

Edward B. Yost MBA, Ph.D., SPHR

Academic Experience and Work History:

Emeritus Associate Professor of Management, College of Business July 2004 to present.

Director College of Business Latin America Programs January 2018 to present.

Interim Director Center for International Business and Development, College of Business April 2015 to July 2017

Director of International Executive and Graduate Programs, Center for International Business, College of Business July 2013 to June 2014

Interim Executive Director: eLearning Ohio, Ohio University October, 2011 to June 2012

Executive Director: Graduate Programs and Executive Education. 2010 to 2013

Launched On Line MBA Program

Developed a Hybrid Professional MBA

Director: Graduate Programs and Executive Education: Ohio University, 2002 to 2010

Supervised 7 MBA programs (4 domestic and 3 international). Fulltime MBA, Executive MBA, MBA without Boundaries, Professional MBA (founding director), Executive MBA program in Brazil, Executive MBA program in China, Fulltime MBA program in India.

Recruited executive level students from major organizations, recruited and trained faculty, and developed a new curriculum based on the Lotus Notes Learning Space platform. Instituted international joint student consulting projects with St. Cyril and Methodius Faculty of Economics, Skopje, Macedonia; University of Tartu, Tartu, Estonia; Huazhong University of Science and Technology, Wuhan, Hubei Province, China.

Director: Full Time MBA Program, Ohio University, 2001 – 2002

Enrollment in the program grew to over 100 students under my direction.

Director: Centre for Modern Management/Ohio University Corporate MBA Program, Kuching, Sarawak, Malaysia, 1998 - 2000

The CMM/OU CMBA Program was a collaborative project between the state government of Sarawak, Malaysia and Ohio University. The program was designed for the senior state administrators and delivered through a series of week long residencies intermediated with on line learning modules. A total of 40 students were enrolled in the program.

Coordinator: IKATAN/ Ohio University Corporate MBA Program Institut Kejuruteraan Teknologi Tenaga Nasional, Kajang, Malaysia, 1994-1997.

The Corporate MBA Program was a collaborative project between Ohio University and Tenaga Nasional Berhad (TNB). TNB is the electric utility of Malaysia consisting of 24,000 employees has been privatized by the government of Malaysia. The position of Coordinator involved overall design as well as all the day-to-day administration of a three and a half year, \$US 2 million, intensive organizational development intervention. The CMBA program consisted of five class cohorts of MBA students supplied by TNB. Courses were designed and delivered by Ohio University College of Business resulting in over 100 TNB senior managers being trained and receiving Ohio University MBA degrees. The position of Coordinator required intense administrative skills for start up and maintenance as well as management consulting and liaison skills to assure the optimum design and delivery of the program. In addition to coordinating activities the position required a teaching load of more than double the requirement on the home campus. The position also required a great deal of marketing and designing new programs to replace the TNB program upon its completion. I was required to take the lead in Malaysia in seeking out new partner organization, ascertaining the needs of the potential clients and doing budgeting and preliminary designs of programs.

Associate Professor of Management, Department of Management Systems, Ohio University, September 1988 to July 2017.

Assistant Professor of Management, Department of Management Systems, Ohio University, September 1982 to September 1988.

Graduate Research Associate, Labor Education and research Service, The Ohio State University, June 1981 to August 1982.

Graduate Teaching Associate, The Ohio State University, September 1978 to June 1981.

Instructor of Business Administration, Franklin University, Columbus, Ohio, September 1976 to August 1982.

Graduate Research Assistant, department of Management, The University of Akron, January 1975 to June 1976.

Education:

Ph.D. in Business Administration, The Ohio State University, 1987; Major in Industrial Relations; Minor in Organizational Behavior

Dissertation: The Impact of LERS/OSHA Training on Safety and Health Activities in Local Unions.

MBA, University of Akron, 1976; Major in Management, Electives in Industrial Psychology.

Thesis: The ATWAM Scale: A Forced Choice for Measuring Attitudes Toward Women as Managers.

BSIM, University of Akron, 1975; Major in Personnel Administration.

Areas of Major Interest:

Strategic Management Education and Development, Organizational Development, Strategic Human Resource Management, Global Human Resource Management, Macro and Micro Organizational Behavior.

Seminar/Executive Education

Led Joint Student Consulting Projects for MBA in Hubei, China 2002; and EMBA in Skopje, Macedonia 2003; Tartu, Estonia 2004.

Seminar in International Business HUST(China)/OU EMBA program

Strategic Management of Human Capital, OU EMBA /OU PMBA/ OU Brazil EMBA/ OU WISCO EMBA

Applied Research and Internal Consultancy: IKATAN/ Ohio University CMBA Program.

Management and Organizational Behavior: O.U. EMBA Program and IKATAN/OH CMBA Program (Shah Alam, Malaysia) and IKATAN?OU CMBA Program (Bangi, Malaysia).

Managerial Skills Competencies: O.U. MBA Program and IKATAN/OH CMBA Program.

Member of MBA Joint Student Study Tour Projects; Bangkok, Thailand (Athens MBA) 3/94 and 3/95, Ho Chi Min City, Vietnam (ITM MBA) 11/94 and 11/95.

Human Resource Training, Development and Research: O.U. BBA Program.

Human Resource Management: O.U. BBA Program.

Administrative Policy: ITM/O.U. MBA Program, (Shah Alam, Malaysia).

Strategic and Global Human Resource Management: ITM/O.U. MBA Program, (Shah Alam, Malaysia).

Seminar in Organizational Behavior: ITM/O.U. BBA Program, (Shah Alam, Malaysia)

Seminar/Workshop Presentations:

Strategy, Human Capital and Combinations: Managing Business Results, for the Fundacao Getulio Vargas (Brazil)/OU Management Development Seminar, multiple presentations 2000 – 2005.

From Loyalty to Employability, Ohio University Human Resource Institute, August, 2002.

A Conceptual Framework for HRD Practice in Developing States With Reference to Sarawak, Sarawak Development Institute and Angkatan Zaman Mansang, Kuching Sarawak, Malaysia, 2-3 May, 1997.

Business Strategy in a Human Resource Environment: A Presentation and Challenge to the Human Resource Managers of Renong Berhad, Kuala Lumpur, Malaysia, April, 1995.

Sustaining Competitive Advantage Through Strategic Human Resource Management, Presented as an invited lecture for the Sarawak Development Institute and Angkatan Zaman Mansang, Kuching, Sarawak, Malaysia, April 26, 1995.

Applying Re-engineering in a Learning Organization, Presented to KUB Holdings Snd. Berhad, Kuala Lumpur, Malaysia, January 20, 1995.

Utilizing Problem Based Learning in Designing Curriculum for Business Schools in Vietnam, Ho Chi Minh City University of Foreign Languages and Information technology, Ho Chi Minh City, Vietnam, November 1994.

Strategic Human Resource Management: Challenges of Workforce 2000: An International Perspective, Presented in conjunction with Bangkok University, Bangkok, Thailand, March 25, 1992.

Human Resource Development, Presented to the School of Business and Management, Institut Teknologi MARA, Shah Alam, Malaysia, May 7, 1991.

Strategic Management of Human Resource, Presented to the School of Business and Management, Institut Teknologi MARA, Shah Alam, Malaysia, May 6, 1991.

Human Resource Appraisal and Compensation, Presented to the School of Business and Management, Institut Teknologi MARA, Shah Alam, Malaysia, May 3, 1991.

Managing Leadership Development: Malaysian Institute of Management, Kuala Lumpur, Malaysia, May 22, 1991.

Managing Cultural Diversity in Workforce 2000: Newark Area Job Corps, Newark, Ohio, May, 1990.

Managing for Motivation and Morale and Gender Issues in Effective Supervision: Ohio University, College of Osteopathic Medicine, May, 1989.

Motivation and Productivity: Rewarding Performance: Molek Inn, Trengganu, Malaysia and PSPP, Institut Teknologi MARA, Shah Alam, Malaysia, May 1988.

Published Proceedings:

“Traditional Academic MBA Programs Versus In-House Management Development: Optimizing Tradeoffs.” First Convention on Asian Business and Management Education, Kuala Lumpur, Malaysia, August 26-27, 1996.

“Options for developing Competent Managers in Privatizing Organizations in Malaysia: The Case of Tenaga Nasional Berhad.” International Seminar and Workshop on Strategic Human Resource Management and Competitive Advantage, Faculty of Economics, University of Indonesia with APEC-HRD-BMN and Texas A&M University, Jakarta, Indonesia, November 7-9, 1995.

“Lessons Learned in Five Years of Teaching Skills Competencies to MBA’s.” * 1992 Proceedings of the Twenty-Ninth Annual Meeting of the Eastern Academy of Management, May, 1992.

“Evaluating Employee Job Performance: Practitioner’s Need for a Better Understanding of How to Design and Implement Effective Appraisal Systems.” * 1996 National Conference of the Association of Human Resources Management and Organizational Behavior, November, 1986.

“Training of Union Representatives in Safety and Health: A Method for Accomplishing the Goals of OSHA.” Seventh Annual Southern Industrial Relations Academic Seminar, October, 1986.

“Behaviorally Anchored Rating Scales: Some Practical Problems of Research Propositions.” * Midwest Division of Academy of Management, April, 1980.

“Overcoming the Barriers to the Effective Utilization of Women as Managers: A Review and a Strategy.”
* Southwest Division of the Academy of Management, March, 1977.

“Group Decision Format, Leadership Style, and Decision Quality: A Comparison of Nominal and Interacting Groups.” * Midwest Division of the Academy of Management, April, 1977.

“An Empirical Analysis of Nominal and Interacting Consensus Groups: Decision Quality with a Structured Problem.” * Midwest AIDS Organizational Behavioral Session, April, 1977.

“The Development of an Instrument without Social Desirability Effects for Measuring Attitudes Toward Woman as Managers.” * Eastern Division of the Academy of Management, May, 1977.

* indicates one or more co-authors

Professional Conference Participation:

Presented “Lessons Learned From a PBL Experience: US MBAs in Macedonia.” Academy of Business Education, San Francisco, California, September 19 – 21, 2003.

Reviewer and Session Chair- Academy of Business Education, San Francisco, California, September 19 – 21, 2003.

Reviewer and Session Chair- Academy of Business Education, Key West, Florida, September 18 – 20, 2002.

Presented “The Impact of Corporate MBA Programs on Managerial Competencies; A Context for Organizational Change in Malaysia.” Academy of Business and Administrative Sciences, Quebec City, Montreal, Canada, July 12 – 14, 2001

Presented- “Individual Tolerance for Ambiguity in Executive and Corporate MBA Programs: A Comparison of Malaysian and US Executives and Implications for Program Design.” Tun Abdul Razak Conference, Universiti Sains Malaysia, Penang, Malaysia, March, 1999.

Presented- “Observed Differences in Tolerance for Ambiguity Between Participants in US and Malaysian Executive Education Interventions: Explanations and Implications.” Academy of Business and Administrative Sciences, Barcelona, Spain, June 12 – 14, 1999.

Presented- “Corporate MBA Programs: A Business Approach to their Design, Development, Delivery and Marketing.” 4th Annual EDINEB Conference, Edinburgh, Scotland, September 2-4, 1997.

Presented- “Applied research/Internal Consultancy and Executive Shadow Projects: Two Project Based Learning Platforms for IN-House MBA Programs.” 3rd Annual EDINEB Conference, Orlando, Florida, December 7-9, 1996.

Poster Session- “Application of Problem Base Learning Pedagogy to Management Education: Its Strategic Use by Tenaga Nasional Berhad, The Malaysian Power Company.” 16th Annual International Strategic Management Society Conference, Phoenix, Arizona, November 10-13, 1996.

Presented- "Some Observations on Adolescents, Industrialization and Education." 4th Annual National Seminar of the psychology Association of Malaysia, University of Science, Penang, Malaysia, May 27-29, 1996.

Presented- "Sustained creation of Shareholder Wealth: A Challenge for Newly Privatized Firms: Tenaga Nasional's Experience." * Tun Abdul Razak Conference, Ohio University, Athens, Ohio, April, 1995.

Session Chair, Discussant and Surrogate Paper Presenter, Asian Academy of Management Meeting, Penang, Malaysia, December, 1994.

Session Chair, "Organization Theory, Development, and Management of Quality." Third World Business Conference, Penang, Malaysia, June, 1994.

Session Chair, "Coping and Crisis in Organization" Eastern Academy of Management Meeting, Providence, Rhode Island, May, 1993.

Presented- "Integrating Thinking and Behavior in the "Living" Classroom." * Midwest Business Teaching Conference, Bloomington, Minnesota, April 30- May 1, 1992.

Presented- "Integrating an International Business Trip into the MBA Curriculum: Faculty and Student Learning Form Experiences in Hungary and Thailand." * Organizational Behavior teaching Conference, University of Calgary, Calgary, Alberta, Canada, June 24-27, 1992.

Presented- "Demonstrating an Integrated Learning Platform in Training MBA Students." * Organizational Behavior Teaching Conference, University of Michigan, Lansing, Michigan, May 15, 1992.

Attended All Ohio Annual SHRM Conference 1987-1991; Assistant Chair of Student Activities, 1991. Chair of Student Activities, 1992.

Session Chair, Eastern Academy of Management Meeting, Portland, Maine, May, 1989.

Reviewer and Discussant, Midwest Academy of Management Meeting, Columbus, Ohio, March 1989.

Participant, "Careers Interest Group and Management Education and Development;" 41st Annual Meeting of the Academy of Management, San Diego, California, August, 1981.

Invited Doctoral Student; Personnel and Resources Doctoral Consortium, 40th Annual Meeting of the Academy of Management, Detroit, Michigan, August 1980.

Session Chairperson of "Leadership Insights" Midwest Business Administration Association, Chicago, Illinois, April, 1978.

* indicates one or more co-authors/presenters

Selected Consulting Experience:

Consulted with Rocky Boots, Board of Directors, Executive Compensation Committee on industry and area executive compensation packages. Developed a survey and assessment of executive pay levels.

Tenaga Nasional Berhad, Kuala Lumpur, Malaysia, Development and Delivery of a Corporate MBA Program.

Tenaga Nasional Berhad, Kuala Lumpur, Malaysia, A Strategic Shift to SBU Structures of Core Businesses.

Institut Teknologi MARA, Shah Alam, Malaysia: Development of Curriculum in Human Resource Management.

Martin Marietta Energy Systems: Need Assessment, Design and Delivery of Training on Team Building as Mandated by the US Department of Energy.

State of Ohio, Department of Taxation: Facilitator of Joint Labor-Management committee Training; Design, Implementation and Evaluation of a Flexible Work Hours Program.

City of Columbus: Development of a Performance Appraisal System.

Bob Evans Farm Foods, Inc.: Development of a Training Program for Restaurant Managers; Development and Implementation of a Behaviorally Anchored Performance Appraisal System; Development of a Manpower Plan; Development and Implementation of an MBO Program.

Publications:

Texts, Chapters and Monographs:

"Teaching International Business through International Student Consulting Projects: The GCP/JSCP at Ohio University" (co-author) in *Research in Management Education and Development*, Vol. 3: The Cutting Edge of International Management Education. Charles Wankel and Robert DeFillippi, Editors, Information Age Publishing Inc, 2004

"Application of Problem-Based Learning Pedagogy to Management Education" in *Educational Innovation and Economics and Business*, Vol 3, Richard G. Milter, John E. Stinson and Wim H. Gijsselaers, Editors, 1998.

"Sustained Creation of Shareholder Wealth: A Challenge for Newly Privatized Firms: Tenaga Nasional's Experience" (co-author) In: *SEA on the Growth Path*, Penerbit UPM, Serdang, Selangor, Malaysia, 1997.

Management Education and Development: An Annotated Resource Book. Greenwood Press, 1978. (Selected as an Outstanding Academic Text of 1979 by Choice Magazine.)

Functional Business Concepts. Kendall-Hunt Publishing Company, 1977.

The ATWAM Scale: A Forced Choice Scale for Measuring Attitudes Toward Women as Managers. Monograph, The University of Akron, May 1976.

Articles:

"Faking Study of scores on the Women as Managers Scale," *Psychological Reports*, Volume 42, 1978.

"Women as Effective Managers: A Strategic Model for Overcoming the Barriers," *Human Resource Management*, Spring, 1978.

(Reprinted in Current Issues in Personnel Management, Rowland et al., (eds.), Allyn and Bacon, Inc.: Boston, 1980.

“Comparison of decision Quality Under Nominal and Interacting Consensus Group Formats: The Case of the Unstructured Problem.” *Decision Sciences*, July, 1979.

Cases:

“Philibi Knight Real Estate.” In *Cases and Exercises in Personnel/Human Resources Management*. George Stevens, ed., Business Publications, Inc. 1986.

“Kuntry Kuzzins Resaurants.” In *cases and Exercises in Personnel/Human Resources Management*. George Stevens, ed., Business Publications, Inc. 1986.

Instrumentation:

Attitudes Toward Women as Managers (ATWAM) Scale.” in *The 1985 Annual: Developing Human Resources*. Leonard Goldstein and J. William Pfeiffer, eds. University Associates, Inc. 1985.

Significant Internal Reports:

“Proceedings of the Customer Service Division Workshop on Strategic Business Units,” Edward B. Yost, Institut Latihan Sultan Amhad, Kajang, Malaysia, March 15-17, 1993.

“Proceeding of the Strategic Business Unit Retreat, Institut Latihan Sultan Amhad Shah.”, Edward B. Yost, Institut Latihan Sultan Amhad Shah, Kajang, Malaysia, March 4-6, 1993.

“Proceedings of the Cross-Cultural Module Management Workshop on Strategic Business Units.”, Edward B. Yost, Institut Latihan Sultan Amhad Shah, Kajang, Malaysia, March 1-3, 1993.

“Report of the External Examiner for the Advanced Degree in Business Studies; Human Resource Management.”, Edward B. Yost, Institut Teknologi MARA. Shah Alam, Malaysia, February, 1993.

“Report on the Tenaga Nasional Berhad Retreat: TNB- The Way Forward.”, Edward B. Yost, Tenaga Nasional Berhad Department of Training, Bangsar, Malaysia, February 2-5, 1993.

“Final Report: AWS Pilot Study, Ohio Department of Taxation.”, Edward B. Yost, State of Ohio, Department of Taxation, Columbus, Ohio, December, 1989.

Working Papers:

“Evaluating Employee Job Performance: Practitioner’s Need for Better Understanding of How to Design and Implement Effective Appraisal Systems.” Ohio University, College of Business Administration, Working Paper Series, 1986.

“Public Sector Collective Bargaining: A Suggested Model for Public Education.” Ohio University, College of Business Administration, Working Paper Series, 1982.

“Cost/Benefit Analysis of Selection: The Optimal Cut Score Model.” Ohio University, College of Business Administration, Working Paper Series, 1982.

Professional Activities:

Organizational Associations:

Member: Academy of Business Education

Member: Asian Academy of Management (Charter and Life Member).

Member: Academy of Management with Division Membership in Management Education and Development; Organizational Development and Change; Human resource Management.

Member: Malaysian Society of Training Directors.

Member: Society for Human Resource Management.

Member: American Society of training Directors

Reviewer and Editorships:

Editorial Advisory Board, Jordan Journal of Business Administration

Reviewer and Session Chair- Academy of Business Education, Key West, Florida, September 19 – 21, 2002.

Past Board of Editors: Asian Academy of Management Journal.

Manuscript Reviewer: Mid-West Journal of Business, The Journal of the Academy of Business Education, Journal of Management Education

Textbook Manuscript Reviewer for the following: Prentice Hall, Inc.; Kent Publishing Company; Holt, Rinehart and Winston, Inc.; and Wadsworth Publishing.

Certifications:

Senior Professional in Human Resources (SPHR), Human Resources Certification Institute, Alexandria, Virginia, USA.

Certified Facilitator, BENCHMARKS, Center for Creative Leadership

Honors:

External Examiner for the Advanced diploma in Business Studies (Human Resource Management), School of Business Management, Institut Teknologi MARA, Shah Alam, Malaysia, 1992-1996.

Listed in “International Directory of Business Management Scholars and Research of the Harvard Business School”, “Who’s Who in Human Resources” and Who’s Who in American Education.”