

Curriculum Vitae of  
**HARRY A. DOMICONE**  
Professor of Strategic Management  
California Lutheran University  
60 West Olsen Road, #3550  
Thousand Oaks, California 91360 USA  
Telephone: +1.805.493.3888 - Fax: +1 805.493.3339  
Email: [domicone@callutheran.edu](mailto:domicone@callutheran.edu)

### Education

Ph.D. Strategic Management	University of Cincinnati Cincinnati, Ohio (1995)
M.B.A. Marketing/Management	California Polytechnic State University San Luis Obispo, California
B.G.S. Liberal Arts & Sciences	Ohio University Athens, Ohio. <i>summa cum laude</i>

### Research

#### Current research interests:

Strategic management of international entrepreneurial firms; strategic and behavioral phenomena within a multinational/multicultural educational context; efficacy of alternative delivery mechanisms of higher education products. Specialization within a service environment, including hospitality, transportation, academic, and professional services.

#### Refereed publications:

Murphy, S. M. and Domicone, H.A. (2009) "Trustworthiness and Social Loafing: An Examination of Austrian and American Students." Journal of International Business and Cultural Studies, 2; ISSN: 1941-5087.

Apfelthaler, G. and Domicone, H. A. (2008) "The Concept of Culture in a Pluralist Management World." Problems and Perspectives in Management, 8.

Apfelthaler, G., Domicone, H.A., Montanari, J.R., and Kidoniatis, P.G.L. (2005) "Causal antecedents and nascent conditions for strategic innovation: A theoretical model for practical investigation." Cosmo Themata: Global Aspects Review, 2, 7-16.

Montanari, J. R., Domicone, H.A., and Apfelthaler, G. (2002) "Antecedents and efficacious conditions for strategic innovation: An exploratory study for theory and practice." International Journal of Business and Economics, 2, 162-166.

Domicone, H. A., Bracker, J. S., and Shiffler, R. E. (1998). "Transaction Costs Economics: A Cross-Cultural Perspective for Understanding and Communication." Journal of Strategic Change, 7, 89-99.

Domicone, H. A., Montanari, J. R., Headrick, A. M., and Oldenkamp, R. L. (1993). "International dimensions of management: The trans-national efficacy of a venture development model." Entrepreneurship and Regional Development, 5, 45-60.

Montanari, J. R., Domicone, H. A., Headrick, A. M., and Oldenkamp, R. L. (1993). Kulturelle implikationen fur die partnerschaft zwischen kleinunternehmen: Betrachtungen fur forschung und praxis." ("Cross cultural implications for small business partnering: Considerations for research and application.") Internationales Gewerbearchiv, 4, 40-54.

#### Chapters in books:

Gomez-Mejia, L. R., Domicone, H. A., and Headrick, A. M. "Social Responsibility in Maquiladora industries: A Cross-Cultural Perspective of Management Issues." In Karen Paul (Ed.) Contemporary issues in business and society in the United States and abroad. Mellen Studies in Business, Volume 8. (1991). Lewiston, Great Britain: Mellen.

Papers published in proceedings:

Apfelthaler, G. and Domicone, H.A. "An Alternative to Received Cross-Cultural Categorizations: Using the Group-Grid Model in Cross-Cultural Management Research." Proceedings of the Third International Conference on Interdisciplinary Social Sciences, Prato, Italy, July, 2008.

Murphy, S. M. and Domicone, H. A. "Nationality and Work Group Effectiveness: The Role of Trustworthiness." Paper published in the proceedings of the twelfth annual meeting of the American Society of Business and Behavioral Sciences (ASBBS), Las Vegas, Nevada, February, 2005.

Apfelthaler, G., Domicone, H. A., and Oldenkamp, R. L. "Entrepreneurship in a Diverse World: The Role of Risk Propensity in Austrian Business Start-Ups." Paper published in the proceedings of the United States Association for Small Business and Entrepreneurship (USASBE) and Small Business Institute (SBI), Indian Wells, California, January 2005.

Bruce, R. A., Domicone, H. A. and Apfelthaler, G. "Decision Making in the New Millennium: Efficacious Inquiry into the Foundations of Received Logic of Cross-Cultural Management." Proceedings of the Asian Pacific Decisions Sciences Institute Conference, Singapore, July, 2001.

Oldenkamp, R. L., Domicone, H.A., and Montanari, J. R. "A Comparative Study of Entrepreneurial Financial Capital Structures: An Empirical Study Examining Mexico and the U.S." Annual meeting of the Western Social Sciences Association, San Diego, CA, April, 2000.

Tsaw, D., Domicone, H.A., Headrick, A. M, and Oldenkamp, R. L. " 'Differences in Borders; Differences in Styles:' Reflections on Posturing and Pragmatism in Cross-Border Relationships." Proceedings of the annual meeting of the Western Social Sciences Association, San Diego, CA, April, 2000.

Domicone, H. A., Montanari, J. R., Sheffield, M. L., and Beltran-Corona, R. "Managing Across Borders: A Cross-Cultural Empirical Investigation of Characteristics of Network Marketers and their Strategic Decision-Making Practices." Proceedings of the A.I.D.E.A-Giovani Third International Conference, Universita della Svizzera Italiana, Lugano, Switzerland, June, 1998.

Scott, S. G., Oldenkamp, R. L., Domicone, H. A., Montanari, J. R., Beltran-Corona, R. "Cross-Cultural Considerations in Electronically-Enhanced Strategic Decision-Making: A Trans-Border Investigation of Network Entrepreneurs." Proceedings of the Western Social Sciences Association, Denver, CO, April, 1998.

Oldenkamp, R. L., Domicone, H. A., Montanari, J. R., Sheffield, M. L., Scott, S. G., and Beltran-Corona, R. "A Trans-Border Investigation of Network Marketers in Mexico and the U.S." Proceedings of the Annual Meeting of the Association of Borderland Studies, Nogales, AZ, February, 1998.

Beltran-Corona, R., Domicone, H. A., and Sheffield, M. L. "A New Paradigm for Strategic Decision-Making: Managing across Cultures and Borders in an Interconnected World," Proceedings of the 17th Annual International Conference of the Strategic Management Society, Barcelona, Spain, November 1997.

Domicone, H. A., Oldenkamp, R. L., and Sheffield, M. L. "Emerging forms of organizations and governance: Alternatives to markets, hierarchies, and clans." Proceedings of the Fifteenth Annual Conference of the Association of Management and International Association of Management, Montreal, Quebec, Canada, August 1997.

Sheffield, M. L., Domicone, H. A., Montanari, J. R., and Headrick, A. M. "Entrepreneurship in an overlooked industry: An empirical investigation of characteristics of network marketers." Proceedings of the Fifteenth Annual Conference of the Association of Management and International Association of Management, Montreal, Quebec, Canada, August 1997.

Domicone, H. A. "A Multivariate Investigation of Firm Strategy and Technology Policy: A Preliminary Study." Proceedings of the Third Annual Meeting of Strategic Management Pedagogy, Cleveland, OH, June, 1996.

Domicone, H. A., and Oldenkamp, R. L. "The Strategic Management of Entrepreneurial Ventures in Northern Italy: An Empirical Investigation." Proceedings of the Consortium of International Entrepreneurship Educators Conference, Padua, Italy, July, 1995.

Domicone, H. A., Headrick, A. M., and Montanari, J. R. "The Transformation of Economic Systems: A Role for the Austrian Economics Model of Competition." Proceedings of the Sixth Annual International Conference on Socio-Economics, Paris (Jouy-en-Josas), France, July, 1994.

Bracker, J. S., Domicone, H. A., and Bast, J. H. "The Source and Nature of Coping Mechanisms for Organizational Change and Development in Small Manufacturing Firms: An Empirical Investigation." Proceedings of the Annual Meeting of the Western Decision Sciences Institute, San Diego, CA. March-April, 1993.

Domicone, H. A., Montanari, J. R., Oldenkamp, R. L., and Headrick, A. M. "Strategic implications of an international investigation of a venture development model," Proceedings of The Twenty-third Annual Meeting of the Decision Sciences Institute, San Francisco, CA, November, 1992.

Domicone, H. A., Bracker, J. S., and Oldenkamp, R. L. "Transaction cost economics: A cross-cultural perspective for understanding and communication." Proceedings of the Twenty-third annual meeting of the Midwest Decision Sciences Institute, Kansas City, MO, May, 1992.

Domicone, H. A., Oldenkamp, R. L., and Bracker, J. S. "An analysis of a job-related risk propensity scale using data collected from entrepreneurs and other managers." Proceedings of the Twenty-third annual meeting of the Midwest Decision Sciences Institute, Kansas City, MO, May, 1992.

Moorhead, G. B., Domicone, H. A., and Montanari, J. R. "The integration of management theory: An international perspective." Proceedings of the Second International Meeting of the Western Academy of Management, Leuven, Belgium, June, 1992.

Montanari, J. R., Domicone, H. A., and Headrick, A. M. "Cross-cultural implications for small business partnering: Considerations for research and application." Proceedings of the International Council for Small Business 36th Annual World Conference, Vienna, Austria, June, 1991.

Domicone, H. A., Montanari, J. R., and Headrick, A. M. "Managing in a global economy: Exporting entrepreneurship theory and practice." Proceedings of the Eastern Academy of Management 1991 International Conference, Sophia Antipolis, France, June, 1991.

Domicone, H. A., Oldenkamp, R. L., and Montanari, J. R. "Beyond existing knowledge: An extension of Bettis's 1981 study of performance differences in related and unrelated firms." Proceedings of the Twenty-second Annual Meeting of the Midwest Decision Sciences Institute, Indianapolis, IN, May, 1991.

Moorhead, G. B., Domicone, H. A., and Oldenkamp, R. L. "Cognitive framing and entrepreneurial risk propensity." Proceedings of the Twenty-second Annual Meeting of the Midwest Decision Sciences Institute, Indianapolis, IN, May, 1991.

Headrick, A. M., and Domicone, H. A. "Managing in a global economy: Cross-cultural considerations in the transfer of technology." Proceedings of the Annual Meeting of the Midwest Academy of Management, Cincinnati, OH, April, 1991.

Shani, A. B., Domicone, H. A., and Perner, L. E. "Understanding small business management and performance relationships." Proceedings of the Annual Meeting of the Midwest Academy of Management, Cincinnati, OH, April, 1991.

Shani, A. B., Domicone, H. A., and Shani, A. M. "Facilitating technology transfer in multinational corporations: An action research perspective." Proceedings of the Annual Meeting of the Decision Sciences Institute, San Diego, CA, November 1990.

Montanari, J. R., Domicone, H. A., and Oldenkamp, R. L. "Manager and market perception of entrepreneurial firm risk: An empirical investigation of performance outcomes." Southern Management Association Proceedings, Orlando, FL, November, 1990.

Headrick, A. M., Domicone, H. A., and Oldenkamp, R. L. "Maquiladoras and U. S. competitiveness: Technology transfer as a source of global advantage." Proceedings of the Conference on U. S. Competitiveness in the World Markets, Pittsburgh, PA, October, 1990.

Montanari, J. R., Domicone, H. A., Oldenkamp, R. L., and Palich, L. E. "The examination of a development model for entrepreneurial firms: An empirical test." Proceedings of the Annual Meeting of the Academy of Management, San Francisco, CA, August, 1990. Nominated for Best Paper award.

Hutt, R. W., Van Hook, B. L., and Domicone, H. A. "The role of attorneys in start-up and early stage ventures." Frontiers of Entrepreneurship Research: Proceedings of the Tenth Annual Babson College Entrepreneurship Conference, Wellesley, MA, April, 1990.

Gomez-Mejia, L. R., Domicone, H. A., and Headrick, A. M. "Fostering an integrative dominant paradigm of social responsibility in maquiladora industries: A Cross-cultural perspective of management issues." Proceedings of the International Association of Business and Society Meeting Annual Meeting, San Diego, CA, March, 1990.

Shani, A. B., Domicone, H. A., and Headrick, A. M. "International cross-cultural management: Action research as a proposed mechanism for facilitating MNC technology transfer." Proceedings of the Annual Human Relations Management and Organizational Behavior Meeting, Boston, MA, November, 1989.

Domicone, H. A. "Strategic management: A synthesis of competing paradigms into a proposed hierarchical arrangement for conjoint organizational innovation and efficiency." Proceedings of the Annual Western Decision Sciences Institute, Monterey, CA, March, 1989.

Shani, A. B., Domicone, H. A., and Perner, L. E. "Stages of small business development and strategic management: An exploration of causal relationships." Proceedings of the Annual Human Relations Management and Organizational Behavior Meeting, Long Beach, CA, October, 1988.

#### Papers presented:

Apfelther, G., Vaiman, V., and Domicone, H. A. "Bridging the Gap between Higher Education, Labor Market Imperatives, and Government Policy." Paper presented at the Tenth QS Asia PACIFIC Professional Leaders in Education Conference and Exhibition, Taipei, Taiwan, November 2014.

Mondschein, H., and Domicone, H. A. "Engaging Business Students in Online Research and Critical Thinking through Customized Assignments." Paper presented at the CARL/ABLE & SCIL program for Designing and Assessing Student Business Research, Northridge, CA, October, 2003.

Oldenkamp, R. L., Montanari, J. R., Headrick, A. M., and Domicone, H. A. "Looking across global economic borders: A preliminary investigation of differences of managerial characteristics of US, Singaporean, and selected European Union entrepreneurs." Paper presented at the annual meeting of the Western Social Sciences Association, Reno, NV, April, 2001.

Bianchi, J. and Domicone, H. A. "Networked Information Resources for Bibliographic Instruction." Paper presented at the Mid-South Instructional Technology Conference, Murfreesboro, TN, April, 1997.

Headrick, A. M. and Domicone, H. A. "Cross-cultural influences in electronic communication and decision-making: A Mexico-USA empirical investigation." Thirteenth Annual Meeting of the Academy of Transnational Business, Columbus, OH, January, 1997.

Headrick, A. M. and Domicone, H. A. "Challenges of the Americas: Teaching Business Cooperation Across Borders." Paper presented at the Thirty-seventh Annual Conferences of the Western Social Science Association, Oakland, CA, May, 1995.

Domicone, H. A. and Oldenkamp, R. L. "Strategic Management in Pacific Rim Competition: A Case for the Schumpeterian School of Economics." Paper presented at the national meeting of the Institute for Operations Research and the Management Sciences (INFORMS; formerly ORSA/TIMS), Los Angeles, CA, April, 1995.

Domicone, H. A. and Montanari, J. R. "Business Strategy, Technology Policy, and Managerial Skill in Entrepreneurial Organizations: An Empirical Investigation." Paper presented at the Twenty-fourth Annual Meeting of the Western Decision Sciences Institute, San Francisco, CA, April, 1995.

Headrick, A. M., Domicone, H. A., Oldenkamp, R. L., and Montanari, J. R. "International Linkages of Students and Scholars: The U.S. - Mexico Connection." Paper presented at the annual meeting of the Western Social Science Association, Albuquerque, NM, April, 1994.

Domicone, H. A., Oldenkamp, R. L., and Headrick, A. M. "Exporting Management Practices: A Cross-Cultural Perspective." Paper presented at the National Conference of the Academy of Business Administration, Las Vegas, NV, February, 1994.

Domicone, H. A., Headrick, A. M., Bracker, J. S., and Montanari, J. R. "Legal Efforts Towards Linking Canada, Mexico, and the United States: Examining the Rhetorical Content of NAFTA Speeches by President George Bush." Paper presented at the Seventh National Symposium on Hispanic Business and the Economy, "Linking the Americas: Research, Innovation and Education in the 21st Century." Mexico City, Mexico, September, 1993.

Domicone, H. A., Headrick, A. M., Bracker, J. S., and Montanari, J. R. "Linking the Americas through Management Theory: A Cross-Cultural View of Transaction Costs Economics." Paper presented at the Seventh National Symposium on Hispanic Business and the Economy, "Linking the Americas: Research, Innovation and Education in the 21st Century," Mexico City, Mexico, September, 1993.

Domicone, H. A., Headrick, A. M., Bracker, J. S., and Montanari, J. R. "Austrian versus Industrialization Organization Economics: Implications for Linking the Americas through Firm Competition and Cooperation." Paper presented at the Seventh National Symposium on Hispanic Business and the Economy, "Linking the Americas: Research, Innovation and Education in the 21st Century," Mexico City, Mexico, September, 1993.

Bruce, R. A., Domicone, H. A., and Headrick, A. M. "Integrating Cross-Cultural Issues, Management Practice, and Economic Theory: New Challenges for Education and Research." Paper presented at the Midwest Academy of Management, Indianapolis, IN, April, 1993.

Domicone, H. A., Bast, J. R., and Raines, G. A. "Environmental Scanning and financial performance in small manufacturing firms: An empirical study." Paper presented at the Midwest Academy of Management, Indianapolis, IN, April, 1993.

Headrick, A. M. and Domicone, H. A. "The North American Free Trade Agreement and the Fast Track: A Postdictive Analysis of the Rhetorical Maneuvering of President George H. W. Bush." Paper presented at the Western Social Science Association, Corpus Christi, TX, April 1993.

Montanari, J. R., Domicone, H. A., and Aguayo-Rodriguez, E. "International Venturing: Strategies for Developing an Entrepreneurial Orientation in an Emergent Economy." Paper presented at the Eleventh Annual Strategic Management Society Meeting, Toronto, Ontario, Canada, October, 1991.

Oldenkamp, R. L., Domicone, H. A., and Montanari, J. R. "Entrepreneurships or Small Business? An Empirical Test of an Instrument Designed to Measure Differences." Paper presented at the Sixth Annual National Conference of the United States Association for Small Business and Entrepreneurship (USASBE), San Diego, CA, October, 1991.

Domicone, H. A., Bruce, R. A., and Montanari, J. R. "International Dimensions of Management: A Discussion of Hofstede's 'Hermes' Instrument for Cross-Cultural Analysis." Paper presented at the Annual Meeting of the Academy of Management, Miami Beach, FL, August, 1991.

Domicone, H. A., Headrick, A. M., and Anderson J. S. "A Trans-Border Investigation of Issues in New Venture Development." Paper presented at the Western Social Science Association, Reno, NV, April, 1991.

Headrick, A. M., Domicone, H. A., and Anderson, J. S. "Maquiladoras and Technology Transfer Research: Fostering a Borderland Competitive Advantage." Paper presented at the Western Social Science Association, Reno, NV, April, 1991.

Headrick, A. M., and Domicone, H. A. "Global Cross-Cultural Challenges in the Transfer of Technology." Third annual meeting of the International Academy of Management and Marketing, Detroit, MI, April, 1991.

Moorhead, G. B., Domicone, H. A., Palich, L. E., and Oldenkamp, R. L. "An Empirical Investigation of Categorization as an Antecedent to Cognitive Framing and Resultant Entrepreneurial Behaviors." Annual meeting of the Western Academy of Management, Santa Barbara, CA, March, 1991.

Montanari, J. R., Domicone, H. A., and Headrick, A. M. "Beyond Existing Knowledge: The Transference of Entrepreneurship across National Cultures." Annual meeting of the Western Academy of Management, Santa Barbara, CA, March, 1991.

Domicone, H. A., Headrick, A. M., and Oldenkamp, R. L. "U.S. Competitiveness and Cross-Cultural Marketing to Hispanic-Americans: An Empirical Study of an Entrepreneurial Perspective." Conference on U. S. Competitiveness in the World Markets, Pittsburgh, PA, October, 1990.

Domicone, H. A., Oldenkamp, R. L., Headrick, A. M., and Van Hook, B. L. "U. S. Competitiveness and Entrepreneurship Education: An Empirical Investigation." Conference on U. S. Competitiveness in the World Markets, Pittsburgh, PA, October, 1990.

Montanari, J. R., Domicone, H. A., and Headrick, A. M. "Cross-Cultural Issues in Venture Development: A Strategic Bridge between U.S. and Mexican Entrepreneurs." Tenth Annual Strategic Management Society Meeting, Stockholm, Sweden, September, 1990.

Headrick, A. M., Shani, A. B., Oldenkamp, R. L., and Domicone, H. A. "International Management and Technology Transfer: Increased Organizational Learning within Multinational Corporations." Second annual meeting of the International Academy of Management and Marketing, Dallas, TX, March-April, 1990. Winner, Best Conference Research Paper Award.

Domicone, H. A., and Headrick, A. M. "Strategic Marketing Management and Borderland Hispanic Americans: Economic Panacea or Cross-Cultural Labyrinth?" Association of Borderland Scholars Annual Meeting, Tijuana, Baja California Norte, Mexico, February, 1990.

Montanari, J. R., Domicone, H. A., and Oldenkamp, R. L. "How Entrepreneurial Organizations Emerge: An Empirical Investigation." Ninth Annual Strategic Management Society Meeting, San Francisco, CA, October, 1989.

#### Panels, symposiums, workshops:

Panelist, Best Practices Showcase: Effective International Student Recruitment Strategies, Association of International Education Administrators (AIEA) Annual Conference, San Francisco, California, February 2011.

The Changing Entrepreneurial Landscape in a Global Contest: Improving Efficacy of Entrepreneurship Education through Better Understanding of Divergent Pedagogical Practices and Learning Styles of Students in Asia, Western Europe, and the United States. With Apfelthaler, G., Oldenkamp, R. L., Headrick, A. M., and Edwards, L. United States Association for Small Business and Entrepreneurship (USASBE) and Small Business Institute (SBI), Tucson, Arizona. January 2006.

#### University Service

2002 – present	Director, Full-Time MBA Program for International Students
2005 – present	Member, CLU Graduate Council
2010 – 2012	Member, Graduate Programs Executive Committee (GPEC)
2004 – 2007	Member, International Studies Subcommittee of the EPPC
2000 – 2003	Chair, University Faculty Affairs Development Committee
2000 – 2003	Member, University Budget Committee
2000 – 2003	Member, University Academic Council
1997 – 1999	Teaching and Learning Committee
1996 – 1999	Faculty Representative, Board of Directors, Community Leaders Club
1995 – 1996	Member, Graduate Research Conference committee
1993 – 1999	School of Business Liaison, Information Systems and Services
1993 – 1997	Member, EPPC undergraduate subcommittee
1993 – 1995	Member, Core Committee, Mathews Leadership Forum
1993 – 1994	Member, Select Interview Committee, Information Systems and Services

#### Teaching Experience

1993 – present                      California Lutheran University, Thousand Oaks, CA.

Professor of Business Administration  
*Advanced Strategic Management*  
*Behavior in Organizations*  
*Current issues in Marketing and Management*  
*Entrepreneurial Management*  
*Entrepreneurship*  
*International Management*  
*Introduction to the Environment of Business*  
*Management and Marketing of Services*  
*Managerial Leadership*  
*Marketing Management (MBA and undergraduate)*  
*Organization Theory (MBA and undergraduate)*  
*Principles of Finance*  
*Senior Seminar in Management Thought*  
*Small Business*  
*Strategic Management (MBA and undergraduate)*

- 2002 – present      FH-Joanneum, Graz, Austria, EU  
 International Management and Global Business Programs  
 Lecturer – *Strategic Management; Scientific Research & Writing; Entrepreneurship; Innovation and Technology Management; International Entrepreneurship; International Services Marketing; International Strategic Management.*
- 2008 - May          FH-Joanneum, Kapfenberg, Austria, EU.  
 ISM – Postgraduate-Lehrgang, MSc Supply Management Program.  
 Lecturer – *Strategic Management.*
- 2005 – March        Ljubljana University, Ljubljana, Slovenia, EU.  
 Faculty of Economics, Consortium MBA.  
*Organizational Theory.*
- 1998 – 2004        University of Colorado at Colorado Springs, Colorado Springs, CO.  
 Adjunct Faculty, *Business Strategy; Services Management; Marketing.*  
 AACSB-Accredited Distance MBA Learning Program (Web platform).  
 Joint venture with eCollege™.
- 2001 – 2003        University of Louisville, International MBA Program  
 Athens, Greece (2003) *Venture Creation.*  
 Panama City, Panama (2002) *Corporate Entrepreneurship & Global Strategy.*  
 Athens, Greece (2002) *Business Plan Development.*  
 Hong Kong (2001) *Venture Creation.*
- 1999 – 2001        *fhs* Kufstein-Tyrol, Kufstein, Austria, EU.  
 Lecturer & Thesis Advisor, *Core Competencies; Entrepreneurship; Strategies of Internationalization; Market Entry Strategies.*
- 1998 – 2003        California State University Northridge, Northridge, CA.  
 Adjunct Faculty, *Strategic Management* and other management and as well as marketing courses on the main campus (please also see next item).
- 1996 – 2003        Channel Islands Campus – California State University Northridge and  
 Ventura Campus – California State University Northridge.  
 Adjunct Faculty, Department of Management: *Managerial Process; Strategic Management; Organization Behavior; Management of Small Business.*  
 Department of Marketing: *Conceptual Foundations for American Enterprise.*
- 1993    Spring        University of Louisville Executive B.S./B.A. Program, Louisville, KY.  
 Visiting Assistant Professor of Management.  
*Strategy and Policy; Social Responsibility of Management.*

- 1991 – 1993 University of Louisville, Louisville, KY.  
Visiting Assistant Professor of Management.  
*Strategy and Policy; Business and Society.*
- 1990 - 1993 Adjunct Faculty, College of Evening and Continuing Education  
University of Cincinnati, Cincinnati, OH.  
*International Management; Principles of Advertising;  
Advertising (Experimental/Multidisciplinary);  
Readings in Organizational Behavior;  
The Personnel Function; Cases in Personnel Management;  
Production and Operations Management; Consumer Behavior.*
- 1990 - 1991 Department of Management, College of Business (Graduate Associate)  
University of Cincinnati, Cincinnati, OH.  
*Business Policy; Organizations and their Environments.*
- 1988 - 1990 Department of Management, College of Business (Graduate Associate).  
Arizona State University, Tempe, AZ.  
*Strategic Management; Entrepreneurship; Social Responsibility of Management.*

### **Recognition and Awards**

Nominated for President's Teaching Award, California Lutheran University, Thousand Oaks, CA.

Nominated for Best Paper Award. (Received Second Place) "The examination of a development model for entrepreneurial firms: An empirical test," with J. R. Montanari, R. L. Oldenkamp, and L. E. Palich. Proceedings of the Annual Meeting of the Academy of Management, San Francisco, CA, August, 1990.

Best Overall Conference Research Paper. "International Management and Technology Transfer: Increased Organizational Learning within Multinational Corporations," with A. M. Headrick, A. B. Shani, and R. L. Oldenkamp. Annual meeting of the International Academy of Management and Marketing, Dallas, TX, March-April, 1990.

Arizona State University: Management Department Scholarship, 1989-1990.

Recognized for receiving the highest Management Department teaching evaluations at Arizona State University, 1989-1990 Academic Year.

### **Trade Articles and Other Writing**

"Christmas Present." Quotations from Harry Domicone and Joseph Everson of CLU. "The Lutheran." December, 2001. Chicago, IL. p. 9.

### **Teaching Innovation**

Combining cross-cultural global capstone course student populations into a synthesized and integrated management pedagogical experience for strategy students of multiple international backgrounds.

Flexible delivery applications of master's capstone course, including selective components of e-learning platforms, traditional classrooms experiences, immersive pedagogical environments (including accelerated/immersive ones), and transnational cross-cultural travel seminars.

Developing and facilitating the CLU "International Scholar Program," where faculty from other countries are invited to Southern California to deliver graduate-level courses using a combination of compressed in-person and distance formats. Experience includes working with scholars from Austria, Canada, Denmark, France, Germany, India, Ireland, Russia, and Sweden.

On-line teaching (web-based course), University of Colorado at Colorado Springs. MBA accredited by AACSB International. Strategic Management; Marketing Management; and Services Management. Modular teaching (including

web-based pedagogical course completion components after traditional classroom instruction). *fhs* Kufstein-Tirol and FH-Joanneum, Austria.

Applications of experimental distance learning technologies and simultaneous team-teaching environment of separate graduate centers (Thousand Oaks and Woodland Hills) for Organization Theory and Development, Fall 1997. Two-way video (including pedagogical research components) team-taught with administrator/faculty from Campus Information Systems.

Inaugurated "Service Learning" component of undergraduate courses (Entrepreneurship, Organization Theory; Small Business, and Management and Marketing of Services) wherein students engaged in community service responsibilities, which were integrated in the course pedagogy.

Aggressive use of information technologies (e.g., in-class multimedia, electronic reserves (ERES) for 24-hour student access of copyrighted material, supervision of student teams comprised of members simultaneously functioning in different parts of the U.S. and at foreign universities.

Team-teaching in an integrative interdisciplinary environment in the College of Evening and Continuing Education, University of Cincinnati, Cincinnati, Ohio. Over two years, courses included Production Operations Management, Advertising, Organizational Behavior, Management, and Marketing.

### **Professional and Service Activities**

#### Editorial Board Member:

European Journal of International Management. Inderscience (Geneva, Switzerland).

(Co-Editor, Book Reviews)

ISSN (Print): 1751-6757

ISSN (Online): 1751-6765

#### Ad hoc Reviewer (previous and/or present):

Academy of Management Review.

Academy of Management Journal.

Decision Sciences.

European Journal of International Management.

Entrepreneurship Theory & Practice.

Journal of High Technology Management Research.

#### Reviews:

Book review of Working with the Ones You Love: Conflict Resolution & Problem Solving Strategies for Successful Family Business, by D. T. Jaffe, for the "The Family Business Report," Cincinnati: Goering Center, University of Cincinnati, May, 1991.

Book review of Management in Two Cultures: Bridging the Gap between U.S. and Mexican Managers, by E. S. Kras, for the Journal of Border Land Studies, Las Cruces: New Mexico State University, Fall, 1989.

#### Conference service:

Reviewer for various conferences, including: National and Regional meetings of the Academy of Management, Strategic Management Society, United States Association of Small Business and Entrepreneurship, National and Regional Meetings of the Decision Sciences Institute, and International Association for Business and Society.

Panelist, The Recruitment-Retention Connection. NAFSA: Association of International Educators Annual Conference, San Diego, CA, May 2014.

Panelist, The Role of the On-Campus Intensive English Program in Enhancing International Recruitment, Yield, and Retention. NAFSA: Association of International Educators Annual Conference, St. Louis, MO, May 2013.

Session Chair, Annual International Conferences of the Strategic Management Society. Berlin, Germany, 1999; Orlando, FL, 1998; Barcelona, Spain, 1997; Phoenix, AZ, 1996; Mexico City, Mexico, 1995.

Session Chair, Twenty-fourth Annual Meeting of the Western Decisions Sciences Institute, San Francisco, CA, April, 1995.

Session Chair and Discussant, Sixth Annual International Conference on Socio-Economics, Paris (Jouy-en-Josas), France, July, 1994.

Session Chair, Western International Association of Business, San Francisco, CA, May, 1994.

Discussant, Western Social Sciences Association, Albuquerque, NM, April, 1994.

Discussant, Academy of Business Administration 1994 National Conference, Las Vegas, NV, February, 1994.

Discussant, Twenty-third Annual Meeting of the Decision Sciences Institute, San Francisco, CA, November, 1992.

Session Chair, Twenty-third Annual Meeting of the Midwest Decision Sciences Institute, Kansas City, MO, May, 1992.

Discussant, Twenty-third Annual Meeting of the Midwest Decision Sciences Institute, Kansas City, MO, May, 1992.

Discussant, Twenty-second Annual Meeting of the Midwest Decision Sciences Institute, Indianapolis, IN, May, 1991.

#### Additional training and participation:

Direct Sales Educational Foundation (DESF) Academic Seminar, San Francisco, CA. February, 1998. Symposium comprised of faculty from various universities and senior executives of leading direct sales organizations concerning mutual interests of scholarship, teaching, and service.

Invited participant, UCLA International Research Symposium on Family Business, Los Angeles, CA, February, 1991 and 1992; March 1993 and 1994. International conference addressing issues in family business research.

Participant, Western Organization and Management Teaching Conference. Sessions included Experiencing Prejudice, Adapting to the Bilingual Student, Dialogue and Adult Learners, Achieving Gender Equity, Conflict Management, Cooperative Learning Strategies Using Computer Networks, etc. Loyola Marymount University, Los Angeles, CA. March, 1994.

Instructional Technology Conference, University of Louisville / University of Kentucky Joint Educational Taskforce. Preliminary exposure to the appropriate applications of leading technologies dealing with distance education, interactive video, and multi-media pedagogies. Louisville, KY. February, 1993.

Sexual Harassment Awareness Workshop, College of Business Administration, University of Louisville, Louisville, KY. February, 1993.

Equal Educational Opportunity Conference, "Positive Challenges and Approaches to Educating the African American Male," Louisville, KY, February, 1993.

Writing Across the Curriculum Workshop, Shakertown Living Museum, Pleasant Hill, KY.  
Conference and Training Workshop related to the use and improvement of student writing within the curriculum. November, 1992.

Ethics Retreat, Trappist Abbey, Gethsemene, KY. Study of ethical considerations in the business school and macro-societal environment. February, 1992.

Teaching Effectiveness Workshop, University of Cincinnati, Cincinnati, OH. Sessions included syllabus development, testing and evaluation, leading discussions, using writing to learn, racial and sexual harassment, lecture development, and audio-visual techniques. September, 1990.

#### Other service and memberships:

Member, Academy of Management (National and Midwest), Strategic Management Society, California Entrepreneurship Educators Network, International Congress of Small Business, Decision Sciences Institute, Academy of International Business, and Association of Borderlands Scholars.

Co-Chair, Faculty Teaching and Technology Workshops, "Strategies for Connecting." Session Chair, "Directing Students to Quality Web Resources." California Lutheran University, May, 1997.

Former Secretary, Sigma Iota Epsilon, honorary student society of the Academy of Management.

### **Significant Business Experience**

Member, Board of Directors, Domicone Printing & Publishing, Fairborn, OH. (1982 to present). Commercial printing business with annual revenues of approximately \$5 million. Strategic planning and marketing committees.

Vice-President of Sales and Marketing, Mastercraft Press, Inc., San Francisco, CA. (1984-1986). Market planning and sales management of a critical-quality 4-color union lithographer with annual revenues of approximately \$19 million.

Account Executive, Foote & Davies division of J. P. Stevens Co., San Francisco, CA. (1982-1984). Web and Sheet-fed color lithography sales.

General Manager, E. P. Domicone Printing Services, Fairborn, OH. (1974-1982). Managed family-owned commercial printing enterprise. During this period, annual sales increased from under \$350,000 to approximately \$2,000,000.

Partner, Allen Leland Company. (1978-1982). Business Consultants. Worked with firms in various industries including insurance, travel, financial services, retail, and dry cleaning. Marketing strategy development and execution, employee training, and other services.

### **Research Grants and Academic Consulting Experience**

Co-Chair, "Organizing for the Future," symposium for university academics and network marketing executives. Co-sponsored by the University of Texas at El Paso and the Institute for Strategic Forecasting. (April, 1998)

Creative Concepts Publishing Co., Inc. (1996). Assessment and recommendations for 20-year old firm in music publishing industry, Ventura, CA.

"The causes and nature of organizational change and development of small- and medium-sized manufacturing concerns," with James H. Bast. (1992). Institute for Advanced Manufacturing Sciences, Inc. (IAMS), Cincinnati, OH.

### **Personal**

- Married, Three Children (ages 21, 25 & 26).
- Volunteer, winter shelter programs in Thousand Oaks, CA and Phoenix and Mesa, AZ.
- Volunteer, Food Service for Homeless, Cincinnati, OH.
- Volunteer, Meals on Wheels, Tempe, AZ.
- Member (Thousand Oaks, CA) and former Administrative Board Member (Tempe, AZ), United Methodist Church.