

**Jose Eulogio Romero-Simpson**

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Department of Management  
414 Jenkins Building  
University of Miami  
Coral Gables, FL 33124-9145

<b>Current Academic Rank:</b>	Full-time Lecturer
<b>Primary Department:</b>	Management
<b>Secondary or Joint Appointments:</b>	N/A
<b>Citizenship:</b>	U. S. A.

**HIGHER EDUCATION**

**Institutional:**

Indiana University, Bloomington	Ph.D.	1978
Educational Technology		
Indiana University, Bloomington	M.S.	1974
Educational Psychology		
Pontificia Universidad Catolica, Lima, Peru		
Psychology	B.A.	1971

**Non-Institutional Training:**

Swedish Institute of Management	Post-Doctoral	1982
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Applied International Management Program, held in Sweden,  
July 19 - August 27, 1982.

**Certification, Licensure:**

Peruvian School of Psychologists, Lima, Peru  
Psychologist, Lic. No. 0058

## **EXPERIENCE**

### **Academic:**

#### **University of Miami**

Lecturer	9/1994-Present
Associate Professor	8/1988-7/1994
Department of Management, School of Business Administration	
Visiting Associate Professor	8/1986 - 5/1987
Department of Management, School of Business Administration	
Visiting Associate Professor	1/1986 - 5/1986
Department of Management, School of Business Administration	

#### **Universidad del Pacifico, Lima-Peru**

Full Professor	8/1987 - 8/1989
Department of Social and Political Sciences, School of Business	
Dean of Graduate School	5/1985 - 5/1987
Dean of the MBA Program	5/1984 - 5/1985
Associate Professor	5/1984 - 5/1987
Psychology, Organizational Psychology and Organizational Development	

#### **Universidad Catolica de Lima**

Assistant Director	7/1978 - 7/1985
ISCL (Intercollegiate Study Center,Lima-Peru) Interchange Program between Universidad Catolica de Lima and Indiana University/Consortium of California Universities.	

#### **Indiana University**

Research Assistant	1/1974 - 7/1978
Programed Tutoring Research and Development Lab. Psychology Department	

### **Non-Academic:**

Occasional consulting for business firms

### **Military:**

ROTC (Peru)

## PUBLICATIONS

### Books and monographs published:

Romero-Simpson, J.E. (1995). "The Importance of Learning Styles in Total Quality Management-Oriented College and University Courses, in Ronald R. and Sebreña J. Sims (Eds.) The Importance of Learning Styles, Greenwood Press, Westport, Connecticut, 1995.

Romero-Simpson, J. E. (1992). "A Total Quality Management (TQM) Organizational Behavior Course," in John Harris & J. Mark Baggett (Eds.) Quality Quest in the Academic Process, Samford University, GOAL/QPC Publishers, Spring, 1992.

### Juried and refereed journal articles:

Grosse, Robert & Romero, Jose Eulogio: "Problem-Solving Styles: A Cross-Cultural Study," Latin American Business Review, Vol. 8 issue 2, March 2008.

Romero, Jose Eulogio, Tepper, Bennett J. & Tetrault, Linda A. (1992). "Development and Validation of New Scales to Measure Kolb's (1985) Learning Style Dimensions," Educational and Psychological Measurement, Vol. 52, No. 1, Spring 1992, p. 171-180.

Romero, J.E. & Winter, R. (1991). "Reflections on Business Administration Programs in Latin America," Universitas 2000," Vol. 14, No.2, Fall 1990, Caracas, Venezuela.

Schwalb, Maria Matilde, Grosse, Robert & Romero-Simpson, J. Eulogio, "Developing Entrepreneurs in Developing Countries -- The PEG Programme in Peru, The Journal of Management Development, Vol. 7, No.4, 1988.

Romero-Simpson, J.E. (1985). Informe sobre el Taller de Microenseñanza llevado a cabo entre el 19 y el 25 de Julio de 1985 en la Universidad del Pacifico (Lima- Peru), "Boletín de Pedagogía Universitaria," programa de Pedagogía Universitaria, Vice-rectoría Académica, Revista de Educación Superior del Programa de Pedagogía Universitaria, Vol. 19, 1985, Santiago, Chile.

### Other publications:

Romero, Jose Eulogio (2001) "Estrategia de vida: un reto para los gerentes contemporáneos," Interpraxis, Universidad del Pacifico, Lima-Peru, July 26, 2001

Romero, Jose Eulogio (2000) "El Liderazgo a Inicios del Tercer Milenio," ("Leadership at the Beginning of the Third Millennium), Boletín Gerencial META, No. 17, Dominican Republic, Oct.-Dec. 2000.

Romero, Jose Eulogio (2000) "Atrevete a Soñar: el Poder de la Visión," ("Dare to Dream: the Power of a Vision"), Boletín Gerencial META, No. 14, Dominican Republic, January-March 2000.

Romero, Jose Eulogio (1999), "El Fenómeno de la Clientización: Un Reto para los Gerentes Contemporáneos" ("The Phenomenon of Clientization: A Challenge for Contemporary Managers"), Boletín Gerencial META, No. 10, Dominican Republic, January-March, 1999.

Romero, Jose Eulogio (1998), "Equipos Autodirigidos: Necesidad o Lujo?" ("Self-Directed Teams: Need or Luxury?"), Boletín Gerencial META, No. 6, Dominican Republic, February-April 1998

- Romero, Jose Eulogio (1998), "Anticipando el Mañana: Nuevos Retos para las Empresas" ("Anticipating Tomorrow: New Challenges for Companies"), Boletín Gerencial META, No. 5, Nov. 1997-Jan. 1998.
- Romero, Jose Eulogio (1997), "Más allá de la Personalidad: hacia una Concepción Dinámica del Ser Humano" ("Beyond Personality: towards a Dynamic Conception of the Human Being"), Boletín Gerencial META, No. 4, Dominican Republic, August-October, 1997.
- Romero, Jose Eulogio (1997), "El Rol del Liderazgo en la Cultura Organizacional" ("The Role of Leadership in Organizational Culture"), Boletín Gerencial META, No. 3, Dom. Rep., May-July, 1997.
- Romero, Jose Eulogio (1997), "El Poder de la Visualización" ("The Power of Visualization"), Boletín Gerencial META, Dominican Republic, No. 2, February-April, 1997.
- Romero, Jose Eulogio (1996), "Una Concepción Contemporánea de los Recursos Humanos" ("A Contemporary Conception of Human Resources"), Boletín Gerencial META, No. 1, Dominican Republic, November 1996-January 1997.
- Romero-Simpson, J.E. (1993). "Coloquese los nuevos lentes para ver con calidad: CTC: El nuevo paradigma del servicio eficiente," ("Wear your new glasses to see with quality: TQM: The new paradigm of efficient service"), Encuentro con Calidad, Col. Republica Norte, Mexico, May 1993.
- Romero-Simpson, J.E., Torres, Elaine, Loredó, Elvira, and Gitlow, Howard (1991). "Uso Cotidiano de la Palabra "Calidad" en los Estados Unidos (1985-1989), Encuentro con Calidad No. 11, Col. Republica Norte, Nov. 1991, Mexico.
- Gitlow, Howard & Romero-Simpson, J. Eulogio, "Los 14 Puntos de Deming y la Reducción de Variación," "Encuentro con Calidad," No. 3, Revista "Calidad," Col. Republica Norte, Mexico, Nov. 1989.
- The Nationalization of Private Banks in Peru, Caribbean Basin Business Advisor, University of Miami, Vol 2, 1988.
- The Edwards Preference Personality Schedule (EPPS) as a Diagnostic Tool for Managerial Performance. Booklet published by Petroleos del Peru, Feb. 1985.
- "Leadership and Yourself", Bulletin of the Development of Construction Bank (Banco de Desarrollo de la Construcción) Lima-Peru, September 1983.
- Technology and Behavioral Change for the course of Technological Management, sponsored by OEA, Lima-Peru, April 1982.
- "Achievement, Socialized Power and Institutional Empathy," Vida Universitaria (University Life). Number dedicated to the MBA Program, Universidad del Pacifico, January 1981.
- "Tutee Achievement and Related Conditions: Secondary Analysis", Dissertation Abstracts, Ann Arbor, Michigan, 1978.

## **PROFESSIONAL**

### **Funded Research Performed:**

- 1990 "A Normative Version of Kolb's Learning Style Inventory (LSI II)." Summer Award in Business and the Social Sciences Program. University of Miami.
- 1990 "Quality in Organizational Behavior." Summer Award, Institute for the Study of Quality in Manufacturing and Services. University of Miami.
- 1989 "A Quality-Oriented Advanced Organizational Behavior Course." Summer Award, Institute for the Study of Quality in Manufacturing and Services. University of Miami.

### **Editorial responsibilities:**

Member, Editorial committee of "Revista de Psicología," edited by the Department of Humanities, Pontificia Universidad Católica del Perú, 1983-present.

Member of the Editorial Committee of the journal "Encuentro con Calidad," Saltillo, Mexico. 1991 - 1993.

Member of the International Advisory Committee of "Sistemica: Journal on the Inter and Transdisciplinary Management of Complexity," Instituto Andino de Sistemas, Lima-Peru, 1990 - 1993.

### **Professional and Honorary Organizations:**

Member of Iron Arrow  
Member, School of Peruvian Psychologists

### **Honors and Awards:**

- 1990 Member of Beta Gamma Sigma in recognition of outstanding contribution to business education.
- 1990 Selected for the "GSU-BellSouth Southeast Master Teacher Program."
- 1990 Recipient of the "Summer Awards in Business and the Social Sciences Program."
- 1990 Summer Award Recipient of the Institute for the Study of Quality in Manufacturing and Services.
- 1989 Summer Award Recipient of the Institute for the Study of Quality in Manufacturing and Services.
- 1980-81 Member of the Selection Committee for undergraduate Scholarships offered by the Institute of International Education (IIE), Lima, Peru.
- 1977 Selected as member of the Screen and Search Committee for a new Dean of International Students by the President of Indiana University, Bloomington, Indiana.
- 1972-73 Member of the Thesis Degree Committee in Humanities, Pontificia Universidad Católica, Lima, Peru.
- 1972-76 Indiana University Fee Remissions.

1972-73 Indiana University Full Scholarship.

1972 Fulbright Scholarship: travel expenses and orientation.

1971 Bachelor thesis unanimously approved by the Committee with recommendation for publication, Pontificia Universidad Catolica, Lima, Peru.

**Post-Doctoral Fellowships:**

1982 "Applied International Management (AIM) Program," offered by the Swedish Insitue of Management held in Sigtuna, Sweden from July 19 to august 27, 1982.

**Other Professional Activities:**

1985 Report on the Microteaching Workshop taken place between July 19 and July 25, 1985 at Universidad del Pacifico, Boletin de Pedagogia Universitaria, Vol. 19, 1985, Pontificia Universidad Catolica de Chile.

1972 Application of the MTAI (Minnesota Teaching Attitude Inventory) to the Prospective Trainers for the Educational Reform, Psicologia, Lima-Peru, 1972.

**Papers presented at professional program meetings**

Romero, J. Eulogio, "Total Quality: An Integrative Language for the Third Millennium." Paper presented at SISTEMICA' 92, First International Conference, Andean Systems Institute, Lima-Peru, August 26, 1992.

Romero, J. Eulogio & Winter, Robert, "Improving Management Education in Latin America: Suggested Strategies," presented at the meeting of C.L.A.D.E.A. (Latin American Consortium of Business Schools), Buenos Aires, Argentina, October 1989. (not published in proceedings)

Romero, Jose Eulogio "Quality-Oriented Guidelines for the Teaching of Organizational Behavior." Paper presented at the national program meeting of the Organizational Behavior Teaching Conference (OBTC'90), The University of Richmond, Virginia, June 13, 1990 (not published in proceedings)

Romero, J. Eulogio & Grosse, Robert, "Managerial Problem-Solving Styles: A Cross-Cultural Study," presented at the Annual Meeting of the Academy of International Business, Toronto, Canada, October 12, 1990. (not published in proceedings).

## TEACHING

### Teaching Awards Received:

- 2001 Recipient of the 2001 Award for Excellence in Teaching, MSPM Program, School of Business Administration.
- 1998 Recipient of "The Most Inspiring Teacher" Award, PPBA, SBA.
- 1997 Recipient of the 1997 Award for Excellence in Teaching, sponsored by the members of the School of Business Administration Alumni Association.
- 1991 Highest student evaluation (5.0) in the School of Business Administration, University of Miami (1990-1991 Academic Year).
- 1991 Member of Phi Beta Delta, Theta Chapter, Honorary for International Scholars.
- 1990 Recipient of the 1990 Award for Excellence in Teaching, sponsored by the members of the School of Business Administration Alumni Association.
- 1990 Member of Beta Gamma Sigma in recognition of outstanding contribution to business education.
- 1990 Selected for the "GSU-BellSouth Southeast Master Teacher Program," Atlanta, Georgia.
- 1989 Highest comprehensive (three-year period approx.) MBA student evaluation (Class of 1988), Universidad del Pacifico, Lima-Peru.
- 1988 Highest student evaluation during the Spring Semester of 1988 within the Department of Social and Political Sciences; course: "Social Psychology," undergraduate level, Universidad del Pacifico, Lima, Peru.
- 1988 Highest student evaluation during the Spring Semester of 1988; course: "Behavioral Analysis" offered at the graduate level (MBA Program), Universidad del Pacifico, Lima, Peru.

### Thesis and Dissertation Advising:

#### Doctoral Dissertation

Committee Member, Patrick Ward, Title: "A Study of Organizational Variables Affecting Worker Empowerment," a dissertation submitted to the Faculty of the University of Miami in partial fulfillment of the requirements for the degree of Doctor of Philosophy, May 5, 1993.

## SERVICE

### University Committee and Administrative Responsibilities:

#### University of Miami

- 1995 Associate Master, Hecht Residential College (1995-2001)
- 1992 Chair, Orientation and Training, Instructional Development Center
- 1991 Chair, "Teaching Effectiveness Committee"
- 1991 Academic Director, "Quality Institute of the Americas"
- 1990 Chair, Faculty Senate Student Affairs Committee
- 1990 Member, Faculty Senate Student Affairs Committee
- 1990 Member of the Screen and Search Committee for Director of the Career Resource Center, School of Business
- 1990 Member of the Student Task Force
- 1990 Faculty Advisor for Student Peer Counselors

#### Universidad del Pacifico (Lima, Peru)

- 1987 Member, Admissions Committee
- 1986 Advisor, Admissions Committee
- 1985 President, Incentives and Rewards Commission
- 1983-85 Member, Personnel Selection and Relocation Committee
- 1983-84 Member, Planning Commission (which included the development and evaluation of the Yearly Functioning Plan)

#### Administrative Responsibilities

- 1985-87 Dean, Graduate School, Universidad del Pacifico, Lima, Peru
- 1984-85 Dean, MBA Program, Universidad del Pacifico, Lima, Peru

### Community Activities:

#### Educational Community

- 2009 Singer Scholarship; interviewing potential UG candidates, March 28 and April 4.
- 2008 Singer Scholarship: interviewing potential UG candidates, February 23 and April 5.
- 2007 "Getting in Touch with your Animode;" workshop offered to the Toppel Center staff
- 1994 "Communication Styles and Patterns," Staff Training and Development, Hope Lodge, Medical Campus, University of Miami, October 27, 1994.
- 1994 "Total Quality in Action" ("Calidad Total en Accion") Workshop conducted with Dr. Howard S. Gitlow, Universidad del Pacifico/Sociedad Nacional de Industrias, Lima-Peru, September 1 & 2, 1994.
- 1994 "Total Quality in the Classroom" ("Calidad Total en el aula") Presentation, Bolivian Private University ("Universidad Privada Boliviana), Cochabamba, Bolivia, July 30, 1994.
- 1994 "Total Quality Management or Constant Quality Improvement?" Presentation, School of Nursing, University of Miami, May 16, 1994.

- 1993 "Animodes" and Career Choice." Presentation to Freshmen students at Our Lady of Lourdes Academy on Career Day, November 16, 1993.
- 1993 "What is Your Learning Style?" Awareness Workshop, Westminster Christian School, October 25, 1993.

### **School of Business Community**

- 2010 RA allocation for fellow faculty members, Department of Management, SBA, UM  
2003-09 United Way Representative for Mgt. Dept. 100% contribution from colleagues
- 1995 "Getting in Touch with Your Animode." Presentation, Advanced Leadership Class, Whitenberg Auditorium, University of Miami, Sept. 18 & 20, 1995.
- 1994 "What's Your Animode?" Presentation, Mentor Program Kick-Off, Whitenberg Auditorium, University of Miami, February 17, 1994.
- 1993 Presentation in Panama and Peru on UM's School of Business with Mark Reid, Director of International Admissions for student recruitment purposes, March 25-29, 1993. Follow-up with school authorities and interested students.
- 1992 "TQM and the Banking Sector." Presentation, INTERBAN XI, sponsored by CIBER, University of Miami, Intercontinental Hotel, Miami, Florida, September 29-30, 1992.
- 1991 "Some Tips for Mentoring U.M. Students." Presentation at the Mentor Program Orientation, Flamingo Ballroom, University of Miami, October 10, 1991.
- 1991 "Characteristics of Total Quality Management (TQM)." Presentation for the University of Miami Staff Retreat, Division of University Advancement, September 13, 1991, Sonesta Beach Hotel.
- 1991 "Strategic Planning and Total Quality Control: A Mexican Case" Presentation at the Monthly Quality Forum sponsored by the University of Miami Institute for the Study of Quality in Manufacturing and Service (UMISQ), July 26, 1991, Faculty Club, University of Miami.
- 1990 Team-building workshop for the University of Miami Business and Finance Division, U. of M. "Staff Development and Training Office, as part of their "Customer Satisfaction Program," October 26 and November 2, 1990.
- 1987-94 Teaching effectiveness workshops offered approximately twice a year to faculty members of the different academic departments for the improvement of instructional skills.

### **Business Community**

- 2005 "The Human Side of Quality," Presentation addressed to the entire workforce of "San Miguel Industrial," Lima-Peru, March 17, 2005.
- 2005 "The role of expectations in the self-fulfilling prophecy," Presentation addressed to the managers of "San Miguel Industrial," Lima-Peru, March 16, 2005.
- 2005 "Empowerment," Presentation addressed to the managers of "San Miguel Industrial," Lima-Peru, March 15, 2005

- 2003 "The Power of a Vision," Presentation addressed to the entire workforce of "San Miguel Industrial," Lima-Peru, July 6, 2003.
- 2002 "Life Strategy," Presentation addressed to the entire workforce of "San Miguel Industrial," Lima-Peru, July 5, 2002.
- 1995 "TQM in the Banking Sector," INTERBAN XIV, Presentation, sponsored by the International Business Center, University of Miami, Hotel Intercontinental, Sept. 25, 1995.
- 1995 "How to Compete with Total Quality" ("Como competir con Calidad Total"), Presentation, Peruvian-American Chamber of Commerce, Dadeland-Mariott Hotel, February 24, 1995, Miami.
- 1994 "Total Quality Management and Reengineering in the Context of Strategic Management," ("Calidad Total y Reingenieria en el Contexto de la Administracion Estrategica"), Total Quality and Reengineering Workshop ("Seminario de Reingenieria y Calidad Total"), Nov. 22-27, Dominican Republic.
- 1994 "The Importance of Cultural Factors in Change Process," ("Importancia de los Aspectos Culturales en procesos de Cambio"), Reengineering Workshop" (Seminario de Reingenieria), INCAE, Guatemala, Nov. 10-12.
- 1994 "Voice of the Business," Workshop, School of Continuing Studies, Hyatt Hotel, Miami, October 28-30
- 1994 "What is Your Animode?" Workshop, Hayhurst and Associates, Inc., Coconut Grove, February 28, 1994.
- 1993 "Total Quality in the Banking Sector." ("Calidad Total en el Settor Bancario.") INTERBAN XII, Presentation sponsored by the International Business Center, University of Miami, Hotel Intercontinental, September 29, 1993.
- 1993 "Style Awareness" Workshop, East Coast District Dental Society," April 22, 1993
- 1992 "Cultural Differences (and Similarities) in the Business World, Presentation, Zonta Club of Coral Gables, University of Miami, Sept. 16, 1992.
- 1992 "TQM and the Banking Sector," Presentation, Banco de Credito, Lima-Peru, June 5, 1992.
- 1992 "Total Quality Management." Presentation, American Chamber of Commerce, Lima-Peru, June 1.
- 1992 "Managerial Problem-Solving Styles: A Cross-Cultural Study." Presentation for the Members of the MNC Forum, MNC Luncheon, Colonnade Hotel, March 6, 1992.
- 1991 "The Importance of Constant Improvement." Speech delivered during the "Recognition Night" sponsored by the Miami Charter Chapter of the "American Business Women's Association" (AMBWA) in the Airport Hilton Hotel, Miami, May 9, 1991.
- 1991 "Total Quality Management." Presentation for "Banco Ganadero - Miami Agency," at the Sheraton-Brickel Point Hotel, Miami, April 25, 1991.
- 1991 "Application of Quality in the Learning Process. Presentation at "Universidad del Pacifico," Lima-Peru, March 18, 1991.

- 1991 "Total Quality Management," Presentation at "Universidad del Pacifico," Lima-Peru, March 19, 1991.
- 1990 "Liderazgo, Desarrollo de Equipo y Comunicacion Interpersonal bajo una nueva concepcion Administrativa." Presentation/workshop for the Mexican "Grupo Tampico," School of Continuing Studies, University of Miami, Knight Center, Hyatt Hotel, September 6, 1990.
- 1990 "Retreat on Leadership, Group Decision-Making, and Team-Building," delivered with Dr. Chester Schriesheim, University of Miami Executive Development Program, Sheraton Royal Biscayne, April 28, 1990.
- 1990 Team-building base on the adaptive modes of team members. Workshop offered to the administrative staff of Victoria Hospital, Sonesta Hotel, Miami, February 10, 1990.
- 1989 Team-building workshop for the sales force of Xerox Corporation, Venetian Pool, Biltmore Hotel, October, 1989.
- 1989 "Problem-solving styles and communication skills. Presentation at Northern Trust Bank of Florida.
- 1987-88 Monthly lectures given on a volunteer basis addressed to high school juniors and seniors pertaining to career opportunities and choices.
- 1977-78 Provided professional services to the department of Social Services, Monroe County Hospital; counseled young couples, parents of newborns, Bloomington, Indiana.
- 1976-78 Psycho-Prophylactic Method (PPM)/La Maze Instructor, team teaching (with spouse) for couples, Bloomington, Indiana.
- 1974-75 Offered lectures dealing with the cultural adjustment of foreign students in the university setting, Bloomington, Indiana.