

University of Miami
School of Business
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Current Academic Rank:	Professor
Primary Department:	Management
Secondary or Joint Appointments:	None
Citizenship:	USA

HIGHER EDUCATION

Institutional:

Doctor of Philosophy (Business Administration), The University of Michigan, 1970. Major: International Business. Minors: Management (Strategy/Policy), Labor Relations and Business Economics.

Master of Business Administration, The University of Santa Clara, 1965. Dual majors: Economics and Management.

Bachelor of Electrical Engineering; University of Detroit, 1962.

EXPERIENCE

Academic:

University of Miami, School of Business Administration, Department of Management, Professor, Tenured, August 1980-present

Florida International University, School of Business and Organizational Sciences, Miami, Florida, Professor, Tenured, August 1976-August 1980

Georgia State University, School of Business Administration, Institute of International Business, Atlanta, Assistant/Associate Professor, Tenured, January 1970-August 1976

Boston University, College of Business Administration Overseas Graduate Program, Heidelberg, Germany, Visiting Assistant Professor of Business Administration, January 1973-August 1973

The University of Michigan, Institute for International Commerce, Ann Arbor, Michigan, Research Fellow, January 1966-December 1969

Non-Academic

Lockheed Missiles and Space Company, Sunnyvale, California. Assignments: (1965) Field Engineer, Training Facilities Staff, Polaris and Poseidon Missile Programs. Project proposal preparation and analysis; (1964-65) Manufacturing Technical Trainee, Missile Systems Division. Special assignments in manufacturing, quality control, procurement, engineering, and personnel administration; (1962-63) Methods Engineer, Electronics Assembly, Missile Systems Division

EuroBank, Coral Gables, Florida, Member, Board of Directors, July 1991-present

PUBLICATIONS

Juried or Refereed Journal Articles or Exhibitions:

“American Consumer Attitudes toward Foreign Direct Investment and their Products,” Multinational Business Review, Vol. VI, No. 2 (1998), pp. 1-9 (co-author, with Oswald A. J. Mascarenhas)

“A North American Free-Trade Agreement: The First Step Toward One America,” Multinational Business Review, Vol. 1, No. 2 (1993), pp. 12-18 (co-author, with S. H. Kim and W. J. Kim)

“Union Attitudes toward Japanese Direct Investment: Implications for Marketing,” Journal of Global Marketing, Vol. 6, No. 4 (1992), pp. 33-52 (with R. Javalgi, I. Vernon, and F. Vernon)

“Flexible Production Systems and Japanese Multinationals' Experiences in the U.S. Automotive Industry: Strategic Imperatives and Strategic Dividends,” Japanese Direct Investment in the United States, Anant R. Negandhi and Manuel G. Serapio, Jr., eds., Greenwich, CN: JAI Press, Inc., 1992, pp. 173-92 (Vol. 5 in the annual series on "Research in International Business and International Relations)

“Sex, Education, and Unionism: Demographic Determinants of Attitudes Towards Japanese Direct Investment,” The International Trade Journal, Vol. V, No. 4 (Summer 1991), pp. 451-70 (co-author, with John Thanopoulos, I. Vernon, and F.E. Vernon)

“Technology Strategy and Industrial Relations: Case Studies of Japanese Multinationals in the United States,” Journal of International Business Studies, Vol. 14, No. 3 (Winter 1983), pp. 9-22

“U.S. Manufacturing Investment in the Developing Countries: American Labor's Concerns and the Enterprise Environment in the Decade Ahead,” British Journal of Industrial Relations, Vol. XIX, No. 1 (March 1981), pp. 38-48

“The Labor Relations of U.S. Multinationals Abroad: Comparative and Prospective Views,” Labour and Society, Vol. 4, No. 1 (January 1979), pp. 1-25. Reprinted in Contemporary Problems in International Labor Relations, Everett Kassalow and Ben Martin (eds.), Washington, D.C.: Carnegie Endowment for International Peace, 1980, pp. 14-44. Reprinted in Journal of Labor Problems, Labor Relations Institute, Kinki University, Osaka, Japan (Japanese Language version), No. 9, June 1979, pp. 11-30. Reprinted in the Research Series of the International Institute for Labour Studies (Geneva), No. 60 (1980)

“U.S. Labor, Multinational Enterprise and the National Interest: A Proposal for Labor Law Reform,” Law and Policy in International Business, Vol. 10, No. 4 (December 1978), pp. 941-68

“Racial Dichotomies in Employment Perceptions,” Academy of Management Journal, Vol. 19, No. 2 (June 1976), pp. 277-90 (co-author, with Michael Jay Jedel)

“Transnational Industrial Relations and the Multinational Enterprise,” Journal of Business Administration, Vol. 7, No. 1 (Fall 1975), pp. 133-56. Reprinted in The International Firm, Michael F. Brooke and Lee Remmers (eds.), Boston: Houghton-Mifflin Company, 1978, pp. 224-40

“The Export Decision Process: An Empirical Inquiry,” Journal of International Business Studies, Vol. 5, No. 1 (Spring 1974), pp. 107-118, pp. 107-118 (co-author, with Claude Simpson). Reviewed in The International Executive, Fall 1974, pp. 23-25

“Foreign Sourcing Decisions and the Duty to Bargain Under the NLRA,” Law and Policy in International Business, Vol. 4, No. 3 (1972), pp. 497-528. Reviewed in The International Executive, Winter 1973, pp. 17-18. Reprinted in American Labor and the Multinational Corporation (Praeger, 1973), pp. 223-69

Refereed Works Accepted for Publication:

Manuscripts Under Review/Under Revision:

Books and Monographs Published:

Readings in International Business. Lanham, Maryland: University Press of America, 1996 (co-editor, with S. H. Kim, W. J. Kim, and G. Ulferts)

International Business: Theory and Managerial Applications. Chicago: Richard D. Irwin, Inc., 1988, first edition; 1992, second edition; 1995, third edition (co-author, with Robert Grosse)

Japanese Multinationals in the United States: Case Studies. New York: Praeger Publishers, Inc., 1986

Proceedings. International Meeting, Academy of International Business, Singapore: National University of Singapore, 1984 (co-editor, with C.T. Tan)

International Labor and the Multinational Enterprise. New York: Praeger Publishers, Inc., (editor), 1975. Reviewed by William Copulsky (W.R. Grace and Co.) in Business Management, Vol.4, No. 11 (November 1975), p. 3; and by Maren Judd and Karen B. Tracy in "Books for the Thoughtful Executive," Harvard Business Review, July-August 1976, pp. 155-56

American Labor and the Multinational Corporation, New York: Praeger Publishers, Inc., (editor), 1973. Reviewed by D. J. Mathieson in Journal of International Affairs, Vol. 28, No. 1 (1974), pp. 96-101

International Labor Relations Management in the Automotive Industry: A Comparative Study of Chrysler, Ford and General Motors. New York: Praeger Publishers, Inc., 1971; London: Pall Mall Press, Ltd., 1971. Reviewed by J. C. Shearer in Industrial and Labor Relations Review, Vol 26, No. 1 (October 1972), pp. 748-49

Book Reviews

R. Bean, Comparative Industrial Relations (New York: St. Martin's Press, 1985), in Journal of International Business Studies, Vol. XVII, No. 2 (Summer 1986), pp. 184-186

Thomas N. Gladwin and Ingo Walter, Multinationals Under Fire (New York: John Wiley & Sons, 1980), in Academy of Management Review, Vol. 8, No. 2 (April 1983), pp. 346-348

Robert Currie, Industrial Politics (Oxford, England: Oxford University Press, 1979), in The Annals of the American Academy of Political and Social Science, Vol. 455 (May 1981), pp. 212-214

Herbert Northrup and Richard L. Rowan, Multinational Collective Bargaining Attempts (Philadelphia: Industrial Research Unit, The Wharton School, University of Pennsylvania, 1979), in Industrial and Labor Relations Review, Vol. 34, No. 2 (January 1981), pp. 304-306

Rogier Blanpain, The Badger Case and the OECD Guidelines for Multinational Enterprises (Deventer, The Netherlands: Kluwer, 1977), in The Journal of International Business Studies, Vol. XI, No. 2 (Fall 1980), pp. 139-141

U.S. Tariff Commission, Implications of Multinational Firms for World Trade and Investment and for U.S. Trade and Labor (Washington, D.C.: U.S. Government Printing Office, 1973), in Law and Policy in International Business, Vol. 6, No. 2 (1974), pp. 615-626

Other Works, Publications, and Abstracts:

“On the Institutional Environment and International Business Research,” and “On the Academic Institutional Setting and the Nature of a Supportive Environment for International Business,” International Business: Institutions and the Dissemination of Knowledge, Brian Toyne and Douglas Nigh, eds., Columbia, SC: University of South Carolina Press, 1999

“Questionnaire and Survey ,” (Japanese Firms Experiences in the United States), Chapter 4, Hybrid Factory: The Japanese Production System in the United States, Tetsuo Abo, ed., New York: Oxford University Press, 1994, pp. 82-105 (with H. Kumon)

“Managing for International Competition,” Management: Strategy and Function, Thomas S. Bateman and Carl P. Zeithaml, Homewood, IL: Richard D. Irwin, Inc., 1988, pp. 207-36

“International Labor Relations,” Handbook of International Management, I. Walter and T. Murray (eds.), New York: John Wiley and Sons, 1988, pp. 11-1 to 11-25

“Re-Thinking the Caribbean Basin Initiative,” Caribbean Basin Business Advisor, Vol. 1, No. 3 (1987), pp. 4-5

“Foreword,” in Mamoru Yoshida, Japanese Direct Manufacturing Investment in the United States, New York: Praeger Publishers, Inc., 1987, pp. xi-xii

“American Workers and Japanese Direct Investment,” The Multinational Enterprise in Transition (Third Edition), Philip D., Grub, Fariborz Ghadar and Dara Khambara (eds.), Princeton, N.J.: Darwin Press, 1986, pp. 86-107

“Japanese Enterprise in America: Entrepreneurship Revival!,” Reports (University of Miami Alumni Publication), Spring 1983, pp. 7-8

“Collective Bargaining and Labor Relations in Multinational Enterprises,” in Robert G. Hawkins (ed.), Research in International Business and Finance: The Economic Effects of Multinational Corporations, JAI Press, 1979, pp. 25-51

“International Business and the State: Commentary and a Look to the Future,” Contemporary Perspectives in International Business, H.W. Berkman and Ivan Vernon (eds.), Chicago: Rand McNally, 1979, pp. 300-304

Do Your Career Plans Fit the 1980's South Florida Job Market?, Florida International University, School of Business and Organizational Sciences, May 1979 (with Wayne Cascio)

“Industrial Relations Profiles of Foreign-Owned Manufacturers in the United States,” in Robert F. Banks and Jack Stieber (eds.), Multinationals. Unions and Labor Relations In Industrialized Countries, Cornell University, Ithaca, N.Y., New York State School of Industrial and Labor Relations, 1977 (with Michael Jay Jedel), pp. 54-79

“International Labor Relations: Trade Union Initiatives and Management Responses,” The Personnel Administrator, February 1977, pp. 47-52

“Transnational Industrial Relations: A Collective Bargaining Prospect?” International Labor and the Multinational Enterprise, (Praeger, 1975), pp. 94-137

“Barriers to Minority Employment: Selected Case Studies of Employers in Metropolitan Atlanta,” Atlanta Economic Review, November-December 1973, pp. 28-37 (with Michael Jay Jedel)

“The Foreign Trade and Investment Act of 1982: Views of Both Management and Labor,” Atlanta Economic Review, September 1972, pp. 27-34 (with Jose R. de la Torre, Jr.)

“Initiating New China Trade: Suggestions for the American Businessman,” Atlanta Economic Review, February 1972, pp. 4-11 (with Donald Pattillo).
Reviewed in the Journal of Marketing, July 1972, p. 98

“The New European Giant: What it Means to American Business as Britain Joins the Common Market,” Atlanta Economic Review, October 1971, pp. 4-7 (with E. W. Ogram, Jr.)

“Gold, Trade and the Dollar: The Brave New World of 'Nixonomics',” Atlanta Economic Review, August 1971, pp. 17-19

“Perspectives on the Recent Foreign Exchange Crisis: Its Meaning for Public Policy and Business Management,” Atlanta Economic Review, May 1971, pp. 20-25 (with E. W. Ogram, Jr.)

“Planning a Global Labor Strategy,” Worldwide P&I Planning, March-April 1971, pp. 38-49. Reviewed in The International Executive, Fall 1971, pp. 11-12

PROFESSIONAL

Funded Research Performed:

American Public Opinion and Japanese Direct Investment. New York: The Japan Society, 1988 (\$58,000 grant from the Japan Society, co-author, with Dan Bob)

Production Strategies and Practices of Foreign Direct Investors in the United States, Vol. 1, "Analysis"; Vol. 2, "Case Studies"; Washington, D.C.: National Technical Information Service, 1985 (\$49,500 grant from U.S. Department of Labor)

Employment Effects of Multinational Enterprises: The Case of the United States, Working Paper No. 12, International Labour Office, August 1981 (\$3,000 grant from the International Labour Office). Reviewed in the Daily Labor Report (Bureau of National Affairs, Inc.), September 15, 1981, pp. A-1 and A-2

"Management and Employment Practices of Foreign Direct Investors in the United States," in U.S. Department of Commerce, Foreign Direct Investment in the United States: Report to the Congress, April 1976, Vol. 5, Appendix I (co-author, with Michael Jay Jedel). (Summary appears in 1976 Proceedings, Academy of International Business, pp. 3-6.) (\$89,500 grant from U.S. Department of Commerce)

Editorial Responsibilities:

(Founding) Consulting Editor, Multinational Business Review, 1992-2003

Associate Editor, Journal of International Business Studies, Winter/Spring 1974

Editorial Boards:

(Founding Member) Editorial Board, European Journal of International Management, 2007- present

Editorial Board, Journal of International Management, 1993-2002

Editorial Board, Journal of Teaching in International Business, 1991-1997

Editorial Board, Journal of transnational Management Development, 1993-1997

Editorial Board, Journal of International Business Studies, February 1980 to November 1984, August 1971 to July 1975, January 1989 to August 1992

Reviewer/Discussant:

Reviewer, Journal of International Business Studies, 1975-1980, 1985-1989, 1992-1998

Reviewer, Management International Review, 1992-2006

Program Manuscript Review Committee, Academy of International Business Annual Meeting, 1992-present

Coordinator:

Professional and Honorary Organizations:

Academy of International Business

- President (elected), 1985-1986
- Secretary (elected), 1975-1976
- Executive Secretary (appointed), 1976-1980
 - Maintained Secretariat at Florida International University and was responsible for the on-going administration and financial operations of the Academy. Edited and published the quarterly membership Newsletter and bi-annual Membership Directory.
- Executive Board Member, 1975-1980, 1985-1988
- International Programs Director, 1980-1984
 - Sixth International Meeting, Academy of International Business. Held jointly with the European International Business Association. Program Co-Chairman, Barcelona, December 1981
 - Seventh International Meeting, Academy of International Business. Held jointly with the International Studies Association. Program Chairman. Mexico City, April 1983
 - Eighth International Meeting, Academy of International Business. Program Chairman. Singapore, June 1984

Academy of Management, 1980-1990

European International Business Association, 1978-1987

International Affairs Committee, American Assembly of Collegiate Schools of Business (AACSB), 1985-1986

Delta Sigma Pi (Business Administration Professional Fraternity), The University of Miami, 1984

Honors and Awards:

Fellow of the Academy of International Business, (elected), 1983-present.

Fellow of the International Academy of Management (elected), 1986-present.

Beta Gamma Sigma (Business Administration Honor Society), The University of Miami, 1984 (Faculty) and The University of Santa Clara, 1965 (MBA Student)

Listings:

Other Professional Activities (e.g., papers presented, performances, conference proceedings, seminar or conference panel member, catalogue work, etc.):

Papers Presented at Professional Meetings:

“Evolution of the Multinational Enterprise: From World War II to Globalization,” Annual Meeting, Academy of International Business (Beijing), July 2006

“On the Institutional Environment and International Business Research” and “On the Academic Institutional Setting and the Nature of a Supportive Environment for International Business,” Conference on “Perspectives on International Business: Theory, research, and Institutional Arrangements,” University of South Carolina, College of Business Administration (Columbia, South Carolina), May 1992

“Internationalization Strategies and Programs at the University of Miami,” Michigan State University Roundtable on International Business Education (East Lansing), June 1991

“Flexible Production Systems and Japanese Multinationals Experiences in the U.S. Automotive Industry, Strategic Imperatives and Strategic Dividends,” 20th Anniversary Symposium of the Japanese Multinational Enterprise Workshop (Tokyo), July 1990

“American Attitudes Towards Japanese Direct Investment: The Economic and Political Issues,” Conference on “The Rise of Japan in International Business: Implications for the American Business Environment,” The International

Business Education and Research Program (IBEAR), University of Southern California (Los Angeles), April 1989

“American Public Opinion on Japanese Direct Investment,” Special Meeting, Institute for Social Studies, University of Tokyo (Japan), August 1988

“Cross-Cultural Transfers of Management Practices: Japanese Manufacturing Plants in the United States,” Annual Meeting, Academy of International Business (Chicago), November 1987

“Organized Labor and the Multinational Enterprise: A Theory Based Prospective,” Annual Meeting, Academy of International Business (London), November 1986

“American Workers and Japanese Direct Investment,” Council on Foreign Relations (New York), May 1985 and U.S.-Japan Labor Conference, East-West Center (Honolulu), August 1985

“Production Practices and Strategies of Foreign Multinationals in the United States: Case Studies with a Special Focus on the Japanese,” Annual Meeting, Academy of International Business (Cleveland), November 1984

“International Business Education and International Studies: A Multinational Enterprise Perspective on the Development of a Convergence Theorem,” International Studies Association (Cincinnati), March 1982

“Technology Strategy and Industrial Relations: Case Studies of Japanese Multinationals in the United States,” Joint International Meeting of the Academy of International Business and the European International Business Association (Barcelona, Spain), December 1981

“Domestic Employment Effects of U.S. Multinationals,” Conference on International Trade and the American Economy: What Is Labor's Stake?, Washington Council on International Trade and Washington State Labor Council, AFL-CIO (Seattle), December 1981

“Social and Employment Effects of U.S. Multinationals in Central America: An Opinion Survey,” Annual Meeting, Academy of International Business (Las Vegas), June 1979 (with Michael Jay Jedel)

“Trends in Management Education over the Next Decade: A Survey of Academic Deans from the U.S., Europe, and Latin America,” 13th Annual Meeting, Consejo Latinoamericano de Escuelas de Administracion (CLADEA), Miami, June 1978, and Annual Meeting, Academy of International Business (Las Vegas), June 1979 (with Steve Altman and George Sutija)

“U.S. Domestic Impact of Foreign Direct Investment in LDC's: Labor's Concerns and the Enterprise Environment in the Decade Ahead,” Conference on Science and Technology for Development: Organized Labor's Concern, American Association for the Advancement of Science, The Brookings Institution (Washington, D.C.), May 1979

“The Labor Relations of U.S. Multinationals Abroad,” Conference on Contemporary International Labor Problems, sponsored by the Industrial Relations Research Institute, University of Wisconsin, and the Carnegie Endowment for International Peace (Madison, Wisconsin), December 1977

“Management and Employment Practices of Foreign Direct Investors in the United States,” Annual Meeting, Academy of International Business (New York), November 1976

“Collective Bargaining and Labor Relations in Multinational Enterprises,” Conference on Economic Issues of Multinational Firms, Graduate School of Business Administration, New York University, November 1976

“International Labor Relations and Collective Bargaining,” American Society for Personnel Administration (San Diego), June 1976

“Innovations in Industrial Relations of Foreign Direct Investors in the United States: An Empirical Study of the Manufacturing Sector,” Annual Meeting, Academy of International Business (San Francisco), December 1974 (with Michael Jay Jedel)

“Industrial Relations Profiles of Foreign-Owned Manufacturers in the U.S.,” Conference on Plant-Level Industrial Relations Problems by Multinationals in Advanced Industrial Societies, School of Labor and Industrial Relations, Michigan State University and International Labor Affairs Bureau, U.S. Department of Labor (East Lansing), November 1974

Speeches, Seminars, etc.:

“International Management” (Seminar), FH Joanneum (Graz, Austria), 2003-2007, Universität Vienna, School of Economics and Business Administration, 2002, 2004, 2006-7, FH Campus 02 (Graz, Austria), 2005-2007

“International Business/Globalization” (Seminar), FH Campus 02 (Graz, Austria), 2006-7

“Latin America, the Business Environment, and the Multinational Enterprise” (Seminar), Universität Innsbruck (Austria), June 1998, 2000, 2002

“Political and Economic Aspects of NAFTA” (Speech), Universidad Gabriela Mistral (Santiago, Chile), May 1994

“The Clinton Economic Program and the U.S. Economy” (Speech), Universidad Gabriela Mistral (Santiago, Chile), July 1993

“Trends in International Business Education” (Speech), University of Detroit, College of Business, January 1993

“Japanese Business and Society” (Two-Week Seminar), University of Innsbruck (Austria), October 1992 and June 1996

“International Human Resources Session” (Discussant), Annual Meeting of the Academy of International Business (Miami), October 1991

Danish Summer Research Institute (Participant; Session Chair), (Copenhagen), August 1990, 1991, and 1992

“Japanese Direct Investors' Experiences in the United States” (Speech), Osaka Chamber of Commerce (Japan), July 1990

“Organizing and Operating for Synergy and Productivity” (One-Day Session), The Country Managers' Program, University of Miami, 1989-1995

“American Public Opinion on Japanese Direct Investment” (Speech), Conference on Japanese Real Estate Investment in the United States, The Japan America Society of South Florida and The International Law Section, Florida Bar (West Palm Beach and Miami), March 1989

“Changing U.S. Industrial Relations and Japanese Multinationals in the United States” (Speech), The Japan Foundation and KEIDANREN (Tokyo), August 1987

“U.S. Regulation of International Trade and Investment” (One-Day Session), Cleveland State University, The Yugoslavian Executives Program (Cleveland), July 1987

“Workshop on The Development of Educational Linkages and Cooperation Programs in International Business” (Five-Day Seminar; Keynote Speaker), UNCTAD/GATT, International Trade Center (Geneva), June 1986

“Winning Strategies for Internationalizing the Business School” (Three-Day Seminar; Organizer and Coordinator), American Assembly of Collegiate Schools of Business (Miami), February 1986

“Internationalization at the University Level: Corporate/Campus Cooperation” (Invited Panelist), American Council on Education, Annual Meeting (Miami Beach), October 1985

“Competitive Strategies of Japanese Firms in the United States” (Speech), Conference on U.S. Corporate Competitiveness: Issues of Leadership and Employee Motivation, The Southern Center for-International Studies (Williamsburg), February 1985

“How Can Policies Pertaining to Employment and Training Aid United States Competitiveness in International Markets?” (Invited Panelist), National Commission for Employment Policy (Washington, D.C.), December 1984

“Change and Stability in Employee Relations: A Systems Perspective” (Speech), Esso Inter-America, Inc., Employee Relations Managers Meeting (Miami), November 1984

“Competitive Renewal: Lessons from the Japanese on Productivity Management in Mature Industries” (Speech), University of Miami/Exxon Caribbean-Central America Managers Meeting (Miami), October 1984

“Personnel and Industrial Relations Practices of Japanese Multinationals in the United States” (Speech), International Personnel Association (New York), September 1984

“Industrial Relations Models of Foreign-Owned Companies United States” (Speech), National Association of Manufacturers, Multinational Labor Relations Group (Washington, D.C.), May 1983, February 1984

“Teaching the International Dimension in the Management Curriculum” (Workshop Leader), Old Dominion University (Norfolk, Va.), February 1983; Millsaps College (Jackson, Miss.), March 1984

“Domestic Employment Effects of Multinational Corporations” (Speech), New York Institute of Technology, Center for Labor & Industrial Relations, Winter Training Conference (Miami Beach), February 1983

“International Business Education” (Discussant), Annual Meeting of the Academy of International Business (Washington, D.C.), October 1982

“International Human Resources Management” (One-Day Seminar), General Electric Co. (Croton-on-Hudson, New York), February 1982

“Management of Production Workers--Learning from the Japanese Experience” (One-Day Seminar), Inter-American Executive Management Program, Pennsylvania State University (State College), August 1981, June 1982

“Teaching International Management” (Two-Day Seminar), American Assembly of Collegiate Schools of Business (AACSB), University of Colorado (Boulder), June 1981, June 1982; University of Connecticut, June 1984, New York University, June 1985

“Technology Transfer by U.S. Multinationals and Foreign Multinationals in the United States” (Session Chairman and Organizer), International Business Conference, University of Miami and IESE, University de Navarra, Barcelona, Spain (Miami), February 1981

“Industrial Relations and the Multinational Enterprise” (Speech), The Ohio State University (Columbus), February 1980

“Corporate Financial Management” (One-Week Course), Florida International University/Universidad de Oriente (Cumana, Venezuela), June 1979

“International Industrial Relations” (One-Day Seminar), Executive Development Program, Pennsylvania State University (State College), August 1979 and 1980

“Line and Staff as the Personnel Management Team” (Three-Day Seminar), INCAE, in Nicaragua, January 1978

“Organized Labor and the MNC” (Seminar Faculty), AACSB/Academy of International Business/New York University, International Business Program for American Business School Faculty (New York), June 1977

“World Resources, World Dynamics and the Business Organization” (One-Week Course), Florida International University/Universidad de Oriente (Cumana, Venezuela), June 1977

“Internationalizing the Business School Curriculum” (Speech), AACSB/U.S. Department of State, International Business Seminar for American Business Schools (Washington, D.C.), August 1976

“Technology Transfer Resulting from Direct Foreign Investment in the United States: Non-Electrical Machinery Industry” (Discussion Panel Member), National Academy of Engineering (New York World Trade Center), February 1976

“International Trade Union Responses to the Multinational Corporation” (Speech), Pharmaceutical Manufacturers' Association (New Orleans), November 1975

“Minority Employee Motivation and Work Performance Patterns” (Workshop Leader), Georgia State University, Public Service Division (Urban Affairs Program), June 1975 (with Michael Jay Jedel)

“Personnel Management and Organization Planning” (Three-Day Seminar), INCAE, in Costa Rica, January 1976; Nicaragua, April 1977; El Salvador, January 1978

“The Challenge of Personnel Management” (Three-Day Seminar), INCAE, in Costa Rica, January 1975, Nicaragua; May 1976, Honduras, August 1976; Guatemala, October 1976

“Critical Factors in Personnel Management” (Three-Day Seminar), Instituto Centro-Americano de Administracion de Empresas (INCAE) in Costa Rica, February 1974; Panama, July 1974; Guatemala, August 1974 and October 1976; Honduras, October 1974 and February 1976; Nicaragua, May 1975; El Salvador, June 1976

“Significance and Potential of Transnational Unionism in the Automotive Industry” (Discussion Panel Member), Office of External Research, U.S. Department of State (Washington, D.C.), May 1974

“Public Policy on the U.S. the Multinational Corporation” (Seminar Faculty), Georgia State University, Center for Professional Management Education, Advanced Executive Development Program, October 1973

“Minority Employment Problems in Atlanta” (Workshop Leader), Georgia State University, Urban Observatory, October 1972

“International Labor Responses to the Multinational Enterprise” (Speech), The Pennsylvania State University, College of Business Administration (State College), May 1972

“International Financial Management” (Two Week Seminar), Universidad del Norte (Barranquilla, Colombia), April 1972

“An Appraisal of the Burke-Hartke Bill” (Discussion Panel Member), Adlai Stevenson Institute of International Affairs (Chicago), February 1972

“Locus of International Management Decision-Making in Industrial Relations in American Automotive Corporations” (Speech), The University of Michigan, Graduate School of Business Administration (Ann Arbor), October 1970

TEACHING

Teaching Awards Received:

Alumni Award for Excellence in Teaching, University of Miami, School of Business Administration, 1982

Teaching Specialization (courses taught):

International Business (undergraduate)

International Management (graduate, undergraduate)

Strategic Management (graduate, undergraduate)

Courses Taught to Accommodate Departmental Needs or Interests: Operations Management (undergraduate), Corporate Finance (undergraduate), Microeconomics (graduate), Japanese Business & Society (graduate)

Thesis and Dissertation Advising:

Ph. D. Dissertation Committee Chairperson, "Design of an Internal Control Mechanism for International Banking Regulation," S. V. Kumar, School of International Studies, 1996

Masters Thesis Committee Chairperson, "Strategic Alliances in the European Telecommunications Industry," K. Fuhrer, School of International Studies, 1996

SERVICE

University Committees and Administrative Responsibilities:

Interim Dean of the School of Business Administration, 1989-1990

Associate Dean, Graduate Business Programs, 1987-89

Associate Dean, International Programs, 1990-1991

Associate Director, Office of International Programs (student study abroad programs -- university-wide), 1993-1994

Co-Director, Center for International Business Education and Research (CIBER), 1990-1993 (\$700,000 in grants obtained)

Management Department Coordinator, Graduate Assistants, 2000-present

Founding Director, International Business and Banking Institute, 1982-1987

Faculty Senate, University of Miami, 2003-2006 (elected), 1994-2001 (elected) and 1986-1988 (elected)

Faculty Senate, University of Miami, Athletics Committee, 1998-2004, Compensation and Benefits Committee, 1996-1998, Academic Standards Committee, 1993-1996

Faculty Advisor, Japanese Students' Association, 1992-1998

Faculty Advisor, Delta Sigma Pi Business Fraternity, 1997-2001

Graduate Business Programs Policy Committee, 1990-1993.

Admissions Committee, Executive MBA Programs, 1987-1993

Academic Deans' Policy Council, University of Miami, 1989-1990

Long Range Planning Committee, University of Miami, 1989-1990.

MBA Curriculum Revision Committee, 1987 (Chairman)

University Self-Study Committee on Intercollegiate Athletics, University of Miami, 1985-1986 (Chairman, President's appointment)

North-South Center Planning Committee, University of Miami, 1984-1985 (President's appointment)

Strategic Planning Committee, School of Business Administration, 1983

Advisory Committee on Promotion and Tenure, School of Business Administration, 1980-1982

University Committee on International Programs, University of Miami, 1982 (President's appointment)

Planning Committee, International Business and Banking Institute, School of Business Administration, 1981 (Chairman)

Planning Committee, Executive MBA - International Business, 1980

Work in Progress:

Case Studies on Various Austrian Companies

The Deadly Sins of International Business, Palgrave-MacMillan, 2009 (with G. Apfelthaler)

Community Activities:

Director, EuroBank, 1991-present

Director, Pacificana Airways, 2007-present

Member, Japan Society of South Florida, 1989-1995

External Evaluator, U. S. Department of Education Grant, Florida Atlantic University, College of Business, 1999