
Daniel A. Glaser, Ph.D.
Professor Emeritus Management & Marketing
College of Business
daniel.glaser@tamusa.edu

Academic Background

Ph.D. University of North Texas, 1998.
M.B.A. University of North Texas, 1991. Other
East Texas State University, 1980.

Professional Memberships

Leeresaber, 2018-Present
Fulbright Association, 2017-Present
San Antonio Fulbright Association, 2017-2023
Texas International Education Consortium, 2010-2012
Association for Small Business and Entrepreneurship, 2008-2014
Free Trade Alliance - Latin American Steering Committee, 2005

WORK EXPERIENCE

Work Experience

Professor Emeritus Texas A&M University – San Antonio (May 2024 - Present), San Antonio, Texas.
Professor, Texas A&M University – San Antonio (August, 2017 - 2023), San Antonio, Texas.
Associate Professor, Texas A&M University – San Antonio (August, 2011 - August, 2017), San Antonio, Texas.
Director of Office of International Education, Texas A&M University – San Antonio (August, 2008 - August, 2012), San Antonio, Texas.
Senior Fulbright Professor, Universitatea Ioan Cuza, Romania (May, 2011 - July, 2011), Iasi, Romania.
Assistant Professor, Texas A&M University – San Antonio (August, 2008 - August, 2011), San Antonio, Texas.
Associate Professor, Our Lady of the Lake University (August, 2005 - August, 2008), San Antonio, Texas.
Senior Fulbright Professor, Universitatea Babes, Bolyai, Romania (May, 2006 - June, 2006), Cluj Napoca, Romania.
Fulbright Professor, Academia de Studii Economice (October, 2004 - January, 2005), Bucharest, Romania.
Assistant Professor, Our Lady of the Lake University (August, 1998 - July, 2005), San Antonio, Texas. Adjunct
Professor, East Texas State University (January, 1993 - May, 1993), Commerce, Texas.

TEACHING

LIST OF COURSES TAUGHT
UNDERGRADUATE

Principles of Management, Academia de Studii Economice (Romania), TAMUSA, OLLU
Business and Society, TAMUSA, OLLU
Human Resource Management, TAMUSA, Lady of the Lake University,
Compensation Management, Lady of the Lake University
Selection and Training of Personnel, OLLU
Organizational Behavior, OLLU
Organizational Theory and Human Behavior, TAMUSA
Industrial Relations, OLLU
Supply Chain and Operations Management, OLLU, Universitatea Babes-Bolyai (Romania) TAMUSA

Logistics Management, OLLU, TAMUSA
Total Quality Management, TAMUSA
Purchasing and Supply Management (formerly Materials Management), TAMUSA
International Business, OLLU
International Management, TAMUSA
Study Abroad, OLLU, TAMUSA
Business Internship, OLLU
Export Import Strategy, TAMUSA, Universidad Veracruzana in Mexico

GRADUATE

Channel Distribution, TAMUSA
Marketing Research, Academia de Studii Economice (Romania)
Supply Chain and Operations Management, Academia de Studii Economice (Romania), Universitatea Babes-Bolyai (Romania), TAMUSA, OLLU
Human Resource Management, Academia de Studii Economice (Romania)
Research Methods, TAMUSA, Academia de Studii Economice (Romania)
International Business, OLLU
International Management, TAMUSA
Study Abroad, OLLU, TAMUSA

INTELLECTUAL CONTRIBUTIONS

Refereed Articles

Black, S., & Glaser-Segura, D. (2020). Supply chain resilience in a pandemic: the need for revised contingency planning. *Management Dynamics in the Knowledge Economy*, 8(4), 325-343.

Miranda, M., SILVA, S. C.e., Duarte, P., & Glaser, D. (2020). Cause-Related Marketing: Do managers understand and use this tool? *Management & Marketing*, 15 (4), 587-604, doi: DOI: 10.2478/mmcks- 2020-0034.

Glaser, D. A., Dinca, V. M., & Nistoreanu, P. (2018). Considerations on becoming a world heritage site. A quantitative approach. *Amfiteatru Economic*, 20 (47), 202-216.

Voges, K. W., & Glaser, D. A. (2017). Integrating Institutional Theory with Market Orientation to Study SMEs in Transition Economies: A Conceptual Model. *Strategica Conference*.

Voges, K. W., Bratianu, C., Dima, A. M., & Glaser-Segura, D. A. (2014). Evaluating international competitiveness: A study of the application of external quality assurance performance indicators in Romania. *Trends in European Higher Education Convergence*.

Graeml, A. R., Peinado, J., & Segura, D. G. (2013). Fatores culturais: uma análise sobre competitividade e coletivismo na indústria de países emergentes. *GEPROS. Gestão da Produção, Operações e Sistemas*, 9(3), 9-23.

Voges, K; Glaser-Segura, D.; Bratianu, C.; & Dima, A. (2012). Implementation of the Bologna Process: A change model perspective. *Southwest Teaching and Learning Journal*, 2(1). 52-64.

Sosa-Fey, J.; Lewis, J.; & Glaser-Segura, D. (2012). Is Centra a viable delivery system for hybrid classes? *Southwest Teaching and Learning Journal*, 1(1), 47-57.

Cirtita, H. & Glaser-Segura, D. (2012). Measuring downstream supply chain performance. *Journal of Manufacturing Technology Management*, 23(3), 299-314.

Dima, A.; Bratianu, C.; Glaser-Segura, D.; & Voges, K. (2011). Process tradeoffs: The perception of the Romanian academic staff. *Management & Marketing* 6(1), 123-138.

Glaser-Segura, D.; Peinado, J. Graeml, A. (2011). Fatores influenciadores do sucesso da adoção da produção enxuta: uma análise da indústria de três países de economia emergente, *Revista de Administração da Universidade de São Paulo* 46(4), p.423-436.

Bordean, O.; Borza, A.; Glaser-Segura, D. (2011). Comparative approach of the generic strategies within the

hotel industry: Romania vs. USA. *Management & Marketing*, 6(4), 501-514.

Glaser-Segura, D. (2010). Supply Chain Management and the Romanian Transition. *Management & Marketing*, 5(2), pp. 3-18.

Glaser-Segura, D., Mudge, S., Bratianu, C., Dumitru (2010). Development of professional identity in Romanian business students, *Education + Training*, 52(3), pp. 198-213.

Glaser-Segura, D. & Anghel, L. (2008). An exploratory study of the effect of social capital on supply chain relationships: The case of Romania. *Management & Marketing* 3(1), pp. 3-16.

Glaser-Segura, D., Ilies, L., Gica, O. (2008). S.C. Prometalex S.A., *International Journal of Integrated Supply Management*. 4(2), pp. 181 – 200.

Glaser-Segura, D & Mudge, S. (2007). Professional Identity: A Research Agenda of Graduating Business Professionals. *The Journal of University Development and Academic Management*, 3(5&6) pp. 47 – 55.

Glaser-Segura, D., Mudge, S., Bratianu, C., Jianu, I., and Valcea, S. (2007). Quality improvement of business education in Romanian universities: The student as customer and client (2007). *Higher Education in Europe* 32(2), pp 121 - 133. Cited 1 time.*

Shin, S. & Tucci, J. Glaser-Segura, D. (2006). A Study of Internet Industry Structural Determinants with Interconnection Strategies. *INFO: The Journal of Policy, Regulation and Strategy*, 8(1), pp. 29-41.

Glaser-Segura, D., Anghel, L. & Tucci, J. (2006). Supply chain management and the Romanian transition. *Amfiteatru Economic*, Nr.19, Anul VIII (2006), pp. 18-26. Cited 1 time.*

Anghel, L. & Glaser-Segura, D. (2004). Effect of Trust, Individualism and Collectivism, and the Superordinate JIT/TQM Goal on Interorganizational Cooperation between Industrial Organizations in Romania. *Forum Ware International* 4(2) (Online).

Cobb, S., Glaser-Segura, D. (1992). Education, Training, and Global Competitiveness. *Competitiveness Review*, 2(2).

Books, Monographs, Compilations, Manuals

Voges, K., Bratianu, C., Dima, A. M., & Glaser, D. A. (2017). *Integrating Institutional Theory with Market Orientation to Study SMEs in Transition Economies: A conceptual Model*.

Voges, K., Bratianu, C., Dima, A. M., & Glaser-Segura, D. A. (2014). Evaluating International Competitiveness: A Study of the Application of External Quality Assurance Performance Indicators in Romania. In Dima, A. M. (Ed.). *Handbook of Research on Trends in European Higher Education Convergence*. Hershey: IGI Global.

Glaser-Segura, D. A., Mudge, S. D., Bratianu, C., & Orzea, I. (2014). Convergence at What Cost?: A Quasi Experiment of Professional Identity under the Bologna Process. In Dima, A. M. (Ed.). *Handbook of Research on Trends in European Higher Education Convergence*. Hershey: IGI Global.

Glaser-Segura, D. (2011). My Fulbright Experience: From Expectation to Fulfillment, pp. 125 - 138. Chapter in *Fulbright Ripple Effect on International Education: Looking Ahead from a Romanian & American Perspective*, Edited by Pricopie, Gutu, Moroiu.

Glaser-Segura, D. (2008) Powerpoint Slides for Principles of Supply Chain Management: A Balanced Approach, 2nd Edition Wisner, J. Leong, K., & Tan, K. Published by Cengage.

Glaser-Segura, D. & Anghel, L. (2007). TQM and the Theory of Cooperation. In *Commodity-Consumer-Quality: The 21st Century's Perspective*. pp. 219-224. Published by Samperi in Messina, Italy.

Smeureanu, I.; Anghel, L.; Onete, B.; Nistoreanu, P.; Colibaba, D.; Exner, R.; Nedelea, A.; & Glaser, D. (2006). *Small and Medium Enterprises in Contemporary Society*. KMV: Germany.

Glaser-Segura, D. (2005). PowerPoint Slides for Principles of Supply Chain Management: A Balanced Approach, Wisner, J. Leong, K., & Tan, K. Published by Thomson.

Glaser-Segura, D. (2000). *Buying Bearings from Russia*. Case Book John Deere, Co by National Association of

Purchasing Management.

Glaser-Segura, D. (1998). The Influence of Interorganizational Trust, Individualism and Collectivism, and Superordinate Goal of JIT/TQM on Interorganizational Cooperation: An Exploratory Analysis of Institutions in Mexico. Dissertation. University of North Texas.

Refereed Proceedings

Glaser-Segura, D. A., Wilson, J., & Mudge, S. (2018). Development of an instructional practices scale for business school curricula. *Proceedings of the International Conference on Business Excellence*.

Glaser, S. D., Voges, K. W., & Salanta, I. (2017). Emerging economy consumer perception: Empirical results of a social capital study of quality management. *10th Annual International Management Conference*.

Glaser-Segura, D. A. (2017). *Faculty exchange from Romania to Texas: The Experience of Texas A&M University - SA*. Southwest Fulbright Symposium, San Antonio, Texas.

Voges, K. W., & Glaser, D. A. (2016). Integrating Institutional Theory with Market Orientation to Study SMEs in Transition Economies: A Conceptual Model. *Strategica International Academic Conference*.

Glaser, D. A., Voges, K. W., Calafiore, P., Krishnan, O., Salanta, I., L. Angel (2016). Emerging Economy Consumer Perception: A Social Capital Explanation. *Strategica International Academic Conference*.

Glaser, D. A., Anghel, L., & Harun, S. (2014). *The Country of Destination Effect: Bangladesh, Brazil, Romania, and the USA*. Academy of Business International Southwest Meeting, Dallas, Texas.

Glaser, D. A., Graeml, A., & Peinado, J. (2013). *World Class Manufacturing: Is It Truly World Class?* Management Conference: Managerial challenges of the contemporary society, Cluj Napoca, Romania.

Glaser, D. A. & Voges, K. W. (2013). *Developing Short-Term Study Abroad Programs for Non-Traditional Students*. 10th International HACU Conference, San Antonio, Texas.

Glaser, D. A., Salanta, I., & Harun, S. (2013). *Country of Destination Effect*. Academy of International Business US Southwest, Albuquerque, New Mexico.

Glaser, D. A. (2013). *Operational Strategies for Productivity and Quality in a Transition Country: Interviews of Romanian Managers*. Association of Small Business and Entrepreneurship (ASBE), New Orleans, Louisiana.

Harun, S., Glaser, D. A., Pop, M., & Salanta, I. (2013). *An Investigation of the Romanian SMEs Involvement in CSR Practices*. Western Hemispheric Trade Conference, Laredo, Texas.

Jones, S. C.; Knotts, T L.; & Glaser-Segura, D. (2011). Measuring Innovativeness Tendencies in Small Firms. Published in the Proceedings of the 37th Annual Conference of the Association of Entrepreneurship and Small Business, Savannah, Georgia, November 9-11, 2011.

Voges, K.; Glaser-Segura, D.; & Dima, A. (2010). Challenges of Bologna Process Implementation in Romania. Published in the Proceedings of the International Conference for Business Excellence, Brasov, Romania, October 15 & 16, 2010.

Jones, S.; Knotts, T.; & Glaser-Segura, D. (2010). Measuring Innovativeness Tendencies Among Small Manufacturers Across Cultures. Published in the Proceedings of the 36th Annual Conference of the Association of Entrepreneurship and Small Business, Ft. Worth, Texas, October 6-8, 2010.

Glaser-Segura, D.; Mudge, S.; & Bratianu, S.; & Jianu, I. (2009). Development of Business Professional Development: An Exploratory Study of Romanian University Students. Published in the Proceedings of the International Conference for Business Excellence, Brasov, Romania, October 16 & 17, 2009.

Glaser-Segura, D. & Jones, S. C. (2009). A Comparison of Personality and Entrepreneurship. Published in the Proceedings of the 35th Annual Conference of the Association of Entrepreneurship and Small Business, San Antonio, Texas, October 7-9, 2009.

Glaser-Segura, D.; Peinado, J.; & Reis Greml, A. (2009). Fatores Culrais e de Gestao Influciadores do sucesso da Adocao da Producao Enuxta: Uma analise da Industria de Tres Paises de Economia Emergente, XII

Simpósio de Administração da Produção, Logística e Operações Internacionais
SIMPOI SIMPOI, San Paulo, Brazil, August 26-28, 2009.

Glaser-Segura, D.; Coleman, R. W.; Velez, A. (2009). Are JIT and TQM More Important than Culture in Explaining Interorganizational Cooperation? The Case of the Automotive Parts Industry in Mexico, Published in the 19th International Trade and Finance Association Conference Working Papers, Beijing, China, May 27-30, 2009.

Glaser-Segura, D.; Peinado, J.; & Reis Graeml, A. (2009). Manufacturing Processes and Management: Lean Manufacturing Adoption Patterns in Industrial Organizations in Three Emerging Countries. Presented at the 2009 POMS Conference, Orlando, Florida, May 1 to May 4, 2009.

Glaser-Segura, D. (2009). Quality and Productivity in a Transition Economy: The Case of Romania. Presented at the 2009 POMS Conference, Orlando, Florida, May 1 to May 4, 2009.

Glaser-Segura, D. (2008). Supply chain management and business excellence. Published in the Proceedings of the International Conference for Business Excellence, Brasov, Romania, October 16 & 17, 2008.

Glaser-Segura, D. & Jones, S. C. (2008). Roles and intentions of future managers and entrepreneurs: A comparison of Romania and the U.S. Published in the Proceedings of the 34th Annual Conference of the Association of Entrepreneurship and Small Business, Albuquerque, New Mexico, October 8-10, 2008.

Glaser-Segura, D. & Anghel, L. (2007). An exploratory study of the effect of social capital on supply chain relationships in a transition economy: The case of Romania. Published in the Proceedings of the Association of Collegiate Marketing Educators Meeting at the Federation of Business Disciplines (FBD) Conference, Houston, TX March 5-7, 2008.

Velez, A. Glaser-Segura, D., & Cirtita, H. (2007). Branding Myopia: Why Can't Most Latin American Exporters Brand Goods For International Markets? Conference Proceedings of the International Trade and Finance Association, Miami, Florida, May 17 & 18, 2007.

Shin, S., and Tucci, J., and Glaser-Segura, D. (2006). Mobile TV broadcasting to your cellular phone: technology choice and user perception. Academy of Information and Management Sciences, Allied Academies International Conference, New Orleans, Louisiana, April 12-15, 2006.

Glaser-Segura, D., Mudge, S., Bratianu, C. Jianu, I, and Valcea, S. (2006). Quality improvement of business education in Romanian universities: the student as customer and client, Conference on Marketing and Development 1971-2006: 35 Years of Marketing in Romania, Bucharest, Romania, November 23 & 24, 2006.

Glaser-Segura, D., Tucci, J., & Valcea, S. (2005). Semanatoarea Harvester Combines: What to do in a Clutch? 2005 Proceedings of the International Academy for Case Studies, 12(1) Memphis, 45-47.

Glaser-Segura, D., & Chiurciu, R. (2004). Moving Chemicals in Romania Conference proceedings of the Southwest Case Research Association, Federation of Business Disciplines, Orlando, Florida March 6-9, 2004.

Glaser-Segura, D., Chiurciu, R., Naftanaila, I., & Ohta, D. (2004). Goldratt's Thinking Processes: Application in a Romanian Firm. Conference proceedings of the Southwest Decision Sciences Institute, Federation of Business Disciplines, Orlando, Florida March 6-9, 2004.

Calvert, D., Glaser-Segura, D., & Ramirez, E. (2003). Will the plant be blessed? Conference Proceedings of the North American Case Research Association Tampa, Florida, November 6-8, 2003.

Glaser-Segura, D., Calvert, D., & Ramirez, E. (2003). Where do we build the darn plant? Conference Proceedings of the North American Case Research Association Tampa, Florida, November 6-8, 2003.

Glaser-Segura, D. & Anghel, L. (2003). Empirical Study of Institutions: Romania. Conference proceedings 12th Annual IPSE Conference (refereed), Budapest University of Economic Sciences and Public Administration Hungary, April 14 - 16, 2003. Cited 1 time.*

Anghel, L. & Glaser-Segura, D. (2002). A study of JIT/TQM practices in Romania. Conference proceedings Calitate si Dezvoltare Durabila din Perspectiva Integrarii in Uniunea Europeana, Academia de Studii Economice, Bucharest, Romania May 24, 2002, p 401-406.

Glaser-Segura, D. & Anghel, L. (2002). An institutional theory of cooperation. Conference proceedings 11th

Annual IPSERA Conference, University of Twente, Enschede, The Netherlands, April 25-27, 2002. Cited 1 Time.

Glaser-Segura, D. & Anghel, L. (2001). Effect of trust, individualism and collectivism, and superordinate JIT/TQM goal on interorganizational cooperation between industrial organizations in Romania. Conference proceedings 30 de ani de Marketing in Romania 1971 – 2001: Marketingul in Procesul Dezvoltarii Economice si Sociale, Academia de Studii Economice, Bucharest, Romania, November 21, 2001.

Glaser-Segura, D., Naymik, P., & Bimmerle, C. (1995). Effect of Purchasing on U.S. Purchases of Mexican Industrial Goods: An Exploratory Study. Refereed, presented and published in the Proceedings of the 3rd International Conference of the Decision Sciences Institute, Puebla, Mexico, 1995.

Glaser-Segura, D., & Knotts, R. (1993). Self-Managed Work Teams: What are their Chances of Success in Mexico? Proceedings of the Business Association of Latin American Scholars, Los Angeles, California, 1993.

Glaser-Segura, D., & Boyd, N. (1993). Mexican Americans in the Workplace: An Agenda for Research. Proceedings of the Southwest Academy of Management, New Orleans, Louisiana, 1993.

Research and Creative Activities

Research Proposals (Funded)

Co-Principal Researcher with J. Sosa-Fey and J. Lewis. Fall, 2010, Evaluation of Centra Internet Synchronous Learning Platform, TAMUSA funds generated by SWLTC, \$500.

Co-Principal Researcher with K. Voges. Perception of Bologna Process Implementation by Romanian Scholars, Fall, 2009, TAMUSA funds generated by SWLTC, \$500.

Co-Principal Researcher with H. Cirtita. Convergence of Downstream Supply Chain Metrics Practices, Funded by OLLU Hearst Grant, Fall of 2007, \$950.

Principal Researcher. Study of World Class Management practices in Romania. Funded by Arkansas Technical University, Fall, 2006, \$1,200.

Co-Principal Researcher with A. Gresham. Entrepreneurial Orientation of U.S. and Romanian Students, Funded by OLLU Hearst Grant, Fall of 2003, \$750.

Principal Researcher. Study of Institutions and Superordinate Goals on Interorganizational Cooperation in Romanian Industrial Organizations, funded by International Research and Exchanges Board (IREX)- US State Department, Summer of 2003, \$3,350.

Co-Principal Researcher with C. Franklin II. Multinational Study of Managerial Values, Funded by OLLU Hearst Grant, Fall 2002, \$700.

Co-Principal Researcher with L. Anghel. Effect of trust and individualism and collectivism and JIT/TQM in Romania 2001-2002. Funded by Collaboration in Basic Science and Engineering (COBASE) program, National Academies of Science and the National Science Foundation, 2001, \$3,500

Principal Researcher. Effect of trust and individualism and collectivism and JIT/TQM in Mexican Auto Parts Manufacturers. National Association of Purchasing Management Doctoral Dissertation Grant, 1994, \$10,000.

Principal Researcher. Strategic Industrial Integration Between U.S. Buyers and Mexican Suppliers. Funded by the Trade Commission of Mexico [Bancomext], 1993, \$5,000.

Principal Researcher. U.S. Purchasing Manager's Perceptions toward Buying from Mexico. Funded by National Association of Purchasing Management- Dallas, 1993, \$2,000.

International Federation of Purchasing and Materials Management- national competition, Doctoral student chosen to represent U.S. at annual one-week research seminar in Salzburg, Austria 1995, \$2,500.

SERVICE

Service to the Institution

Department Assignments

Member:

2017-2018: Management & Marketing Department meetings

College Assignments

Chair:

2019-2021: Bylaws Committee

2016-2018: Promotion and Tenure committee

Member:

2019-2024: College Faculty Meetings 2019-

2022: Strategic Planning Committee

2014-2024: Management & Marketing Faculty Meetings

2008-2024: College Faculty meetings

2016-2019: Tenure and promotion committee

Service to the Profession

Reviewer - Article / Manuscript

2024: Journal of Business Administration Online. I reviewed the following article: Diversity and Blended Learning for Teaching 21st Century Skills: A university didactic concept based on the example of an international exchange program between ATU and THM

2020: Journal of International Management (International). I reviewed the following article: Manuscript Number: INTMAN-D-20-00027 MNC Resources and Country of Origin: A Key to Good Operational Management Practices in Subsidiary Plants in the Western Balkans?

Reviewer - Book / Textbook

2006: Process Management: Creating Value Along the Supply Chain (Unknown).

Other Professional Service Activities

2008 – 2010: Romanian US Fulbright Commission. Evaluation of Romanian Faculty Teaching and Research Proposals (Unknown).

2007: Management and Marketing: Challenges for the Knowledge Society (Unknown).

Reviewer: Ad Hoc Reviewer for a Journal

2024 2017: Amfiteatru Economic: SA Fulbright Association (Vice President) & Fulbright Association (National Member) (National).

2004: International Journal for Integrated Supply Chain Management (Unknown).

Reviewer: Conference Paper

2010: Association for Small Business and Entrepreneurship (Unknown). 2009 –

2010: Southwest Teaching and Learning Conference (Unknown).

2006: North American Case Research Association (Unknown).

Service to the Community

Positions Held in Civic Organizations

2020: Vice President of San Antonio Fulbright Association 2020:

President of Leer es Saber

Honors/Awards

Honor

2020: Guest Lecturer for International Week, Universitatea Babes Bolyai. I gave a lecture on Supply Development as part of UBB's International Week May 14, 2020..

2020: Guest lecturer for SNSPA International Week, SNSPA- National University of Political Studies and Public Administration in Bucharest, Romania. I gave a lecture for SNSPA International Week.

Professional Growth Activities

Membership in Professional Societies

Texas International Education Consortium, advisory role, 2010- 2012.

Association for Small Business and Entrepreneurship, 2008-present.

Free Trade Alliance- Latin American Steering Committee 2005

Leadership Roles in Professional Societies

President- Association for Small Business and Entrepreneurship, 2013.

President Elect- Association for Small Business and Entrepreneurship, 2012.

Vice President- Program. Association for Small Business and Entrepreneurship, 2011.

Vice President- Membership. Association for Small Business and Entrepreneurship, 2010.

Professional Service Activities (consulting; reviewer or editor for journals; service on editorial boards, task forces, etc.)

Associate Editor, Marketing and Management (Journal), 2007 - present.

Reviewer for Amfiteatru Economic (Journal), 2006 - present.

Reviewer for International Journal for Integrated Supply Chain Management, 2004 - 2007.

Textbook review for Process Management: Creating Value Along the Supply Chain by Wisner & Stanley, Cengage, 2006.

Romanian US Fulbright Commission. Evaluation of Romanian Faculty Teaching and Research Proposals, 2010.

Romanian US Fulbright Commission. Evaluation of Romanian Faculty Teaching and Research Proposals, 2009.

Romanian US Fulbright Commission. Evaluation of Romanian Faculty Teaching and Research Proposals, 2008.

Reviewer for Conference Paper Submissions- Southwest Teaching and Learning Conference, 2010.

Reviewer for Conference Paper Submissions- Association for Small Business and Entrepreneurship, 2010.

Reviewer for Conference Paper Submissions- Southwest Teaching and Learning Conference, 2009.

Reviewer for Conference Paper Submissions- Association for Small Business and Entrepreneurship, 2009.

Reviewer for Conference Paper Submissions- International Conference for Business Excellence, 2009.

Reviewer for Conference Case Submissions- North American Case Research Association, 2006.

Service Activities

Membership on Committees

University

TAMUSA- President's Leadership Council, 2010 - 2012

TAMUSA- Provost's Advisory Council, 2010 - 2012

TAMUSA- Student Rating of Instruction (SRI) Committee, 2010-2012

TAMUSA- Food Service Committee Meeting, Office of Student Engagement, 2009

TAMUSA- School of Business, Assessment Committee, 2010- present

TAMUSA- Southwest Teaching & Learning Conference Organizing Committee, 2010

TAMUSA- Southwest Teaching & Learning Conference Organizing Committee, 2009

OLLU- Rebuilding Committee. Main Building caught on Fire in May, 2008

OLLU Kliesen International Center Advisory Board. 2006-2008

OLLU- Chair of Finance and Facilities Committee- 2006-2008. Committee was charged with aligning University mission

and goals with appropriate metrics and to determine strategic facilities needs.
OLLU- Internal Review Board (IRB committee), 2005-2008

College of Business

TAMUSA- Online MBA Committee

TAMUSA- School of Business, Assessment Committee, 2010- present

OLLU- School of Business Grad Curriculum Committee, 2004-2008. Tasked with redesign, sequence and objective metrics of MBA core courses according to ACBSB guidelines. My focus was on International Business and Supply Chain and Operations Management.

OLLU School of Leadership PhD Dissertation Committee Member for Sussanna Verdinelli, 2006

OLLU- Learning Resources Council 2001-2003

OLLU School of Leadership PhD Dissertation Committee Member for Yvonne Gutierrez 2002

OLLU- SACS Committee for Distance Learning and Continuing Education, 2002.

OLLU- Technology Use Committee, 1999-2001. Findings were used for Title V Grant Program for campus technology. Search Committees

TAMUSA- School of Education, Professor of Counseling Search Committee 2011

TAMUSA- Provost VPAA Search Committee 2010

TAMUSA- School of Business, Professor Management Search Committee 2010

TAMUSA- School of Business, Professor Management Search Committee 2009

TAMUSA- School of Business (Division of Arts & Sciences & Business) Head Search Committee, 2009

OLLU- Provost VPAA Search Committee 2010

OLLU School of Business Dean Search Committee 2005

OLLU School of Business, Professor Management Search Committee 2008

OLLU School of Business, Professor Marketing Search Committee 2008

OLLU School of Business, Professor Marketing Search Committee 2007

OLLU School of Business, Professor Strategic Management Search Committee 2007

OLLU School of Business, Professor Human Resource Management Search Committee 2003

OLLU School of Business, Professor Management Search Committee 2002

Leadership Roles on Committees

TAMUSA- Chair of Arts and Sciences and Business Curriculum Committee, 2009 – 2010.

TAMUSA- Chair of International Education Fund Scholarship Committee. Convene meeting of committee (2X year) to award scholarships. August 2009 to August 2012.

TAMUSA- Director of Office of International Education. Represent TAMUSA in International education forums, develop procedures for international programs, liaise with internal academic and administrative departments and external entities, including TAMUS; plan and oversee academic international programs August 2009 to August 2012.

Coordinating with TIEC for J1 Visa program

Developed Memorandum of Agreement with Free Trade Alliance, 2011.

Developed Memorandum of Understanding with Academia de Studii Economice, Bucharest, Romania, 2010.

Co Organizer of International Business Speakers Series, Fall, 2010.

Co-Organizer of International Day performance, November, 2010.

Developed Procedure for Faculty Led Study Abroad, 2010.

Developed Memorandum of Understanding with Texas International Education Consortium, 2010.

Organized and led study abroad trip to Romania, 2010.

Organized and led study abroad trip to Mexico, 2009.

Developed procedure for awarding International Education Fund scholarships, 2009.

OLLU School of Business, Chair of Human Resource Development Needs Committee for ACBSP Accreditation, 2005.

Convened meetings to determined human capital needs and create development plan for School of Business faculty.

OLLU- Lead Professor for graduate Operations and Supply Chain Management course, and undergraduate Project Management, Human Resource Management, Compensation Management, Logistics Management, Operations and Supply Chain Management, 2003 to 2008. Mentored adjunct and new full-time faculty with course requirements and also led curriculum assessment and change

OLLU- Chair of Student Life Committee, 2002-2004. Met with University constituencies to determine needs for Student Life Office. As chair I convened meetings, set agenda, met with students leaders, maintained committee records, and advised Office of Student Life.

Service Activities Outside the University (community service organizations, presentations, etc.)

TAMUSA Recognition of Service to San Antonio Regional History Day, 2010

OLLU improvement Project for Meals on Wheels with MKTG 3345 Logistics Management to conduct needs assessment for delivery routes to include underserved areas on west and south side of San Antonio. Spring, 2007

Presentation in Cordoba, Argentina on World Class Manufacturing (in Spanish) at the Universidad Nacional de Córdoba, October, 2006

Presentation in Cordoba, Argentina on World Class Manufacturing (in Spanish) at the Universidad Católica de Córdoba, October, 2006

Honors and Awards

Fulbright Senior Specialist, 2011. One week assignment to teach Supply Chain and other management topics and conduct research. Hosted by Universitate Ioan Cuza, Iasi, Romania.

Fulbright Senior Specialist, 2006. Three week assignment to teach Supply Chain and other management topics and conduct research. Hosted by Universitatea Babes Bolyai, Cluj Napoca, Romania.

Fulbright Traditional teaching and Research Scholarship, 2004-2005. Five and one month (two periods) assignment to teach management and conduct research in Romania. Hosted by Academia de Studii Economice, Bucharest; Universitatea Babes Bolyai, Cluj Napoca; Universitatea Tehnică "Gheorghe Asachi," Iași, Romania.

International Federation of Purchasing and Materials Management- US competition, Doctoral student chosen to represent U.S. at annual one-week research seminar in Salzburg, Austria

Other Professional Activities Not Covered Above

TAMUSA- I guided the development of new curriculum in international business and supply chain management (SCM). The MBA SCM concentration required new courses in TQM and Lean, Purchasing and Supply, Channel Distribution, Supply Chain Integration, and other management courses. The International Business degree required less course development and just required developing the framework. International Management and Study Abroad were new courses.

At the undergraduate level a new concentration in SCM was developed and required the development of similar courses as in the MBA concentration. The International Business undergraduate degree and BBA in General Business were modified. Several core courses (Principles of Management and Supply Chain and Operations Management) were also modified and a Business and Society course was added to TAMUSA's offerings. At OLLU I was also responsible for the development of a new degree in International Business.

OLLU- Developed degree in International Business- benchmarked local and state programs, worked with School of Business curriculum committee, and academic affairs committee, and implemented new degree, 2006.

OLLU- Faculty Advisor for management students (varied from 15-30 students), 1998-2006

OLLU- Romanian MBA program Marketing Fell through 2006

OLLU- Organized School of Business Faculty Development Series ("brown bag"), 2006.

OLLU – Designed Bilingual (Spanish) Human Resource Management course, 2005. Selected texts, and created PowerPoint slides and other media.

OLLU- Faculty advisor for SHRM student organization, 2000-2002

OLLU- Supply Chain management degree. Surveyed local businesses, met with community task force, worked with curriculum committee, was not successful at Academic affairs committee level, 2001.

Study Abroad Trips:

Romania and Paris June 9-16, 2008, for 18 graduate students.

Spain, Alcalá de Henares March 15-22, 2008, for 24 undergraduate students.

Argentina Buenos Aires March 31-April 9, 2006 for 30 graduate students.

Romania & France, Bucharest, Cluj Napoca & Paris May 12-23, 2006 for 44 undergraduate students from OLLU and Texas Lutheran University

Argentina & Chile, Santiago, Mendoza, Córdoba, Buenos Aires Mar 12-20, 2004 for 20 undergraduate students.

Spain, Alcalá de Henares April 5-13, 2003 for 20 graduate students.

Spain, Madrid and Alcalá de Henares March 15-23, 2003 for 18 undergraduate students.

Romania November 29, Dec 8, 2002, five graduate students

Planned and coordinated the first OLLU international faculty development trip to ITESM, Monterrey, Mexico in July of 2002 for School of Business Faculty.

Mexico, Queretaro, March 10-17, 2002 for 17 students.