

Roger J. Kashlak
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Education

Ph.D., International Business and Strategic Management, Temple University.
Dissertation: "Global Services: Foreign Government Cooperation in International Reciprocal Service Agreements." Chairperson: Professor Rajan Chandran. 1995.

MBA, International Business, Temple University. 1985.

B.S., Economics, The Wharton School of the University of Pennsylvania.
Dual Concentration: Accounting and Management. 1977.

University Teaching and Administrative Experience

Professor, International Business, Fox School of Business, Temple University (2018-current).

Professor Emeritus, International Business. Sellinger School of Business and Management, Loyola University Maryland (1993 to 2019). Tenured (1997) Full Professor (2003).

- Senior Associate Dean/ Acting Dean, Sellinger School of Business (2007 - 2010).
- Department Chair, Law and Social Responsibility (2016 - 2017).
- Department Chair, Management and International Business (2003 - 2008).
- Loyola University Maryland Executive Governance Committee (2012 - 2014).
- Chair, NCAA Certification Steering Committee; Loyola University Maryland (2010 - 2013).

Select Awards;

- Harry W. Rogers III 27th Annual Distinguished Teacher Award; Loyola College (1997).
- Sellinger School of Business and Management Distinguished Teaching Award (2010).
- Sellinger School of Business and Management Distinguished Teaching Award (2002).
- Loyola College in Maryland Distinguished Research Award (2003).
- Loyola College in Maryland Board of Trustees Distinguished Research Award (1999/2000)
- Alpha Sigma Nu Jesuit Honor Society Faculty Honoree; Loyola College (1998).
- Beta Gamma Sigma Honor Society Faculty Honoree; Loyola College (1997).

University Teaching and Administrative Experience (cont.)

Associate Professor, University of Auckland (NZ). Appointments to teach International Management in the Masters of Commerce Program, Ph.D. seminars, and International Strategy and International Management Environment in undergraduate and graduate programs (2000 - 2003).

Assistant Professor of International Business; Temple University - Rome. Dean's Appointment to establish International Business program in Rome, Italy (1991-1992).

Assistant Professor, Villanova University College of Commerce and Finance. Appointment to teach MBA and undergraduate courses in International Business and Business Policy (1990 - 1991).

Visiting Positions:

Visiting Professor of International Business, Beijing Institute of Technology (2015 - 2017).

Visiting Professor, Fox School of Business EMBA Program, Temple University (2015 - 2017).

Visiting Professor, Ohio University PMBA Program (2005 – 2006; 2010 - 2011).

Visiting Associate Professor, Temple University-Japan EMBA Program (November/December, 2000).

Visiting Associate Professor; Manipal University/Ohio University, Bangalore, India (2000).

Visiting Associate Professor, Ilades International MBA Program, Santiago, Chile (1998- 2001).

Visiting Associate Professor; Thunderbird, American Graduate School of International Management, (1996 - 2000).

Corporate and Management Experience

Vice President - Italy; AT&T Communications Europe (1986 - 1988). Established the Italian subsidiary during the corporation's initial years of overseas expansion. Directed the implementation of the business infrastructure including accounting, tax and personnel/staffing systems. Developed the in-country market analysis and linkages with U.S.-based national/major account teams. AT&T-Communications representative in Italy, Southern Europe, and the Balkans to U.S. and foreign multinational corporations, U.S. government facilities, U.S. and NATO military locations. Responsible for developing and sustaining partnerships with telecommunications' administrations throughout Italy, Malta, San Marino and Vatican City.

Manager - International Settlements; AT&T Communications (1983 - 1986). Developed the initial international rate negotiation strategy for \$5.0 billion overseas revenue stream. Subsequently, began strategy implementation by directly negotiating financial arrangements with approximately 80 foreign telecommunications' administrations throughout the world. Developed initial corporate strategies for country-specific profitability, foreign exchange exposure hedging, and political risk effects on international telecom traffic flow.

Management Development Program; Bell of Pennsylvania (1977 - 1983). Jobs matrix career pathing program with short-term, diverse assignments geared to eventual top management placement. Positions included economic analysis, telecom sales, industry analysis, and market research.

Executive and International Education Experience

Professor and Coordinator; Developed and Implemented Global Strategy and Global Immersion Courses for Loyola University Maryland and Temple University

- Czech Republic and The Netherlands (1995)
- Hong Kong and Vietnam (1996)
- China and Hong Kong (1997)
- The Netherlands and South Africa (1998)
- Chile and Argentina (1999)
- Singapore, Malaysia and Thailand (2000 and 2001)
- China (2002, 2003, and 2004)
- Czech Republic (2010 and 2011)
- Singapore and Malaysia (2019)

Invited Lecturer; Ghana Executive/Government Program in International Business; Philadelphia PA (2010-2012; and 2017).

Lecturer, Stanley Black and Decker; Towson, MD (2017)

Lecturer, Northrop Grumman, Linthicum, MD (2004 – 2008)

Lecturer; Motorola International Executive Training, Philadelphia, PA (2003-2007).

Lecturer; Government Management Center, Kuching, Malaysia (1999-2000).

Lecturer; Institut Teknologi Mara, Kuala Lumpur, Malaysia (1997 - 1998)

Lecturer; AEGON (N.V.), The Hague and Baltimore, MD (1995 - 1999).

Lecturer; Ericsson Global Telecom Seminar, Glendale, AZ (1998).

Lecturer; Home Paramount Industries, Baltimore, MD (1998 - 1999).

Lecturer; AT&T-Hong Kong (1994-1997); AT&T-USA (1994 -1998).

Lecturer; Lucent Technologies, Hilversum, The Netherlands (1996 - 1999).

Visiting Instructor; Drexel University School of Business (1989 - 1991).

Select Boards/Directorships

- World Trade Center Institute, Baltimore MD
- Hyde Park Theater, Austin TX
- American Society of Competitiveness, Washington DC
- Yaffe and Company, Baltimore MD
- USO, Rome Italy
- Voinovich Center for Leadership and Public Affairs, Athens OH
- Vatican Council, Rome Italy
- CARE, Dominican Republic, New York, NY
- Baltimore-Italy Board, Baltimore MD/Genova Italy

Research Activities

Peer-Reviewed Publications:

1. Kashlak, R. and R. Chandran. 1993. International Reciprocal Service Agreements: An Analysis of the International Long Distance Service Industry. *The International Executive*; 35(3): 237-252.
2. Kashlak, R. and M. Joshi. 1994 A Framework Explaining Diversification Patterns in Regulated Service Firms. *Proceedings of the International Business Conference*, Washington, D.C., April.
3. Kashlak, R. and M. Joshi. 1994. Core Business Regulation and Dual Diversification Patterns in the Telecommunications Industry. *Strategic Management Journal*; 15(8): 603-613.
4. Zinn, J., R. Kashlak, and E. Balotsky. 1994. Selecting Markets Strategically for International Competition: Lessons from the For-Profit Hospital Industry. *Hospital and Health Care Services Administration*; 39(1): 17-30.
5. Konrad, A. and R. Kashlak. 1994. Comparing Managers' Task Preferences in Italy and the U.S.A. *Proceedings of ISSWOV Bi-Annual Conference*, Barcelona.
6. Rolston, C. and R. Kashlak. 1995. 'Prodotti Verdi': A Cross-Cultural Test of American Greenness Measures on Italian Attitudes and Behaviors. *10-Best Papers Proceedings of the Academy of International Business – Northeast Annual Conference*, Princeton; June.
7. Hamilton, R., V. Taylor and R. Kashlak. 1996. Diagnosing Multinational Control Systems for Global Competitiveness. *Long Range Planning*; 29(6): 857-868.
8. Kashlak, R. and R. Jones. 1996. Internationalizing Business Education: Factors Affecting Participation in Overseas Study Programs. *Journal of Teaching in International Business*; 8(2): 57-75.
9. Sherman, H., R. Kashlak and M. Joshi. 1996. Board of Director Insiders, Regulatory Change and Internationalization in the Telecommunications Industry. Best Paper Award and *Proceedings of the Academy of International Business - Northeast Annual Conference*, Virginia Beach; June.
10. Toren, N., A. Konrad, I. Yoshioka and R. Kashlak. 1997. Managerial Task Preferences of Job Attributes: Are They Different for Women and Men? *Women in Management Review*; 12(6):234-243.
11. Joshi, M., R. Kashlak and H. Sherman. 1998. The Changing Boundaries of Telecom: How Strategic Alliances are Reshaping the Industry. *Long Range Planning*, 31(4): 542-549.
12. Kashlak, R., R. Chandran and A. Di Benedetto. 1998. Reciprocity in International Business: A Study of Telecommunications Alliances and Contracts. *Journal of International Business Studies*; 29(2): 281-304.
13. Konrad, A., R. Kashlak, I. Yoshioka, R. Waryszak and N. Toren. 1998. What Do Managers Like To Do: Managerial Preferences in Five Countries. *Proceedings of the ISSWOV Bi-Annual Conference*; Istanbul; July.

Peer-Reviewed Publications (cont.):

14. Jones, R. and R. Kashlak. 1998. The U.S. Cigarette Market: A Precursor for that of Eastern Europe. Proceedings of the *SASE* Annual Conference; Vienna; July.
15. Sherman, H., R. Kashlak and M. Joshi. 1998. Inside Board Members, Regulatory Change and Internationalization: The Case of the Telecommunications Industry. *International Journal of Organizational Analysis*; 6(1).
16. Sherman, H., R. Kashlak and M. Joshi. 1998. The Effect of the Board and Executive Committee Characteristics on the Degree of Internationalization. *Journal of International Management*, 4(4): 311-335.
17. Kashlak, R. 1998. Establishing Financial Targets for Joint Ventures in Emerging Countries: A Conceptual Model. *Journal of International Management*; 4(3): 241-258.
18. Kashlak, R., R. Jones and J. Cotner. 1999. Integrating Organizations, Strategies, Environments and Social Awareness into the Global Learning Experience. *Journal of Contemporary Issues in Business*; 7(2): 36-45.
19. Hamilton, R. and R. Kashlak. 1999. National Influences on Multinational Corporation Control System Selection. *Management International Review*; 39(2): 1067-1089.
20. Kashlak, R., R. Jones and J. Cotner. 1999. Strategically Rethinking the Executive MBA International Business Experience. *Journal of Teaching in International Business*, 10(3).
21. Joshi, M., H. Sherman and R. Kashlak. 1999. Do Middle Managers Differ? A Two Country Comparison. Proceedings of the *Association for Global Business* Annual Conference, Las Vegas.
22. Sherman, H., R. Kashlak and M. Joshi. 1999, Linking the Board of Directors to Foreign Entry Modes. Proceedings of the *Association for Global Business* Annual Conference, Las Vegas.
23. Kashlak, R., R. Jones and J. Cotner. 1999. Integrating Organizations, Environments and Social Awareness into the Global Learning Experience. Proceedings of the Third Annual *Emerging Issues in Business & Technology* Conference, Myrtle Beach, October.
24. Kashlak, R. and S. Beldona. 2000. Partner Reciprocity, Telecommunications Flows and Balance of Trade Patterns between the United States and Latin America. *International Journal of Public Administration*; 23(5/6): 1161-1180.
25. Sherman, H., R. Kashlak and M. Joshi. 2000. Corporate Governance and Industry Convergence. *Journal of Current Research in Global Business*; 2(3): 32-39.
26. Kashlak, R., M. Joshi and H. Sherman. 2000. Board of Director Composition and the Foreign Direct Investment Decision. Proceedings of *ANZIBA* Annual Conference, Auckland, October.
27. Kashlak, R. 2000. The Effect of Cultural Distance on Negotiations and Reciprocity. Proceedings of the *ISSWOV* Bi-Annual Conference, Jerusalem.

Peer-Reviewed Publications (cont.):

28. Sherman, H., R. Kashlak and M. Joshi. 2000. Corporate Governance and Industry Convergence. Proceedings of *Association for Global Business* Annual Conference, Orlando, November.
29. Konrad, A., R. Kashlak, I. Yoshioka, R. Waryszak and N. Toren. 2001. What Do Managers Like To Do: Managerial Preferences in Five Countries. *Group and Organization Management*, 26(4): 401-433.
30. Jones, R. and R. Kashlak. 2001. Socio-Regulatory Upheaval, Reference Points and Strategic Evolution of the Cigarette Industry. *Journal of Business Research*; 51(3): 193-200.
31. Kashlak, R., H. Sherman and M. Joshi. 2001. Cooperative vs. Wholly-Owned Foreign Entry: The Influence of the Board of Directors. Proceedings of the *Eastern Academy of Management – International*, San Jose, Costa Rica.
32. Lorenzi, P. and R. Kashlak. 2002. Self-Ascribed, Ideal and Stereotypical Leader Behaviors of Chilean and American Managers. *Journal of Global Business*.
33. Kashlak, R., M. Joshi and H. Sherman. 2003. Board of Director Composition and Foreign Direct Investment: A Longitudinal Study. *Journal of Current Research in Global Business*, 5(8): 1-11.
34. Cotner, J., R. Jones and R. Kashlak. 2003. Effectively Integrating an International Field Study into the EMBA Curriculum. *Journal of Teaching in International Business*, 15(1): 5-20.
35. Kashlak, R. and H. Sherman. 2004. Understanding Trade Balances and Reciprocity in Global Telecom between Asia and the United States (1984-2000). *Journal of Asia Pacific Business*, 5(4): 5-24.
36. Jones, R., R. Kashlak and A. Jones. 2004. Knowledge Flows and Economic Development Through Micro-Enterprise Collaboration In Third Sector Communities. *New England Journal of Entrepreneurship*, 7(1): 39-49.
37. Smith, D., H. Desai, J. Cotner and R. Kashlak. 2006. International Field Studies: Tools for Enhancing Cultural Literacy. *Journal of College Teaching & Learning*, 2(2): 9-17.
38. Kashlak, R., P. Lorenzi and J. Cummings. 2007. Strategically Assessing International Business Course-Specific Learning Aims. *Journal of Teaching in International Business*, 18(2/3).
39. Kashlak, R. 2014. Global Telecom Reciprocity and Balance of Trade between Central America and the United States (1983 to 2012). *Competition Forum*, 12(2).
40. Seymour, K. and R. Kashlak. 2016. Global Healthcare, Expatriates and International Education: A Focus on Cystic Fibrosis. *International Journal of Academic Business World*, 10(2): 41-47.

Books and Book Contributions:

1. ***International Management: Managing in a Diverse and Dynamic Global Environment (2nd Edition)***, Irwin McGraw Hill; 2009-2010
2. ***International Management: Managing in a Diverse and Dynamic Global Environment (International Edition 2nd edition)***, Irwin McGraw Hill; 2011
3. ***International Management - China***, Chinese Free Press; 2010/2015.
4. ***International Management: Managing in a Diverse and Dynamic Global Environment***, Irwin McGraw Hill; 2005.
5. ***Fundamentals of International Management***, Irwin McGraw Hill, 2004.
6. "Strategically Rethinking the Executive MBA International Business Experience;" in ***Teaching and Program Variations in International Business***, E. Kaynak and J. Schermerhorn (editors), New York: The International Business Press.; 2000.
7. "The Eroding Balance of Trade in the U.S. Telecommunications Market;" in ***U.S. Trade Policy: Beyond the Uruguay Round***, T. Sagafi-nejad (editor), Baltimore: 1994.

Peer-Reviewed Conference Presentations:

1. Kashlak, R. and R. Chandran. 1991 International Reciprocal Service Agreements: A Focus on the International Long Distance Service Industry. ***Academy of International Business*** Annual Conference, Miami.
2. Kashlak, R. and A. Di Benedetto. 1991. International Transfer Pricing and Game Theory: Competitive Responses and Host Government Policies. ***Academy of International Business*** Annual Conference, Miami.
3. Kashlak, R. and R. Hamilton 1992. Host Country Influences on Control and Performance Measurement Systems of Multinational Corporations. ***Academy of International Business*** Annual Conference, Brussels.
4. Kashlak, R. and A. Vasudevan. 1992 Competing Objectives and Industry Entry Patterns in Joint Ventures between Western Firms and CPEs in Economic Transition. ***Academy of International Business*** Annual Conference, Brussels.
5. Zinn, J. and R. Kashlak. 1992 A Model of International Competition in Highly Regulated Industries: Evidence from U.S. For-Profit Hospitals. ***Academy of Management*** Annual Conference, Las Vegas.
6. Kashlak, R. 1993. MNC-Host Government Cooperation: Adapting Financial Targets to External Environmental Contingencies. ***Academy of International Business*** Annual Conference, Maui.

Peer-Reviewed Conference Presentations (cont.):

7. Kashlak, R. 1994. Establishing Front-End Compensation Targets In Joint Ventures with Foreign Governments. *Academy of Management* Annual Meeting, Dallas.
8. Kashlak, R. and R. Chandran. 1995. Reciprocity, Government Cooperation and Balance of Payments Implications in Global Services. *Academy of International Business* Annual Conference, Seoul.
9. Kashlak, R. and A. Di Benedetto. 1995 Penetrating Global Markets and International Transfer Pricing. *Academy of International Business* Annual Conference, Seoul.
10. Kashlak, R. 1995. Time Series Cross-Sectional Perspectives of Global Telecommunications. In the "Longitudinal Methods in IB Research" Panel at the *Academy of International Business* Annual Conference, Seoul; November.
11. Kashlak, R. 1995. MNE - Host Government Negotiations: Conflicting Objectives, Environmental Contingencies and Financial Targets. *Academy of International Business - Northeast* Annual Conference, Princeton.
12. Joshi, M., R. Kashlak and H. Sherman. 1996. The Changing Boundaries of the U.S. Telecommunications Industry. *Strategic Management Society* Annual Conference, Phoenix.
13. Kashlak, R. and S. Beldona. 1996. Partner Reciprocity and the Eroding U.S. Trade Balance in Telecom Services with Latin America. *Academy of International Business* Annual Meeting, Banff.
14. Sherman, H., R. Kashlak and M. Joshi. 1996. Board of Director Insiders, Regulatory Change and Internationalization in the Telecommunications Industry. *Academy of International Business* Annual Meeting; Banff.
15. Sherman, H., R. Kashlak and M. Joshi. 1996. Viewing Deregulation as an Unusual Event: The Influence of Internal and External Factors on Post-Deregulation Strategies. *Academy of Management* Annual Meeting: Business Policy and Strategy Division, Cincinnati.
16. Joshi, M. and R. Kashlak. 1998. Patterns of Initial Internationalization: The Effects of the Board of Directors, Executive Committee and Core Business Regulation. *Southern Management Association* Annual Conference; New Orleans.
17. Sherman, H., D. Chappell, and R. Kashlak. 1998. Teaching International Business: Competence vs. Awareness. *Southern Management Association* Annual Conference; New Orleans.
18. Jones, R. and R. Kashlak. 1998. International and Product Diversification in the Cigarette Industry: An Historical Study. *Academy of International Business* Annual Conference; Vienna.
19. Jones, R. and R. Kashlak. 1998. Strategic Evolution of the Cigarette Industry in the Socio-Regulatory Environment. *Academy of Management* Annual Conference; San Diego.
20. Kashlak, R., J. Cotner and R. Jones. 1998. A Strategic Planning Model for Executive MBA International Field Studies. *Academy of International Business - Northeast* Annual Conference; Manchester, VT.

Peer-Reviewed Conference Presentations (cont.):

21. Kashlak, R., H. Sherman and M. Joshi. 1998. Internationalization by Committee... the Executive Committee, That Is. *Eastern Academy of Management Annual Conference*; Springfield, MA.
22. Jones, R. and R. Kashlak. 1998. Socio-Regulatory Upheaval, Reference Points and Strategic Evolution of the Cigarette Industry. *3rd International Conference on the Dynamics of Strategy*; University of Surrey, UK.
23. Kashlak, R., M. Joshi and H. Sherman. 1998. Industry Turbulence, Internationalization Patterns and the Role of the Executive Committee. *3rd International Conference on the Dynamics of Strategy*; University of Surrey, UK.
24. Kashlak, R. 1997. International Telecommunications Management: Policy and Research Directions University of Fribourg; Fribourg, Switzerland.
25. Jones, R. and R. Kashlak. 1999. Dual Diversification Patterns in the Cigarette Industry (1970-1995): A Strategic Reference Point Perspective. *Strategic Management Society Annual Conference*, Berlin.
26. Kashlak, R., H. Sherman and M. Joshi. 1999. The Influence of Board Structure and Characteristics on Industry Convergence: A Conceptual Argument. *Strategic Management Society Annual Conference*, Berlin.
27. Kashlak, R., H. Sherman and M. Joshi. 1999. Corporate Governance Influences on International Acquisitions, Joint Ventures and Non-Equity Alliances. *Academy of Business & Administrative Sciences International Conference*, Barcelona.
28. Kashlak, R. 1999. An Application of Strategically Planning International Study Tours. In International Business Study Tours Panel (C. Lenz, chair) at *Academy of International Business-Northeast Annual Conference*, Philadelphia.
29. Jones, R. and R. Kashlak. 1999. Social Pressure and Regulatory Change Influences on International and Product Diversification. *Academy of International Business-Northeast Annual Conference*, Philadelphia.
30. Kashlak, R. and H. Sherman. 1999. Paths to Deregulation and Privatization of State-Owned Industries: A Focus on Global Telecom. *Tun Razak Conference*, Athens, OH.
31. Jones, R., R. Kashlak and A. Jones. 2000. Global Poverty Reduction: A Corporate Concern? *Academy of International Business – Northeast Annual Conference*, Ithaca.
32. Joshi, M., H. Sherman and R. Kashlak. 2001. Digital Pathways to Multinational Strategic Mentalities. *Strategic Management Society Annual Conference*, San Francisco.
33. Kashlak, R., M. Joshi and H. Sherman. 2002. Corporate Governance, Diversification Initiatives and Global Industry Restructuring. *Strategic Management Society Annual Conference*, Paris.
34. Cotner, J., R. Jones and R. Kashlak. 2002. Effectively Integrating the IFS into the EMBA Curriculum. *Academy of Business Education Annual Conference*, Key West.

Peer-Reviewed Conference Presentations (cont.):

35. Kashlak, R. and D. Chadee. 2002. Gaining International Competitiveness for Firms from Emerging Economies. *Academy of International Business* Annual Conference, San Juan, Puerto Rico.
36. Jones, R., A. Jones and R. Kashlak. 2003. Knowledge Flows and Economic Development Through Micro-Enterprise Collaboration In Third Sector Communities. *Academy of International Business – Northeast*, Manchester, NH.
37. Joshi, M, R. Kashlak and H. Sherman. 2003. The Internet and its Impact on an SME’s Choice of Internationalization Process. *Eastern Academy of Management – International* Annual Conference, Oporto, Portugal.
38. Joshi, M, R. Kashlak and H. Sherman. 2003. The Internet and its Impact on an SME’s Choice of Internationalization Process. *Eastern Academy of Management – International* Annual Conference, Oporto, Portugal.
39. Jones, R., R. Kashlak and A. Jones. 2005. Triad Cooperation in Micro-Enterprise Initiatives. *IberoAmerican Academy of Management* Annual Conference, Lisbon, Portugal.
40. Pekerti, A., R. Kashlak, A. Osman-Gani and A. Pekerti. 2005. Effects of Culture on Organizational Attribution Styles: A Study of Four Pacific-Rim Nations. *Academy of Management* Annual Conference, Honolulu.
41. Kashlak, R. and H. Sherman. 2006. Shifting Reciprocity and Balance of Trade Patterns in U.S.-Asian Telecom Service Alliances: A 25-Year Analysis. *Academy of International Business* Annual Conference, Beijing,
42. Franke, R. and R. Kashlak. 2007. Managing the Innovation Paradox. *American Association for the Advancement of Science*, San Francisco.
43. Franke, R., R. Kashlak, S. Prumo and G. Barrett. 2008. The Innovation Paradox. *Strategic Management Society* Annual Conference, Koln, Germany.
44. Kashlak, R. 2014. Global Telecom Reciprocity and Balance of Trade Issues. *American Society of Competitiveness* Annual Conference, Washington, D.C.
45. Kashlak, R. 2016. Global Competition and International Transfer Pricing. *ASC* Annual Conference, Washington D.C.
46. Seymour, K. and R. Kashlak. 2016. Global Healthcare, Expatriates and International Education: A Focus on Cystic Fibrosis, *International Conference on Learning and Education*, Nashville.
47. Kashlak, R. 2016. Reciprocity and Non-Reciprocity: A 30-Year Analysis of Africa, *Academic World Business International Conference*, Nashville.
48. Kashlak, R. and M. Zuckerman. 2017. Managing Uncertain Terrain: The Intersection of International Strategic Planning and Enterprise Risk Management. *Risk and Insurance Management Society (RIMS) Annual Conference*, Philadelphia.

Other Activities

Commentator (2016-present), including Baltimore Sun, The Daily Record, Maryland Public Television, Fox News

Doctoral Dissertation Committee Member:

- John Volkmar, "Determinants of the Extent of Corporate Change and the Speed of Reorientation;" Temple University; 2001.
- Raman Muralidharan, "Managerial Control: Development of an Integrated Model and the Empirical Test of the Model in a Multinational Setting;" Temple University; January, 1997.
- Hugh S. Sherman, "Determinants of the Extent of Corporate Change and the Speed of Reorientation;" Temple University; May, 1995.
- Elena Bozylynski, "A Qualitative Study On Certified Female Project Managers And Perceived Value Of The Project Management Professional Certification;" Creighton University, 2017.

Thesis Examiner; University of Auckland Master of Commerce in International Business, including:

- Irene Teo, "Crossing Borders –The Internationalization of Overseas Chinese Firms;" January, 2002.
- Tan Yang, "Information Technology and Competitive Advantage: The Integration of Organisational and Technological Resources;" August, 2001.
- Haynie Kent, "The Socialization Effects of International Assignments;" December, 2000.

MBA-Thesis Advisor; Drexel University (1989-1992).

Research Fellow; Voinovich Center for Leadership and Public Affairs, Ohio University (2002-2006).

Editorial Boards and Ad Hoc Reviewer, including:

- *Journal of International Management*
- *New England Journal of Entrepreneurship*
- *Journal of Competitiveness Studies*
- *Competition Forum*
- *Academy of Management Journal*
- *Journal of International Business Studies*
- *Thunderbird Journal of International Management*
- *Journal of Teaching in International Business*
- Various Conferences

Select Loyola University Committees, including:

- Steering Committee Chair; NCAA Certification
- Chair; Committee on Study Abroad
- Chair; NCAA Athletic Council
- Chair; Intellectual Contributions Committee
- Director; Study Abroad-Auckland, New Zealand
- University Executive Governance Committee
- Loyola Conference
- Loyola Faculty Senate
- University Budget Committee
- Core Curriculum Committee
- Committee on Diversity
- McGowan Scholarship Committee
- University Curriculum Committee
- Faculty Governance Review Committee
- Faculty Development Committee/ Curriculum Reimagining Committee