8, 2014.

CONSULTING AND MANAGEMENT TRAINING

Areas of Primary Interest:

High Performance Management, Managing Organizational Change and Development, Strategic Leadership and Executive Development, Inter-organizational Cooperation

Selected Clients:

The Rutland Hospital, Rutland Vermont. Medical Center Hospital of Vermont, Burlington, Vermont. Colchester School District, Vermont. Waltham & Weston Medical Center, Waltham, Massachusetts. New England Hospital Assembly, Inc., Durham, New Hampshire. University of Illinois Executive Development Center, Champaign, Illinois. Senior Seminar in General Management, Hershey, PA and Sarasota, FL. Egyptian General Petroleum Corporation, Cairo, Egypt. Institute for Management Education and Development, Jakarta, Indonesia. Bangkok University, Bangkok, Thailand. CEPET, Petroleos de Venezuela, S.A., Caracas, Venezuela. American Bankers Association, Washington, D.C. Corning Glass Works, Corning, New York. New England Banking School, Williams College, Williamstown, Massachusetts. Government of Hungary. PepsiCo, Research and Development Division, Valhalla, New York. Sabah Gas Industries, Kota Kinabalu, Malaysia. Asia-Pacific Broadcasting Development Centre, Kuala Lumpur, Malaysia. Vietnam Training Center for Radio and Television, Hanoi, Vietnam. Hong Kong Trade and Development Council. Renong Group, Kuala Lumpur,

Malaysia. Voinovich Center Executive Leadership Institute, Ohio University.

Recent Speech and Seminar Topics:

Executive and Management Development -

- Talent, Engagement, and Expectations: Building Capacity for Innovation and Knowledge Management
- Building Organizational Capacity for High Performance
- Top Management Roles in Supporting Change

Academic and Student Seminars –

- Trends, Tensions, and Innovation in Higher Education for Business and Management
- Teaching the New Generation of Students: A Conversation about Teaching and Learning
- Scholarly Manuscript Development and Textbook Writing
- Electronic Student Portfolios for Student and Academic Program Development
- Globalization, Intellectual Capital and Self-Management for Career Success

Last Update: June, 2014