

Curriculum Vita

Leonard G. Love

Texas A & M University – San Antonio
College of Business
One University Way
San Antonio, TX 78224

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E D U C A T I O N

Ph. D. The University of Texas at Arlington, December 2003
Areas of Concentration: Business Policy and Strategy, Research Methods,
International Management.

Master of Business Administration, Wright State University, 1995
Areas of Concentration: Finance & Management.

Bachelor of Arts, Wright State University, 1992

D I S S E R T A T I O N

“Antecedents, Processes, and Consequences of Co-CEOs: Reshaping the Pinnacle of the Organization.” Under the supervision of Richard L. Priem, Ph.D.
Defended August 2003.

R E S E A R C H

Refereed Publications

Krause, Ryan, Priem, Richard L., & Love, Leonard G. Love 2015 “Who’s in Charge Here? Co-CEOs, Power Gaps, and Firm Performance” *Strategic Management Journal* 36 (13): 2099-2110.

Elam, Dennis & Love, Leonard G. 2014. The Cyber Café’ Bringing Digital Innovation to Academe. *Southwest Teaching and Learning Journal*. 3 (1): 109-121

Voelker, Troy A., Love, Leonard G., and Pentine, Iryna 2012. Plagiarism: What Don’t They Know? *The Journal of Education for Business*. 87: 36-41

Sibley, Jared M., Love, Dianne, & Love, Leonard G. 2009. "Everyone Wants to Help the Uninsured, But Who Will Pay the Bill? Why a National Lottery May Make Sense." *The Health Care Manager*. 28(4): (October – December)

Love, Leonard G., Priem, Richard L., & Lumpkin, G. Thomas. 2002 "Explicitly Articulated Strategy and Firm Performance Under Alternate Levels of Centralization." *Journal of Management*. 28 (5): 611-627.

Priem, Richard L., Love, Leonard G., & Shaffer, Margaret. 2002 "Executive Perceptions of Environmental Uncertainty Sources: A Taxonomy and Underlying Dimensions." *Journal of Management*. 28 (6): 725-746.

Priem, Richard L., Love, Leonard G., & Shaffer, Margaret. 2001 "Industrialization and Values Evolution: The Case of Hong Kong and Guangzhou, China." *Asia Pacific Journal of Management*. 17 (3): 473-492.

McGee, Jeffrey E., Love, Leonard G., & Festervand, Troy A. 2000. "Competitive Advantage and the Independent Retail Pharmacy: The Role of Distinctive Competencies." *Journal of Pharmaceutical Marketing and Management*. 13 (3): 31-46.

McGee, Jeffrey E., & Love, Leonard G. 1999. "Competitive Advantage and the Small Independent Retailer: The Role of Distinctive Competencies." *The Journal of Business and Entrepreneurship*. 11 (1): 85-98.

Published Conference Proceedings

Chandra, Ashish, & Love, Leonard G. 2013. Identification of Types of Behaviors of Managers, Employee Evaluation, and Criticism Techniques – An Asian Perspective. *Academy of International Business – U.S. Southwest Chapter 2013 Annual Meeting Proceedings* 24 (1): 91-95

Elam, Dennis & Love, Leonard G. 2013. Critical Success Factors for Public Universities. *Academy of International Business – U.S. Southwest Chapter 2013 Annual Meeting Proceedings* 24 (1): 19-23

Voelker, Troy A., Love, Leonard G., and Pentine, Iryna March, 2011. A Recession of Integrity: What Don't They Know about Plagiarism? *Presented at the 2011 Annual Meeting of the Southwest Academy of Management in Houston, Texas.*

Love, L.G., & Priem, R.L. November, 2007. "When Two Heads are Better Than One: Leadership Sharing at the Top of the Organization. *Southern Management Association 2007 Annual Meeting Proceedings* (Strategy/Organizational Theory Division) in Nashville, TN

Priem, Richard L., Love, Leonard G., & Shaffer, Margaret. August, 1999. "Executive Perceptions of Environmental Uncertainty: A Taxonomy." Paper accepted for the 1999 *Academy of Management Annual Meeting Best Paper Proceedings* (Organization and Management Theory Division) in Chicago, IL.

Love, Leonard G., & McGee, Jeffrey E. January, 1999. "Distinctive Competencies and Competitive Advantage: A Study of Small, Independent Retailers." Accepted for Best paper Proceedings of the U.S. Association for Small Business and Entrepreneurship National Conference. *This paper was awarded the *Coleman Foundation Best Empirical Paper Award* that included a cash prize.

McGee, Jeffrey E., Love, Leonard G., & Rubach, M. March, 1999. "Sources of Competitive Advantage for Small Independent Retailers: Lessons From the Local Drugstore." Accepted for "Best Paper" Proceedings of the Association for Small Business & Entrepreneurship Annual Meeting, as a part of the Southwestern Federation of Academic Disciplines Annual Meeting in Houston, Texas. *This paper received the *Irwin/McGraw Hill Distinguished Paper Award*.

Love, Leonard G., Mack, David A., & Virick, Meghna. March, 1999. "Like Sand Through Our Fingers: Method, Theory, and Time In Organizational Research." Accepted for publication in Proceedings of the 1999 Southwestern Academy of Management Annual Conference in Houston, TX.

Mack, David A., & Love, Leonard G. March, 1999. "Is Quality Management (TQM) the "Cure" for Worker Distress?" Accepted for publication in Proceedings of the 1999 Southwestern Academy of Management Annual Conference in Houston, TX.

Paper Presentations {Not Published in Proceedings}

Carter, Douglas H., & Love, Leonard G. Leading Experiential Learning in International Settings: The new study abroad? Presented at Southwest Fulbright Association Symposium.

Guardia, Adrian, Vinaja, Bethuel R., & Love, Leonard G. 2015 "Free to Choose: Factors Driving Student Choice in Online Learning. Presented at the *Academy of Business Research* Fall 2015 Conference (San Antonio, TX) Awarded "**Best Paper**"

Liu, Chin-Yen, Sosa-Fey, Josephine, & Love, Leonard, Leonard G. 2015 "Choosing a Comprehensive School Support Program to Address Student's Needs and Increase Retention" Presented at the *Academy of Business Research* Fall 2015 Conference (San Antonio, TX) Awarded "**Best Paper**" in its category.

Love, Leonard G., Liu, Chin-Yen, Love, Sherita, & Rodriguez, Ruben C. 2014. "Evaluating Student Learning in Hyflex Classes in Higher Education: Comparing Performance for Students Who Attend Traditional Classroom versus Synchronous and Asynchronous Online

Students.” Presented at **(All Conference Session)** of the *Southwest teaching and Learning Annual Conference* (San Antonio, TX)

Elam, Dennis & Love, Leonard G. 2013. A Wider canal, A Wider Role for Texas in the Global Economy. Presented at *17th Annual Western Hemispheric Trade Conference* (Laredo, Texas)

Elam, Dennis & Love, Leonard G. 2013. The Cyber Café: A New Paradigm of University Guest Lecture? Utilizing YouTube© to Deliver Guest Speakers at a Commuter University. Presented at 2013 Southwest Teaching and Learning Conference in San Antonio, Texas.

Liu, C-Y, & Love, Leonard G. 2013 What Do Students Want, Anyway? An Empirical Examination of Student Expectations and Needs in Terms of School Services, Accepted for presentation at *The Academy of Business Research 2013 Summer Conference* in San Antonio, TX.

Lovett, Steven R., Gregory, Gary G., & Love, Leonard G. August, 1998 “Operating in Foreign Lands: A Longitudinal Study of the Factors Affecting Survival Rates of U.S. Multinational Abroad.” Paper presented at the Academy of Management Annual Meeting in San Diego, California.

Lovett, Steven R., Gregory, Gary G., & Love, Leonard G. September, 1996. “Operating in Foreign Lands: A Study of the Factors Affecting Survival Rates of U.S. Multinational Abroad.” Paper presented at the Academy of International Business Annual Meeting in Banff, Alberta, Canada.

McGee, Jeffrey E., & Love, Leonard G. 1998. “Responding to a Changing Environment: Lessons From the Local Drugstore.” Presented at the Southwestern Federation of Administrative Disciplines (Association for Small Business & Entrepreneurship) Annual Meeting in Dallas, TX.

McGee, Jeffrey E., & Love, Leonard G. August, 1997. “Only the Strong Survive: A Resource Based View of How Small Retailers Successfully Compete with Giant National Discount Chains.” Paper presented at Academy of Management Annual Meeting in Boston, MA.

Manuscripts In Preparation for Submission

Love, Leonard G., Priem, Richard L., and Krause, Ryan “Two Heads in One Hat – Without a Tight Fit? The Antecedents, Processes, and Outcomes of Successful Co-CEOs” Target: *Journal of Business Strategies* (submit in either February or March, 2017)

Hurley, Tracy, Greene, Richard, and Love, Leonard G. “Academic Dishonesty: When You Buy a Paper, Do You Really Know Who You are Doing Business With?” Target: TBA – Summer of 2017.

Love, Leonard G, Virick, Meghna, Mack, David, and Harrison, David. "Forty Years of Strategic Planning Research and We Still Can't Prove that It Works: Time to Change Strategies?" Target: *Long Range Planning* – Summer, 2017

Elam, Dennis, and Love, Leonard G. "Mergers and Acquisitions: What Can CEOs Learn from Douglass McArthur about Making It Work?" Target: TBA – Summer 2017.

Tiniente-Matson, Cynthia, Verhasselt, Holly, and Love, Leonard G. "Taking it to Scale: Case Analysis of the Strategic Planning Process at a Young, Rapidly-Growing, State University." Target: TBA – Fall 2017

Elam, Dennis, and Love, Leonard G. "Critical Success Factors: A Taxonomy of Successful Public university Strategies" Target: TBA – Fall 2017

Liu, Chin-Yen, Sosa-Fey, Josie, and Love, Leonard G. "Student Services: What Do They Want Anyway?" Target: TBA – Fall 2017/Winter 2018

Guardia, Adrian, Vinaja, Bethuel R., & Love, Leonard G. 2015 "Free to Choose: Factors Driving Student Choice in Online Learning. " Target: TBA – Winter 2018

Love, Leonard G., Carter, Douglas, and Elam, Dennis "A Comprehensive Model and integration of Perceived Environmental Uncertainty: The Rubik's Cube of Organizational Studies" Target: *Journal of Management* – Winter 2018

Elam, Dennis, Carter, Douglas, and Love, Leonard G. "A Socioeconomic Perspective on Perceived Environmental Uncertainty: An Unexplored Moderator of Managerial Decision-Making under Conditions of PEU" Target: *Journal of Management* – 2018

Carter, Douglas, and Love, Leonard G. "Entrepreneurial Tribes? Characteristics of Highly Entrepreneurial Cultures: A Comparison of the Jewish and Chinese Diasporas" Target: TBA - 2018

G R A N T S A N D A W A R D S

Awarded Louisiana State University "Council on Research" 2001 Summer Research Support Grant in University-wide competition.

Selected to attend *Business Policy and Strategy Division of the Academy of Management Doctoral Consortium*, Chicago, August, 1999.

John Dean Stanley Foundation Scholarship Award for 1998-99 Academic Year by the University of Texas at Arlington, Department of Management.

Priem, Richard L., & Love, Leonard G. Hong Kong University of Science and Technology “RGC Direct Allocation Grant for HK\$ 30,000 to support dissertation research on “Co-CEOs: Reshaping the Pinnacle of the Organization.”

Selected to attend *International Management Division of the Academy of Management Doctoral Consortium*, San Diego, August, 1998.

P R O F E S S I O N A L A S S O C I A T I O N S

- Academy of Management
- Southern Management Association
- Academy of International Business
- *Beta Gamma Sigma*, Honorary Business Society
- *Sigma Iota Epsilon*, Honorary Management Fraternity
- Southwest Academy of Management
- Academy of International Business - Southwest

T E A C H I N G E X P E R I E N C E

School of Business, Texas A & M University – San Antonio (Texas), August 2011 – Present

- BUAD 3311, Business and Society
- MGMT 3311, Principles of Management
- MGMT 3311, Principles of Management (Online)
- MGMT 4323, Total Quality Management and Lean Production
- MGMT 4325, Decision Making and Business Policy (Business Capstone)
- MGMT 4329, Special Problems in Management: Entrepreneurship
- MGMT 5329, Special Problems in Management: Entrepreneurship

Administrative Sciences Department, University of Houston – Clear Lake, August, 2003 through August 2011

Courses taught:

- BAPA 5131, The Global Environment of Business
- BAPA 5131, The Global Environment of Business (Online)
- HMRS 6739, Graduate Internship in Human Resources
- MGMT 4132, Strategic Management
- MGMT 4132, Strategic Management (Online)
- MGMT 4739, Internship in Management
- MGMT 4931, Selected Topics in Management
- MGMT 5931, Research Topics in Management
- MGMT 6731, Strategic Management Seminar
- MGMT 6739, Internship in Management

Department of Management, Louisiana State University, August 2000 through May 2003.

Courses taught:

- Strategic Management, Undergraduate “Capstone” class
- International Business, required MBA elective
- Assisted with Doctoral seminar in Organization Theory/Strategy Implementation

Department of Management, The University of Texas at Arlington, August 1995 through June 2000.

Courses taught:

- Business Policy and Strategy
- Multinational Corporations / International Management
- Organizational Analysis and Design
- Human Behavior in Business Organizations
- Introduction to Management (Principles)

Department of Management, Wright State University, January 1995 through June 1995.

Courses taught:

- Principles of Management (Principles)

P R O F E S S I O N A L E X P E R I E N C E

MBA Advisor, Wright State University	1993- 1995
Vice President (and Owner/Partner), Division Ten Building Specialties	1990- 1992
Sales Engineer, Unistrut Division - DEF Industries	1986- 1990

P R O F E S S I O N A L S E R V I C E

Ad Hoc Reviewer for the Southern Management Association

Ad Hoc Reviewer for the Southwestern Academy of Management

Ad Hoc Reviewer for the Southwestern Teaching and Leadership Conference and Journal

Director of Marketing for Federated Business Disciplines [FBD] (2008 – 2012)

Member of Board of Directors for FBD (2008 – 2012)

Development and Oversight of UHCL Human Resource Management Student Internship Program

Coordinator of UHCL School of Business Internship Program.