

## Miguel R. Olivas-Luján, Ph. D.

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**Professor of Management**, Clarion University of Pennsylvania (on leave from a full-time position at Tecnológico de Monterrey in México).

**Researcher, author** (publication record detailed below), **columnist** (for *the bottom line*, a publication of NSHMBA, the National Society for Hispanic MBAs; see <http://drolivaslujan.blogspot.com>), and **consultant** (also a member of the Society for Human Resource Management [SHRM] Global HR Experts Panel).

### Primary Research Areas

Diffusion of Information Technology in Human Resource Service Delivery across Countries.  
Relations between Cultural Values, Workplace Behavior, Business Ethics and Business Diversity (focused on Women and Hispanics).

### Journal Articles

Olivas-Luján, M.R. and Florkowski, G.W. (2010). **Does IT Governance Matter in e-HRM?** *International Journal of Business Information Systems*. Vol. 5(2): 134-147.

Monserrat, S.I.; Duffy, J.A.; Olivas-Luján, M.R.; Miller, J.M.; Gregory, A.; Fox, S.; Lituchy, T.R.; Punnett, B.J.; Santos, N.M.B.F. (2009). **Mentoring experiences of successful women across the Americas.** *Gender in Management: An International Journal*. Vol. 24 (6):455-476.

Olivas-Luján, M.R., Monserrat, S.I., Ruiz, J.A., Greenwood, R.A., Madero G., S., Murphy, E.F., Santos, N.M.B.F. (2009). **Values and Attitudes towards Women in Argentina, Brazil, Colombia and Mexico.** *Employee Relations: The International Journal*; special issue on HRM in Latin America. Vol. 31(3): 227-244.

Olivas-Lujan, M.R. (2008). **“Solo”? Or “Mal Acompañado”? Tokenism and Consequences for Minorities,** *The Business Journal of Hispanic Research*. Vol. 2 (3): 23-25.

Olivas-Luján, M.R. (2008). **Evidence-Based Management: A Business Necessity for Hispanics.** *The Business Journal of Hispanic Research*. Vol. 2 (2): 10-26.

Punnett, B.J.; Nurse, L.; Brewster, C., Duffy, J.A.; Fox, S.; Gregory, A.; Lituchy, T.; Monserrat, S.I.; Olivas-Luján, M.R.; and Santos, N.M.B.F. (2008). **Professionally Successful Women: Some Evidence from the English-Speaking Caribbean.** *Canadian Journal of Latin American and Caribbean Studies*. Vol. 32 (64): 121-154.

Olivas-Luján, M.R.; Ramírez, J. and Zapata Cantú, L. (2007). **e-HRM in Mexico: Adapting Innovations for Global Competitiveness.** *International Journal of Manpower.* Vol. 8 (5): 418-434.

Punnett, B.J., Duffy, J., Fox, S., Gregory, A., Lituchy, T., Miller, J., Monserrat, S.I., Olivas-Luján, M.R.; and Santos, N.M. (2007). **Career success and satisfaction: A comparative study in nine countries.** *Women in Management Review.* Vol. 22 (5): 371-390.

Lirio, P.; Lituchy, T.; Monserrat, S.I.; Olivas-Luján, M.R.; Duffy, J.A.; Fox, S.; Gregory, A.; Punnett, B.J.; and Santos, N.M.B.F. (2007). **Exploring Career-Life Success and Family Social Support of Successful Women in Canada, Argentina and Mexico.** *Career Development International.* Vol. 12 (1): 28-50.

Duffy, J.A.; Fox, S.; Gregory, A.; Lituchy, T.; Monserrat, S.I.; Olivas-Luján, M.R.; Punnett, B.J.; Santos, N.M.B.F.; and Miller, J. (2006). **Successful Women of the Americas: The Same or Different?** *Management Research News.* Vol. 29 (9): 552-572.

Florkowski, G.W. and Olivas-Luján, M.R. (2006). **Diffusion of Information Technology Innovations in Human Resource Service Delivery: A Cross-Country Comparison.** *Personnel Review.* Vol. 35 (6): 684-710.

Harzing, A.W.K.; Olivas-Luján, M.R.; and 31 co-authors. (2005). **Does the Use of English-Language Questionnaires in Cross-National Research Obscure National Differences?** *International Journal of Cross-Cultural Management,* Vol. 5(2): 213-224.

Lekse, W.J.; Olivas-Luján, M.R.; and Zhao, M. (2004). **Will the Internet Continue to Expand the Strategic Scope of Business?** *Journal of e-Business,* Vol. 4 (2): 1-10.

Olivas-Luján, M.R.; Harzing, A.W. and McCoy, S. (2004). **September 11, 2001: Two Quasi-Experiments on the Influence of Threats on Cultural Values and Cosmopolitanism.** *International Journal of Cross-Cultural Management.* Vol. 4 (2): 211-228.

Lekse, W.J. and Olivas-Luján, M.R. (2001). **Getting Firms in Developing Countries on the e-Commerce Highway.** *International Journal of e-Business and Strategy Management,* Vol. 3 (1): 47-55.

### **Books / Book Chapters / Book Reviews / Encyclopedic Entries**

Olivas-Luján, M.R. & Florkowski, G. (2009). **The Diffusion of HRIT's across Countries.** In Torres-Coronas, T. & Arias-Oliva, M. (eds.), *Encyclopedia of Human Resources Information Systems: Challenges in e-HRM.* Idea Group Reference, Hershey, PA.

Olivas-Lujan, M.R. (2008) **Book review : 'La mondialisation et ses effets: nouveaux débats: approches d'Europe et d'Amérique latine by Pinot de Villechenon, Florence',** *European Journal of International Management.* Vol. 2(1) : 109-112.

Olivas-Luján, M.R. & Florkowski, G. (2008). **Diffusion of HR-ICTs, An Innovations Perspective.** In Martin, G.; Reddington, M., & Alexander, H. (eds.), *Technology, Outsourcing & Transforming HR.* Oxford: Butterworth-Heinemann, pp. 231-256. ISBN-13: 978-0-7506-8645-7.

Lituchy, T., Duffy, J.A., Monserrat, S.I., Fox S., Gregory, A., Olivas-Luján, M.R.; Punnett, B.J., & Santos N.M., Reavley, M., & Miller, J. (2008). **Women Entrepreneurs in the Americas.** In Aaltio, I.; Sundin, E. & Kyrö, P. (eds.) *Women Entrepreneurship and Social Capital -A Dialogue and Construction.* Denmark: Copenhagen Business School, pp. 255-281. ISBN: 978-87-630-0210-3.

Olivas-Luján, M.R. (2007). **Review of Talent IQ by Emmett Smith.** *Business Journal of Hispanic Research.* Vol. 1(1): 106-107.

Punnett, B.J.; Duffy, J.A.; Fox, S.; Gregory, A.; Lituchy, T.; Monserrat, S.I.; Olivas-Luján, M.R.; & Santos, N.M.B.F. (2006). **Successful Professional Women of the Americas: From Polar Winds to Tropical Breezes.** Book Co-editor. Cheltenham, UK: Edward Elgar Publishing, Ltd. ISBN: 1 84542 437 9.

Olivas-Luján, M.R.; Ramos Garza, L. (2006). **Successful Professional Women in Mexico.** In Punnett, B.J.; Duffy, J.A.; Fox, S.; Gregory, A.; Lituchy, T.; Monserrat, S.I.; Olivas-Luján, M.R.; & Santos, N.M.B.F. (eds.), *From Polar Winds to Tropical Breezes: Successful Professional Women of the Americas.* Cheltenham, UK: Edward Elgar Publishing, Ltd.

Olivas-Luján, M.R. & Punnett, B.J. (2006). **Culture and Characteristics for Professional Success.** In Punnett, B.J.; Duffy, J.A.; Fox, S.; Gregory, A.; Lituchy, T.; Monserrat, S.I.; Olivas-Luján, M.R.; & Santos, N.M.B.F. (eds.), *From Polar Winds to Tropical Breezes: Successful Professional Women of the Americas.* Cheltenham, UK: Edward Elgar Publishing, Ltd.

Olivas-Luján, M.R. & González Chávez, D. (2006). **Influences de la Mondialisation sur les Indicateurs de l'Emploi au Mexique.** *La mondialisation et ses effets: nouveaux débats. Approches d'Europe et d'Amérique latine. Collection Changement Social* (Diffusion L'Harmattan). Paris, France; ISBN : 2-296-00546-2. Vol. 9: 61-73

### Work in Progress

**The Challenge of International Virtual Research Collaboration: An Introspective Case Study of a Self-Governed Team.** With Fox, S.; Lituchy, T.; Monserrat, S.I.; Duffy, J.A.; Gregory, A.; Punnett, B.J.; Santos, N.M.B.F. & Lluna, H.E. Under revision.

**Mexican Business and Ethical Decision Making: State of the Literature and an Exploratory Study.** Working paper.

### Reports / Reviews / Summaries / Invited Contributions

Olivas-Luján, M.R. (2009). **Join Partners!** *Hand in Hand*, Vol. 4(1): 1-2. Available online at: <http://psy1.clarion.edu/HiH/HiH0909.pdf> (accessed September 22, 2009).

Olivas-Luján, M.R. (2009). **Applied, Abstract, or Both?** *Hand in Hand*, Vol. 3(5): 2-3. Available online at: <http://psy1.clarion.edu/HiH/HiH0409.pdf> (accessed April 15, 2009).

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Olivas-Luján, M.R. (2008). **Web 2.0, Friend or Foe?** *Hand in Hand*, Vol. 3(1): 1-2. Available online at: <http://psy1.clarion.edu/HiH/HiH0908.pdf> (accessed March 16, 2009).

Olivas-Luján, M.R. (2008). **Combining International Objectives, OR “How to Make 1+1=3.”** *Clarion U. of Pennsylvania’s OIP Newsletter*, Vol. 2(2): 2-3.

Florkowski, G.W. & Olivas-Luján, M.R. (2004). **Human Resource Service Delivery and Information Technology.** Report for participants in the e-HR survey of the Katz Graduate School of Business. Distributed among respondents in charge of their HR function in Canada & the United States of America.

Duffy, J.A. & Olivas-Luján, M.R. (2002). **Developing a Global Research Project to Study Successful Women Worldwide: Challenges and Insights.** *Insights –Academy of International Business*. Vol. 2 (4): 3-4.

Florkowski, G.W. & Olivas-Luján, M.R. (2000). **HR in Mexico: Entering the 21<sup>st</sup> Century.** Report on the status of Human Resource Management in Mexico, based on an original survey of Mexican VPs of HR. Distributed among Latin American business professors, Mexican business media and respondents, for academic use.

### Conference Presentations / Proceedings (\*)

\* Power, J.L.; Olivas-Luján, M.R.; Monserrat, S.I.; Brotheridge, C.M.; Mayoral, L.; Jordan, C; Ruiz-Gutierrez, J.A.; Polychroniou, P.; Mak, W-M.; Buzády, Z.; Mathew, R.; Garzón Vico, A; Madero, S.; Nnedumm A.U.O.; Golebiowska-Tataj, D.; Chuang, A.; Blenkinsopp, J.; Bozionelos, N.; Sprigg, C.A.; Axtell, C.; Holman, D; Fischer, D.; Mujtaba, B.; and Bowes-Sperry, L. (2009). **Gender Differences in the Acceptability of Bullying: A Fifteen Country Study.** Iberoamerican Academy of Management, Buenos Aires, Argentina, December 9-11.

\* Olivas-Luján, M.R.; Murphy, E.; Madero Gómez, S.M. & Stewart, J.F. (2009). **Cosmopolitanism: A Key Competency in International Collaborations.** Annual meeting of the Northeastern Association of Business, Economics and Technology (NABET), State College, PA, October 29-30.

Olivas-Luján, M.R. & Presutti, E. **Social Networks, Work Implications and Correlates.** Annual meeting of the Northeastern Association of Business, Economics and Technology (NABET), State College, PA, October 29-30.

\* Murphy, E.; Olivas-Luján, M.R. & Greenwood, R. (2009). **What Does the Incoming Generation of Hispanic Workers Value? Comparing Hispanic High School Student Values to those of Other Generations.** NSHMBA 2<sup>nd</sup> Research Forum, Minneapolis, MN October 9-10. [Abstract published in BJHR, 3: TBA.]

\* Olivas-Luján, M.R. & Olivas, X. (2009). **Dichos de los viejitos... Spanish Sayings and their Business Implications.** NSHMBA 2<sup>nd</sup> Research Forum, Minneapolis, MN October 9-10. [Abstract published in BJHR, 3: TBA.]

\* Olivas-Luján, M.R.; Lituchy, T.R.; Reavley, M.; Monserrat, S.I.; Fox, S.; Santos, N.M.B.F.; Abaira, R.J.; D'Annunzio, C. (2009). **A Half-Decade of Growth: A Qualitative, Longitudinal Exploration of Women-Owned Businesses in Argentina, Brazil, Canada, and the USA.** 12th McGill International Entrepreneurship Conference Series; Hanken School of Economics, Vaasa, Finland. September 18-20.

Monserrat, S.I.; Santos, N.M.B.F.; Olivas-Luján, M.R.; Madero, S.; Ruiz-Gutierrez, J.A.; Greenwood, R.A.; Khilji, S.E.; Murphy, E.F.; Luk, D.M.; Mujtaba, B.; Uy, A.O.; Woodhull, M.D.; Christoforou, P.T.; Teeple, W.; Chaturvedi, S. (2009). **Values of Males and Females in Latin America and the US: Are they Similar or Dissimilar? How Acceptable is Bullying? Cultural Explanations for Trends in 15 Countries** Annual Meeting, Academy of Management, Chicago, IL, August 7-11.

Antonacopoulou, E., Yu, K. F. , Dutton, J., Schreyoegg, G., Guettel, W., Orlikowski, W., Pesqueux, Y., Thanem, T., Weick, K., Knights, D., Abegunrin, E.A., Martensson, P., Pearce, J., Raelin, J., Vince, R., Crossley, C., Uhl-Bien, M., Carlsen, A., Conger, J., Dalziel, M., Friga, P., Miller, A., Olivas-Lujan, M.R., Wensley, R. (2009). **Bringing Practice back into Our Scholarship: Delivering the Agenda for Action.** Professional Development Workshop, Annual Meeting, Academy of Management, Chicago, IL, August 7-11.

Olivas-Lujan, M. R., Isenhour, L. C. , Stone, D. L. , Lukaszewski, K., Newell, S., Nkomo, S., Booyesen, L., Ruiz-Gutierrez, J., Monserrat, S.I., Quental, C., Syed, J., Punnet, B.J., Aguinis, H., Hartel, C., Ozbilgin, M., Shore, L., Vesey, J., (2009). **Fostering Research on International Gender and Diversity Issues.** Professional Development Workshop, Annual Meeting of the Academy of Management, Chicago, IL, August 7-11.

Trevinyo-Rodríguez, R.N., Phan, P.H., Pérez, L., Olivas-Lujan, M.R.; Berrone, P., Kramer, E.H. (2009). **Social Entrepreneurship in Emerging Economies: A Philanthropic Approach.** Professional Development Workshop, Annual Meeting of the Academy of Management, Chicago, IL; August 7-11.

Power, J.L.; Brotheridge, C.M.; Monserrat, S.I.; Jordan, C; Ruiz-Gutierrez, J.A.; Polychroniou, P.; Mak, W-M.; Buzády, Z.; Mathew, R.; Garzon Vico, A; Madero, S.; Nnedumm A.U.O.; Golebiowska-Tataj, D.; Chuang, A.; Blenkinsopp, J.; Bozionelos, N.; Sprigg, C.A.; Axtell, C.; Holman, D; Fischer, D.; Bowes-Sperry, L.; Mujtaba, B.; and Olivas-Luján, M.R. (2009). **How Acceptable is Bullying? Cultural Explanations for Trends in 15 Countries** Annual Meeting, Academy of Management, Chicago, IL, August 7-11.

\* Monserrat, S.I.; Santos, N.M.B.F.; Olivas-Luján, M.R.; Madero, S.; Ruiz-Gutierrez, J.A.; Greenwood, R.A.; Khilji, S.E.; Murphy, E.F.; Luk, D.M.; Mujtaba, B.; Uy, A.O.; Woodhull, M.D.; ; Christoforou, P.T.; Teeple, W.; and Chaturvedi, S. (2009). **Democracy's Children: Changing Values in Argentina and Brazil?** Eastern Academy of Management - International, Rio de Janeiro, Brazil, June 21-25, 2009.

Power, J.L.; Brotheridge, C.M.; Monserrat, S.I.; Jordan, C; Ruiz-Gutierrez, J.A.; Polychroniou, P.; Mak, W-M.; Buzády, Z.; Mathew, R.; Garzon Vico, A; Madero, S.; Nnedumm A.U.O.; Golebiowska-Tataj, D.; Chuang, A.; Blenkinsopp, J.; Bozionelos, N.; Sprigg, C.A.; Axtell, C.; Holman, D; Bowes-Sperry, L.; Fischer, D.; Mujtaba, B.; and Olivas-Luján, M.R. (2009). **How Acceptable is Bullying? Cultural Differences in 15 Countries** Annual Meeting, ASAC, Niagara Falls, ON, Canada, June 6-9.

\* Miller, JM, Duffy, JA, Olivas-Lujan, MR, Monserrat, SI, Fox, S, Gregory, A, Lituchy, TR, Punnett, BJ, Santos, NMBF. (2008). **Modeling Antecedents and Outcomes of Mentoring for Successful Professional Women,** Decision Sciences Annual Conference, Baltimore, MD, November 22-25.

Olivas-Lujan, M.R. (2008). **A Practical Theory for e-HRM, Diffusion of Innovations,** Annual meeting of the Northeastern Association of Business, Economics and Technology (NABET), State College, PA, October 30-31.

Olivas-Lujan, M.R. (2008). **Tensions between Catholic Social Thought and Management**, Annual meeting of the Society for Catholic Social Scientists (SCSS), Center Valley, PA, October 24-25.

Olivas-Lujan, M.R. (2008). **Executive Decisions: Incorporating Evidence-Based Management in Business**, Executive Forum for the annual meeting of the National Society for Hispanic MBAs (NSHMBA), Atlanta, GA, October 9-11.

\* Olivas-Lujan, M.R. (2008). **“Solo”? Or “mal acompañado”? Tokenism and its consequences for Hispanic managers**, Inaugural Research Forum of (NSHMBA), Atlanta, GA October 9-11. [Abstract published in BJHR, 2(2): 65.]

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Alexander-Houle, D.; Duffy, J.A.; Gregory, A.; Monserrat, S.I.; Olivas-Luján, M.R. (2008). **Faculty and Practitioners Design Research in Cross Cultures Career Mentoring Live, in Hollywood**, Professional Development Workshop (PDW), Annual Meeting of the Academy of Management, Anaheim, CA,

Power, J.L.; Brotheridge, C.M.; Monserrat, S.I.; Mayoral, L.; Jordan, C; Ruiz-Gutierrez, J.A.; Bozionelos, N.; Polychroniou, P.; Madero, S.; Mak, W-M.; Mathew, R.; Buzády, Z.; Olivas-Luján, M.R.; Nnedumm A.U.O.; Golebiowska-Tataj, D.; Chuang, A.; Blenkinsopp, J.; Sprigg, C.A.; Axtell, C.; Holman, D; Bowes-Sperry, L.; and Fischer, D. (2008). **Perceptions of Bullying: Differences by Culture and Gender**. Poster presentation at the 6th International Conference on Workplace Bullying -Sharing our Knowledge. June 4-6, École des Sciences de la Gestion, Université du Québec à Montréal, Canada.

Olivas-Luján, M.R. (2008). **Evidence-Based Management Meets Diffusion of Innovations**. Evidence-Based Management (EBMgmt) 3<sup>rd</sup> Meeting. Pittsburgh, PA; June 26-28.

Olivas-Luján, M.R. (2008). **SHRM Global Expert Panel**. Society for Human Resource Management (SHRM). Chicago, IL; June 21-24.

\* Olivas-Luján, M.R. and Florkowski, G.W. (2008). **e-HRM and IT Governance: A User Department’s Perspective Using Diffusion of Innovations (DOI) Theory**. International Conference on Enterprise Information Systems (ICEIS). Barcelona, Spain; June 12-16.

\* Duffy, J. A.; Monserrat, S.I.; Olivas-Luján, M.R.; Miller, J.M.; Fox, S.; Gregory, A. Lituchy, T.R.; Punnett, B.J.; Santos, N.M.B.F. (2008). **Mentoring Experiences of Successful Women across the Americas**. European Applied Business Research (EABR) Conference. Rothenburg ob der Tauber, Germany; June 18-20.

Gregory, A.; Dewling, J.; Duffy, J.A.; Fox, S.; Lituchy, T.; Monserrat, S.I.; Olivas-Lujan, M.R.; Punnett, B.J.; and Santos, N.M.B.F. (2008). **Breaking Through the Glass Ceiling: Successful Women in Newfoundland**. EURAM Conference, Ljubljana, Slovenia; May 14-17.

\* Greenwood, R., Ruiz, J. A. , Monserrat, S. I. , Madero, S., Murphy, E., NMBF Santos, MR Olivas-Lujan, (2008). **Personal Values and Attitudes towards Women in Argentina, Brazil, Colombia and Mexico: A Cross-Cultural Investigation.** Business Association of Latin American Studies (BALAS). Bogotá, Colombia; April 23-28.

Murphy, Chaturvedi, Greenwood, Ruiz-Gutierrez, Khilji, Olivas-Lujan, Luk, Manyak, Mujtaba, Madero, Santos, Uy, Woodhull. **Type A Behavior Patterns and Personal Values in Developed and Developing Countries.** Annual Meeting of the Academy of Management, Philadelphia, PA; August 3-8, 2007.

Murphy, Greenwood, Chaturvedi, Ruiz-Gutierrez, Olivas-Lujan, Luk, Madero, Manyak, Mujtaba, Uy, Khilji, Woodhull. **The Values of Males and Females in the East and West: Are They Diverging or Converging?** Annual Meeting of the Academy of Management, Philadelphia, PA; August 3-8, 2007.

Trevinyo-Rodríguez, Bjornstad, Ricart, Spender, Vazquez-Dodero, Huang, Olivas-Lujan, Casadesus-Masanell. **International Career-Development Workshop.** Professional Development Workshop, Annual Meeting of the Academy of Management, Philadelphia, PA; August 3-8, 2007.

Wiley, C.; Hwang, A.; Hyde, P.; Martensson, P.; Meric, J.; Bento, R.; Gopinath, C.; & Fernandes Ferreira, L.; & Olivas-Luján, M.R., **Global Management Education Caucus 2007.** Professional Development Workshop, Annual Meeting of the Academy of Management, Philadelphia, PA; August 3-8, 2007.

\* **An investigation of personal values, attitudes towards women and Type A behavior patterns: A cross-cultural study between developed (United States, Hong Kong and Singapore) and developing countries (Brazil, China, Colombia, Mexico, Philippines and Thailand).** With Murphy, E.F.; Chaturvedi, S.; Greenwood, R.A.; Ruiz-Gutierrez, J.A.; Luk, D.M.; Madero, S.; Manyak, T.G.; Mujtaba, B.; Santos, N.M.B.F.; Uy, A.O.O.; & Khilji, S.E. 9<sup>th</sup> Conference on International Human Resource Management, Tallinn, Estonia, June, 2007.

\* **Successful Business Women in the Americas: Ready or Not, Here they Come!** With Lituchy, T., Duffy, J.A.; Fox, S.; Gregory, A.; Monserrat, S.I.; & Santos, N.M.B.F. 9<sup>th</sup> Conference on International Human Resource Management, Tallinn, Estonia, June, 2007.

\* **Capturing Labor-Market Regulation's Effects on Foreign Investment: In Search of a Better Mousetrap.** With Florkowski, G.W. 9<sup>th</sup> Conference on International Human Resource Management, Tallinn, Estonia, June, 2007.

\* **Where Financial Markets and Governments Failed, Emerging Micro Credit Programs Are Succeeding.** With Barboza, G. & Trejos, S. 18<sup>th</sup> Conference, International Association for Business and Society, Florence, Italy, May-June, 2007.

\* **e-HRM in Mexico –Toward a Research Agenda.** With Ramírez, J. and Zapata, L. Presented during the 1<sup>st</sup> European Workshop on eHRM, U. of Twente, The Netherlands; ISBN 1-876346-55-8. October 25-26, 2006.

**Successful Academic Women in the Americas: How Different Are They from Other Thriving Professionals?** With Gregory, A.; Lituchy, T.R.; Monserrat, S.I.; Fox, S.; Miller, J.; Duffy, J.A.; Punnett, B.J.; & Santos, N.M.B.F. Competitive Paper. Presented during the Annual Meeting of the Academy of Management, Atlanta, GA; August 11-16, 2006.

**Global Forum Project 2006 –An Overview of Business Education around the World.** With Wiley, C.; Hyde, P.; Hwang, A.; Yiu, L.; Yuji, Y.; Ogechukwu, A.D.; Yamin, S.; Gallegos, A.; Martensson, P.; Meric, J.; Sfez, F.; Ferreira, M.R.F.; Ajougu, M.O.; & Gopinath, C. Professional Development Workshop, Annual Meeting of the Academy of Management, Atlanta, GA; August 11-16, 2006.

**Polar Winds to Tropical Breezes: Developing Training Modules for Women Managers and Entrepreneurs.** With Lituchy, T.R.; Gregory, A.; Duffy, J.A.; Fox, S.; & Punnett, B.J. Professional Development Workshop, Annual Meeting of the Academy of Management, Atlanta, GA; August 11-16, 2006.

\* **Corporate Social Responsibility and Emerging Economies.** Presenter on *CSR in México* during the Second Global Business Ethics Symposium, Bentley College. Waltham, MA; May , 2006.

\* **Successful Academic Women in the Americas: Human and Social Capital Descriptors.** With Gregory, A.; Miller, J.; Duffy, J.A.; Fox, S.; Lituchy, T.R.; Monserrat, S.I.; Punnett, B.J.; & Santos, N.M.B.F. Biological, social, and organizational components of success –Convocation on women in academic science and engineering, The National Academies. Washington, DC, p. 16, December, 2005.

\* **A Comparison of Successful Business Women from NAFTA Member Countries.** With Duffy, J.A., Miller, J., Fox, S., Lituchy, T., Gregory, A., Monserrat, S.I, Punnett , B.J. & Santos, N.M.B.F. Decision Sciences Institute Conference, San Francisco, CA. Pages 16201-16206. November, 2005.

\* **Successful Women of the Americans: The Same or Different?** With Duffy, J.A., Miller, J., Fox, S., Gregory, A., Lituchy, T., Monserrat, S.I, Punnett , B.J. & Santos, N.M.B.F. Academy of Business Disciplines Annual Conference. Ft. Myers, FL. November 11, 2005.

**Best HRM Practices in Latin America.** With Ramírez, J.; Zapata Cantú, L.; Dávila, A.; Elvira, M.M.; Cassanova, L; Arias-Galicia, F; Ruiz-Gutierrez, J; De Luque, M.F.S.; Arbaiza, L.A.; Tanure, B.; Osland, J; Osland, A; Perez Floriano, L; Andonova, V. Academy of Management meeting, Honolulu, HI. August, 2005.

\* **Exploring Career-Life Success and Family Social Support of High-Achieving Women in Canada, Argentina, and Mexico.** With Lirio, P., Lituchy, T. & Monserrat, S.I. Inaugural Conference of the International Center of Work and Family, IESE Business School, Barcelona, Spain. July, 2005.

\* **Career Success in a Cross-Cultural Context: Gender-Sensitive Theoretical Perspectives.** With Lituchy, et al. 32nd Annual Conference Academy of International Business UK, , Proceedings. E. Morgan & F. Fai (Eds.), pp. 1-19. April 2005.

\* **Triangulated Quasi-Experiments: A Robust Methodology for B&S Research.** 16<sup>th</sup> Conference, International Association for Business and Society, Sonoma Valley, CA, March-April, 2005.

**Successful Women in Mexico –Successful Women Symposium.** Hosted by the Gibson D. Lewis Center for Business and Economic Development and the Small Business Development Center, Sam Houston State University. Huntsville, TX, February, 2005.

\* **Strengths and Weaknesses of an International Virtual Team: A Review and a Case Study.** With Monserrat, S.I., Lluna, H.E., Duffy, J.A., Fox S., Gregory, A., Lituchy, T., Punnett, B.J. & Santos N.M. In *E-Business and Organizations in the 21st Century: Issues & Trends*, Proceedings of The 3rd International Business Information Management (IBIMA) Conference, ed. K.S. Soliman, Cozumel, Mexico. pp 158-166. December 2004.



\* **Successful Women Entrepreneurs in the Americas.** With Lituchy, T., Duffy, J.A., Fox S., Gregory, A., Monserrat, S.I., Punnett, B.J., & Santos N.M.. Female Managers, Entrepreneurs and the Social Capital of the Firm. EIASM Workshop Proceedings. Brussels, Belgium. November, 2004.

**Successful Women Symposium.** John Molson School of Business at Concordia University, Montréal, Canada. Funded in part by the Conseil de Recherches en Sciences Humaines du Canada (CRSH / SSHRC). June, 2004.

**Successful Women in Mexico –Making it in the Land of *Machismo*.** The 2004 John Molson School of Business “Successful Women Symposium” at Concordia University, Montréal. June, 2004.

\* **The Changing Role of Information Technology in Human Resources.** The 2004 International Symposium on Human Resources and Economic Success in Paderborn, Germany. February 2004.

\* **Determinants of the Assimilation of Information Technologies in Human Resource Service Delivery –An International Project.** With Florkowski, G. International Business Information Management Conference (IBIMA) in Cairo, Egypt. December, 2003.

\* **The Use of English Questionnaires in Cross-National Research: Does Cultural Accommodation Obscure National Differences?** With Harzing, A.W. & 31 country collaborators. Australian & New Zealand International Business Academy (ANZIBA) in Dunedin, New Zealand. November, 2003.

\* **Management Femenino: Un Estudio Preliminar de Argentina y México.** With Monserrat, S.I., D’Annunzio, C., Rábago, P.L., Lassaga, G., Duffy, J.A., Fox, S. Gregory, A., Punnett, B.J., Santos, N. XVIII Jornadas Nacionales de Administración, Villa Gesell, Argentina. October, 2003.

**September 11, 2001: The Influence of Threats on Cultural Values and Cosmopolitanism.** With Harzing, A.W. and McCoy, S., Academy of Management meeting, Seattle, WA. August, 2003.

**International Internet Collaboration in Management Teaching and Research.** With Fox, S., Lituchy, T., Punnett, B.J. & Gregory, A. Academy of Management Professional Development Workshop, Seattle, WA, August, 2003.

**Challenges of Virtual Teamwork. Collaboration of Management Academicians through the Democracy of the Internet.** With Wankel, C. et al. Academy of Management Professional Development Workshop, August, Seattle, WA, 2003.

\* **Successful Women in Mexico and the United States: The Same or Different?** With Fox, S., & Lituchi, T. Global Business and Technology Association Conference, Budapest, July, 2003.

**Influencias de la Globalización en Indicadores del Empleo en México – Consideraciones Generales y Respecto a la Industria Maquiladora.** With González Chávez, D. Colloque International “La mondialisation et ses effets –Nouveaux débats, nouvelles approches,” ESCP-EAP, Paris, France, June, 2003.

\* **Contrasting Successful Women in the Americas: US and West Indies.** With Duffy, J.; Punnett, B.J. Miller, J.; Fox, S.; Lituchy, T.; Gregory, A.; & Santos, N.M. European Applied Business Research; pp. 1-21, Venice, Italy, June 2003.

\* **Successful Professional Women: Evidence from the English-Speaking Caribbean.** With Punnett, B.J.; Nurse, L.; Brewster, C., Duffy, J.A.; Fox, S.; Gregory, A.; Lituchy, T.; Monserrat, S.I.; & Santos, N.M.B.F. 7<sup>th</sup> Conference on International Human Resource Management, Limerick, Ireland, June, 2003.

\* **Diffusion of Information Technology Innovations in Human Resource Service Delivery: A Cross-Country Comparison.** With Florkowski, G.W. 7<sup>th</sup> Conference on International Human Resource Management, Limerick, Ireland, June, 2003.

\* **Will the Internet Continue to Expand the Strategic Scope of Business?** With Lekse, W.J. & Zhao, M. International of Academy e-Business Meeting, Orlando, FL, March, 2002.

**Business Research in Latin America –Mapping the landscape.** Academy of Management meeting, Washington, D.C. August, 2001.

\* **Getting Firms in Developing Countries on the Electronic Commerce Highway.** With Lekse, W.J. International of Academy e-Business Meeting, San Francisco, CA, March, 2001.

\* **Power and Performance of the Human Resource Function in Mexican Firms.** With Florkowski, G.W. Academy of International Business annual meeting, Phoenix, AZ, November, 2000.

**Successful Women Worldwide: A New Time for Understanding.** Academy of Management meeting, Toronto, ON, Canada, August, 2000.

**“Going for the gold:” Culture, Gender and Olympic Medal Performance.** With Zagenczyk, T., Jones, R. y Murrell, A. J. Society for the Psychological Study of Social Issues (SPSSI; Division 9 of the APA), Minneapolis, MN, June, 2000.

**Perceptions and Reality of Affirmative Action in Mexico –A Review and Research Agenda.** 11<sup>th</sup> Conference, International Association for Business and Society, Essex, VT, March, 2000.

\* **Ethical Decision Making in Mexico: A Review and an Empirical Examination at the Individual and Organizational Levels.** Business Association for Latin American Studies, Caracas, Venezuela, March, 2000.

\* **The Ethical Environment in Mexico –An Empirical Examination.** Iberoamerican Academy of Management Conference, Madrid, Spain, December, 1999.

\* **A Mexican Ethnography: When the Global Consultant is Less Suitable than its Local Counterpart.** With Olivas, X. y Villarreal Treviño, N. Iberoamerican Academy of Management Conference, Madrid, Spain, December, 1999.

**Women as Global Stakeholders.** With Murrell, A.J. 10<sup>th</sup> Conference of the International Association for Business and Society, Paris, France, June, 1999.

\* **Job Interruptions, Part-Time Work and Earnings of MBAs –A Longitudinal Study.** With Murrell, A.J. y Olson, J.E. Eastern Academy of Management (EAM), in Philadelphia, PA, May, 1999.

\* **Job Interruptions, Part-Time Work and Career Outcomes of MBAs.** With Murrell, A.J. y Olson, J.E. Society for the Psychological Study of Social Issues (SPSSI; Division 9 of the APA), Ann Arbor, MI, June, 1998.

## Teaching

Starting in the Spring of 1994, I have taught the following courses having full or main responsibility at Tecnológico de Monterrey (Monterrey and San Luis Potosí Campuses, México), Universidad Nacional de Ciudad del Carmen (Campeche, México), U of Pittsburgh (USA) and Clarion University of Pennsylvania (USA). (Courses marked with an asterisk \* offered graduate credit, mostly for MBA students.)

Compensation Management \*, Industrial Relations and Public Policy \*, International Business Strategy \*, Business, Society and Corporate Conduct\*, Leadership and Organization \*, Operations Management and Information Systems \*, International Business Negotiation, International Competitiveness Analysis, International Dimensions of Organizational Behavior, International Negotiations and Conflict Management, International Promotion and Advertising, Introduction to Multinational Corporations \*, Organizational Theory and Behavior, Strategy and Public Policy \*

2009 - Invited presentation at the National University of the Buenos Aires Province, Argentina (UNICEN, Tandil campus), on empirical research in business; a 3-day, 15-hour seminar delivered to the Business Faculty on March 4-6.

2009 - Writing MBA Theses, a 4-hour presentation for MBA students at UNICEN (Tandil campus, Argentina) on Saturday, March 7.

## Professional Service

**SHRM Global Expertise Panel**, The Society for Human Resource Management (SHRM) has Special Expertise Panels formed by volunteers that both inform the profession about trends and suggest courses of action to proactively engage in such themes. The Global Expertise Panel deals with international HR management. The selection of volunteers is competitive and being chosen is considered a high distinction. In addition to conference calls, face-to-face meetings have taken place in Chicago, IL (July 08), Alexandria, VA (November 08), Toronto, ON (March 09), and New Orleans, LA (July 09).

**Advisory Board Member.** 2<sup>nd</sup> European Workshop on e-HRM, Aix-en-Provence, France; May 2008.

**Advisory Board Member.** 2<sup>nd</sup> International Workshop on Human Resource Information Systems (with ICEIS) Barcelona, Spain; June 2008.

**Clarion University of Pennsylvania, Honors Project Advisor.** Lloyd, Diane R. *Successful Business Women in a Rural Environment*. December, 2007.

**Round Table facilitator.** *Career Success Factors*. Hispanic Executive Summit, organized by NSHMBA, April 26-28, 2007.

**Editorial Boards:** International Academy of e-Business; 2001 – present. *Journal of e-Business*; 2001 – present. NSHMBA's (National Society of Hispanic MBAs) *Business Journal of Hispanic Research*; 2006 – present. *Journal of Managerial Issues*; 2006 – present. *Journal of Managerial Psychology*; 2006 – present. *Encyclopedia of Human Resources Information Systems: Challenges in e-HRM* (Hershey, PA: Idea Group, 2007-09).

**Clarion University Planning and Resource Allocation Advisory Council (PRAAC).** Member at large, representing the College of Business Administration, 2006-2008.

**Clarion University Presidential Leadership Academy Foundational Committee.** Member, representing the College of Business Administration, 2006-2008.

**Recruiting committee.** Chairman, Administrative Sciences Department, Clarion University's College of Business Administration, 2006-07; 2008-09.

**Society for Human Resource Managers (SHRM) –Clarion U of Pennsylvania Chapter (Number 5352)** Advisor. 2006 –present.

**MBA curriculum committee | Undergraduate curriculum committee | Scholarship Committee.** Member, representing the Administrative Sciences Department, Clarion University's College of Business Administration.

**Middle-States re-accreditation Task Force 4 -Administration.** Member, representing the College of Business Administration, Clarion University, 2006.

**Internal Review Board.** Member, representing the Administrative Sciences Department, Clarion University's College of Business Administration, 2005-06.

**Graduate curriculum committee.** Member, representing the Administrative Sciences Department, Clarion University's College of Business Administration, 2005-06.

**Faculty Research Forums.** Coordinator, Clarion University's College of Business Administration, 2005-present.

**Management in Education Division** of the AOM, *Liaison to Mexico* [<http://www.aom.pace.edu/med>], 2001-2008. *Liaison to Practice* (elected office), 2006 – 2008.

**9<sup>th</sup> International HR Management Conference.** Tallin, Estonia; 2007. Member, Regional Representatives Committee.

**3<sup>rd</sup> International Business and Information Management Association Conference.** Local Chair, Cozumel, Mexico 2004.

**7<sup>th</sup> International HR Management Conference.** Limerick, Ireland 2003; Member, Regional Representatives Committee.

**Regional Representative for Latin America,** International Management Division [<http://www.business.umt.edu/imd>] of the AOM [<http://www.aom.pace.edu>], January, 2003 (country representative since August, 2001) through July 2005.

**BALAS (Business Association for Latin American Studies) Internet List-server Moderator** [BALASorg@yahoo.com](mailto:BALASorg@yahoo.com). Since August, 2000.

**Ad-hoc reviewer/referee** for papers sent to the peer-reviewed journals [M@n@gement](#), *Sex Roles*, *Human Relations*, APUBEF's *Pennsylvania Journal of Business & Economics*, and *Business Journal of Hispanic Research*.

**Reviewer and/or Session Chair** for the following divisions, Annual Meetings of the Academy of Management, since January, 1999: GDO (Gender and Diversity in Organizations), MED (Management Education and Development), IMD (International Management Division), for the Business Association of

Latin American Studies (since 2000), the International Association for Business and Society (since 1999) the Iberoamerican Academy of Management (since 2003), the American Conference for Information Systems (AMCIS, since 2004).

### **Research in Progress**

**Assimilation of information technologies in the delivery of human resource services, an international project.** Data have been collected through a web-based survey first results were part of doctoral dissertation. Data will also be collected from firms in selected Latin American countries.

**Successful Women Worldwide** – A multicultural, social-psychological study of successful women in the Americas. (a) Communications coordinator for this eight-country research effort. (b) Data collected and several co-authored papers and one book in process.

**Bullying and Cultural Differences.** With Jacqueline Powers and Odette International Research Group.

**Rokeach Values and Culture.** With Edward Murphy and GCERG Research Group.

**Effects of Language on Cultural Values.** With Harzing, A.W. (U. of Melbourne, Australia) and other researchers around the world. Data collected, co-author in two papers (1<sup>st</sup> author in one of them) already published.

### **Special Grants, Awards and Honors**

**Kaleidoscope Magazine’s “Cuarenta-cuarenta” Club**, class of 2009, inducted August 21.  
<http://www.kaleidoscopemagazine.net>.

**Faculty Assessment Award**, Clarion U of Pennsylvania, College of Business Administration, \$1,000 (2009).

**Summer Research Award**, Clarion University, College of Business Administration, \$2,000.00 (2009).

**First Place, Researcher of the Year Award 2008**, Clarion U of Pennsylvania, College of Business Administration, \$1,000 (2008).

**Faculty Assessment Award**, Clarion U of Pennsylvania, College of Business Administration, \$1,000 (2008).

**Summer Research Award**, Clarion University, College of Business Administration, \$2,000.00 (2008).

**Summer Research Award**, Clarion University of Pennsylvania, Office of Graduate Studies and Research, \$2,000.00 (2008).

**Summer Research Award**, Clarion University, College of Business Administration, \$1,200.00 (2007).

**Summer Research Award**, Clarion University of Pennsylvania, Office of Graduate Studies and Research, \$2,000.00 (2007).

**National Science Foundation Grant Proposal # 0725324.** *e-HRM: How Information and Communication Technologies (ICTs) May Transform a Disconnected Function into a Strategic Partner.* Request submitted February 5, 2007, outcome: proposal evaluated as meritorious, though not funded.

**Member of Mexico's National Researchers System (Sistema Nacional de Investigadores), Level I.** (Registration number: 31986) 2004-2010.

**UNC Chapel Hill / Kenan-Flagler Business School & FGV-EAESP (São Paulo, Brazil).** Business Faculty Institute –Brazil and its Mercosur Partners: Current Business Issues and Cases for the US Classroom. U. of Pittsburgh and UNC CIBER sponsored \$1,700.00 of total cost (2006).

**Second Bentley Global Business Ethics Symposium –Corporate Social Responsibility in the 21st Century.** Panelist and workshop participant. State Street Corp. sponsored \$3,000.00 in fees and travel expenses (2006).

**Clarion University, College of Business Administration,** Summer Research Award, \$1,000.00 (2006).

**Beta Gamma Sigma,** The Honor Society for AACSB International top graduates; U. of Pittsburgh Chapter, inducted July, 2004.

**Student evaluation** for Spring 2004 among top 20% of ITESM professors, teaching four full sections and advising ten master's theses applied projects at *Universidad Autónoma de Ciudad del Carmen* (UNACAR, Campeche, México) simultaneously.

**Junior Faculty Consortium** participant for the Academy of International Business (AIB), Stockholm, Sweden, July 2004.

**Social Science and Humanities Research Council (SSHRC), Canada.** Grant awarded to conduct a public conference and a working weekend in Montreal. June 2004.

**International Business Center - U. of Pittsburgh,** international research dissertation grant: US \$4,655.84 (2002).

**Lundberg Fund - U. of Pittsburgh,** for Ph. D. Students' Information Technology expenses, 2001-03.

**Internationalizing Doctoral Education in Business,** about US \$2,500.00 in grants to attend CIBER (Center for International Business and Educational Research)-organized workshops at Columbia University, NY (2000), U of Wisconsin, Madison (2001), and Ohio State University (2002).

**Mitsubishi Research Fellow** for International Business Doctoral studies, Katz School of Business, University of Pittsburgh, 1997-2001.

**CONACYT, México:** Complementary Grant-Loan for Doctoral studies, 1997-2002.

**IIE (Institute of International Education) / CONACYT – Social Sciences:** Doctoral studies fellow 1997-1998.

**ITESM, Monterrey, México:** Complementary Grant-Loan for Doctoral studies, 1997-2002.

**ITESM, Monterrey, México:** Member of the Faculty, Division of Administration and Finance, 1994-present.

ITESM, Monterrey, México: Full Work-Study Grant for MBA studies, 1990-1992.

ITESM, Monterrey, México: Merit-based Partial Grant for Bachelor of Science degree; major: Computer Engineering, 1986-1989.

### Education

Ph. D. Business Administration (Major: Organizational Behavior/Human Resources; Minor: Management Information Systems) Katz School of Business - U. of Pittsburgh, 2003.

Dissertation: **Determinants of the Assimilation of Information Technologies in Human Resource Service Delivery in Canada and the United States of America.** Available online on the ABI/Inform publications database (UMI-Dissertations Online) and at: <http://etd.library.pitt.edu/ETD/available/etd-07232003-191847>.  
*Advisor: Gary W. Florkowski.*

Coursework at the **University of Pittsburgh's** Katz Graduate School of Business (Brad Agle, James Craft, Gary Florkowski, Esther Gal-Or, Carrie Leana, Audrey Murrell, Frits Pil, Donna Wood), and Graduate School of Public and International Affairs (Louis Pingel, Phyllis Koontz) and at **Carnegie Mellon University** (Linda Argote, Paul Goodman, Bill McEvily, Denise Rousseau, Susan Straus; registered as a full credit-earning Ph.D. student).

MBA Concentration in International Business, ITESM –Monterrey México, 1992.

B.Sc. Computer Engineering, ITESM –Monterrey México, 1989.

### Additional Information

Has made Management-related research and teaching presentations in four continents. Fluent in Spanish (native), English (full), French (85 %), Italian (80 %), and German (basic).

### References

Available upon request.