

Dr. Arthur J. Rubens

University	Home
Florida Gulf Coast University Lutgert College of Business 10501 FGCU Blvd. South Fort Myers, FL 33965-6565 Campus: 239/590-7840; Fax: 239/590-7367 E-mail: arubens@fgcu.edu	1917 Manchester Circle Naples, FL 34109 Home: 239/514-7936 Cell: 239/269-5759 Fax: 239/598-4792 Email: ajrubens@gmail.com

ACADEMIC EXPERIENCE

1999 - present	Florida Gulf Coast University Lutgert College of Business (AACSB Accredited)
2011-	<i>Professor of Management</i> Department of Management
2004-2010	<i>Associate Professor of Management</i> Department of Management
1999-2004	<i>Director and Associate Professor of Management</i> Center for Leadership & Innovation/Sponsored Projects/Programs Department of Management
2002 - present	International MBA Programs <i>International/Executive Professor</i> Teach BS/MS/MBA management courses in multiple international programs (Denmark, Germany, China), as well as regularly teach in Lutgert College of Business international partnered MBA, EMBA, and Professional Executive Development Programs.
1997 - 1998	Florida Gulf Coast University College of Health/School of Public Administration <i>Associate Professor and Chair (Joint Appointment)</i> <i>Chair and Associate Professor, Public Administration</i> <i>Associate Professor, Health Administration</i>
1991 - 1996	Northern Illinois University School of Public Health <i>Assistant Professor, Health Administration</i>

TEACHING

Teaching Summary

I currently teach in the undergraduate, MBA and EMBA programs in the Lutgert College of Business. I am also actively involved in executive professional education and international educational programs. My primary teaching areas are in Strategic Management; Leadership; International Management; Quality Management, and Negotiation/Conflict Management. I am currently on a 9 month 3/3 teaching load. I have twice been nominated for Teaching Awards (NIU and FGCU) and my overall average rating for teaching is 4.489 (5 point scale).

Classes Taught

Current Classes Taught:

- Strategic Management - Capstone Class (BS and MBA*)
- International Management/Global Organizational Issues (BS and MBA)
- Challenge of Leadership (MBA* and EMBA)
- Conflict Management and Negotiations (BS and MBA)

Other Recent Classes Taught

- Intercultural Leadership (International MBA Program)
- Organizational Behavior (BS, International BS Program)
- Contemporary Issues in Management (MBA* and EMBA)
- Total Quality Management (BS and MBA);
**Class Also Developed and Taught as Virtual On-Line Class*

Other Management Classes Taught

- Human Resource Management - HRM, HR Staffing; Training & Development (BS);
- Employment Law and Regulations (BS,MBA);
- Small Business Management (BS);
- Principles of Management (BS)
- Introduction to Management (BS);
- Careers in Management (BS)

Non-Management Courses Taught

Health Administration/Public Administration - Courses taught in BS; MHA; MPA; MPH: Health Administration (introductory and capstone); *Health Policy; Leadership in Health Organizations; *Global Health Systems; Managed Care; Research Methods for Health Service Managers; Program Evaluation; and Grant Writing; *University Colloquium (University Required Environmental/Economic Sustainability Class)

**Class Also Taught as Virtual On-Line Class*

Workshops and Seminars

Since 1986, I have developed and conducted numerous professional development workshops, seminars, and comprehensive programs for corporate and community customers. Programs and seminars frequently included development of support material such as training manuals, pre and post workshops training readings, and assessments, etc. Selected examples of workshop and seminar topics include:

- Process Management/Mapping
- Self-Assessment & MBTI
- Leadership and Change
- Managing for Quality
- Performance Appraisals
- Customer Service (Multiple Seminars)
- Conflict Resolution/Successful Negotiations
- Cross Cultural Management
- Employment Law/Regulations (multiple topics)
- Grant Writing/Research Methods

SCHOLARSHIP

Scholarship Summary

Over the last 20 years I have been actively involved in scholarship and external research programs. Currently I have:

- 31 published peer reviewed manuscripts
- 3 book chapters
- 18 published proceedings
- 6 non-peer reviewed publications (published book reviews, letters to editors, etc)
- 49 peer reviewed professional presentations and 15 invited presentations (Key Notes, etc)

Journal Articles (Published)

Borgia, D, **Rubens, A**, & Jones, T: Using Reverse Mergers to Take Chinese Companies Public on U.S. Securities Markets: The Case of China AutoStar. *Journal of Financial Education*. 2011 (Accepted and publication forthcoming in 2011).

Rubens, A, Jackson, G, & Andrews, C: Conducting a Feasibility Study and Assessing Success of a Business Incubator: An Applied Study. *Journal of Applied Management and Entrepreneurship*, 2011; Volume 16, Number 2; pp 42-59.

Borgia, D, Bonvillian, G, & **Rubens, A**: A Case Study of U.S. University, College of Business Partnerships: Form, Process, Opportunities, and Challenges. *Journal of Management Policy and Practice*. 2011; Volume 12, Issue 1; pp 98-107.

Jackson, G & **Rubens, A**: Regional Economic Development: A Case Study of Business Incubator Networks. *Economic Development Journal*, Volume 9, Fall 2010; pp 42-49.

Kauanui, S, Thomas, K, **Rubens, A**, Sherman, C: Entrepreneurship and Spirituality: A Comparative Analysis of Entrepreneur's Motivation. *Journal of Small Business and Entrepreneurship*. 2010, Volume 23, Issue 4; pp 621-635.

Jackson, G & **Rubens, A**: Future Economic Growth: Should Business Incubation be Part of Your Overall Economic Development Strategy. *Florida Economic Research Network*, Spring 2010; pp 18-20.

Bardy, R & **Rubens, A**: Is there a Transatlantic Divide? Reviewing Peter F. Drucker's Thoughts on Ethics and Leadership of U.S. and European Managers. *Management Decision*. 2010 Volume 48, Issue 4; pp 528-540.

Rubens, A, Bonvillian, G., & Jackson, G: Case Study of University Contract Consulting: Lessons Learned and Direct and Indirect Benefits. *Applied Research in Economic Development*, 2009; Volume 6, Issue 1; pp 25-34.

Bardy, R, & **Rubens, A**: Business Ethics and Legal Environment of Business in the U.S. and in Continental Europe. *Journal of Business Disciplines*. 2009; 1527-151X Volume X, Issue1; pp 49-76.

Bardy, R & **Rubens, A**: A Comparative View of Business Ethics and Governance in the U.S. and Continental Europe and How They will Change in These Challenging Times. *International Review of Information Ethics* (Special Edition: Business Intelligence Meets Moral Intelligence, Volume 10, January 2009; pp 25-34.

Rubens, A, Ritchie, W, Jones, T & Weeks, S: Development of Motorsports Facility: Positive or Negative Externalities on Surrounding Residential Property Values. *Journal of Real Estate Practice and Education*. 2008; Volume 11, Issue 1; pp 95-107.

- Ritchie, W, Elias, L., & **Rubens, A**: A Process for Validation of a Customized Scale to assess 'Work Environment' in Government Organizations: A Mixed Method Approach. *Review of Public Personnel Administration*, 2006; Volume 26, Issue 4; pp 382-389.
- Rubens, A** and Wimberley, E: Contrasting the American College of Healthcare Executives' Code of Ethics with Undergraduate Health Administration Students' Values and Ethical Decision Choices. *Hospital Topics*. 2004; Volume 82; Issue 3; pp 10-18.
- Ritchie, W, Anthony, W. & **Rubens, A**: Individual Executive Characteristics: Explaining the Divergence Between Perceptual and Financial Measures in Nonprofit Organizations. *Journal of Business Ethics*, 2004; Volume 53, Issue 4; pp 267-281.
- Wimberley, T & **Rubens, A**: Management Support Organization/University Partnership in Non-profit Education, Training, and Consultation: Assessing Demand and Preferences. *Social Science Journal*, 2001; Volume 38, Issue 4; pp 1-8.
- Rubens, A** & Halperin, M: Mentoring in Health Service Organizations: Implications for Female Healthcare Executives. *Hospital Topics*. 1998; Volume 74, Issue 4; pp. 23-28.
- Rubens, A**, Oleckno, W, & Ciesla, J: Attitude and Behavior of College Students Regarding Organ Donation. *College Student Journal* 1998; Volume 32, Issue 2; pp. 167-178.
- Ciesla, J, Piane, G, **Rubens, A**: A State-Wide Survey of Nonpharmacologic Hypertension Therapy in Community-Dwelling African-American Elders. *Journal of Health Care for the Poor and Underserved*. 1998; Volume 9, Issue 1; pp. 62-75.
- Piane, G, Rydman, R, **Rubens, A**: Learning Style Preferences of Public Health Students. *Journal of Medical Systems*, 1997; Volume 20, Issue 6; pp. 377-384.
- Rubens, A**: Racial and Ethnic Differences Among University Students Regarding Organ Donation. *Journal of National Medical Association*. 1996; Volume 8, Issue 10; pp. 417-421.
- Rubens, A**, Stoy, W, & Piane, G: Using Interactive Videodisc to Teach and Test Advanced Airway Management. *Prehospital and Disaster Medicine*. 1995; Volume 10, Issue 4; pp. 251-258.
- Rubens, A** Oleckno, W, & Papaeliou, L: Establishing Guidelines for the Identification of Occupational Injury: A Systematic Approach. *Journal of Occupational and Environmental Medicine*. 1995; Volume 32, Issue 7; pp. 151-159.
- Rubens, A**: Workplace Statistics Can't Cut to the Heart. *Occupational Health and Safety*, 1993; Volume 62, Issue 8; pp. 64-69.
- Rubens, A**: IVD Technology, Its Role in Health Care Education. *Computers in Healthcare*. 1992; pp. 42-46.
- Rubens, A**: ET Intubation: The Minimum for ACLS Airway Management Training. *Prehospital and Disaster Medicine (Editorial)*. 1991; 6(4):pp. 491-492.
- Janeira, C, Merlin, M & **Rubens, A**: Differentiation and Management of Wide-Complex Tachycardia. *Emergency*. 1991; 23 (9): pp. 44-47,58.
- Rubens, A** & Merlin, M: Practical CPR May Ease New-Student Anxieties. *Occupational Health and Safety*. 1991; 60 (8): pp. 28-32.
- Rubens, A**: Testing Airway Management Skills: Interactive Videodisc Courseware vs ACLS Instructor. *Respiratory Care*. 1991; 36 (8): pp. 849-856.
- Rubens, A**: Geriatric Emergencies. *Emergency Medical Services*. 1991; 20 (7): pp. 22-26,57.
- Rubens, A**: Tips for Communicating with the Elderly. *Firehouse Magazine*. 1991; p. 86.
- Rubens, A**: Seeing Eye to Eye. *Journal of Emergency Medical Services*. 1990; 16 (12): p. 71.

Book Chapters (Published)

- Kauanui, S, Thomas, K, Sherman, C, **Rubens, A**: Entrepreneurship and Spirituality. In Handbook of Research in Religion and Spirituality at Work. Editors: Mustafa Ozbilgun, Yochanan Altman, and Dave Miller. Edward Elgar Publishing. (Forthcoming: expected publication, 2011).
- Wimberley, T, & **Rubens, A**: Like plugging the holes in a Colander: Health Policy and Provision in the United States, circa 2000. In Handbook of International Health Care Systems. Editors, E. Wimberley, and K Tai. Marcel Dekker Publishers, 1999.
- Rubens, A**, Oleckno, W, & Papaeliou, L: Establishing Guidelines for the Identification of Occupational Injuries: A Systematic Appraisal. In 1996 Workers' Compensation Year Book. Horsham, PA: LRP Press, 1996; Part I, pp. 206-213.

Proceedings (Published)

- Rubens, A**, & Schoenfeld: Using Biographies to Develop Leadership Skills. *Academy of Business Disciplines*, Fort Myers, FL, November 10-12, 2011
- Rubens, A** & Jackson, G: Feasibility Assessment for a Business Incubators: A Case Study. *Academy of Business Disciplines Annual Conference 2010*, Fort Myers, FL, November 2010.
- Bardy, R & **Rubens, A**: Contextualizing Information Ethics: Business Relations in Europe and the U.S. and the Accountabilities of Exchanging Information. *EDem 10 Conference: 4th International Conference on eDemocracy 2010*. Danube University Krems, May 6-7, 2010.
- Borgia, D, Bonvillian, G, & **Rubens, A**: Challenges and Lessons Learned: A Case Study of Experiences with Establishing Partnerships with Chinese Universities. *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jacksonville, FL.
- Borgia, D, **Rubens, A**, & Jones, T: Using a Reverse Merger to Take Chinese Companies Public on U.S. Securities Markets: The Case of China AutoStar; *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jacksonville, FL.
- Kauanui, S, **Rubens, A**, Sherman, C., & Thomas, K: A Research Path: Following Spirituality and Its Role in Creating Sustainable Entrepreneurship. *Academy of Management, Annual Meeting, 2009*; Symposium: Management, Spirituality, & Religion Section, Chicago, IL, Aug 7-11, 2009.
- Drew, Stephen and **Rubens, A**: The Involvement of Boards in Strategic Decision Making Process: A Study in the Health Care Industry. *Israel 2nd Annual Strategy Conference*, Tel Aviv, Israel, Dec 2008
- Rubens, A**, Drew, Stephen, & Andert, D: Pilot Study of Health Care Boards Involvement in Strategic Decision Making. *Southern Management Association Annual Conference, 2008*. St. Pete, FL Oct 2008.
- Bardy, R and **Rubens, A**: Business Ethics and Legal Environment of Business in U.S. and Continental Europe. *Academy of Business Disciplines*, Fort Myers, FL, Nov 9-11, 2006.
- Rubens, A** and Bonvillian, G: Using Traditional Research Methods for University Consulting in the Community. *Academy of Business and Public Administration*, Dallas, Tx. May 2005 (Selected as “best research paper at conference”).
- Wimberley, E & **Rubens, A**: Development and Findings of Social Capital Community Benchmark Survey. *Southern Gerontological Society*, Atlanta, Georgia, April 2004.

- Wimberley, E & **Rubens, A:** Development and Findings of Social Capital Community Benchmark Survey. *Western Social Science Association Annual Conference*, Salt Lake City, Utah, April 2004.
- Rubens, A:** Assessing Health Administration Student's Values and Ethical Choices. *Academy of Business Education*, Key West, Florida, September 2002
- Bonvillian, G, and **Rubens, A:** Using Research Methods for Executing University Consulting in the Community: A Case Study. *Academy of Management*, Quebec City, Canada, August 2002.
- Rubens, A** and Bonivillan, G: A Case Study of University Contract Consulting. *Hawaii International Conference on Business*, Honolulu, Hawaii, June 2002
- Bonvillian, G, and **Rubens, A:** Utilizing Traditional Research Methods for Executing University Contract Consulting in the Community: A Case Study. *International Conference on the University as Citizen*, Tampa FL, February 2001
- Duffus, L, Wells, L, & **Rubens, A:** The Personal Strategic Marketing Plan as an Element of the Introductory Marketing Course: Students Perspective on its Usefulness. *Academy of Business Disciplines*, November 2000.

Book Reviews, Letters to the Editors and Invited Special Topics Papers (Published)

- Ciesla, J & **Rubens, A:** "Longest, B: Health Policy Making in the United States." Ann Arbor: Health Administration Press." (Book Review) *Journal of Health Administration and Education*. 1996; 3(2): pp. 357-358.
- Rubens, A,** Hargarten, S, & Oleckno, W: Comparison Between Emergency Department and Inpatient E-codes. (Letter to the Editor). *Academic Emergency Medicine*. 1996; 3(3): pp. 87-89.
- Rubens, A,** Oleckno, W, & Papaeliou, L: Guidelines for the Establishments of Occupational Injury (Letter to the Editor). *Journal of Occupational and Environmental Medicine*. 1995; 37(11): p. 1261.
- Rubens, A:** Injury Prevention: Mandatory Reporting of External Cause of Injury. *Viewpoint*. 1992; 26 (2): pp. 10-11.
- Rubens, A.:** Communicating with the Elderly Person. *Viewpoint*. 1992; 26 (5): p. 3.
- Rubens, A:** Health Care Reforms: The Political Issue for the 90s. *Viewpoint*. 1991; 24 (1): p. 1.

Training Manuals (Published)

- Rubens, A,** Ricci, E, Saxton, J, Malloy, S, Housley, S, & Stoy, W: Emergency Care for the Elderly (Instructor's, Paramedic, and First Responder's Training Manuals). Alzheimer's Disease Research Foundation, Pittsburgh, PA, 1990.
- Rubens, A,** Ricci, E, Saxton, J, Malloy, S, Housley, S, & Stoy, W: Emergency Care for the Elderly for Emergency Care Personnel Training Program. Chicago, IL:

Works in Progress & Ongoing Research

- Rubens, A:** Development of Self-Improvement Plan in Leadership Education. *Journal of Management Education*.
- Mathews, C, Fornaciari, C., & **Rubens, A:** Understanding the Use of Feature Films in Classroom Learning. *Journal of Management Education*
- Rubens, A:** Using Quality Assessment to Develop Quality Improvement Plans with Mgt Students; *Journal of Management Education*
- Rubens, A & Jackson, G:** Case Study: Assessment of Community Development Agency Permitting Process; *Journal of Business and Public Administration*

Current Research

- **Spirituality and Entrepreneurship**: Collecting survey data on issues and attitudes related to spirituality and motivation from local entrepreneurs and SBDC clients.
- **Business Ethics Survey**: Surveying BS and MBA students' attitudes and opinions towards business ethics.

PRESENTATIONS (Selected Listing from last 10 years)

- Kauanui, S, Sherman, C, Thomas, K, Perkins, K, & **Rubens, A**. The Spiritual Entrepreneur. *Indian Institute of Management International Conference*. Bangalore, India, January 9-11, 2012
- Rubens, A** & Bardy, R: Contributing to Changes of Social Order in Emerging Nations: The Responsibility Spillovers of Foreign Direct Investment. Paper submitted for presentation at the *Academy of International Business, Southeast Chapter Annual Conference 2011*, Orlando, FL. October 26-28, 2011
- Rubens, A**, & Schoenfeld: Using Biographies to Develop Leadership Skills. *Academy of Business Disciplines*, Fort Myers, FL, November 10-12, 2011 (*Best Presentation in Session*)
- Rubens, A** & Jackson, G: Feasibility Assessment for a Business Incubators: Case Study. Paper presented at the *Academy of Business Disciplines Annual Conference*, Fort Myers, FL, November 2010.
- Bardy, R & **Rubens, A**: Contextualizing Information Ethics: Business Relations in Europe and the U.S. and the Accountabilities of Exchanging Information. *EDem 10 Conference: 4th International Conference on eDemocracy 2010*. Danube University Krems, May 6-7, 2010.
- Bardy, R & **Rubens, A**: Is there a Transatlantic Divide? Reviewing Peter F. Drucker's Thoughts on Ethics and Leadership of U.S. and European Managers. Paper presented at *First Global Peter F. Drucker Forum: Managing for the Future, 2009*. Vienna, Austria, November 19-20, 2009
- Borgia, D, Bonvillian, G, & **Rubens, A**: Challenges and Lessons Learned: A Case Study of Experiences with Establishing Partnerships with Chinese Universities. Paper presented at: *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jacksonville, FL.
- Borgia, D, **Rubens, A**, & Jones, T: Using a Reverse Merger to Take Chinese Companies Public on U.S. Securities Markets: The Case of China AutoStar; Paper presented at *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jacksonville, FL.
- Kauanui, S, **Rubens, A**, Sherman, C., & Thomas, K: A Research Path: Following Spirituality and Its Role in Creating Sustainable Entrepreneurship. *Academy of Management, Annual Meeting*, 2009; *Symposium: Management, Spirituality, & Religion Section*, Chicago, IL, Aug 7-11, 2009.
- Drew, Stephen and **Rubens, A**: The Involvement of Boards in Strategic Decision Making Process: A Study in the Health Care Industry. Presented at *Israel 2nd Annual Strategy Conference*, Tel Aviv, Israel, Dec 2008
- Rubens, A**, Drew, Stephen, & Andert, D: Pilot Study of Health Care Boards Involvement in Strategic Decision Making. Presented at *Southern Management Association Annual Conference*, 2008. St. Pete, FL Oct 2008.

- Bardy, R and **Rubens, A**: Business Ethics and Legal Environment of Business in U.S. and Continental Europe. Paper accepted for Publication at Academy of Business Disciplines, Fort Myers, FL, Nov 9-11, 2006.
- Rubens, A** and Bonvillian, G: Using Traditional Research Methods for University Consulting in the Community. Paper accepted for presentation at Academy Association of Business and Public Administration, Dallas, TX. May 2005 (Selected as “best research paper at conference”).
- Wimberley, E & **Rubens, A**: Development and Findings of Social Capital Community Benchmark Survey. Western Social Science Association Annual Conference, Salt Lake City, Utah, April 2004.
- Rubens, A**: Assessing Health Administration Student’s Values and Ethical Choices. Paper accepted for presentation. Academy of Business Education, Key West, Florida, September 2002
- Rubens, A** and Azcarate, C: Using a Multi-Disciplinary Model to Community Dispute. Poster accepted for presentation at Academy of Business Education, Key West, Florida, September 2002
- Bonvillian, G, and **Rubens, A**: Using Research Methods for Executing University Consulting in the Community: A Case Study. Paper accepted for presentation at Academy of Management, Quebec City, Canada, August 2002.
- Rubens, A** and Bonvillian, G: A Case Study of University Contract Consulting in the Community: Paper accepted for presentation at Hawaii International Conference on Business, Honolulu, Hawaii, June 2002
- Bonvillian, G, and **Rubens, A**: Utilizing Traditional Research Methods for Executing University Contract Consulting in the Community. Paper accepted for presentation at International Conference on the University as Citizen, Tampa FL, February 2001
- Duffus, L, Wells, L, & **Rubens, A**: The Personal Strategic Marketing Plan as an Element of the Introductory Marketing Course: Students Perspective on its Usefulness. Paper accepted for presentation at Academy of Business Disciplines, November 2000.

GRANTS/RESEARCH

Since 1988, I have been active with a large number of externally funded grant and research activities. At the federal level, I have coordinated and directed several Federal Grants; i.e., National Institute of Aging, etc. In addition, from 1996-2006, I served as *Standing Study Panel Member* with the Center for Scientific Research (CSR) with the National Institute of Health, Risk Prevention and Health Behavior (Ad Hoc), 1999 – 2005 and National Institute of Health, Small Business Innovation Research (SBIR), 1996 – 2006.

In the area of sponsored programs, contracts and consultative and professional programs, I have been actively involved in well over 40 funded projects with revenues in excess of \$1 million. Many of these projects were done as part of my appointment as *Director of Sponsored Programs and Projects (SPP)* for the College of Business, Center for Leadership and Innovation (CLI) from 1999-2004. More recently I have actively participated as Co-P.I. and/or team members on multiple funded projects with FGCU, Regional Economic Research Institute (RERI). (*See Other Professional Experience/Consulting, for Selected Listing of Technical Reports Developed and Delivered*)

SERVICE

Academic Committees (Selected List)

Florida Gulf Coast University (University, College, Department)

College of Business, Assurance of Learning (AACSB), Member (2009-present)
University, Undergraduate Appeals Committee (2007-present)
University, Internal Review Board Committee, Member (2000-present)
University, Faculty Affairs, College of Business, Member (2011-present)
University, Grants and Research Committee, Chair (1999- 2002); Member (2011-present)
Department, Search Committees (Chair & Member) (1999-present)
College of Business, Peer Review, Member (2007-2009)
University, Salary Equity & Compression/Inversion Study (2008-2009)
University, Student Affairs (2002 – 2007)
University, Leadership Committee (1999 – 2002)
Administrative Process Committee, South. Assoc. for Colleges and Schools (SACS)(1996-1999)
University Grants and Research, College of Professional Studies, Member (1996 – 1998)
University Teaching Incentive Program Award, member (1999)
University Faculty Affairs Committee, Co-Chair (Merit, & Promotion) (1996-1997)
Collective Bargaining Committee, Co-Chair (University and State) (1996-97)

Northern Illinois University (1991- 1996)

Public and Community Health Programs. Curriculum Committee (1991- 1996)
Gerontology Program, Leadership Award Advisory Committee (1993)
School of Allied Health, Personnel Committee (1992-1994)
Graduate School, Council Fellowship Committee (1993-1995)
University Allocation Subcommittee (1994-1996)
University, HIV/AIDS Prevention Committee (1994-1996)
NIU Chapter, Illinois Public Health Association, Faculty Advisor (1992-1996)

Community (Local, State, and National)

Florida

Southwest Florida Enterprise Center (Business Incubator), Board Member (2009-present)
Southwest Florida Quality Network, Executive Board Member (2000-2005)
Smart Growth Task Force, Community Character Committee, Facilitator (2000-2002)
Southwest Florida Chamber of Commerce (1999-2004)

Illinois/Pennsylvania:

Northern Illinois Community Health Outreach Program (1991- 1996)
Illinois Department of Public Health, Injury Surveillance Task Force (1991-1993)
Illinois Department of Public Health, Organ Transplantation Task Force (1994-1996)
Illinois Public Health Association, Injury Section, Membership Committee (1991-1996)
Disaster Medical Assistance Team (DMAT) (1990-1992)
APHA, ICEHS and Health Administration Scientific Program Committee (1994)

Profession

Professional Associations

Academy of International Management (Member 2010 -)
Academy of International Management-Regional-SE Chapter (Member 2010 -)
Organizational Behavior Teaching Society, Member (2002 -)
Academy of Management, Member (1997-)
Southern Management Association (1999-)
American Society for Public Administration, Member (1997- 1999)
Association of University Programs in Health Administration, Member (1994-2001)
American College of Health Care Executives, Faculty Associate (1994-2001)
American Public Health Association (APHA), Member (1988 - 1999)

Editorial Reviews

Books Publishers (Book Proposals and Final Book Submission)

- Pearson Publisher
- McGraw Hill Publisher
- Sage Publishers
- Emerson-Adams Press
- Jones and Bartlett Publishing Company

Journal (Conference Papers and Manuscripts)

- Western Case Writers Association (2008-present)
- Journal of Managerial Issues (2005-present)
- Journal of Management Education (2000-present)
- Southern Management Association (1999-present)
- Academy of Management (2001-present)
- Journal of Environmental and Occupational Medicine (1995-1996)
- American Public Health Association (1991-1996)

Grant Reviews (Study Section Review Panel)

- National Institute of Health, Small Business Innovation Research (Standing Member), 1996 – 2006
- National Institute of Health, Risk Prevention and Health Behavior (Ad Hoc), 1999 - 2005

Membership On Dissertation Committees

White, David, Ph.D.: “Assessing the Differences in Opinion Regarding Gratuities in Law Enforcement.” Northcentral University, School of Business and Technology Management. 2007

Laud-Price, Kaye, Ph.D.: “The Effects of Infant Crying on the Heart Rate, Blood Pressure, and Distress Levels of Women High and Low in Physical Child Abuse Potential,” Department of Psychology, Northern Illinois University, 1996.

Hutchinson, Kim Childers, Ph.D.: “Factors that Predict Health-Promoting Lifestyle Behaviors Among African-American Adults,” Department of Educational Psychology, Northern Illinois University, 1995.

OTHER PROFESSIONAL EXPERIENCE

Consultative/Research Expertise

Over the last 20 years, I have been very active in the management consulting/training fields. This consulting has been principally conducted in my administrative role at FGCU, as well as through my own consulting company. The consulting has been with public and private organizations and agencies in both large and small businesses. Below is selected list of consultative and research expertise, and technical reports produced.

Consultative/Research Expertise:

- Organization and Community Focus Groups; Nominal Grouping Sessions
- Workplace Satisfaction Surveys and Comprehensive Organizational Assessments
- Economic Impact Studies (IMPLAN and Fiscal Forecast Models)
- Market Research Analysis & Employee & Customer Service Questionnaires
- Individual and Group Leadership Skills and 360 Benchmarking (LPI & Benchmark)
- Knowledge for Leaders, and Leatherman Leadership Questionnaire
- Development of Performance Appraisal System and Executive Counseling
- Development and Assessment of HR Functions
- Myers Briggs Type Indicator (Certified) & Individual Self-Assessment Scales
- Organizational Benchmark Surveys and Organizational Performance Audits
- Development of Quality Improvement Standards and Systems in Organizations
- Process Management and Mapping & Business Plan Development
- Public Opinion Surveys (Phone and Self-Administered)
- Strategic Facilitation (Assistance and Development of Strategic Plan)

Technical Reports (Selected Listing)

- Economic Impact Study: Lee Memorial Health System
- Feasibility Study: Regional Incubators Network in Southwest Florida
- FGCU: Economic Impact Study
- Portability Amendment I & II (assessment of homeowners portability legislation-Florida)
- Economic Impact Study of Southwest Florida Health Industry
- Immokalee, Florida Master Plan (Economic Impact for Immokalee, FL)
- Feasibility Study for Non-Profit Historical Home (Burroughs' Home, Ft. Myers, FL)
- Consultation: Economic Development Agency (EDA) Grant Application (Fort Myers, Business Incubator)
- Comprehensive Review of Permitting in Collier County
- Strategic Feasibility Market Analysis (Fort Myers Business Incubator)
- Market Analysis: Fort Myers-Cape Coral MSA
- Community Benchmark Survey (Collier County Social Capital Benchmark Survey)
- Strategic Planning and Business Development (Collier County Airport Authority)
- Business and Passenger Survey (Southwest Florida Regional Airport)
- Law Enforcement Staffing Study (Charlotte County Sheriff's Office)
- Commercial Travel Public Opinion Survey (Naples Airport Authority)
- Customer Satisfaction Survey (Lee County Department of Community Development)
- Bonita Bay Properties (New Golf Course) Focus Group Assessment
- Strategic Assessment and Process Mapping (Barron Collier Company, Naples, FL)
- Strategic Planning/Customer Climate Survey (Okeechobee Health Department)

Health Care Industry

Throughout the 1980's I worked in the health care industry. My jobs ran the gamut from being a Director of an emergency medical service (EMS) at a Naval Submarine Base (Kings Bay, Georgia), to being a Flight Medic (Life Flight, Baptist Hospital), to working as a hospital paramedic in a teaching hospital (Shands University Hospital, Jacksonville, FL). I also worked as a Mental Health Counselor in a 30 Bed, In-patient Unit (St. Vincent Medical Center, DePaul Unit), and as a Program Director with developmentally disabled adults.

Hospitality and Travel

From 1970 to 1979, I worked in the hospitality industry in a variety of functions in the United States (New York City); Europe (Amsterdam) and the Middle East (Eilat, Israel). During this time, I primarily lived in the Netherlands, and traveled extensively in Europe, Africa, and Asia. While travelling, I developed private import/export venture, importing gems and jewelry from Sri Lanka and India and marketing them in Europe (primarily-Amsterdam, Holland).

EDUCATION

1990	Doctorate (Health Administration) University of Pittsburgh
1982	Master of Arts (Public Administration) University of North Florida
1980	Master of Science (Health Services) University of North Florida
1979	Bachelor of Arts, Sociology University of North Florida

HONORS

- Academy of Business Disciplines, 2011 (Best Presentations in Session) 2011
- Nominated for Senior Faculty Teaching Excellence Award, FGCU (2008)
- Nominated as "Outstanding Teacher," Pan-Hellenic Council, NIU (1995)
- Recognized for "Outstanding Service," University Prg/Activities, NIU (1994, 1995)
- Recognized for "Outstanding Service," Employee Wellness Prg., NIU (1993-1996)
- Teaching Fellow; University of Pittsburgh, Department of Health Service Administration
- Dean's List – Undergraduate, Graduate; Doctorate

TRAVEL

Lived and worked in both Europe and Middle East. Traveled extensively in European, Middle Eastern, African and Asian Countries; 1972-1978.

LANGUAGES

Dutch - good, French - fair, Spanish - basic

REFERENCES: Provided on request