

BAHMAN PAUL EBRAHIMI, PH.D.
(Ba-man Ebb-rah-he-me)

Department of Management
Daniels College of Business
University of Denver
2101 S. University Blvd.
Denver, CO 80208

Phone 303-871-4576
Fax 303-871-2294
E-mail ebrahimi@du.edu
www.du.edu/~ebrahimi

EDUCATION

- 1984 PH.D. GEORGIA STATE UNIVERSITY.
Business Administration (Management), Major: Strategic Management, Minor: Economics,
Quantitative Methods
- 1976 M.B.A., NORTH TEXAS STATE UNIVERSITY.
Major: Administrative Management
- 1974 B.S., PAHLAVI UNIVERSITY.
Major: Economics, Minor: Public Administration

ACADEMIC EXPERIENCE

FULL-TIME

1999-PRESENT DEPARTMENT OF MANAGEMENT, DANIELS COLLEGE OF BUSINESS
(DCB), UNIVERSITY OF DENVER (DU), DENVER, COLORADO, U.S.A.

Sept. 1999-Present Tenured Associate Professor of International Policy and Strategy

Designed and delivered BSBA, MBA, IMBA, LMBA, and EMBA courses in global strategy, global business, international management, strategic management, new venture strategy, and comparative management. Participated in departmental and college activities as well as all professional functions related to the EMBA, MBA, and International MBA programs at DCB. Advised students and supervised independent study courses. Led the MBA global team curriculum revision efforts. Played a leadership role in the EMBA simulation and assessment initiatives. Actively involved in the Scholarship Steering Committee for the college. Instrumental in the International and Curriculum Committees. Twice elected to two-year terms on the new University Core Curriculum Committee (with an annual budget allocation of more than \$300,000). Formulated strategies and policies and reviewed proposals for the new University Core Curriculum Committee since its inception. Received DCB highest research, teaching, and teaching innovation awards. Participated in community outreach programs. Served on the advisory board of the Rockies Venture Club (RVC). Actively participated as a Board Member and on the Research Committee of the Colorado Entrepreneurial Hothouse Initiative (CEHI), an economic development initiative in coordination with and support of the

Denver Mayor's Office of Economic Development (MOED) and the Colorado Office of Economic Development and International Trade, in creating an "entrepreneurial hothouse" in the Colorado Front Range. Consulted and provided executive training for domestic and international firms.

1995-1999 DEPARTMENT OF MANAGEMENT, COLLEGE OF BUSINESS, HONG KONG BAPTIST UNIVERSITY (HKBU), KOWLOON TONG, HONG KONG

July 1996-July 1999 Associate Professor of Management
Sept 1995-June 1996 Visiting Scholar in the Department of Management

Coordinated the undergraduate Strategic Management and EMBA Dimensions of Modern Business courses. Served as the acting coordinator of Cross-Cultural Focus Research area. Coordinated the Management Research Workshops. Served on a number of committees.

1981-97 DEPARTMENT OF MANAGEMENT, COLLEGE OF BUSINESS ADMINISTRATION, UNIVERSITY OF NORTH TEXAS (UNT), DENTON, TEXAS, U.S.A.

8/1995-5/1997 On leave
1991-1997 Associate Professor of Management (Tenured)
1985-1991 Assistant Professor of Management
1981-1984 Lecturer in Management

Led the internationalization efforts of the College of Business Administration as a member and the chair of the international committee for many years. Was the liaison between the college, the university, the business community, many other universities, and government agencies around the world on matters related to international business. Served and chaired multiple committees. Was involved in the redesign of the Ph.D. program. Chaired Ph.D. program committees and served on Ph.D. program and dissertation committees in and outside the Department of Management.

1979-81, SCHOOL OF BUSINESS, KENNESAW STATE UNIVERSITY, MARIETTA, GEORGIA, U.S.A.

Instructor of Management

Participated in the development, design, and delivery of senior-level courses in Business Policy and Organization Behavior. Taught other junior and senior-level courses in Management. Served on numerous committees.

PUBLICATIONS IN REFEREED JOURNALS

Ebrahimi, B. P., Petrick, J. A., & Young, S. A. (Forthcoming 2005). Managerial Role Motivation and Role-Related Ethical Orientation in Hong Kong. *Journal of Business Ethics*

Ebrahimi, B. P., McGowan, R. P., & Chung, T. (Forthcoming 2005). Key success factors in

new product development, Invited article at *International Journal of Management and Decision Making*, Special Issue on Management and Decision Making in the Innovative Era.

Sawyerr, O. O., Ebrahimi, B. P., and Luk, V. W. M. (2003). Environment, executive information search activities, and firm performance: A comparative study of Hong Kong and Nigerian decision-makers. *International Journal of Cross-Cultural Management*. 3(1), 67-92.

Selmer, J., Ebrahimi, B. P., & Li, M. (2002). Career Management in a Transitional Economy: Chinese Mainland Business Managers Assigned to Hong Kong. *International Business Review*. 11, 17-33.

Ebrahimi, B. P., Young, S. A., & Luk, V. W. M. (2001). Motivation to Manage in China and Hong Kong: A Gender Comparison of Managers. Special Issue on Gender and Diversity in Organizations. *Sex Roles: A Journal of Research*. 45(5/6). 433-453.

Ebrahimi, B. P. (2000). Perceived Environmental Uncertainty and Scanning Behavior of Hong Kong Chinese Executives. *Journal of Business Research*. 49(1). 67-77.

Selmer, J., Ebrahimi, B. P., & Li, M.T. (2000). Personal Characteristics and Adjustment of Chinese Mainland Business Executives in Hong Kong. *The International Journal of Human Resource Management*. 11(2). 237-250.

Ebrahimi, B. P. (2000). Environmental Complexity, Importance, Variability and Scanning Behavior of Hong Kong Executives. *International Business Review*. 9. 253-270.

Selmer, J., Ebrahimi, B. P., Li, M. (2000). Adjustment of Chinese Mainland vs. Western Business Expatriates Assigned to Hong Kong. *International Journal of Manpower*. 21(7). 553-565.

Sawyerr, O. O., Ebrahimi, B. P., & Thibodeaux, M. S. (2000). Executive Environmental Scanning, Information Source Utilisation, and Firm Performance: The Case of Nigeria. *Journal of Applied Management Studies*. 9(1): June. 95-115.

Selmer, J., Ebrahimi, B. P., & Li, M.T. (2000). Corporate Career Support: China Mainland Expatriates in Hong Kong. *Career Development International*. 5(1), 5-12.

Ebrahimi, B. P. (1999). Motivation to Manage in China: Implications for Strategic Human Resource Management. *Asia Pacific Business Review. Special Issue on Management Revolution in China*. 5(3/4), 204-222.

Ebrahimi, B. P. (1999). Managerial Motivation and Gender Roles: A Study of Males and Females in Hong Kong. *Women in Management Review*. 14(2), 44-53.

Ebrahimi, B. P., & Grieu, J. (1999). "Strategic MultiCriterion Decision Aid". *International Journal of Management*. 16(2), 287-293.

Al-Daeaj, H. S., Ebrahimi, B. P., Thibodeaux, M. S., and Nasif, E. G. (1999). "Perceptions of Managers in Kuwait about Multinational Corporations' Role in Changing that Country's Business Environment," *International Journal of Commerce and Management*. 9(3), 78-101.

Ebrahimi, B. P. (1997). Motivation to Manage in Hong Kong: Modification and Test of Miner Sentence Completion Scale-H. *Journal of Managerial Psychology*. 12(6), 401-414.

Ebrahimi, B., & Young, S. A. (1996). Managerial Motivation: A Cross-Cultural Validation Study of Miner Sentence Completion Scale (MSCS). *Research in International Business Disciplines*. 2, 15-30.

Miner, J. B., Ebrahimi, B., & Wachtel, J. M. (1995). How Deficiencies in Motivation to Manage Contribute to America's Competitiveness Problem (and What Can Be Done About It). *Human Resource Management*. 34(3), 363-387.

Dean, C. C., Thibodeaux, M. S., Beyerlein, M., Ebrahimi, B., & Molina, D. (1993). Corporate Entrepreneurship and Competitive Aggressiveness: A Comparison of U.S. Firms Operating in Eastern Europe and the Commonwealth of Independent States with U.S. Firms in Other High-Risk Environments. *Advances in International Comparative Management*. 8, 31-54.

Ebrahimi, B., May, R., & Raytor, G. R. (1992). Strategy and Tactics for the Transfer of Human Resource Management to Russia: Joint American/Russian Perspectives of the Problem. *Personnel and Labor*, 98-100 (in Russian).

Subramanian, R., Mahmoud, E., Thibodeaux, M. S., & Ebrahimi, B. (1992). Evaluating Merger Performance on a Longitudinal Basis: An Empirical Investigation. *Journal of Business Strategies*. 9(2), 87-100.

Subramanian, R., Ebrahimi, B., & Thibodeaux, M. S. (1992). Research on Merger Performance: A Review and Critique. *International Journal of Commerce and Management*. 2(1 & 2).

Ebrahimi, B., Ganesh, G. K., & Chandy, P.R. (1991). International and Non-International Business Journal Awareness and Evaluation: Perceptions of Active Researchers. *Management International Review*. 31(4), 347-364.

Nasif, E. G., Al-Daeaj, H., Ebrahimi, B., & Thibodeaux, M. S. (1991). Methodological Problems in Cross-Cultural Research: An Updated Review. *Management International Review*. 31(1), 79-91.

Ebrahimi, B., & Miner, J. B. (1991). The Cultural Dynamics of Managerial Motivation Among Students From Pan-Pacific Basin Nations. *Journal of Global Business*. 2(1), 87-98.

Miner, J. B., Wachtel, J., & Ebrahimi, B. (1989). The Managerial Motivation of Potential Managers in the United States and Other Countries of the World: Implications for National

Competitiveness and the Productivity Problem. *Advances in International Comparative Management*. 4, 147-170.

Ebrahimi, B., & Bowman, B. (1988). ABCs of Countertrade: A Vehicle for Successful Exporting. *InfoTrade Report*.

Miner, J. B., Smith, N. R., & Ebrahimi, B. (1985). Further Considerations in the Decline and Stabilization of Managerial Motivation. *Journal of Vocational Behavior*. 26, 290-298.

RESEARCH UNDER REVISION OR REVIEW

Ebrahimi, B. P., & Young, S. A. Corporate entrepreneurship, market orientation, strategy, and firm performance: An empirical investigation. Manuscript submitted for publication.

Ebrahimi, B. P. Strategic uncertainty, top management scanning behavior, and firm performance: The mediating role of strategy. Manuscript submitted for publication.

Ebrahimi, B. Young, S. A., Sawyerr, O. O. Strategic uncertainty and executive scanning behavior: The role of cultural distance. Manuscript submitted for publication.

Ebrahimi, B.P., Young, & Sawyerr, O. O. Strategic uncertainty and scanning behavior in benign and hostile environments: An examination of three countries. Manuscript submitted for publication.

Ebrahimi, B. P., Young, S. A., & Luk, V. W. M. Motivation to Manage in the People's Republic of China: A Test of Miner's Hierarchical Role Motivation Theory. Manuscript submitted for publication.

CURRENT RESEARCH INTERESTS

Entrepreneurship, Innovation and Knowledge Creation, Market Orientation, Strategy, and Firm Performance; Cross-cultural ethics.

FUNDING

Ebrahimi, B. P., & Young, S. A. Organizational learning and performance: Is innovation the missing link. Grant application under review.

Ebrahimi, B. P. University of Denver, Penrose Library WLA Collection Development Program 2003 – 2004 Collection Development Program \$3,830.

Ebrahimi, B. P. Innovation and Performance, SPSS Ames Structural Equation Modeling Software Purchase, Scholarship of Discovery Small Grant, Grant Committee, Daniels College of Business, University of Denver, US\$500.

Ebrahimi, B. P., and Young, S. A. (2003). Ethical orientation and motivation to manage in

Hong Kong: An empirical investigation. Scholarship of Discovery Grant, Grant Committee, Daniels College of Business, University of Denver, US\$5,000.

Ebrahimi, B. P. (2001). The relationship between environment, scanning, strategy, and firm performance. Scholarship of Discovery Grant, Grant Committee, Daniels College of Business, University of Denver, US\$4,000.

Ebrahimi, B. P., and Young, S. A. (2000). Corporate entrepreneurship, market orientation, strategy, and firm performance: An empirical investigation of Hong Kong firms. Scholarship of Discovery Grant, Grant Committee, Daniels College of Business, University of Denver, US\$4,000.

Ebrahimi, B. P. (1999). Motivation to Manage and Its Performance Implications: A Gender Comparison of Managers in Hong Kong and China. Scholarship of Discovery Grant, Grant Committee, Daniels College of Business, University of Denver, US\$4,000.

Ebrahimi, B. P., and Young, S. A. (1998). An Empirical Investigation of Corporate Entrepreneurship, Market Orientation, Strategy, and Firm Performance in Hong Kong and the United States. Faculty Research Grant (FRG/97-98/II-41), Hong Kong Baptist University, HK\$83,360 = US\$10,705.

Selmer, J., and Ebrahimi, B. P. (1998). Adjustment and Career Planning of Chinese Mainland Expatriate Managers in Hong Kong Facilitating an Accelerated Internationalization Process of Chinese Mainland Firms. Faculty Research Grant (FRG/97-98/II-20), Hong Kong Baptist University, HK\$145,250 = US\$18,864.

Ebrahimi, B. P. (1997). An Empirical Investigation of the Relationship between Environmental Scanning Behavior and Firm Performance of Expatriate Managers in Hong Kong. Faculty Research Grant (FRG/96-97/II-51P), Hong Kong Baptist University, HK\$89,252 = US\$11,591.

Ebrahimi, B. P., & Luk V. W. M. (1996). An Empirical Investigation of the Relationship between Environmental Volatility, Perceived Uncertainty, Environmental Scanning Behavior, and Firm Performance of Hong Kong and U.S. Strategic Decision Makers. Faculty Research Grant (FRG/95-96/II-89), Hong Kong Baptist University, HK\$82,088 = US\$10,661.

Ebrahimi, B. P., & Luk V. W. M. (1996). A Empirical Investigation of Managerial Motivation in Hong Kong, People's Republic of China, and the United States. Faculty Research Grant (FRG/95-96/II-88), Hong Kong Baptist University, HK\$91,100 = US\$11,831.

Kang, I. L., Ebrahimi, B., Erdener, C., Leung, A. S. M., Sinha, D. K., & Taormina, R. (1995, November). Strategic Management, BUS 3911. Category II Teaching Development Grant (TDG/9596/8(p)). Hong Kong Baptist University, HK\$82,500 = US\$10,714.

Ebrahimi, B., May, R., & Raytor, G. R. (1993, April). An Assessment of Training and Development Needs of Russian Human Resource Managers. Faculty Research Initiative Grant, College of Business Administration, University of North Texas, US\$4,500.

Ebrahimi, B., & Thibodeaux, M. S. (1991). Environmental Scanning Practices of Manufacturing Firms in Nigeria. Research Grant, Office of Research and Academic Grants, University of North Texas, US\$450.

Ebrahimi, B., Ganesh, G., & Chandrasekran, P. R. (Chandy) (1989). A Survey of Perceptions of International Business Journals. Research Grant, Office of Research and Academic Grants, University of North Texas, US\$450.

Ebrahimi, B. (1985). Use of Computer Aided Learning Tools in Business Policy Courses. Texas Instruments, Inc., TI decided to decline funding of all the approved proposals.

TEXTBOOK AND SUPPLEMENTS

Ebrahimi, B. P. & P. Asheghian (Forthcoming 2005). *Global Business Imperative*. San Bernardino, CA: Globe Academic Press.

Asheghian, P., Ebrahimi, B. P. Paul, P., Burnett, J., Mukhopadhyay, K. 2003. *Technology Transfer in the Global Economy*. Austin, TX: Leyh Publishing.

Ebrahimi, B. P. & P. Asheghian (2002) *The Internal Environment of Global Business*. Austin, TX: Leyh Publishing. 224 pages.

Asheghian, P. & B. P. Ebrahimi. (2002). *The External Environment of Global Business*. Austin, TX: Leyh Publishing. 327 pages.

Asheghian, P., & Ebrahimi, B. (1990). International Business: Economics, Environments, and Strategies. New York, NY: Harper Collins. 789 pages.

Asheghian, P., & Ebrahimi, B. (1990). Instructor's Manual to Accompany International Business. New York, NY: Harper Collins. 775 pages plus transparencies.

Asheghian, P., & Ebrahimi, B. (1990). Harper Computerized Test Bank for International Business. New York, NY: Harper Collins.

Ebrahimi, B. (1991). Transparency Masters for Lecture Notes to Accompany International Business. New York, NY: Harper Collins.

CHAPTERS IN BOOKS

Ebrahimi, B. P. (2005). Managing the Multinational Corporation. In Asheghian, P. The Multinational Corporation: Environments and Operations, 3rd Ed. San Bernardino, CA: Globe Academic Press.

Ebrahimi, B. P. (2005) Channels of Entry into International Business. In Asheghian, P. The

Multinational Corporation: Environments and Operations, 3rd Ed. San Bernardino, CA: Globe Academic Press.

Sawyerr, O. O., Ebrahimi, B. P., & Luk, W. M. V. (2000). Environmental scanning of Hong Kong and Nigerian Executives, In Lau Ming Lau (ed.). Asian Management Matters: Regional Relevance and Global Impact. (pp. 271-284). London, England: Imperial College Press.

Ebrahimi, B. P. (1999). Motivation to Manage in China: Implications for Strategic Human Resource Management. In Malcolm Warner. China's Managerial Revolution. (pp. 204-222). London, England: Frank Cass Publishers.

Ebrahimi, B. (1995). Channels of Entry into International Business. In Parviz Asheghian. International Economics (pp. 415-422). Minneapolis/St. Paul: MN, West.

LeMaster, J., & Ebrahimi, B. (1994). Analysis of Ayer's Model of Human Capital Investment with Political Risk and Its Application to the U.S.-Mexico Border Area. In Khosrow Fatemi (Ed.). North American Free Trade Agreement. (pp. 196-205). New York, MacMillan Press.

Nasif, E. G., Thibodeaux, M. S., Ebrahimi, B., & Al-Daeaj, H. S. (1992). A Definition and Model of Expatriate Success. In G. R. Krishnamurthy (Ed.). Human Resources Management in Multinationals (pp. 75-93). Mangalore, India: Advanced Research Institute.

DISSERTATION

"Measuring the Effects of Cultural and Other Explanatory Variables on Motivation to Manage of Potential Managers from Five Countries: A Case of Theory Building and Theory Testing in Cross-Cultural Research." 1984. Chairman, Dr. John B. Miner. Dissertation was nominated for The Barry M. Richman Best Dissertation Award at International Management Division of the Academy of Management, 1986.

PRESENTATIONS AT PROFESSIONAL ORGANIZATIONS

Ebrahimi, B. P. (2003). Strategic uncertainty, top management scanning behavior, and firm performance: The mediating role of strategy. Paper presented at the Annual Meetings of the Academy of Management Meetings, Seattle, WA, August 4.

Ebrahimi, B. P. Subramanian, R., & Sawyerr, O. O. (2002). Strategic uncertainty and executive scanning behavior: The role of cultural distance. Paper presented at the Annual Meetings of the Academy of Management, Denver, CO, August 12.

Ebrahimi, B.P., Subramanian, R., Sawyerr, O. O., & Luk, V. W. M. (2001). Strategic uncertainty and scanning behavior in benign and hostile environments: An examination of three countries. Paper presented at the Annual Meetings of the Academy of Management, Washington, DC, August 6.

Ebrahimi, B. P., Young, S. A., & Luk, V. W. M. (1999). A Gender Comparison of Motivation to Manage of Hong Kong and PRC Managers. Paper presented at the Annual Meetings of the

Academy of Management, Chicago, IL, August.

Ebrahimi, B. P. (1997). Managerial Motivation and Sex Roles in Hong Kong. Academy of Management Meetings, Boston, MA, August 8-13.

Ebrahimi, B. P. (1997). Environmental Scanning Behavior of Hong Kong Executives: Is Political Uncertainty a Myth? International Conference on the Transition to HKSARPRC, Hong Kong, July 7-9.

Ebrahimi, B. P., & Luk, V. (1996, December 3). A Study of Motivation to Manage of Expatriate and Local Managers in Hong Kong. 73rd Management Research Workshop. Hong Kong Baptist University.

Ebrahimi, B. P., & Luk, V. (1996). An Empirical Investigation of Managerial Motivation in Australia, Hong Kong, the People's Republic of China, and the United States. 64th Management Research Workshop. Hong Kong Baptist University.

Ebrahimi, B. P. (1996, February 13). Motivation to Manage in Hong Kong: Preliminary Results. Business Research Center Seminar, School of Business, Hong Kong Baptist University.

Ebrahimi, B. (1992, October 31-November 5). Strategic Management for Iranian Export Manufacturing Companies. Annual Conference on Export Marketing, Ramsar, Iran.

Ebrahimi, B. (1992, October 31-November 5). Strategic Management as a Tool in Export Marketing. Annual Conference on Export Marketing, Ramsar, Iran.

Miner, J. B., Ebrahimi, B., & Wachtel, J. (1992, November 4-6). How Deficiencies in Motivation to Manage Contribute to America's Competitiveness Problem (and What Can Be Done About It). 1992 U.S. Competitiveness in the Global Marketplace: Institutional Partnerships for American Resurgence, Phoenix, AZ.

Al-Daeaj, H. S., Ebrahimi, B., Nasif, E. G., & Thibodeaux, M. S. (1990, October 11-14). A Study of Perceptions of Managers in Kuwait with Regard to the Role of Multinational Corporations in Changing that Country," 1990 Annual Meetings of the Academy of International Business, Toronto, Canada.

Ebrahimi, B., & Parsa, F. (1990, November 7-10). Countertrade: America's Most Overlooked Strategy for Global Competition. Meetings of the Association for Global Business, Orlando, FL.

Parsa, F., & Ebrahimi, B. (1990, November 12-15). Countertrade: Can It Be Used in the New Eastern Europe? 1990 Conference on Strategies for Business Ventures in Eastern Europe, Budapest, Hungary.

Nasif, E. G., & Ebrahimi, B. (1987, November). The Relationship Between Position Power and

Person Power: A Review of the Literature. Power, Negotiation and Conflict Interest Group Poster Session, The Annual Meetings of the Academy of Management Meetings, New Orleans, LA.

Miner, J. B., Ebrahimi, B. (1984, March). Cultural Dynamics of Managerial Motivation Among Students from Pan-Pacific Basin Countries. Pan-Pacific Conference: A Business, Economic, and Technological Exchange, Honolulu, HI.

Blumenfeld, W. S., & Ebrahimi, B. (1982). Development and Cross-Validation of a Bio-data Model to Differentiate Between Students Who Enroll in Day or Night Classes: An Educational Market Segmentation Study. Southwestern Psychological Association, Dallas, TX.

PUBLICATIONS IN REFEREED PROCEEDINGS

Ebrahimi, B. P., Petrick, J. A., & Young, S. A. 2004. Managerial Role Motivation and Role-Related Ethical Orientation in Hong Kong, Proceedings of the Annual Southern Management Association meetings, San Antonio, TX, November 6. *Awarded the 2004 Ethics/Social Issues/Diversity Track Best Paper.*

Ebrahimi, B. P. & Petrick J. (2003). Ethics and Motivation to Manage in Hong Kong: Preliminary Results, Proceedings of International Association for Business and Society Annual Meetings, Rotherdam, Netherlands, June 26-29

Ebrahimi, B. P., & Young, S. A. (2002). Corporate entrepreneurship, market orientation, strategy, and firm performance: An empirical investigation. Proceedings of the 2002 Annual Meetings of Southern Management Association, Atlanta, GA, November 6-9, 1-6.

Ebrahimi, B. P., Young, S. A., & Luk, V. W. M. (1999). Motivation to Manage in China: A Test of Miner's Hierarchical Role Motivation Theory, Proceedings of the 1999 AFBE Conference: Approaches to Multiple Management Styles in the 21st Century, Hong Kong, November 15-17, 157-182.

Ebrahimi, B. P., Sawyerr, O. O., & Luk, V. W. M. (1998). Perceived Strategic Uncertainty and Environmental Scanning Behavior: A Comparative Study of Hong Kong and Nigerian Executives, Proceedings of the Inaugural Conference of Asia Academy of Management, Hong Kong, December 28-30, 101-105. (Less than 30% acceptance rate).

Ebrahimi, B. P., Young, S. A., & Luk, V. W. M. (1998) Motivation to Manage in the People's Republic of China. Proceedings of the AFBE Conference, November 15-17, Hong Kong Baptist University, Hong Kong, SARPRC.

Ebrahimi, B. P., Young, S. A., & Luk, V. W. M. (1998). Motivation to Manage of Female and Male Managers: A Hong Kong Perspective. Proceedings of the Inaugural Conference of Asia Academy of Management, Hong Kong, December 28-30. (Less than 30% acceptance rate).

Sawyerr, O. O., Ebrahimi, B. P., and Luk, V. W. M. (1999). Cross National Differences in

Perceived Strategic Uncertainty and Environmental Scanning Activities of Decision Makers: A Look at Nigeria and Hong Kong. Proceedings of the 1998 Southern Management Association Meetings, New Orleans, LA, November 3-6.

Ebrahimi, B. P., Young, S. A., & Luk, V. W. M. (1999) Motivation to Manage in the People's Republic of China. Proceedings of the AFBE Conference, November 15-17, Hong Kong Baptist University, Hong Kong, SARPRC.

Ebrahimi, B. P., and Luk, V. W. M. (1998). Motivation to Manage in the People's Republic of China. Proceedings of the International Conference of Pacific Rim Management, 1998, Vancouver, Canada, August 15-16, 114-119.

Ebrahimi, B. P. (1997). Perceived Environmental Uncertainty and Scanning Practices of Hong Kong Executives. Proceedings of the Academy of International Business Asia Pacific Conference, Hawaii, June 19-21.

Ebrahimi, B. P., & Young, S. A. (1997). Environmental Uncertainty, Market Intelligence Acquisition, and Information Source Utilization of Hong Kong Executives. Proceedings of the Eight Biennial World Marketing Congress, Kuala Lumpur, Malaysia, June 24-27.

Ebrahimi, B. P., Young, S. A., & Parsa, F. (1997). A Comparative Study of Motivation to Manage of Business Students in Hong Kong and the United States. Proceedings of the Southeast Decision Sciences Institute Twenty-Seventh Annual Meetings. February 26-28, Atlanta, GA.

Ebrahimi, B. P. (1996). Preliminary Investigation of Managerial Role Motivation Theory in Hong Kong. Proceedings of the Cross-cultural Management in China Conference. Hong Kong, August 26-28.

Dean, C. C., Thibodeaux, M. S., Beyerlein, M., Ebrahimi, B., & Molina, D. (1993). Corporate Entrepreneurship and Competitive Aggressiveness: A Comparison of U.S. Firms Operating in Eastern Europe and the Commonwealth of Independent States with U.S. Firms in Other High-Risk Environments. Proceedings of the Annual Meetings of the Academy of International Business, Southwest. New Orleans, La, March 3-6.

Ebrahimi, B., May, R., & Raiter, G. R. (1993). Human Resource Management Practices in Russia: Joint American/Russian Perspectives of the Problem. Proceedings of the Annual Meetings of the Academy of Management, Southwest. New Orleans, La, March 3-6.

Young, S. A., Ebrahimi, B., & Parsa, F. (1993). Global Marketing Strategy: A Decision Making Framework. Midwest Review of International Business Research Proceedings, Chicago, Illinois, March.

Ebrahimi, B., & Young, S. A. (1992). Managerial Motivation: A Cross-Cultural Validation Study of Miner Sentence Completion Scale (MSCS). Proceedings of the Annual Meeting of the Association for Global Business. New Orleans, La, November 4-7.

Sawyer, K. O., Thibodeaux, M. S., Ebrahimi, B. (1992). Environmental Scanning and Information Source Utilization of Executives of Manufacturing Firms in Nigeria. Proceedings of the Annual Meetings of the Academy of Management. Las Vegas, Nevada, August 9-12.

Ebrahimi, B., & Parsa, F. (1992). Export Marketing for Less Developed Countries: A Model and Its Implications. Proceedings of the Annual Meetings of the Association of Marketing Theory and Practice. Hilton Head, South Carolina, March 11-13.

LeMaster, J., & Ebrahimi, B. (1992). An Analysis of the Ayer's Model of Human Capital Investment with Political Risk and its Application to the U.S.-Mexico Border Area. Proceedings of the Annual Meetings of the International Trade and Finance Association. Laredo, TX , April 22-25.

Al-Daeaj, H. S., Ebrahimi, B., Thibodeaux, M. S., & Nasif, E. G. (1992). The Effects of Education and Religion on the Perceptions of Managers in Kuwait with Regard to the Role of Multinational Corporations in Changing that Country. Proceedings of the Annual Meetings of the Academy of Management, Southwest, March.

Ebrahimi, B., & Tan, C. C. (1992). A Study of Professional Activities of Faculty in a College of Business Administration: Preliminary Results. Proceedings of the Annual Meetings of the Academy of Business Administration. Las Vegas, Nevada, February.

Ebrahimi, B. (1992). A Model of Export Marketing for Iran. Proceedings of the International Conference on Planning and Development. January 11-13, Tehran, Iran. (Refereed, Selected as one of the ten papers around the world that was fully funded for presentation at the conference).

Dean, C. C., & Ebrahimi, B. (1991). A Comparative Review of the Latest Vintage Strategic Management Textbooks with Regard to the Treatment Given to Michael Porter's Concepts of Competitive Strategy. Proceedings of the Annual Meetings of the Academy of Management, Southwest Division. March.

Blackwell, R., & Ebrahimi, B. (1991). Strategic Actors and the Use of Power and Influence in the Strategic Management Process: A Proposed Model. Proceedings of the Annual Meetings of the International Academy of Management and Marketing. Dallas, Texas.

Subramanian, R., Ebrahimi, B. & Thibodeaux, M. S. (1991). Mergers and Acquisitions: A Synthesis of Literature. Proceedings of the Midwestern Business Administration Association Meetings. Chicago, IL, April 3-5.

Nasif, E. G., Ebrahimi, B., & Thibodeaux, M. S. (1990). A Correlational Study of the Effects of Demographics on Subject's Perceptions of Power in a Manufacturing Company. Proceedings of the Meetings of the Association for Management, Orlando, FL, August.

Beyerlein, S. M., & Ebrahimi, B. (1990). Planning Strategies in Multinational Corporations. Proceedings of the Annual Meetings of International Academy of Management and Marketing,

Dallas, TX, March 30 - April 1.

Aldaeaj, H., Thibodeaux, M. S., Ebrahimi, B., & Nasif, E. G. (1990). MNCs and Other Factors Affecting Change in Kuwait. Southwest Review of International Business, Proceedings of the Annual Meetings of the Academy of International Business, Southwest, Dallas, TX, February 28 -March 3.

Aldaeaj, H., Thibodeaux, M. S., Ebrahimi, B., & Nasif, E. G. (1989). Methodological Problems in Cross-Cultural Research. Proceedings of the Annual Meetings of the Academy of Management, Southwest Division, March 7-11.

Parsa, F., & Ebrahimi, B. (1988). The Impact of Countertrade on International Economics. Proceedings of the Annual Meetings of Academy of International Business, Southeast Division, Atlanta, GA, November 2-5.

Ebrahimi, B. (1988). Study of Managerial Motivation of Potential Managers from Thailand and the United States. Proceedings of the Annual Meetings of the Academy of International Business, Southeast Division, Atlanta, GA, November 2-5.

Afifi, R., Ebrahimi, B., & Sharifzadeh, M. (1988). Strategy Formulation and Implementation in Higher Education Institutions. Proceedings of the Annual Meetings of the Midwest Business Administration Association Meetings, Chicago, IL, March 23-25.

Nasif, E. G., Thibodeaux, M. S., & Ebrahimi, B. (1987). Variables Associated with Success as an Expatriate Manager. Proceedings of the Annual Meetings of the Southern Academy of International Business, New Orleans, LA, November.

Nasif, E. G., Ebrahimi, B., & Skivington, J. (1987). A Comparison of Turkish and American Oil and Gas Executives. Proceedings of the Annual Meetings of the Association of Human Resources Management and Organizational Behavior, Philadelphia, PA, November.

Nasif, E. G., Ebrahimi, B., & Thibodeaux, M. S. (1987). The Search for a Definition of Expatriate Success in the Third World. Proceedings of the 13th Annual 3rd World Conference, Chicago, IL, April 9-11.

Nasif, E. G., Ebrahimi, B., Thibodeaux, M. S. (1987). Expatriate Success. Proceedings of International Personnel and Human Resources Management Meetings, Singapore, December.

Ebrahimi, B. (1985). The Cultural Dynamics of Managerial Motivation Among Potential Managers from the Far East and the United States. Proceedings of the Annual Meetings of the Academy of Management, San Diego, CA, August.

Ebrahimi, B., & Asheghian, P. (1985). The Use of International Managerial Talent to Overcome the Potential Talent Shortage Facing Multinational Corporations. Proceedings of the Annual Meetings of the Southern Management Association, Orlando, FL, November.

Ebrahimi, B. (1983). A Review of Cross-Cultural Research. Proceedings of the Southern Management Association Annual Meetings.

Ebrahimi, B. (1983). A Study of Factors Influencing Employee Transfer Acceptance. Proceedings of the Southwest Division of the Academy of Management Annual Meetings, November.

Blumenfeld, W. S., & Ebrahimi, B. (1983). Readability of the Real Estate Settlement Procedures Act. Selected Papers of the American Law Association Regional Proceedings, v. 7.

PUBLISHED CASES

Ebrahimi, B. (1995). Global Insights: Countertrade. In Parviz Asheghian. International Economics (pp. 234-235). Minneapolis/St. Paul: MN, West.

Ebrahimi, B., Asheghian, P., Green, J., & Charland, T. (1995). Union Carbide and the Bhopal Accident. Condensed case reprinted in Parviz Asheghian. International Economics, (pp.469-470). Minneapolis/St. Paul: MN, West.

Ebrahimi, B., Asheghian, P., Green, J., & Charland, T. (1994). Union Carbide and the Bhopal Accident. Reprinted in Helen Deresky. International Management, (pp.555-561). New York: Harper Collins.

Ebrahimi, B., & La Taste, A. (1990). U.S.-Soviet Trade and the Impact of Perestroika. In P. Asheghian and B. Ebrahimi. International Business, (pp.186-190). New York: Harper Collins.

Ebrahimi, B., & Sparks, Y. (1990). U.S.-Japan Trade War: The Case of Semiconductors. In P. Asheghian and B. Ebrahimi. International Business, (pp. 358-366). New York: Harper Collins.

Ebrahimi, B., English, K., & Ivy, R. (1990). Texas Instruments and the Semiconductor Industry. In P. Asheghian and B. Ebrahimi. International Business, (pp.367-376). New York: Harper Collins.

Ebrahimi, B., & Dyer, M. (1990). Overseas Troubles. In P. Asheghian and B. Ebrahimi. International Business, (pp. 377-383). New York: Harper Collins.

Ebrahimi, B., & Moore, F. (1990). Condition Liquid Soap. In P. Asheghian and B. Ebrahimi. International Business, (pp. 589-591). New York: Harper Collins.

Ebrahimi, B., & Grigsby, M. (1990). Star-Style Barter. In P. Asheghian and B. Ebrahimi. International Business, (pp. 592-593). New York: Harper Collins.

Ebrahimi, B., & Grigsby, M. (1990). A New Image. In P. Asheghian and B. Ebrahimi. International Business, (pp. 594-595). New York: Harper Collins.

Ebrahimi, B., Asheghian, P., Green, J., & Charland, T. (1990). Union Carbide and the Bhopal

Accident. In P. Asheghian and B. Ebrahimi. International Business, (pp.681-691). New York: Harper Collins.

Ebrahimi, B., Snodgrass, R., & Lanier, A. (1990). It's Not a Car, It's a Volkswagen': VW and the Global Automobile Industry. In P. Asheghian and B. Ebrahimi. International Business, (pp. 692-715). New York: Harper Collins.

Rosenfeldt, M. E., & Ebrahimi, B. (1990). LASARRAY SA: Founding a High-Tech Venture in Switzerland-A Case History. In P. Asheghian and B. Ebrahimi, International Business, (pp. 716-743). New York: Harper Collins.

UNPUBLISHED CASE

Ebrahimi, B. P. 2004. Giordano International, Limited: Journey to Globalization.

WORKING PAPERS WITH LIMITED CIRCULATION

Ebrahimi, B. P., Sawyerr, O. O., Subramanian, R., & Luk, V. W. M. (1999). Strategic Uncertainty, Scanning and Firm Performance in Benign and Hostile Environments. Working Paper Series on Cross-Cultural Management, No. CCMP 99011. Business Research Center, School of Business, Hong Kong Baptist University.

Selmer, J, Ebrahimi, B. P., & Li, M. (1999) Chinese Mainland Business Expatriates in Hong Kong: Personal Characteristics and Extent of Adjustment. Working Paper Series on Cross-Cultural Management, No. CCMP 99005. Business Research Center, School of Business, Hong Kong Baptist University.

Selmer, J, Ebrahimi, B. P., & Li, M. (1999) Assigned to Hong Kong: Adjustment of Chinese Mainland Vs. Western Expatriates. Working Paper Series on Cross-Cultural Management, No. CCMP 99004. Business Research Center, School of Business, Hong Kong Baptist University.

Ebrahimi, B. P. (1998). Perceived Environmental Uncertainty and Scanning Behavior of Hong Kong Chinese Executives. Working Paper Series, No. WP 98011. Business Research Center, School of Business, Hong Kong Baptist University. Accepted for Publication in the Journal of Business Research.

Ebrahimi, B. P., Luk, V. W. M., & Young, S. A. (1998). Motivation to Manage in the People's Republic of China: An Extension of Miner's Hierarchical Role Motivation Theory. Working Paper Series on Cross-Cultural Management, No. CCMP 98006. Business Research Center, School of Business, Hong Kong Baptist University.

Ebrahimi, B. P. (1997). Perceived Environmental Uncertainty and Scanning Behavior of Hong Kong Executives. Working Paper Series, No. WP 97011. Business Research Center, School of Business, Hong Kong Baptist University.

Ebrahimi, B. P. (1997). Motivation to Manage and Sex Roles: An Empirical Investigation of a

Myth in Hong Kong. Working Paper Series, No. WP 97010, Business Research Center, School of Business, Hong Kong Baptist University.

Ebrahimi, B. (1996). Motivation to Manage in Hong Kong: Modification and Test of Miner Sentence Completion Scale. Working Paper Series on Cross-Cultural Management, No. CCMP 96012, Business Research Center, School of Business, Hong Kong Baptist University.

Asheghian, P., & Ebrahimi, B. (1996). The Impact of the Debt Crisis on International Banking Management. Working Paper Series, No. WP 96007, Business Research Center, School of Business, Hong Kong Baptist University.

Grieu, J. & Ebrahimi, B. (1996) Strategic MultiCriterion Decision Aid. Business Research Center Working Papers Series, No. WP , School of Business, Hong Kong Baptist University. Accepted for publication in the International Journal of Management.

Sawyer, O. O., Thibodeaux, M. S., & Ebrahimi, B. (1996). Environmental Scanning Behavior and Information Source Utilization of Strategic Decision Makers in Nigeria and the United States: A Comparative Analysis. Working Paper Series on Cross-Cultural Management No. CCMP 96002, Business Research Center, School of Business, Hong Kong Baptist University.

Ebrahimi, B., Thibodeaux, M. S., Al-Daeaj, H., & Nasif, E. G. (1996). Perceptions of Managers in Kuwait with Regard to the Role of Multinational Corporations in Changing that Country. Working Paper Series on Cross-Cultural Management No. CCMP 96003, Business Research Center, School of Business, Hong Kong Baptist University. Accepted for publication in the International Journal of Commerce and Management.

SYMPOSIA

Bahman P. Ebrahimi, Creating an Entrepreneurial Hothouse: A Key to Global Competitiveness Advantage of Colorado, Panel Presentation at the 16th Annual Colorado Capital Conference, Denver, Colorado, May 20, 2004.

Panel Member, Honoring Diversity in Times of Crisis, Colorado Association of School Executives, 2nd Annual Winter Leadership Conference, January 27-29, 2002, Denver, CO,

Panel Member: "The Effect of National Culture on Entrepreneurial Activities in Established Companies." the Annual Meetings of the Academy of Management, Toronto, Canada, August 4-9, 2000.

Panel Member: "Management and Marketing Strategies in Maquiladora Industry: Implications for Free Trade between the United States and Mexico," the Annual Meetings of the Academy of Management, Southwest, San Antonio, March 1992.

Panel Member: "Culture and Participation," the Annual Meetings of the Academy of International Business, Southwest, Dallas, TX, February 28 - March 3, 1990.

Panel Member: "Motivation to Manage: Comparisons of Foreign and U.S. Business Students," The Annual Meetings of the Southern Management Meetings, New Orleans, LA, November 1987.

Panel Member: "Internationalizing the Business Curriculum," The Annual Meetings of the Southern Academy of International Business, New Orleans, LA, November 1987.

REVIEWER FOR ACADEMIC JOURNALS

Academy of Management Review
International Journal of Entrepreneurship and Innovation Management
Journal of Business Research
Journal of Management Education
International Business Review
Asia Pacific Review
Management Science
Personnel Review
IEEE Transactions on Engineering Management
Journal of Global Business
International Journal of Commerce and Management
American Asian Review
Management Development

PROFESSIONAL ORGANIZATION OFFICES

Track Chair, Strategic Management/Entrepreneurship, Southern Management Association, 2006 Annual Meetings.

Task on Strategic Planning. Southern Management Association, 2004-2005.

Member, Local Arrangements Committee, Academy of Management, Denver 2002 Annual Meetings.

Area Coordinator, Emerging Issues, Academy of Management, Southwest Division, 1993 Annual Meetings.

International Management Liaison Officer between the Academy of Management and the Southwest Academy of Management, 1992.

Area Coordinator, Business Policy/Strategy, Academy of Business Administration, 1992 Annual Meetings.

Area Coordinator, International Management, Academy of Management, Southwest Division, 1991 Annual Meetings.

Area Coordinator, Business Policy/Planning, International Management, Academy of

Management, Southwest Division, 1988 Annual Meetings.

PROFESSIONAL ORGANIZATION ACTIVITIES

Discussant, 2001. International Management, Academy of Management Annual Meetings, Washington, DC. August 6-8.

Facilitator, 2001. International Management, Academy of Management Annual Meetings, Washington, DC. August 6-8.

Participant, 2000 Academy of Management Annual Meetings, Toronto, Canada.

Participant, 1999 Academy of Management Annual Meetings, Chicago, IL.

Chair, Strategic Management Session II, Inaugural Conference of the Asia Academy of Management, December 29, 1998, Hong Kong, SARPRC.

Participant, 1998 Academy of Management Annual Meetings, San Diego, CA.

Participant, The International Conference of Pacific Rim Management, 1998, Vancouver, Canada, August 15-16.

Participant, 1997 Academy of Management Annual Meetings, Boston, MA.

Participant, China International Business Symposium, Shanghai, People's Republic of China, May 27-29, 1998.

Chair, Cross-Cultural Management in China Conference, Hong Kong, August 26-28, 1996.

Participant, Academy of Management, Southwest Division, Houston, TX, March 1995.

Participant, Academy of Management Annual Meetings, Dallas, TX, August 1994.

Participant, Southern Academy of International Business, Atlanta, GA, November 1993.

Participant, Southern Management Association, Atlanta, GA, November 1993.

Chair and Discussant, Academy of Management, Southwest, New Orleans, LA, March 1993.

Discussant, Academy of Management, Southwest, San Antonio, TX, March 1992.

Chairperson, Academy of International Business, Southwest, San Antonio, TX, March 1992.

Discussant, Academy of International Business, Southwest, San Antonio, TX, March 1992.

Participant, Southern Management Association Meetings, Atlanta, GA, November 1991.

Discussant, Southern Management Association Meetings, Orlando, FL, November 1990.

Discussant, Southwest Decision Sciences Institute Meetings, Dallas, TX, Feb. 28-Mar. 3, 1990.

Discussant, Academy of International Business, Southeast Division, Atlanta, GA, November 1988.

Discussant, Southern Management Association Meetings, Atlanta, GA, November 1988.

Discussant, Decision Sciences Institute, Southwest Division, San Antonio, TX, March 1988.

Chairperson, Two sessions, The Southwest Division, Academy of Management, San Antonio, TX, March 1988.

Participant, The Southwest Division, Academy of Management, Dallas, TX, March 1986.

Discussant, Southern Management Association, Orlando, FL, October 1985.

Participant, Southwest Division, Academy of Management, New Orleans, LA, March 1985.

Participant, American Economic Association, Dallas, TX, December 1984.

Participant, ORSA/TIMS, Dallas, TX, November 1984.

Participant, Southern Management Association, New Orleans, LA, November 1984.

Participant, Southwest Division, Academy of Management, San Antonio, TX, March 1984.

Discussant, Southwest Division, Academy of Management, Houston, TX, March 1983.

Participant, American Institute for Decision Sciences, San Antonio, TX, November 1983.

Discussant, Southern Management Association, Atlanta, GA, November 1983.

Program chair, Southwest Psychological Association, Dallas, TX, April 1982
Discussant, Southwest Division, Academy of Management, Dallas, TX, March 1982.
Participant, North Texas Society for Personnel Administrators, Dallas, TX, October 1982.
Discussant, Southern Management Association, New Orleans, LA, November 1982.
Participant, American Institute for Decision Sciences, San Francisco, CA, November 1982.
Participant, Southern Management Association, Atlanta, GA, November 1981.
Participant, Southwest Division, Academy of Management, San Antonio, TX, March 1981.
Participant, Southern Management Association, New Orleans, LA, November 1980.
Participant, Southern Management Association, Atlanta, GA, November 1979.

REVIEWER OF COMPETITIVE PAPERS FOR ANNUAL MEETINGS

Academy of Management: 2005 (BPS, IM), 2003 (BPS), 2002 (BPS), 1999 (IM and ME divisions), 1998 (IM and ME divisions), 1994, 1986, 1985.
Western Academy of Management: 2005 (OMT).
Southern Management Association: 1993, 1992, 1985, 1984, and 1983.
Academy of Management, Southwest Division: 1994, 1993, 1992, 1991, 1988, 1986, 1985, 1984, 1983, 1982, 1981.
Academy of International Business, Southwest: 1991.
Western Academy of Management: 1987.

CONSULTING AND OTHER PROFESSIONAL ACTIVITIES

Portfolio of consulting activities include strategies for entrepreneurial firms, cultural intelligence and sensitivity training, expatriate effectiveness training, and effective public speaking for executives. List of consulting activities available upon request.

1997 Hong Kong Council for Academic Accreditation, Evaluation of HKICS's Professional Examination.

May 1992 Faculty Exchange Program, Leningrad (St. Petersburg) Educational Center and Moscow.

May 1991 Faculty Exchange Program, Universite du Havre and IUT Le Havre, Le Have, France.

1978 Consulting with Mental Retardation Services, Fulton County Health Department, Atlanta, Georgia.

1976-79 Georgia State University: Graduate Research Assistant.

1977 Georgia State University Federal Employees Credit Union: Bookkeeper (Part-Time).

1974 Iran Plan Organization, Shiraz, Iran: Researcher and Translator for a United Nations Economic Development Project (Full-Time, Temporary).

1969-72 Ebrahimi and Parvaz Enterprises: Assistant Manager and Accountant (Part-Time).

EXECUTIVE TRAINING AND GUEST LECTURES

September 4-5 2002	The Impact of World Trade Organization (WTO) on Developing Countries, Tabriz, Iran.
December 1999	Basic Management Course. Executive Training Program for Colorado Learning Consortium, Daniels College of Business, Center for Management Development.
November 1999	Basic Management Course. Executive Training Program for New Century Energies, Daniels College of Business, Center for Management Development.
July 19, 26, 1997	"If I Can, So Can You." Stand and Deliver, Executive Training in Public Speaking, Hong Kong.
April 8, 1997	Effective Public Speaking, Senior Executive Staff Training Workshop, Business Research Center, Hong Kong Baptist University.
March 11 & 18, 1997	Total Quality Management, Senior Executive Staff Training Workshop, Business Research Center, Hong Kong Baptist University.
March 4, 1997	Strategic Planning and Goal Setting, Senior Executive Staff Training Workshop, Business Research Center, Hong Kong Baptist University.
Nov. 11 & 13, 1996	Hong Kong Baptist University, "Strategic Management."
February 7, 1996	Hong Kong Baptist University, "Global Strategic Marketing."
Nov. 13 & 16, 1995	Hong Kong Baptist University, "Global Strategic Management: Key to Business Success in Today's Global Village."
May - June 1994	Iran Industrial Management Institute, Tehran, Iran, Executive Training Program in Strategic Management.
November 1992	Iran Industrial Management Institute, Tehran, Iran, Executive Training Program in Strategic Management.
July 1992	Strategic Management Training Program for Top Managers of the Iranian Electronics Industry Group, Shiraz, Iran.
July - August 1992	Shiraz University, Shiraz, Iran, Strategic Management Seminar.
July - August 1992	Shiraz Azad University, Shiraz, Iran, Master's Level Research Methods.
May 1992	Saint Petersburg Educational Center, Saint Petersburg, Russia, Executive Training Program in Strategic Management.
May-June 1991	Universite du Havre and Institut Universitaire de Technologie, Le Havre, France.

HONORS AND AFFILIATIONS

Who's Who in America, 2006.

Barons Who's Who of the Asian Pacific Rim, 1998.

Harvard Business Publishing Who's Who in International Business Education and Research, 1996.

Profiles in Business and Management, Harvard Business School Publishing, 1996 & 1997.

Member: Academy of Management; Academy of International Business; Academy of International Business, Southwest; Association for Global Business; Southern Management Association; Academy of Management, Southwest Division; International Academy of Management and Marketing, Beta Gamma Sigma (Delta of Georgia Chapter, Honor Society in Business); Phi Beta Delta (Kappa Chapter--University of North Texas, Honor Society for International Scholars).

Faculty Advisor to S.A.M. (The Society for Advancement of Management) Chapter at University of North Texas, December 1982- December 1990.

Former Member: Doctoral Fellows (COBA, Georgia State Univ.), Omicron Delta Epsilon (Honor Society in Economics), Small Business Council (Cobb County Chamber of Commerce, Marietta, Georgia).

Elected Treasurer: Georgia State University International Student Association, 1977.

Teaching and Research Assistantships: Georgia State University, 1976-1979.

Scholarship: Iranian Ministry of Higher Education, 1975-1976.

AWARDS AND NOMINATIONS

Best Paper Award Winner, the 2004 Ethics/Social Issues/Diversity Track, Southern Management Association Annual Meetings, San Antonio, Texas, November 4, 2004.

C. Thomas Howard Endowed Teacher Scholar Award in Recognition of Demonstrated Excellence in Teaching Innovation and Business Relevance, September 2004.

Scholarship of Discovery Award (Highest Research Award), Daniels College of Business, University of Denver, September 2003.

University Lecturer, University of Denver, September 2004. "Globalization and Your Future Career Prospects."

Nomination, Daniels Award of Excellence, Daniels College of Business, 2003-2004.

Nomination, Daniels College of Business Scholarship of Discovery Award, 2003.

Nomination, Daniels College of Business Scholarship of Discovery Award, 2002.

Nomination, Distinguished Scholar Award, University of Denver, 2002.

MBA Core Diamond Teaching Excellence Award, Daniels College of Business, University of Denver, Winter 2002.

Emerging Leaders MBA Teaching Excellence Award, Daniels College of Business, University of Denver, Summer 2001.

Executive MBA Diamond Teaching Excellence Award, Daniels College of Business, University of Denver, Spring 2001.

MBA Core Diamond Teaching Excellence Award, Daniels College of Business, University of Denver, Winter 2001.

Emerging Leaders MBA Diamond Teaching Excellence Award, Daniels College of Business, University of Denver, Summer 2000.

Citation for Distinguished Service to International Education at University of North Texas, 1995.

Teaching Excellence Award, University of North Texas, Department of Management, 1991.

Citation for Distinguished Service to International Education at University of North Texas, 1991.

Teaching Excellence Award, University of North Texas, Department of Management, 1990.

J. H. Shelton Excellence in Teaching Award, University of North Texas, 1990.

Citation for Distinguished Service to International Education at University of North Texas, 1989.

Honor Professor and/or Fessor Graham Award, University of North Texas, 1989.

J. H. Shelton Excellence in Teaching Award, University of North Texas, 1989.

J. H. Shelton Excellence in Teaching Award, North Texas State University, 1987.

J. H. Shelton Excellence in Teaching Award, North Texas State University, 1986.

Barry M. Richman Best Dissertation Award, International Management Division, The Academy

of Management, 1986.

SPEECHES, SEMINARS AND TRAINING PROGRAMS

May 5, 2004. Stand Up and Deliver: Communication and Public Speaking Across Cultures. Presentation at the Toastmasters. Daniels College of Business. University of Denver.

April 9, 2004. Culture and Global Business: Antecedents and Consequences. Training Program, DTC CEO Roundtable.

March 4, 2004. Culture and Global Business: Antecedents and Consequences. Presentation at Beta Alpha Psi, Daniels College of Business, University of Denver.

May 25, 2001. Management Research Seminar. Corporate Entrepreneurship, Market Orientation, Environment, Strategy, and Firm Performance. Department of Management, School of Business, Hong Kong Baptist University, Hong Kong, SARPRC.

December 2000. Speech. Competitive Advantage: Firm, Industry, and National Considerations. Azad University, Shiraz, Iran.

September 2000. Communication Skills as a Key to Success in the US Education and Business. Presentation to the Incoming Graduate International Students. Daniels College of Business, University of Denver.

February 2000 The Thrills and Frills of Living and Working Overseas, Presentation to the members of Association for International Management, Daniels College of Business, University of Denver.

1994 Developed and conducted a one week training program in Strategic Management for Managers from developing nations at Ziba-Kenar, Iran for Iran Industrial Management Institute.

1981 Developed and conducted a continuing education course at Kennesaw College, "Creative Decision Making."

1980 Developed and conducted a contract course for the Marietta Board of Education through Kennesaw College Public Service Office, "Management Functions." August 1980, Due West United Methodist Church, Marietta, GA, speech.

October 1980, Seventh-Day Adventist Church, Marietta, GA, speech.

UNIVERSITY SERVICE

University of Denver

University Committees

2000-2005 Twice Elected as the Daniels College of Business Representative to Core Curriculum Committee (In charge of implementation of the new university core curriculum with more than \$300,000 annual budget)

Daniels College of Business

2004-Present Member, Scholarship Steering Committee
 2002 Faculty Advisor to Graduate Business Student Association Marketplace Simulation Competition
 2002-2004 Member, Curriculum Committee
 2001-Present Team Leader, MBA Global Developmental Team
 2001-Present Member, MBA Core Revision Team
 1999-Present Member, International Programs Committee

Hong Kong Baptist University

1998 Acting coordinator of cross-cultural management focus research area
 1996-97 Secretary, School of Business Board
 1995-99 Member, School of Business Board
 1996-Pres. M.B.A. Library committee representative
 1996-97 Strategic Management area coordinator

University of North Texas Committees:**University Committees**

1991-92 "Europe Today and Tomorrow," Conference Program Committee
 1991-92 Conference on International Affairs Steering Committee
 1987-89 University Parking and Traffic Committee

College of Business Administration (COBA) Committees

1990-93 Chair, COBA Committee on International Business (In charge of internationalizing the College's curriculum, programs, and faculty)
 1984-89 COBA Committee on International Business
 1983-84 Week 1984 Symposium Committee
 1982 Planning Committee, COBA Annual Fall Faculty Party

Department of Management Committees

1991-92 Ph.D. Program Policy Committee
 1991-92 Personnel Affairs Committee
 1991-Pres Member of the Graduate Faculty Committee
 1991-92 Personnel Affairs Committee (PAC)
 1991 PAC/P & TC Policy Development Committee
 1989-90 Curriculum Committee

1989-90	Personnel Affairs Committee (PAC)
1982-89	Faculty Advisor to S.A.M (Society for Advancement of Management
1987-88	Chair, Personnel Affairs Committee (PAC), elected
1987-88	Executive Committee, elected
1987-91	Member of the Associate Graduate Faculty Committee
1987-90	Phonathon Fundraising Coordinator
1986-87	Personnel Affairs Committee (PAC), elected
1985-86	Election Judge, elected
1985-86	Department Secretary, elected
1985-86	Grade Appeal Committee
1983-84	Undergraduate Curriculum Committee
1983-84	Undergraduate Program Committee

Kennesaw College Committees

1979-81	Curriculum and Textbook Selection Committees
1980-81	Selection and Recruitment Committee
1979-81	Student Advisement: advised about 35-50 students per quarter
1979-81	Advisor to international students in the Department of Business Administration

COMMUNITY SERVICE

2004-Pres.	Colorado Entrepreneurial Hothouse Initiative (CEHI). Board Member and Research Committee Member, an economic development initiative in coordination with and support of the Denver Mayor's Office of Economic Development (MOED), and the Colorado Office of Economic Development and International Trade, in creating an "entrepreneurial hothouse" in the Colorado Front Range.
2001-Pres.	Advisory Board Member, Rockies Venture Club (RVC), non-profit, volunteer organization devoted to the spirit of entrepreneurship in the Rocky Mountain region www.rockiesventureclub.org .
2002-2004	Chair, Grant Committee, Macintosh Academy, A Gifted and talented school, Littleton, Colorado.
Sept-Nov 2001	Member of Conference Organizing Committee, Understanding Islam A Colorado Community, Sponsored by Holland & Hart LLP, Regis University, University of Colorado at Denver, The University of Denver's College of Law, International Business Programs at the Daniels College of Business, and Institute for the Study of Israel in the Middle East at the Graduate School of International Studies University of Denver, The Colorado Muslim Society, The Office of Mayor Wellington Webb, The U.S. Department of Justice, Community Relations Service, Crescent View Academy, Mackintosh Academy, 1st Bank.
2003-Pres.	Volunteer Club Certified Referee, Youth Soccer, Douglas County Soccer

	Association, Colorado.
2000-2003	Volunteer Youth Soccer Coach, Douglas County Soccer Association, Colorado.
Sept. 91-Aug.92	Member of Governing Board, Denton Athletic Club.
1990	Received "Good Count Award," for promoting the blood drive at University of North Texas.
1982-92	Blood Drive Volunteer, University of North Texas.
1983	Received State of Texas Certificate of Appreciation for Exceptional and Distinguished Volunteer Service.
1982-84	Big Brothers and Big Sisters of Denton County, fundraiser, volunteer and Big Brother.
1983	Handicapped Awareness Week, participant.
1982	Denton State School, volunteer.

COURSES TAUGHT

Ph. D. Seminars

Strategic Management
International Management
Research for Publication

MBA, Executive MBA (EMBA), International MBA (IMBA), and Emerging Leaders MBA (LMBA)

Global Business Imperative (Executive MBA, Emerging Leaders MBA, MBA) (Both solo and team-taught)
Global Strategy (IMBA)
Virtual New Venture Strategy
Global Management (MBA)
Comparative Management Systems (IMBA)
Dimensions of Modern Business (EMBA)
Managing the Multinational Firm (MBA)
Strategic Management/Administrative Strategy (MBA)
International Management (MBA)
Seminar in Management (MBA)
Management Concepts (MBA)
The Thrills and Frills of Living, Working, and Doing Business around the World

Executive MBA Modules

Global Strategy
Global Marketing Strategy

Undergraduate

Strategic Management/Business Policy (Both solo and team-taught)
Global Management
Entrepreneurship and Small Business Management
International Business
Organization Behavior
Human Resource Management
The Thrills and Frills of Living, Working, and Doing Business around the World
Campus Connection: Around the World in One Quarter
Organization Theory
Managing People in Organizations
Managing Complex Organizations
Principals of Management
Industrial Relations
Labor Legislation and Collective Bargaining
Quantitative Methods
Personal Finance

STRENGTHS

Personal commitment to excellence and to hard work to accomplish objectives...interested in people of other cultures, and can relate to people from various backgrounds...excellent command of English, and capacity to communicate effectively both verbally and in writing...strong personal integrity and loyalty...desire to succeed.

PERSONAL

U.S. Citizen.
Marital Status: Married to Sandra (Sandy) Ann Young.
Children: 2 sons (Alex and Darius).

Have visited, lectured, taught, and trained in more than forty countries.
Interests include team sports especially soccer, jogging, chess, traveling, and social work.

January 9, 2005