

## Pol Herrmann

3137 Gerdin Business Building  
Department of Management  
Iowa State University  
Ames, IA 50011-1350  
Phone: 515 - 294 3548  
Email: pol@iastate.edu

### EDUCATION

*Ph.D.* Business: Strategic Management – International Business  
University of Kansas, Lawrence, KS. 1999

*M.S.* Engineering Management (Honors)  
Southern Methodist University, Dallas, TX.

*Civil Engineer* Specialization: Structures (Cum Laude)  
Polytechnic National School, Quito, Ecuador.

### Academic Positions

*Director of Graduate Entrepreneurship Programs* from July 2021 to June 2023  
*Director of Entrepreneurship Programs* from July 2019 to June 2021  
*Chair Department of Management* from July 2015 to June 2019  
*Professor* from 2012  
*Associate Professor* from 2005 to 2012  
*Assistant Professor* from 1999 to 2005

**Iowa State University (ISU)**

### RESEARCH

#### Refereed Publications

Cortés, F., Lee, Y., & Herrmann, P. 2024. Always desire more? CEO perceptions of relative compensation, risk propensity, and innovation in SMEs. *International Journal of Innovation Management*. (forthcoming).

Cortés, F. & Herrmann, P. 2024. Near the breaking point: CEO job demands, innovation, and the role of CEO emotions. *Management Decision*. (forthcoming).

Kiss, A., Cortés, F., & Herrmann, P. 2022. CEO proactiveness, innovation, and firm performance. *The Leadership Quarterly*, 33 (3): 101545.

Laskovaia, A, Lee, Y., Bogatyreva, K., & Herrmann, P. 2022. Harmonious Passion, Effectuation, and Firm Performance: The Moderated Mediation Effect of Entrepreneurial Experience. *Management Decision*. 60 (8): 2331-2348.

Lee Y., & Herrmann, P. 2021. Entrepreneurial Passion: A systematic review and research opportunities. *Journal of Small Business Strategy*, 31(3): 122-147.

- Cortés S., Cortés, F., & Herrmann, P. 2021. Sharing strategic decisions: CEO humility, TMT decentralization, and ethical culture. *Journal of Business Ethics*, 3 (18): 1-20.
- Lee, Y., Cortes, A.F., Zhuang, Y., & Herrmann, P. 2021. Social capital and organizational ambidexterity: The moderating role of absorptive capacity, *International Journal of Emerging Markets*, 16(8): 1793-1812.
- Cortés, F. & Herrmann, P. 2021. The strategic leadership of innovation: A framework for future research. *International Journal of Management Reviews*, 23 (2): 224-243.
- Samimi, M., Cortés, F., Anderson, M. & Herrmann, P. 2020. What is strategic leadership? Developing a framework for future research. *The Leadership Quarterly*.
- Cortés, F., & Herrmann, P. 2019. CEO transformational leadership and SME innovation: The mediating role of social capital and employee participation. *International Journal of Innovation Management*, 24 (3): 1-25.
- S., Arunachalam, Ramaswami, S., Herrmann, P., & Walker, D. 2018. Innovation pathway to profitability: The role of marketing capabilities. *Journal of the Academy of Marketing Science*, 46 (4): 744-766.
- Herrmann, P., & Nadkarni, S. 2014. Managing strategic change: The duality of CEO personality, *Strategic Management Journal*, 35(9): 1318-1342.
- Nadkarni, S., Herrmann, P., & Pérez P. 2011. Domestic mindsets and early international performance: The moderating effect of global industry conditions, *Strategic Management Journal*, 32(5): 510-531.
- Herrmann, P., Lence, S., & Agarwal, S. 2011. Governance mechanisms, prior international diversification, and organizational inertia: A longitudinal test of large United States firms, *International Journal of Management*, 28(4): 106-118.
- Nadkarni, S., & Herrmann, P. 2010. CEO personality, strategic flexibility, and firm performance: The case of the Indian business process outsourcing industry, *Academy of Management Journal*, 53(5): 1050-1073.
- Herrmann, P., Kauffmann, J., & Van Auken, H. 2010. The role of corporate governance in the R&D intensity of U.S.-based international firms, *International Journal of Commerce and Management*, 20(2): 91-108. Highly Commended Award Winner, Emerald Literati Network Awards for Excellence, 2011
- Datta, D., Musteen, M., & Herrmann, P. 2009. Board composition, managerial incentives and the choice between international joint ventures and foreign acquisitions, *Journal of Management*, 35 (4): 928-953.

- Musteen, M., Datta, D. & Herrmann, P. 2009. Ownership structure and CEO compensation: Implications for the choice of foreign market entry modes, *Journal of International Business Studies*, 40 (2): 321-338.
- Van Auken, H. Kauffmann, J. & Herrmann, P 2009. An empirical analysis of the relationship between capital acquisition and bankruptcy laws, *Journal of Small Business Management*, 47(1): 23-37.
- Herrmann, P. & Werbel, J. 2007. Promotability of Host-Country Nationals: A Cross-Cultural Study, *British Journal of Management*, 18(3): 281-293.
- Kauffmann, J., Herrmann, P., & Van Auken, H. 2007. The impact of bankruptcy laws on the entrepreneurial decision: Are entrepreneurs even aware? *Journal of Applied Management and Entrepreneurship*, 12 (4): 20-35.
- Herrmann, P., & Datta, D. 2006. CEO experiences: Effects on the choice of FDI entry mode. *Journal of Management Studies*, 43(4): 755-778.
- Herrmann, P. 2005. Evolution of strategic management: The need for new dominant designs, *International Journal of Management Reviews*, 7 (2): 111-130.
- Gordillo, M., & Herrmann, P. 2005. Adoption of new technologies in the face of economic crises: The case of Ecuador. *International Journal of Entrepreneurship and Innovation Management*, (3/4): 251-268.
- Herrmann, P., & Datta, D. 2005. Relationships between top management team characteristics and international diversification: An empirical investigation. *British Journal of Management*, 16(1): 69-78.
- Shrader, C., Chacko, T., Herrmann, P., & Mulford, P. 2004. Planning and firm performance: Effects of multiple planning activities and technology policy. *International Journal of Management and Decision Making*, 5(2/3): 171-195.
- Agarwal, S., Hooy, E., Herrmann, P., & Erramilli, K. 2004. Does ethnic similarity influence foreign equity positions in joint ventures? An empirical analysis of IJVs in China. *Journal of Asia-Pacific Business*, 5(3): 3-26.
- Herrmann, P., & Datta, D. 2002. CEO successor characteristics and the choice of foreign market entry mode: An empirical study. *Journal of International Business Studies*, 33(3): 551-569.
- Datta, D., Herrmann, P., & Rasheed, A. 2002. Choice of foreign market entry modes: Critical review and future directions. *Advances in International Management*, 14: 85-153.
- Herrmann, P. 2002. The influence of CEO characteristics on the international diversification of manufacturing firms: An empirical study in the United States. *International Journal of Management*, 19 (2): 279-289.

- Herrmann, P., & Gordillo, M. 2001. Organizational innovation in developing countries: An empirical approach. *International Journal of Organization Theory and Behavior*, 4(1-2): 33-55.
- Robertson, C., Herrmann, P., & Duffy, K. 2000. Exploring perceptions of technology between Ecuador and the United States. *International Journal of Public Administration*, 23(5-8): 1465-1486.
- Hoffman, J., Robertson, C., & Herrmann, P. 1999. An empirical test of ethical perceptions of managers: The United States vs. Ecuador. *Management International Review*, 39(1): 55-69.

### **Dissertation**

The influence of CEO and top management team characteristics on international diversification

### **Research Interests**

The role of strategic leadership (i.e., demographic characteristics, personality, leadership style, cognitive capabilities) on managing innovation.

### **Innovation and International Business cases**

- Herrmann, P. & Gordillo, M. 2008. *Innovación e internacionalización en Floralp*. IDE Business School, Guayaquil, Ecuador.
- Herrmann, P. & Gordillo, M. 2008. *San Carlos y el proyecto de cogeneración eléctrica*. IDE Business School, Guayaquil, Ecuador.
- Herrmann, P. 2008. *Francisco Gordillo y el Ingenio Monterrey*. IDE Business School, Guayaquil, Ecuador.
- Herrmann, P. 2002. *Volker Hegelheimer y Café Mermaid*. Escuela de Dirección de Empresas. Guayaquil, Ecuador.
- Herrmann, P., Dávila, A., & Ramaya, K. 1998. *Alfa: Managing joint ventures*, Proceedings of the North American Case Research Association Meeting, New Hampshire, November 1998.

### **Book Chapter**

- Herrmann P. 2002. Corporate strategy in Mexico: The long road to internationalization, In *Policy Transfer, New Public Management and Globalization: Mexico and the Caribbean*, edited by A.M. Bissessar. Boston: University Press of America.

## **ACADEMIC AND PROFESSIONAL EXPERIENCE**

From 1999

*Ph.D. level:*

Strategic Management of Technology and Innovation (MGMT 603)  
Strategic Management (MGMT 605)

*Graduate level:*

Strategic Management (MGMT 504)  
[face-to-face and hybrid]  
Strategic Management of Innovation (MGMT 583)  
[face-to-face and online]

Management of Technology (MGMT 568)  
International Business (MKT 509)  
Technology Entrepreneurship (MGMT 569-hybrid)

*Undergraduate level:*

International Management (MGMT 414)  
Strategic Management (MGMT 478)  
Management of Organizations (MGMT 370) in Valencia, Spain.

**Iowa State University**, Ames, Iowa

- 2001-2019 *Visiting Professor* (Innovation, Strategy, International Business)  
Executive MBA and Executive development programs  
**IDE Business School**, Guayaquil, Ecuador.
- 2013-2016 *Professor* (Strategic Management of Innovation, Research Methods)  
*Academic Leader*: Directed Research and PhD & MBA team teaching.  
Graduate School of Business Administration (EGADE)  
**Instituto Tecnológico de Monterrey (TEC)**, Monterrey, Mexico.
- Summer 2005-06 *Visiting Professor* (Introduction to International Business)  
Consortium of Universities for International Studies  
(**CIMBA**), Paderno del Grappa, Veneto, Italy
- 2003-2005 *Visiting Professor* (Strategic Management) Executive MBA  
**Universidad San Francisco de Quito (USFQ)**, Ecuador
- 1996 - 1998 *Graduate Teaching Assistant* (Strategic Management)  
**University of Kansas**, Lawrence, Kansas
- 1990 - 1994 *Management Department Chair, Professor*  
Strategic Management, Entrepreneurship, Projects, Management  
**San Francisco de Quito University (USFQ)**, Quito, Ecuador
- 1992 - 1994 *Adjunct Professor*. (Principles of Management)  
Graduate School of Public Health and Administration  
**Universidad Central del Ecuador**, Quito, Ecuador

**Industry Experience**

- Since 2021 Member, Board of Directors, Greater Iowa Credit Union, Ames, IA
- 1991 - 1994 *General Manager*  
General management and executive training responsibilities for  
InterAmerican Development Bank (IDB), Deloitte & Touche, Price  
Waterhouse, Ecuadorian Rubber Company (ERCO), Production Bank.  
**MARDIS Consulting**, Quito, Ecuador
- 1989 - 1991 *Marketing Manager*  
Strategic planning, formulation and implementation of marketing plans, and  
development of corporate image program.  
**Seguros Equinoccial**, Quito, Ecuador

- 1985 - 1988            *Product Manager*  
Developed new investment products and formulated strategic plans;  
conducted cost analysis and marketing research.  
**CITIBANK**, Quito, Ecuador
- 1983 - 1985            *Marketing Manager*  
Marketing, advertising, and sales of computers and computer systems.  
**COSIDECO** (Acer's exclusive representative), Quito, Ecuador

### **Refereed Presentations**

Soojung Han, Felipe Cortés, Sebastián Cortés, James Summers, Young Lee, and Pol Herrmann. The top management team's influence on innovation outcomes. To be presented at the *Academy of Management* meetings, Chicago, 2024.

William Zhou, Felipe Cortés, and Pol Herrmann. The Board of Directors and innovation: A review and agenda for future research. To be presented at the *Eastern Academy of Management*, Providence, RI. 2024.

Younggeun Lee, Minjoo Joo, and Pol Herrmann. Would Overworking Matter? Passion Pathway to Performance. *Western Academy of Management*. Long Beach, CA.2024

Younggeun Lee and Pol Herrmann. CEO Passion and SME Performance: The Role of Bricolage and Autonomy. *Western Academy of Management*. Long Beach, CA.2024.

Younggeun Lee and Pol Herrmann. Passionate CEOs And Venture Performance: The Role of Innovation: The Role of Bricolage and Autonomy. *Western Academy of Management*. Long Beach, CA.2024.

Felipe Cortés, Younggeun Lee, and Pol Herrmann. "Always desire more? CEO perceptions of relative compensation, risk propensity, and innovation in SMEs," USASBE conference, Tallahassee, Florida, 2023.

Felipe Cortés, Younggeun Lee, and Pol Herrmann. Executive job demands and innovation: Exploring the role of CEO emotions. *Academy of Management* meetings, Seattle, WA, 2022.

Younggeun Lee, Minjoo Joo, and Pol Herrmann "Obsessive passion and firm performance: The effects of identity fusion and overwork." Western Academy of Management, Big Island, Hawaii, March 2022.

Younggeun Lee and Pol Herrmann. Harmonious passion, bricolage, and firm performance: The role of entrepreneurial autonomy. *Academy of Management* virtual annual meetings. 2021.

Younggeun Lee, Brandon Mueller, and Pol Herrmann. Entrepreneurial passion and organizational innovation. *Academy of Management* virtual annual meetings. 2021.

Younggeun Lee, Minjoo Joo, and Pol Herrmann. “Does being obsessively passionate pay off? The role of identity fusion and overwork.” *Babson College Entrepreneurship Research Conference* (BCERC), Munich, Germany. 2021

Younggeun Lee, Pol Herrmann, and Brandon Mueller. “Entrepreneurial Passion, Organizational Innovation, And Firm Performance.” *Babson College Entrepreneurship Research Conference* (BCERC), Munich, Germany. 2021.

Felipe Cortés, Younggeun Lee, and Pol Herrmann. “The interactive influence of CEO relative compensation and risk propensity on firm innovation.” *Academy of Management* meetings, Vancouver, Canada. 2020

Sebastián Cortés, Felipe Cortés, and Pol Herrmann. “Pursuing greater good by reducing power: CEO humility, TMT decentralization, and ethical culture.” *Academy of Management* meetings, Vancouver, Canada. 2020

Young Lee and Pol Herrmann. “Entrepreneurial passion, decision-making logic, and firm performance: The moderated mediation effect of competitive aggressiveness.” USASBE conference, New Orleans, January 2020.

Mehdi Samimi, Pol Herrmann, and Marc Anderson. “Cognition and firm R&D.” *Strategic Management Society (SMS) conference*. Minneapolis, 2019.

Mehdi Samimi and Pol Herrmann. “CEO construal levels and firm strategic orientations: Applying construal levels to Upper Echelon Theory, *Academy of Management* meetings, Boston, 2019.

Felipe Cortés and Pol Herrmann. Leading the idea journey: discretionary, architectural, and behavioral influences of top managers on the stages of innovation. *Academy of Management* meetings, Chicago, Illinois. 2018.

Mehdi Samimi, Felipe Cortés, Marc Anderson, Pol Herrmann. Who are strategic leaders and what do they do? Proposing a framework for future research. *Academy of Management* meetings, Chicago, Illinois. 2018.

Felipe Cortés and Pol Herrmann. Transformational leadership, radical innovation, and firm performance: The mediating role of social capital and employee participation. *Academy of Management* meetings, Atlanta, Georgia. 2017.

Andreea Kiss, Felipe Cortés, and Pol Herrmann. “CEO Proactive personality, organizational ambidexterity, and firm performance.” Southern Management Association (SMA), St. Pete Beach, Florida. 2017.

Mehdi Samimi, Pol Herrmann, Arun Swaminathan, and Laura Zapata. “CEO proactive personality and firm innovation: The mediating role of absorptive capacity”. Midwest Strategy meeting (MSM), Ames, Iowa, 2017.

Felipe Cortés and Pol Herrmann. "Transformational leadership, radical innovation, and firm performance: The mediating role of social capital and employee participation". Midwest Strategy meeting (MSM), Ames, Iowa, 2017.

Arunachalam S., Sridhar Ramaswami, Pol Herrmann, & Douglas Walker. "Innovation pathway to profitability: The role of marketing capabilities". *Academy of Management* meetings, Vancouver, Canada, 2015.

Arunachalam S., Pol Herrmann, & Sridhar Ramaswami. "The influence of CEO self-monitoring on innovative capabilities and firm performance," *Academy of Management* meetings, Orlando, Florida, 2013.

Arunachalam S., Sridhar Ramaswami, Pol Herrmann, & Douglas Walker. Entrepreneurial orientation, innovation, and firm performance: The moderating role of marketing capabilities, *Academy of Marketing Association* meetings, Boston, Massachusetts, 2013.

Jing Zhang & Pol Herrmann. "The role of technological knowledge breadth in facilitating exploration in strategic alliances," *Academy of Management* meetings, San Antonio, Texas, 2011.

Pol Herrmann, "Strategic leadership styles and innovation types," *Academy of Management* meetings, Anaheim, California, 2008.

Howard Van Auken, Jeffrey Kauffmann, & Pol Herrmann, "An empirical analysis of the relationship between capital acquisition and bankruptcy laws," *Academy of Management* meetings, Anaheim, California, 2008.

Deepak Datta, Martina Musteen, & Pol Herrmann, "Board composition, managerial incentives and the choice between international joint ventures and foreign acquisitions," *Academy of International Business*, Milano, Italy, 2008.

Jeffrey Kaufmann, Pol Herrmann, & Howard Van Auken. "The impact of bankruptcy laws on the entrepreneurial decision: Are entrepreneurs even aware?" *Academy of Management* meetings, Philadelphia, August, 2007.

Pol Herrmann. The influence of general managers' personality on radical change: Evidence from Ecuador, *Academy of Management* meetings, Atlanta, August, 2006.

Sucheta Nadkarni, Pol Herrmann, & Pedro Pérez. Think before you leap: Domestic mindsets and multinationality in global and multidomestic industries, *Academy of Management* meetings, Hawaii, August, 2005.

Pol Herrmann & James Werbel, Upward influence tactics and promotability: A cross-cultural study, *Academy of Management* meetings, Hawaii, August, 2005.

Pol Herrmann, Sergio Lence, & Sanjeev Agarwal, The role of governance mechanisms and organizational inertia on international diversification, *Academy of Management* meetings, New Orleans, 2004.



Pol Herrmann & Deepak Datta. "CEO experiences: Effects on the choice of FDI entry mode," *Academy of International Business* meetings, Stockholm, Sweden, 2004.

Sucheta Nadkarni, Pol Herrmann, & Pedro Pérez, "Domestic mindsets and internationalization: The moderating role of global and multidomestic industry characteristics," *Academy of International Business* meetings and *JIBS* Paper Development Workshop, Stockholm, Sweden, 2004.

Brad Shrader, Tom Chacko, Pol Herrmann, & Charles Mulford "Formal and informal planning, technology policy and firm performance," DSI meetings, Washington D.C., October, 2003.

Pol Herrmann. "R&D intensity in international U.S. firms: Corporate governance and organizational learning," *Academy of Management* Meetings, Seattle, August 2003.

Sanjeev Agarwal, Krishna Erramilli, & Pol Herrmann. "Does ethnic similarity influence foreign equity positions in international joint ventures?" *Academy of Management* Meetings, Denver, August 2002.

Pol Herrmann & Deepak K. Datta, "Influence of CEO successor characteristics on the choice between cross-border acquisitions and joint ventures", nominated for Academy of International Business Meetings best paper award, San Juan, Puerto Rico, June 2002

Pol Herrmann & Deepak K. Datta, "Relationships between top management team characteristics, international diversification and firm performance: An empirical investigation," *Academy of International Business* Meetings, Phoenix, Arizona, November 2000.

Pol Herrmann. "The influence of CEO characteristics on international diversification," *Academy of Management* Meetings, Toronto, Canada, August 2000.

Pol Herrmann & Deepak K. Datta, "CEO successor characteristics and the choice of entry mode: An empirical study," *Academy of Management* Meetings, Toronto, Canada, August 2000.

Pol Herrmann, Anabella Dávila, & Krishnan Ramaya "Alfa: Managing joint ventures," *North American Case Research Association* Meeting, New Hampshire, November, 1998.

Pol Herrmann "Historical development of strategic management through technological discontinuities and dominant designs," *Academy of Management* Meetings, San Diego, California, August, 1998.

Deepak K. Datta & Pol Herrmann, "Foreign market entry strategies: Integrative framework, critical review and future directions," *Academy of Management* Meetings, San Diego, California, August, 1998.

Pol Herrmann. "Research on global outsourcing: A critical review," *Midwest Academy of Management* Meetings, Kansas City, Missouri, April, 1998.

Deepak K. Datta, Pol Herrmann, & Abdul Rasheed, "Antecedents and consequences of foreign market entry: What do we know?" *Academy of International Business* Meetings, Monterrey, Mexico, October, 1997.

Christopher Robertson, Pol Herrmann, & Erich Brockmann, "A cross-cultural analysis of innovation championing approaches," *Academy of Management Meetings*, Boston, August 1997.

Pol Herrmann, "Technology transfer: "An investigation of factors influencing adoption of new technologies in Ecuador," published in the proceedings of the *Midwest Academy of International Business*, Chicago, March 1997.

Christopher Robertson, James J. Hoffman, & Pol Herrmann. "An empirical test of ethical perceptions of managers: The United States versus Ecuador," Annual Conference of the *International Management Development Association*, New Orleans, November 1996.

Pol Herrmann, "Business strategy and integration", *Business Association of Latin American Studies (BALAS) Annual Meeting*, Monterrey, Mexico, March 1996.

### **RESEARCH AWARDS AND HONORS**

Dean's Advisory Council Senior Faculty Research Award, College of Business, ISU, 2012.

Dean's Advisory Council Senior Faculty Research Award, College of Business, ISU, 2010.

Bootstrap Grant, Ivy College of Business, Iowa State University, 2019.

Competitive Summer Research Grant, College of Business, Iowa State University, 2014

Competitive Summer Research Grant, College of Business, Iowa State University, 2012.

Competitive Summer Research Grant, College of Business, Iowa State University, 2011.

Competitive Summer Research Grant, College of Business, Iowa State University, 2010.

Competitive Summer Research Grant, College of Business, Iowa State University, 2009.

Research Bootstrap Grant, College of Business, Iowa State University, 2019.

Research Bootstrap Grant, College of Business, Iowa State University, 2011.

Best Reviewer Award, Technology and Innovation Management Division, Academy of Management, Boston, 2012.

Best Reviewer Award, Intl. Mgmt. Division, Academy of Management, Hawaii, 2005.

Best Reviewer Award, Intl. Mgmt. Division, Academy of Management, Denver, 2002.

Best Reviewer Award, Intl. Mgmt. Division, Academy of Management, Washington, 2001.

Tinker Field Research Grant for research in Mexico, University of Kansas, 1996.

Dissertation Fellowship, School of Business, University of Kansas, 1998-1999.

Nominated for:

Iowa State University Award for Mid-Career Achievement in Research, 2013.

Iowa State University Award for Mid-Career Achievement in Research, 2011.

Dean's Advisory Council Senior Research Award, College of Business, ISU, 2009.

Dean's Advisory Council Junior Research Award, College of Business, ISU, 2008.

Dean's Advisory Council Research Award, College of Business, ISU, 2006.

### **TEACHING AWARDS AND HONORS**

Faculty-Staff Inspiration Award. 2020. Iowa State University Alumni Association.

VEISHEA's Iowa State University Outstanding Professor of the year, 2001.

VEISHEA's College of Business Outstanding Professor of the year, Iowa State University, 2001

Dean's Advisory Council Undergraduate Teaching Award, College of Business, ISU, 2001.

Tollefson's Doctoral Student Teaching Award, School of Business, University of Kansas, 1998.

Best teaching evaluation, San Francisco de Quito University, Ecuador, 1994.

Nominated for:

Dean's Advisory Council Junior Teaching Award, College of Business, ISU, 2007

VEISHEA's Iowa State University COB Outstanding Professor of the year, 2006

### **OTHER HONORS AND AWARDS**

Named Bob and Kay Smith Professor of Entrepreneurship. Ivy College of Business, 2019.

Exemplary Mentor Award. Mentee: Andreea Kiss. Iowa State University. 2015.

Named John and Deborah Ganoie Professor in Business, College of Business, ISU, 2011.

Named William and Elizabeth Goodwin Faculty Fellow in Management, College of Business, Iowa State University, 2010.

Achieved Full Graduate Faculty Membership Status, Iowa State University, 1999.

Honors in doctoral comprehensive examinations, Business, University of Kansas, 1997.

Dean's List, School of Business, University of Kansas, 1995-1998.

1<sup>st</sup> prize in presentation skills seminar, Citibank, Quito, Ecuador, 1986.

Rotary Foundation Fellowship for study at Southern Methodist University, 1980-1981.

### **Corporate and Academic Presentations**

"Challenges of international experience and entrepreneurship". Foreign Relations Council. Iowa City, IA, September, 2019.

"CEO self-monitoring and innovative capabilities: Firm performance in manufacturing SMEs in India. University of Illinois, IL, April 2016.

"Innovation essentials". EGADE Business School, Tecnológico de Monterrey. Monterrey, N. L., Mexico, February 2015.

"Publishing in top journals". EGADE Business School, Monterrey, N. L., Mexico, November 2014.

"Comprehensive doctoral exams preparation". EGADE Business School, Monterrey, N. L., Mexico, February 2014.

- ” Benefits of systematic literature reviews”. EGADE Business School, Monterrey, N.L., Mexico, October, 2013.
- “Developing an innovation program in leading firms”. Pronaca, Quito, Ecuador, June, 2008.
- “Innovation and social change” Latin American Association, Iowa State University, April 2007.
- “Innovation-driven Growth” directors Iowa Small Business Development Centers, April 2006.
- “Disruptive innovations” in BusAd 292X, Entrepreneurship & Innovation Learning Community Course, March 2006
- “Business management in Argentina” in Econ 496, Agricultural production, business, and trade in Argentina, Iowa State University, February 2006.
- “Research in international business: International diversification and entry mode” in BUS 901, School of Business, University of Kansas, March 2001.
- “Business in Mexico” in International Studies 420, Iowa State University, February 2001.
- “Negocios en México: Estrategias y diferencias culturales,” in Spanish 390X, Learning Hispanic Communities, Iowa State University, February 2001.
- "Corporate strategy in Mexico," Latin American Studies Brown Bag Merienda Series, University of Kansas, February 1997.
- “Corporate image program: a practical case in the insurance industry," Transmitted by satellite to Monterrey Tech (TEC-ITESM) campuses throughout Mexico, Monterrey, August 1996.

### **SERVICE ACTIVITIES**

- Chair, Information Collecting University Sustainability Research Subcommittee, ISU, since 2023.
- Member, University Sustainability Committee, Iowa State University, since 2023.
- Member, Naming of University Property Committee, Iowa State University, since 2014.
- Member, P&T Promotion to Full Professor department committee, fall 2023.
- Member, PhD Strategy Area Committee, since July 2023.
- Member, Diversity, Equity, and Inclusion Strategic Planning Committee, Ivy COB, ISU, 2022.
- Faculty mentor (Mike Howard). Ivy College of Business, ISU, since 2022.
- Member, E-leaders Committee, Iowa State University, from 2019 to 2023.
- Member, MBA Faculty Core, Ivy College of Business, ISU. 2019-2023.
- Chair, P&T Promotion to Full Professor department committee, fall 2021.
- Chair, PhD Entrepreneurship Area Committee, August 2018-August 2020.
- Member, Faculty Review Board (FRB). Iowa State University (ISU), 2019-2022.
- Member. Ivy College of Business Strategic Plan Review Committee, 2019.
- Ivy College of Business representative, Department Chairs Cabinet, ISU, Fall 2017- Spring 2019.
- Member, Strategic Planning Committee, Department of Management, 2019.
- Member, Departmental Leadership Award Nomination Review, Iowa State University, 2017-18.
- Member, ISU Graduate Dean Search Committee. Iowa State University, 2017.

Faculty mentor (Ishva Minefee). College of Business, ISU, 2016-2020.  
Member, Council of International Programs, Iowa State University, 2015-2016.  
Member, ad-hoc named faculty position review committee, College of Business, ISU, since 2015.  
Member, Faculty Review Board. Iowa State University, 2013-2016.  
Faculty mentor (Andreea Kiss). College of Business, ISU, 2014-2015.  
Iowa State University Faculty Senator, 2008-2014.  
Member, Executive Board, Iowa State University, 2013-2014.  
Chair, Senate Caucus, College of Business, ISU, 2013-2014.  
Member, College of Business Dean's Search Committee, Iowa State University, 2012-2013  
Member, Iowa State University Governance Council, 2008-2013.  
College Peer Mentor Coordinator. College of Business, ISU, 2012-2013.  
Chair, Search Committee, Management Department, College of Business, ISU, 2012.  
Member, Faculty Executive Committee (FEC), College of Business, ISU, since 2008.  
Chair, College of Business Dean's Search Interviewing Subcommittee, ISU, 2011-2012.  
Member, College of Business Dean's Search Committee, Iowa State University, 2011-2012.  
Member, Journal List Development Committee, Management Department, ISU, 2011.  
Judge, MBA Case Competition, College of Business, ISU, 2011.  
Chair, Search Committee, Management Department, College of Business, ISU, 2010.  
Member, College of Design Oversight committee, 2010.  
Member, Faculty Executive Committee, College of Business, Iowa State University, since 2008  
MBA Core Faculty team, College of Business, Iowa State University, 2006-07, 2008-09.  
PRS mediator. Management Department, College of Business, ISU, 2006 - 2012.  
Judge, MBA Case Competition, College of Business, ISU, 2007.  
Member, Selection Committee, Alliant Energy/Erroll B. Davis Jr. Achievement Award, Iowa State University, 2006.  
Chair, Search Committee, Management Department, College of Business, ISU, 2006  
Member, Student Scholarship Committee, Management Department, COB, ISU, 2006  
Member, Diversity Advisory Committee, College of Business, ISU, 2005-2006.  
Member, Search Committee 2, Management Department, College of Business, ISU, 2005.  
Member, Search Committee 1, Management Department, College of Business, ISU, 2005.  
Chair, Academic Standards Committee, College of Business, Iowa State University, 2003-2005  
Member, University Honors Committee, Iowa State University, 2002-2003.  
Ecuador's country representative, International Management Division, AOM, from 2002.  
Member, Academic Standards Committee, College of Business, ISU, 2002-2005  
Member, International Programs Committee, College of Business, ISU, 1999-2001.  
Vice-president, Association of Doctoral Business Students, University of Kansas, 1996.  
Student representative, Faculty Assembly, School of Business, University of Kansas, 1995.  
Management seminars for entrepreneurs, Offsetec Foundation, Quito, Ecuador, 1992-1993.

Student representative, Faculty Assembly, Polytechnic National School, Quito, Ecuador, 1978.  
Class President, Polytechnic National School, Quito, Ecuador, 1975-1978.

### **PROFESSIONAL ACTIVITIES**

*Editorial Board* *International Journal of Management Reviews*, from 2021.  
*Editorial Board* *Management International Review*, from 2020.  
*Editorial Advisory Board:* *New England Journal of Entrepreneurship* from September 2020  
*Editorial Review Board:* *Management International Review*, member 2010-2020

*Ad hoc Reviewer:* *Academy of Management Journal*  
*Strategic Management Journal*  
*National Science Foundation*  
*British Journal of Management*  
*Corporate Governance International Review*  
*International Journal of Management Reviews*  
*Journal of International Business Studies*  
*Journal of Management*  
*Journal of Management Studies*  
*Journal of Small Business Management*  
*Management International Review*

*Reviewer:* Academy of Management annual meetings, from 1996.  
Business Association of Latin American Studies (BALAS), Caracas, 2000.  
Midwest Academy of Management Meetings, Kansas City, April 1998.

### **STUDENT ACTIVITIES:**

*Advisor*, MEDLIFE (Medicine, Education, and Development for Low Income Families, Everywhere) Club, Fall 2010 to Spring 2015.

*Member*, Latinoamericanos (Student Organization), from Spring 2010

*Advisor*, International Business Club, from Fall 2008 to Spring 2015

*Founding Advisor:* Ecuadorian & Brotherhood Nations Club. Iowa State University, 2004.

*Co-leader* International Management/Business Communication Learning. Spring 2006.

*Co-chair:* René Hernández' doctoral dissertation, Monterrey TEC, 2012-2013.

*Chair Ph.D. Dissertation Committees:*

Felipe Cortés. MGMT Ph.D., graduated July 2019

Mehdi Samimi. MGMT Ph.D., graduated July 2020 (co-chair)

Young Lee, Entrepreneurship Ph.D., graduated June 2020

*Sponsor* Mauricio Mercado, Entrepreneurship Ph.D., graduated July 2023

*Committee member:*

Carlos Valladares, Ph.D. Program of Studies Committee, ISU. 2023  
Mauricio Mercado, Ph.D. Program of Studies Committee, ISU. 2021  
Sebastian Cortés, Ph.D. preliminary examinations, ISU. May 2018.  
Salvador Guajardo, Ph.D. dissertation. TEC, Monterrey, November 2014  
Vincent Robles, Ph.D. dissertation, ISU. May 2017.  
Linlin Chai, Ph.D. dissertation, ISU. May 2013  
René Hernández, Ph.D. dissertation. TEC, Monterrey, May 2014  
Muhammad Bhatti's STB-599 creative component, April, 2011.  
Prashant Singh, MBA's creative component, April 2009,  
Abhra RoyChowdhury's MBA's creative component. April 2005.

*Advisor:*

Justin Bickham - *Graduate Program Interdisciplinary Studies (IGS)*, ISU, 2019.

*Honors Project Advisor:*

Melanie Rivera, "Global Protocol Services: An Entrepreneur's Plan", April 2005.

*Independent Studies*

Julienne Krennrich, MGMT 590: Soywax innovation & expansion opportunities, Summer 2009.  
Emily Yaddof. MGMT 414, course taken from Valencia, Spain, Summer 2009.  
Prashant Singh, IS 590: Analysis of business models for social networking websites, Spring 2009  
Servant and Transformational Leadership (MGMT 490), with Josh Holck, Fall 2005  
Spanish learning in four countries (MGMT 490), with Andrew O'Connor, Fall 2004

## **PROFESSIONAL AFFILIATIONS**

Academy of Management

### **Academic Professional Development Activities**

*The Experiential Classroom: Becoming a Great Entrepreneurship Educator*. University of Notre Dame. September 2021

*Emerging Leaders Academy*. Iowa State University, 2016 to 2017.

*Essential Skills for Department Chairs*. Academic Impressions. Saint Louis, MO. October, 2015

*Case Method Teaching Seminar Part II*. Harvard Business School, Boston, June 2015.

*Applying the Quality Matters Rubric (APPQMR)*. Quality Matters Program. Online. May, 2015.

*Designing Your Blended Course (DYBC)*. Quality Matters Program. Online. February, 2014.

*Case Method Teaching Seminar Part I*. Harvard Business Publishing, Thunderbird University, Phoenix, Arizona, October 2013

*Building, Leading, and Sustaining the Innovative Organization.* Massachusetts Institute of Technology, Boston, Massachusetts, June, 2013.

*Creating Innovation-Driven Growth.* Innosight. Boston, Massachusetts, December 2005.

*Survey Scale Development and Validation.* Research Methods Division, Academy of Management meetings, New Orleans, August 2004.

*The Art and Craft of Discussion Leadership.* Harvard Business School, Boston, May 2004.

*The Art and Craft of Case Writing.* Harvard Business School, Boston, April 2002.

*Estimating Interaction Effects using Multiple Regression,* Research Methods Division, Academy of Management meetings, Denver, August 2002.

*Junior Faculty Consortium,* International Management Division. Academy of Management meetings, Washington, D.C., August 2001.

*Junior Faculty Consortium,* Business Policy and Strategy Division. Academy of Management meetings, Toronto, August 2000.

## **FOREIGN LANGUAGES**

*Spanish:* Native speaker.

*Portuguese:* Certificado do Curso de Língua Portuguesa, Quito, Ecuador, 1992.

*French:* Diplome de Langue Française, Alliance Française, Paris, France, 1983.

*German:* Universitäts Sprachprüfung, University of Innsbruck, Austria, 1982.