

CURRICULUM VITAE  
SANTIAGO IBARRECHE, PH. D.

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I. PERSONAL DATA

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Present Position:

**Professor of Management**

Department of Marketing and Management  
University of Texas at El Paso

II. CREDENTIALS

EDUCATION

Doctor of Philosophy in Management

Double Major in Operations Research and Business Policy,  
Minor in Public Administration, May 1979, University of Colorado

Maestría en Administración (M. B. A.)

Double Major in Organizational Behavior and Production Management, July 1976,  
Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM) (Monterrey  
Institute of Technology and Higher Learning), Mexico City

Contador Público (B. B. A. in Accounting) Majors

in Accounting and Finance,

April 1970, Universidad Nacional Autónoma de México, Mexico City CERTIFICATION:

Certified Public Accountant (C. P. A.) in Mexico since 1971

III. ACADEMIC ADMINISTRATION EXPERIENCE

August 2009 to Date:

Coordinator of the Entrepreneurship Minor for the Department of Marketing and  
Management at UTEP

July 2004 to August 2009:

Director of the Center for Hispanic Entrepreneurship at UTEP and Co-Principal  
Investigator of the UTEP-Kauffman Campus Initiative (Funded by a grant of Kauffman  
Foundation).

Some accomplishments during my tenure include:

- Organization of the first conference on Hispanic Entrepreneurship which took place in

May 2009 in El Paso, Texas under the sponsorship of UTEP and Kauffman Foundation

- Coordination of the Project “Oral History of Latino Entrepreneurs in El Paso and South West Texas” (Together with a team of scholars and students commanded by Homero Galicia)
- Collaborations with the universities included in the first Kauffman Campus Initiative funding. These universities were Wake Forest University; University of Illinois Urbana-Champaign; Washington University in St. Louis; University of North Carolina; University of Rochester; and Howard University. We had periodical meetings and shared program and activities with all the members.
- UTEP entrepreneurship programs were named as one of the best 25 entrepreneurship programs in the US by Fortune-CNN electronic magazine, specifically in the areas of diversity and family business during 2007
- Organization of twenty new courses to give access to entrepreneurship education to all different colleges at UTEP and modules to be included at all educational levels throughout the university
- Development, faculty support, and presentation of several in International and national conferences of papers on Hispanic entrepreneurial research
- Creation of a database for grants for development of programs
- Collaboration with the Economic Development Department of the City of El Paso, El Paso Community College, El Paso Hispanic Chamber of Commerce and Greater El Paso Chamber of Commerce in several regional projects and events

1998 to 2003:

Director of the Small Business Executive Education Program (SBEEP) at UTEP

This program was offered four times under the sponsorship of the Small Business Administration. The program is specific for minority owned firms under the 8(a) program. The program was offered in 1998, 2000, 2001, and 2002. The first class had 40 participants in one group and the last had almost 300 from over 40 states (see the section on grants for further detail.)

June 1988 to September 1989:

Interim Director

Center for Inter American and Border Studies (CIBS) at the University of Texas at El Paso.

Some accomplishments during my tenure were:

- Signing of seven agreements with Mexican Universities for Academic collaboration.
- Coordination of the first Texas – Mexico Conference on Education. This was a binational conference between universities in the State of Texas and bordering Mexican States. We had a participation of 40 institutions.
- Representation of UTEP before City, Educational, and Government Institutions
- Initiation of several funding proposals for research projects

September 1986 to June 1987:

Co-chair of the Department of Management

Coordinator of the areas of Information Systems, Quantitative Methods, and Production Management at the Department of Management at UTEP.

1981 – 1982: Director

Centro de Recursos para la Investigación y el Aprendizaje. (Learning and Research Resource Center)

Instituto de Banca y Finanzas, A. C. (presently this institution is known as Centro de

Investigación para El Desarrollo, A. C.) (A Think Tank) in Mexico City

1980 – 1981: Director (Equivalent position to **Dean**)

Escuela de Graduados en Administración de la Ciudad de México del Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM) in charge of eight campuses across Mexico.

I was in charge of four academic programs at the Graduate level. At the time I was Dean of the school we had approximately 1,500 students, 50 faculty members of whom 20 were full time faculty.

1979: Director Adjunto (corresponding to **Associate Dean**):

Escuela de Graduados en Administración de la Ciudad de México. (Graduate School of Management in Mexico City) ITESM, México, D. F., México

1973 to 1976: Coordinator of the Financial Management area at the Center for Executive Specialization (Training Institute) in Mexico City.

1981 to Date: Consultant in Curriculum Development with universities. I have participated in different roles in the development of undergraduate and graduate Level programs, among other, at the following institutions:

- UTEP, College of Business Administration (BBA, MBA, and Ph. D. member of design teams)  
Computer Information Systems (designed the overall curriculum that was previously housed in the College of Engineering and the transition process to the College of Business)
- UTEP, College of Engineering (Master in Production Management, member of design team)
- ITESM, (M. B. A. implemented in all campuses, member of design and implementation team)
- ITESM (Member of the committee for designing the Doctor of Business Administration Program)
- IBAFIN, (Certificate programs and Professional Development for faculty and researchers)

#### IV. TEACHING EXPERIENCE:

##### MAIN TEACHING EXPERIENCE:

September 2000 to date: Professor of Management (Full). College of Business Administration, University of Texas at El Paso

September 1983 to August 2000: Associate Professor (Tenured in 1987).  
College of Business Administration, University of Texas at El Paso

Spring 2001 to Spring 2006: Professor for the University of Texas Telecampus in International Strategies

May – June 2004: Visiting Professor Universidad Pública de Navarra (Public University of Navarra). Taught several seminars for doctoral students in the areas of Research Methodology, Strategy, and Entrepreneurship

February – April 2004: Visiting Research Fellow at Centro Eurolatinoamericano of Instituto de Empresa in Madrid. Conducted research in the areas of Maquiladoras and Entrepreneurship in Iberoamerica

January 1983 to August 1983: Visiting Professor. Savannah State College, Savannah, Georgia  
Main subjects taught included: Financial Planning, Computer Information Systems, and Project Management

April 1981 to December 1982: Full Professor (Tenured) and Researcher. Instituto de Banca y Finanzas (IBAFIN), Mexico City.

May 1979 to April 1981: Professor (Tenured). Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM) (Monterrey Institute of Technology and Higher Studies) Mexico City, Mexico, (I taught one course every academic period during my tenure)

1973 to 1976: Professor (Tenured) Instituto Tecnológico Autónomo de México (ITAM) (Mexico City Autonomous Institute of Technology) Mexico City, Mexico.

1971 to 1973: Instructor ITAM, Mexico City,

Mexico. 1969: Adjunct Professor. College of Business, UNAM 1969

#### **OTHER TEACHING EXPERIENCE:**

1986 to 2003: Professor of the Graduate division of ITESM in Chihuahua City

1983 to date: Seminars for the Center for Professional Development of UTEP (Presently Professional and Continuing Education). Some of the courses that I have taught include open seminars at El Paso and closed seminars at maquiladora plants in Juarez.

May 1993: Instructor for INCAE (Central American Institute of Management, affiliated with Harvard University) for a Seminar in Marketing Strategy in Panama City, Panama.

1992 to 1995: Instructor for Teléfonos de México in Strategic Management and Creativity programs.

1985 to 1994: Advisor in Training and Development for Bancomer (Largest Bank in Mexico) in the area of Juarez, Mexico. Some programs instituted include: Creativity, Mexican Financial System, Financial Analysis, Strategic Analysis, and Others.

1991-1992: Professor for the AID program in an academic exchange with El Paso Community College. This program was directed to executives of small and medium size businesses from Peru.

1992 to 1995: Seminars in Total Quality Management for the Maquiladora Association of Chihuahua and the Universidad Regional Del Norte.

1991-1992: Seminars for BANAMEX (Second Largest Bank in Mexico) for personnel of the State of Chihuahua.

Summer 1991: Special program for Faculty Development at the Universidad Regiomontana, in Monterrey, Mexico

1991: Guest lecturer for the initial program of the Satellite Instruction Program of ITESM with broadcasting to 20 locations over Mexico. Subject: latest advances in Strategic Management.

January 1982 to December 1982: Guest Professor in Statistical Methods for the MACC program. Graduate School of Business. Universidad Nacional Autónoma de México (UNAM) (National Autonomous University of Mexico) Mexico City, Mexico

September 1981 to December 1981: Guest Professor. Graduate School of Business. Centro Nacional de Enseñanza Técnica Industrial (CENETI) (National Center for Technical and Industrial Learning) Mexico City, Mexico

#### **V. BUSINESS, PROFESSIONAL EXPERIENCE:**

1985 to Date: Member of the Advisory Board of Grupo Óptico Franklin (a family business), in Ciudad Juárez.

1968 to Date: Consultant in Business and Government and Non for Profit Organizations in the areas of Management, Strategic Management, International Management, Information Systems and Financial Management.  
Specialized in Entrepreneurship, Strategic Planning and Management in Multicultural Environments

1992 to 1996: Member Board of Directors of Goodwill Industries of El Paso.

1986 to 1991: Partner at the consulting firm Asesoría Financiera, Estratégica y de Sistemas de Juárez, S. C. (AFES) in charge of the area of International and Strategic Management.

1968 to 1973: Comptroller at Benito é Ibarreche, S. A. (Hardware store) (Mexico City, Mexico).

## VI. TEACHING:

### COURSES TAUGHT

I have taught a variety of subjects in different academic departments at UTEP as follows:

#### Undergraduate:

Introduction to Management and Organizational Behavior  
Creativity and Innovation  
Entrepreneurship  
Franchising  
Small Business Management  
Strategic Management  
Statistics  
Advanced Statistics  
Introduction to Quantitative Methods  
Applied Computer Models  
Introduction to Computers  
Business Computer Applications  
Computer Operations Management  
Cost Accounting I and II  
Managerial Accounting

#### Graduate (MBA):

Seminar in Organizational Behavior  
Multicultural Management  
Corporate Entrepreneurship  
Strategic Management  
Total Quality Management  
International Strategic Management (face to face and on line)  
Global Management  
Human Resource Management  
Quantitative Methods  
Managerial Accounting

#### Graduate Ph. D.:

Seminar in International Entrepreneurship taught in Fall semester 2004 and the Spring semester of 2010

General integrative seminar taught by six different professors to first semester doctoral students

### DIRECTED INDIVIDUAL STUDIES:

I have directed in the last thirty years more than **150** individual independent studies in the areas of Management, Information Systems, Small Business Development, Quality Management, International Management, and Production Sharing.

#### INNOVATIVE ACTIVITIES

The following are innovative activities that I have used in different classes I have taught:

##### Courses Development:

“Creativity and Innovation” is a course developed under UTEP-KCI. This course includes a mix of philosophic and practical aspects of innovation and creativity through the study of processes of harvesting ideas.

##### Computer Simulation:

During 2004 and 2005, and 2008 I used “Capstone”, an Internet based simulation in the classes I taught for undergraduate programs. This simulation was used in evaluating student performance for the 2005 AACSB re-accreditation. In previous years I have used other simulation programs.

##### Doctoral Seminars:

I developed syllabi for two doctoral seminars, one in strategic management and one in entrepreneurship. The seminar in entrepreneurship was taught during the fall semester of 2004 co-taught with Dr. Frank Hoy.

IBUS6318 International Entrepreneurship was offered again in Spring 2010 for the next cohort of students. This time I was the only instructor.

##### Case Formulation:

In the Total Quality Management class students from Business, Nursing, Psychology, Engineering, and Education develop, under my supervision, cases from local businesses or from corporations that have an impact in the community. I have invited members of these organizations during the presentations for comments and opinions.

##### Country Analysis:

In the International Management class each student produced a country analysis in which the economic, political, social, technological and business aspects were analyzed. The results were excellent.

##### Group Analysis of Environmental Issues:

In the MGMT5335 class students participated in teams representing different parts of the world for the analysis of social, economic, political, technological, and business issue in each class.

##### On – Line Course:

Global Strategic Management is part of the MBA On-Line program of the University of Texas System. Development of this course was possible through a grant from the UT System. (See Grants section for details)

##### Teaching of Creativity Theory and Practice:

In classes where innovation is part of the subject, such as Strategic Management and Total Quality Management, I include at least two sessions in the area of creative processes where students are exposed to different theories and exercise with creativity.

##### Practical Experience:

In the class of Total Quality Management, students develop practical experience by participating in teams in charge of solving specific quality problems, specifically at UTEP and other organizations in the area. Most of the participating institutions are in the border area between El Paso, and Juarez.

## PROFESSIONAL REPORTS, THESES

A list of Thesis and Professional reports committees at the Master and Doctoral Level is in Appendix A.

### VII. GRANTS AND FINANCED PROJECTS:

#### Kauffman Foundation:

Grant to establish a series of programs related to entrepreneurship for minorities. Funds from this grant are used in the creation and operation of the Center for Hispanic Entrepreneurship. Total Grant amount; \$6,000,000.00 during five years; awarded in 2004 (\$2,000,000 in direct funding and \$4,000,000 in matching mostly in kind)

#### College of Business Administration at UTEP:

Summer Research Support grant. Grant Amount \$5,000, awarded in summer 2007

#### University of Texas at El Paso (Office of the Provost):

Grant for the developing new funding grants for the Center for Hispanic Entrepreneurship. Grant amount \$29,000; awarded in summer 2005.

#### Small Business Administration:

Applications submitted to the SBA for conducting programs in 2003 and 2004. These grants were not funded.

Grant for \$387,000 to implement the fourth "Small Business Executive Education Program." We offered two programs, one at the introduction level and one at an advance level. These programs were conducted during May 2002.

Grant for \$330,000 to implement the third "Small Business Executive Education Program." We offered two programs, one at the introduction level and one at an advance level. These programs were conducted during May 2001.

Grant for \$232,000 to implement the second "Small Business Executive Education Program", which was conducted in May 2000.

We had a total of 70 participants from 20 states and 40 SBA districts.

Professor Francisco Treviño performed the evaluation of this program and rated it among the best in its class.

Grant for \$140,000 for implementation of the First "Small Business Executive Education Program", which was conducted in May 1998.

We had a total of 42 participants from 15 states and 25 SBA districts.

Professor Anthony Brown from Atlanta Clark University performed the evaluation of this program and rated it among the best in its class.

U. S. Department of Justice (Office of Special Counsel in Immigration) (2003 and 2004) Grant proposals for \$90,000 each to train individuals on the rights violations problems originated by the existing immigration legislations (Not funded)

#### Telecampus of The University of Texas System:

Grant for \$45,000 for the development and implementation of a course entitled "Global Strategic Management" for the MBA on Line program. This course is offered to the students since spring 2001.

#### Financing Trade in NAFTA Countries for Small Business

Grant from The Center for Western Hemispheric Trade, with Dr. David Schauer, 1996; Amount \$12,000.

#### International Management Program

Grant to develop a Certificate Program in International Studies. The University of Texas at El Paso September 1985 – August 1986. United States Department of Education; Amount \$72,000

Rockefeller Foundation (With University of Wisconsin at Madison)  
Funds for implementing energy management courses and symposiums at the ITESM in Mexico City 1980-1981; Amount \$45,000

Banco de México.  
Study concerning the economic development of the maquiladora industry, jointly with ITESM in Mexico City and The New School for Social Research 1980 Amount \$80,000

#### VIII. HONORS, AWARDS, RECOGNITIONS

August 2018: Best Reviewer for Management Research (The official Journal of the Iberoamerican Academy of Management) Diploma by Emerald Publishing.

May 2018: Gran Marshall for the Spring Commencement Ceremony at UTEP for the College of Business; College of Education; College of Health Science, and School of Nursing.

August 2015, Acknowledgement as Vice-President and Treasurer of the Iberoamerican Academy of Management.

December 2013, Acknowledgement Certificate for Reviewer at the Iberoamerican Academy of Management

September 2013, Special Diploma for 30 years of service at UTEP

December 2011, Acknowledgement Certificate for Reviewer at the Iberoamerican Academy of Management

September 2008: Special Diploma for 25 years of service at UTEP

January 2008: Certificate for participation in the program "Families in Business in Latin America" awarded by Campden Conferences

October 2007: Certificate for special congressional recognition for outstanding and valuable service to the community; presented by Rep. Silvestre Reyes for the award of Minority Enterprise Business Advocate of 2007

October 2007: Plaque and award as "Minority Business Advocate of the Year", special award given during MED (Minority Enterprise Development) week by the Small Business Administration regional office.

July 2006: Special plaque for participation in the coordination and as a presenter in the National Seminar at the National Hispanic Business Association Summer Leadership Conference

May 2006: Special diploma for participation as guest lecturer in the "First Marketing Congress" at Universidad Autónoma de Ciudad Juárez

December 2005: Diploma for participation in the Fourth Annual International Conference of the Iberoamerican Academy of Management at Universidad NOVA de Lisboa in Lisbon (Portugal)

October 2005: Diploma for participation in the Fourth Annual International Congress in Entrepreneurship (CIELA) at Universidad ICESI in Cali (Colombia)

September 2003: Special Diploma for 20 years of service at UTEP

September 2001: Special Diploma for participating as speaker at the Annual Meeting of the Juarez Institute of CPAs.

April 2001: Plaque for participation at the "Semana de la Administración" of the Juarez Institute of Technology

March 8, 2001: Presentation for the local Small Business Administration office in a conference in Spanish. The presentation topic was: Strategic Management and Business Plan



- October 2000: Plaque for presentation made at the Instituto Tecnológico de Ciudad Juárez to commemorate the thirty-sixth anniversary of the institution (Ciudad Juarez Technological Institute) entitled "Parameología y Administración" (Paremiology and Management)
- September 2000: Special Diploma for participating as speaker at the Annual Meeting of the Juarez Institute of CPAs.
- May 2000: Plaque from participants at the Second SBEEP
- April 2000: Plaque for participation as a Judge in Case Competition at UTEP
- Feb 2000: Special Plaque from the Latin American Symposium of the Optical Industry in Mexico City, Mexico
- September 1999: Special Diploma for participating as speaker at the Annual Meeting of the Juarez Institute of CPAs.
- September 1998: Special Diploma for 15 years service at UTEP
- September 1998: Special Diploma for participating as speaker at the Annual Meeting of the Juarez Institute of CPAs.
- July 1998: Special Plaque for participating as the only speaker at the ITESM Alumni Association in the Chihuahua Campus
- May 1998: Special acknowledgement from participants to the first SBEEP
- April 1998: Special Diploma for Participating in First Week for Entrepreneurs as Speaker.  
Diploma by Juarez Institute of CPAs
- March 1998: Special Diploma for participating in the first International Accounting Students Week in Ciudad Juarez, Sponsored by the Juarez Institute of CPAs
- October 1997: Special Diploma for participating as speaker at the Annual Meeting of the Juarez Institute of CPAs.
- August 1997: Certificate of Completion for the Small Business Administration Executive Education Program from Clark Atlanta University
- January 1996: Special Diploma from United Technologies for the Coordination of their Strategic Planning Session.
- March 1994: Diploma from Instituto Tecnológico de Chihuahua II for participating in the Fourth Industrial Engineering Week, Chihuahua City, Mexico
- March 1994: Diploma for participating as a Speaker at the Twentieth Anniversary Event of the Maquiladora Association
- October 1993: Diploma for participation as Guest Speaker at the Instituto Tecnológico de Chihuahua
- August 1993: Diploma for ten years of service at UTEP
- October 1993: Special Award for participation in the 2<sup>nd</sup>. International Conference of IMEF
- October 1993: Diploma for participating in a conference at Instituto Tecnológico de Ciudad Juárez
- September 1993: Diploma for participation in the XX Anniversary of Universidad Autónoma de Coahuila
- August 1993: Special plaque for participating in the first symposium of Financial Engineering at Universidad Regional del Norte
- November 1992: Diploma for participation in the Conference on Management organized by the College of Business Administration of UACJ
- August 1992: Diploma for participation as Speaker in the First International Meeting of IMEF.  
Topic: The Impact of the North American Free Trade Agreement

- July 1991: Diploma for participation on “El Tratado de Libre Comercio y la Administración Estratégica.”
- July 1991: Diploma from UACH for participation in the conference IMEF – UACH
- April 1991: Diploma for participation on “Estrategias para el desarrollo del Norte de México”. Given in Chihuahua City by ITESM
- May 1990: Special recognition by the Rotary Club District of Northern Mexico for participation in their annual conference
- January 1990: Special Diploma by IMEF for contributions to the editorial committee during 1989
- May 1988: Special Diploma from the Business College Council for best professor in Management for the 1987-1988 Academic Year
- May 1987: Special Diploma from the Business College Council for Service to Students in the 1986-1987 Academic Year
- April 1985: Academic Excellence Award; Presented by the Vice President of Academic Affairs of The University of Texas at El Paso.
- December 1982: Special recognition as outstanding faculty at Instituto de Banca y Finanzas (Special Diploma)
- November 1979: ITESM Special recognition for participation in the “Leadership Program”
- January 1977 to May 1979: Scholarship for the Doctoral program from Becas Universitarias, Monterrey, Mexico
- September 1973 to August 1976: Scholarship from ITAM for the Master program at ITESM

## IX. INTELLECTUAL CONTRIBUTIONS

### BOOKS

- Ibarreche, Santiago. “Strategic Management Using Ideas in Action” Kendall Hunt, Dubuque, Iowa, ©2012 ISBN - 978-0-7575-7224-1
- Ibarreche, Santiago. “Ideas en Acción © Administración Estratégica Para el Siglo XXI” (Ideas in Action© Strategic Management for the 21<sup>st</sup> Century) Published in an Internet Edition by the author, at <http://faculty.utep.edu/Portals/167/IEA3AED.DOC> (1998)
- Ibarreche, Santiago. “Ideas en Acción” (Ideas in Action) Instituto de Liderazgo y Calidad, A. C. Mexico City, Mexico, 1993.
- Ibarreche, Santiago. “Administración Estratégica y Creatividad” (Strategic Management and Creativity) Instituto de Liderazgo y Calidad, A. C. Mexico City, Mexico, 1993.
- Ibarreche, Santiago. “Análisis De Información Financiera para Toma de Decisiones.” (Financial Analysis for Decision Making) Editorial IEE, S.A. 3<sup>rd</sup>. Edition (1<sup>st</sup>. Edition in 1976), Mexico City, Mexico, 1982
- Ibarreche, Santiago, and Mohamad N. Namakforoosh; “Mercadotecnia Social” (Social Marketing) Editorial Limusa, S.A., Mexico City, Mexico, 1982

### RESEARCH IN PROGRESS:

1. Ongoing Section in Management Research (The official Journal of the Iberoamerican Academy of Management). This section is called “A life in Research” and every year we have interviewed a prominent scholar in the area of Iberoamerica. This series has already included interviews of the following people: Robert Huchkisson; Luis Gómez-Mejía; María José Tonelli; Frank Hoy; Julio O. de Castro; Africa Ariño; Simon Dolan ; Joan Enric Ricart.; and Rita Campos e Cumha

2. Research on Paremiology (Study of sayings, paremies, refrains, and quotes); humor; and mnemonics and their use the teaching of management; presently I am writing a paper to be submitted to Academy of Management Learning & Education and a second one to be submitted to Management Research (The Official Journal of the Iberoamerican Academy of Management)
3. Projects with ex doctoral students:  
LMX-social comparison, job embeddedness and psychological ownership
4. Guest editor of Management Research (The Official Journal of the Iberoamerican Academy of Management)
5. Reviewer for Academy of Management Annual Meeting in the field of Entrepreneurship.

BOOKS COMPILED AND EDITED:

Ibarreche, Santiago, and Fernando Cuén; Editors, "Encuentro: Productividad el Único Camino." (Meeting Place: Productivity the Only Road.) Of Fundación Cultural Banamex, Galindo, Mexico 1981

Foell, Wesley, and Santiago Ibarreche; "Planning and Management of Energy-Environment Systems in Mexico." University of Wisconsin Press, Madison, 1979

BOOK CHAPTERS:

Ibarreche, Santiago and Linda Sama "Analyzing a Case Using IDEAS IN ACTION", Chapter 1 in "Regional Case Studies in Strategic Management and Business Policy" (Hoy and Sprinkle, 1999), pp. 1-10

Ibarreche, Santiago "The Tiguas and Speaking Rock Casino", Case in Chapter 10 "Regional Case Studies in Strategic Management and Business Policy" (Hoy and Sprinkle, 1999), pp. 93-102.

Ibarreche, Santiago. "A Markov Model for Educational Institutions in Mexico" in U.S. Mexico Economic Relations Edited by B. Poulson and T. N. Osborn, Westview Press, Boulder, 1979, pp. 309-321

REFEREED JOURNAL ARTICLES (Published)

Santiago Ibarreche, (2018) "Rita Campos e Cunha: a professor, mentor and colleague who ends up being a friend for life", Management Research: Journal of the Iberoamerican Academy of Management, Vol. 16 Issue: 3, pp.302-314

Santiago Ibarreche, (2017) "A life in research: Joan Enric Ricart: "you can go faster alone, but you will get farther away if you go with others"", Management Research: Journal of the Iberoamerican Academy of Management, Vol. 15 Issue: 4, pp.463-474

Ruiz M., Peterson L., Ibarreche S. (2017) "Creating the Immigrant Entrepreneur", Journal of Applied Management and Entrepreneurship, Vol. 22 No. 2 (April)

Ruiz, M., Ibarreche, S., Peterson, L., & Guerrero, L. (2016). The impact of immigrant acculturation and job search information on entrepreneurship opportunity. International Journal of Entrepreneurship and Small Business. Vol. 28, No. 2

Santiago Ibarreche, (2016),"Simon Dolan: managing by values – if you are not spiritual, how can you inspire?", Management Research: Journal of the Iberoamerican Academy of Management, Vol. 14 Iss. 2 pp. 188 - 207

Ibarreche, S. (2015) A Life in Research: Africa Ariño: having an international perspective is essential in a multipolar world" *Management Research (The Official Journal of the Iberoamerican Academy of Management)* Vol. 13 No. 2. Pp 233 – 242.

- Ibarreche, S (2014.) A life in Research; Julio O. De Castro: Open your Eyes! Research opportunities are all around you. *Management Research (The Official Journal of the Iberoamerican Academy of Management)* Vol. 12 No. 2. Pp. 203-214
- Ibarreche, S. (2013) A life in Research: Frank Hoy: From Small Business to Family Enterprises and many entrepreneurial ventures in between. *Management Research(The Official Journal of the Iberoamerican Academy of Management)* Vol. 11 No. 2. Pp. 213-226
- Maynez, A., J. Cavazos, S. Ibarreche, and J. P. Nuño de la Parra, 2012 “Confianza, Compromiso E Intención Para Compartir: ¿Variables Influyentes Para Transferir Conocimiento Dentro De Las Organizaciones? (trust, commitment and intention to share: influencing variables to transfer knowledge within organizations?) *Revista Internacional Administración y Finanzas*, Vol. 5, No. 5, pp. 21-40
- Ibarreche, S. 2012 “A life in Research: Maria José Tonelli, Rigor and Relevance in Research”, *Management Research (The Official Journal of the Iberoamerican Academy of Management)*, Vol. 10, No. 2, pp. 143-148
- Kidwell, R., F. Hoy, and S. Ibarreche 2012. “Ethnic” Family Business or Just Family Business? A Comparative Study of Human Resource Practices in Hispanic and Non-Hispanic Family Firms”; *Journal of Family Business Strategy*, Vol.3, No. 3, pp. 12-17
- Ibarreche, S. 2011 “A Life in Research: The passion for Creating, Sharing, and Using Management Knowledge of Luis Gómez Mejía” *Management Research (the Official Journal of the Iberoamerican Academy of Management)*, Vol. 9 No. 2 pp. 154-163
- Maynez, A., J. Cavazos, and S. Ibarreche 2011 “Identificación de los Factores Comunes Estudiados por la Literatura, Relacionados con la Transferencia del Conocimiento Tácito dentro de las Organizaciones” *Revista Internacional de Administración & Finanzas*, Winter Spring Issue, electronically published.
- Ibarreche, S. and Mesquita, L., 2010, “A life in research: the genius and the simplicity of Robert E. Hoskisson” *Management Research (the Official Journal of the Iberoamerican Academy of Management)*, Vol. 8 No. 2, pp. 151-157
- Fullerton, T. M., A. L. Molina, and S. Ibarreche, 2007, “Borderplex Economic Growth: Chicken, Egg, Or Scrambled?” *International Journal of Business and Economics Perspectives*, Volume 2, Number 1, 124-142
- Gowan, Mary, John Seymour, *Santiago Ibarreche*, and Charles Lackey “Service quality in a public agency, same expectations but different perceptions by employees, managers, and customers” *Journal of Quality Management* 1, (2001), pp. 1-17
- Ibarreche, Santiago, and Robert Tollen “Utilización del Análisis Financiero para Seguimiento de Estrategias” (Use of Financial Analysis to Follow Strategies) *Balance*, (Publication of the Juarez Institute of Public Accountants) published in two parts, First part: September 2000, Vol. 2, No. 10, Pp. 3-5. Second part: October 2000, Vol. 2, No. 11, Pp. 2-6.
- Ibarreche, Santiago. “Creatividad en la Contaduría Pública” (Creativity in Public Accountancy) *Balance*, (Publication of the Juarez Institute of Public Accountants) June 2000, Vol. 2, No. 6 Pp. 6-9
- Gowan, Mary, Santiago Ibarreche, and Charles Lackey, “Doing the Right Things in Mexico” *Academy of Management Executive* 1996. Vol. 10, pp. 74-81
- Ibarreche, Santiago, and Edward Alban “Bond Yield estimation at a Discount or Premium, an educational note” *The Southern Collegiate Accountant* Vol. 1, 1989-90, pp. 68-74
- English, Wilkie, Susan Williams, and Santiago Ibarreche, “Employee Turnover in the Maquiladoras” *Journal of Borderland Studies*, February 1990. Vol. IV, No. 2 pp. 70-99.
- Ibarreche, Santiago. “La Educación y Capacitación en el Comercio Internacional.” *Comercio Internacional Banamex*. June 1990. Pp. 109-112

- Ibarreche, Santiago. "Education and Training in International Trade." *Comercio Internacional Banamex*. June 1990. pp. 113-117.
- Ibarreche, Santiago, "Ideas en Acción" (Ideas in Action) *Ejecutivos de Finanzas*, No. 5, 1989, Pages 66-70.
- Ibarreche, Santiago, "Administración Estratégica en Empresas Medianas y Pequeñas" (Management of Small and Medium Size Businesses) *Ejecutivos de Finanzas*, No. 11 1988 Pages 64-71.
- Ibarreche, Santiago and Tollen Robert, "Stepwise Analysis of Bank Statements" *Southern Business Review*, Volume 13, No. 2 1987, Pages 42-52
- Ibarreche, Santiago and Walter Austin, "Uso de las Hojas Tabulares Electrónicas en la Enseñanza de la Contaduría Pública" (Use of Electronic Spreadsheets in the Training of Public Accountancy) *Contaduría Pública*, May 1986, Pages 12-21.
- Ibarreche, Santiago and Janet Omundsand, "Uso de la Regla de Cramer en Distribución de Costos" (Use of Cramer's Rule in Cost Allocation), *Contaduría Pública*, May 1985, Pages 10-14.
- Ibarreche, Santiago and Wilkie English, "Mexico Economic Forecast" *Southwest Journal of Business and Economics*, Volume 3, No. 4, 1986, Published by Bureau of Business and Economics Research at UTEP
- Ibarreche, Santiago, "Uso de Matrices de Incidencia en la Distribución de Costos" 2ª Parte, (Use of Incidence Matrices in Cost Allocation), *Contaduría Pública*, June 1984. Pages 39-40,
- Ibarreche, Santiago, "Uso de Matrices de Incidencia en la Distribución de Costos" 1ª Parte, (Use of Incidente Matrices in Cost Allocation), *Contaduría Publica*, May 1984 Pages 30-32.
- Ibarreche, Santiago and Seglund Ragnor, "Just-in-time: the Accounting Implications", Management Accounting, 1984 Pages 43-45.
- Ibarreche, Santiago. "Esquema de Análisis Financiero." (Financial Analysis Scheme). *Contaduría Pública*, Mexico City, May 1982, Vol. 10, No. 114, pp. 20-23
- Ibarreche, Santiago. "Dimes y Diretes de la Investigación de Operaciones" (Quibbling about Operations Research) *Comunicaciones*, Vol. 2, Pages 7-13, 1982.
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- Ibarreche, Santiago. "La Administración Financiera como Sistema" (Financial Management as a System) *Interacción*, 1981 PP.22-26
- Ibarreche, Santiago. "Modelo del Análisis Lógico del Proceso de Decisión." (Model for the Logic Analysis of the Decision Process) *Interacción*, Vol. I, No. 4, Mexico City, 1981, pp. 3641.
- Ibarreche, Santiago. "Futuro de la Investigación de Operaciones." (Future of Operations Research) *Interacción*, Vol. I, No. 3, Mexico City, 1980, pp. 18
- Ibarreche, Santiago. "Redes Generalizadas: Conceptos y Utilización" (Generalizad Networks: Concepts and Uses), *Interacción*, Vol. I, No. 1, Mexico City, 1980, pp. 12-16
- Ibarreche, Santiago, "Modelos Matemáticos para Presupuestos." (Mathematical Models applied to Budgeting) *Contaduría Pública*. Mexico City, March 1976, pp. 25-28
- Ibarreche, Santiago, "La Administración Financiera como Sistema." (The Financial Management as a System) *Revista ITAM*, Mexico City, Primavera 1975 pp. 22-26

#### REFEREED BOOK REVIEWS

Ibarreche, Santiago. "Book Review: Lo negociado en el TLC: Un Análisis económico sobre el impacto sectorial de Libre Comercio." (What was negotiated in the FTT: An Economic Analysis of the Sector Impact of the Trilateral Trade Treaty), By ITAM, McGraw Hill Mexico; McGraw Hill International Division, USA; 1994, 334 pages. ISBN: 970-10-04434. Published in *Journal of Global Information Management*, fall 1995; Pp. 34-35.

#### REFEREED PROCEEDINGS

Ibarreche, Santiago and Arturo Diaz:

"To Grow or Not to Grow: Birth, Growth, and Evolution Strategies for Entrepreneurs"  
Proceeding of the first International Conference on Facets of Doing Business in Emerging Markets, El Paso Texas May 2016

Han, Thaug and Santiago Ibarreche

"Corruption and Entrepreneurial Opportunity" 8th Iberoamerican Academy of Management Conference - World in Transition: business, multiculturalism and society at the Escola de Administração de São Paulo -WESP – FGV São Paulo, Brazil December 2013

Ibarreche, Santiago and Carole Cangioni

"Exploring the likelihood of launching new ventures using a Markovian Absorption Model"  
Proceedings of the 7th Bi-Annual Meeting of the Iberoamerican Academy of Management Lima, Peru (December 7 to 9, 2011) Track: Entrepreneurship and Family Business (paper 374)

Ibarreche, Santiago and Penelope Williams:

"Cómo Influye el Líder en el Éxito o Fracaso de la Estrategia," Bi-annual Meeting of Iberoamerican Academy of Management, Iberoamerican Academy of Management, Buenos Aires, Argentina. (December 10, 2009)

Cangioni, Carole, and Santiago Ibarreche, "The influence of entrepreneurs' perception of the environment's dependability and accessibility: a cultural approach." Proceedings of Fourth Annual Conference on Entrepreneurial Research in Latin America (CIELA) in October 2005.

Ibarreche, Santiago, "Emprendedores Hispanos en los Estados Unidos de América" (Hispanic Entrepreneurs in the United States of America); Proceedings of Fourth Annual Conference on Entrepreneurial Research in Latin America (CIELA) in October 2005

Mahmood, M. A., Ibarreche, S., Gemoets, L. A. (2004). Teledemocracy in Mexico: An Application of the Internet in a Cyber War. Proceedings of the 2004 Resources Management Association International Conference.

Ibarreche, Santiago, "Parecias, Mnemónicos y Humor en la Enseñanza de la Administración Estratégica" Memorias De la Segunda Conferencia Internacional de Iberoamerican Academy of Management (Popular Sayings, Mnemonics and Humor in Teaching Strategic Management), Proceedings of the second International Conference of the Iberoamerican Academy of Management. Mexico, December 10-12, 2001.

#### SPECIAL PUBLICATION:

March 2008 to June 2009:

I had a five day a week publication in a newsletter jointly with the El Paso Hispanic Chamber of Commerce called "Dicho Del Día" (Saying of the Day); this section includes a popular Spanish Language saying translating it and making a comment to apply it to the entrepreneurial or small business environment. I have had very high praises for this piece.

#### NON-REFEREED PUBLICATIONS:

#### WORKING PAPERS AND TRADE PUBLICATIONS

Ibarreche, Santiago ""El Líder Como Elemento de Éxito o Fracaso en la Implementación de la

- Estrategia” (The Leader as Element of Success or Failure in strategy Implementation)  
Working Paper published by Instituto de Empresa, Madrid, Spain March 2005
- Ibarreche, Santiago “La Industria Maquiladora de Exportación en México: Antecedentes y Entorno” Working Paper at Instituto de Empresa, Centro Eurolatinoamericano, April 2004.
- Ibarreche, Santiago “Presentación del Proyecto de Campo” (Presentation of the Field Project) in Proyecto de Campo published by ITESM Campus Chihuahua 2003 Vol. 1, pp. 1 – 4
- Méndez, Ernesto A., Ituarte E y Santiago Ibarreche “Ausentismo Laboral: Análisis de las licencias Médicas de la Empresa GCC Cementos de Chihuahua (Work Absenteeism: An Analysis of Medical Absences in the Business GCC Cementos de Chihuahua) in Proyecto de Campo published by ITESM Campus Chihuahua 2003 Vol. 1, pp. 5-21
- Méndez Ernesto y Santiago Ibarreche “La Motivación de los empleados en Lexmark – Planta Chihuahua” (Employee Motivation at Lexmark’s Chihuahua Plant) in Proyecto de Campo published by ITESM Campus Chihuahua 2003 Vol. 1, pp.22-37
- Maldonado-Ramos Álvaro Alfonso y Santiago Ibarreche “Definiendo el Perfil de Clientes de Mayco: Tiendas de Conveniencia” (Defining the customer profile of Mayco: Convenience Stores) in Proyecto de Campo published by ITESM Campus Chihuahua 2003 Vol. 1, pp. 49 – 56
- Ibarreche, Santiago, Putman K., and C. Zlatkovich “South of the Border” Twin Plants 1996, Vol. 12 No. 5, Pp. 27-29
- Ibarreche, Santiago. “Note on the Maquiladora Industry,” Paper written for the World’s Bank, 1992.  
This note was financed by ELAMEX (a large Maquiladora Corporation). The note consists of 92 pages with appendices.
- Ibarreche, Santiago. “La Inversión Extranjera en México: Algunas Consideraciones” (Foreign Investment in Mexico: Some Considerations.” El Financiero (Mexico’s Prime Financial Paper) pp. 40, September 5, 1990.
- Ibarreche, Santiago. “The Maquiladora Industry under Revised Mexican Government Policies – A Report on a Conference” El Paso Economic Review, July – August 1990 pp. 1-8
- Ibarreche, Santiago. “Fact Book” Center for Inter American and Border Studies. April 1989 El Paso – Ciudad Juárez.
- Ibarreche, Santiago. “Manual de Referencia” Center for Inter American and Border Studies. April 1989 El Paso – Ciudad Juárez
- Ibarreche, Santiago, Robert Lind, and Donald Shuffstall “Eye to Eye on the U. S – Mexico Border” Ideas to Images, 1987 (Several Issues)
- Ibarreche, Santiago, Jeffrey Brannon, and Wilkie English “The Economy of Mexico, 1984 and Beyond” Published by The Center for Inter American and Border Studies at UTEP, No. 12 in the series Border Issues and Public Policy, 1984.
- Ibarreche, Santiago. “Microcomputadoras, algo para Comentar” (Microcomputers, something to talk about) Monografías Financieras IBAFIN, No. 12 1984.
- Ibarreche, Santiago. “Programación de Metas en la Planeación.” (Goal Programming in Planning) Monografías Financieras IBAFIN. Vol. II, No. 10, June 1984. pp. 1-7
- Ibarreche, Santiago. “Uso de las Hojas Tabulares Electrónicas en la Planeación Financiera.” (Use of Electronic Spreadsheets in Financial Planning) Monografías Financieras IBAFIN. Vol. II, No. 9, May 1984, pp. 1-7

- Ibarreche, Santiago. "Sistemas de Puntaje para Discriminación de Alternativas." (Scoring Systems for Discrimination among Alternatives) Monografías Financieras IBAFIN. Vol. I, No. 8. Mexico City, Mexico. October 1983. pp. 1-9
- Ibarreche, Santiago. "El Sistema de Administración Financiera. Análisis desde la Disidencia" (The Financial management System: An Analysis from Dissidence). Económica, October 1982, November 1, 1982 pp. 32-35
- Ibarreche, Santiago. "Estimación de Cobranzas por Medio de Cadenas de Markov." (Estimation of Collections Using Markov Chains) Monografías Financieras IBAFIN, Vol. I No. 5, Mexico City, August 1982 pp. 1-5
- Ibarreche, Santiago. "Utilización del Análisis Discriminante para Decisiones de Crédito." (Use of Discriminant Analysis for Credit Decisions) Monografías Financieras IBAFIN. Vol. 1 No. 5, Mexico City, August 1982 pp. 5-11
- Ibarreche, Santiago. "Modelo de Análisis Financiero para Instituciones Bancarias." (Financial Analysis Model for Banking Institutions). Monografías Financieras IBAFIN. Vol. I, No. 2, Mexico City, March 1982, pp. 1-8
- Ibarreche, Santiago. "Como Perciben Otros Profesionistas al Contador Público." (How do other professionals perceive Public Accountants) Bitácora UNAM, Vol. 1, No. 3, 1982
- Ibarreche, Santiago, "La Simulación Computacional en la Capacitación de Ejecutivos" (Computer Simulation for Executive Training) Computerworld México pp. 22-24, 1981

## PROCEEDINGS

Kidwell, Roland E., Frank Hoy, and Santiago Ibarreche:

"Ethnic" Family Business or Just Family Business? A Comparative Study of Human resource Practices in Hispanic and Non-Hispanic Family Firms" Proceedings of the Theories in family Enterprise Conference, celebrated in Winnipeg, Canada, August 2009

Ibarreche, Santiago:

Introduction and Deans' discussion on Entrepreneurship at UTEP. Filmed proceedings of the conference entitles "Celebrating Hispanic Entrepreneurship" May 2009 Pivoda, Miroslav and Santiago Ibarreche:

"Tricks of Creative Entrepreneurial problem Solving", Proceedings of the International Council of Small Businesses 52<sup>nd</sup> World Conference in Turku, Finland (June 2007), Abstract in page 260, Text on CD

Ibarreche, Santiago:

"Mercadotecnia, Emprendedores y Responsabilidad Social" Proceedings (Memorias) of the First Marketing Conference at Universidad Autónoma de Ciudad Juárez. May 12, 2006, on CD.

Ibarreche, Santiago:

"Kaufmann foundation grant and its use at UTEP" in the Minority Serving Institutions Research Partnership Conference in Edinburg, Texas at Pan American University. February 2006

Ibarreche, Santiago. "Administración Creativa" (Creative Management). Proceedings of the Twentieth Week of Public Accountancy in Ciudad Juarez, Mexico, pp.45-47, 1993

Ibarreche, Santiago. "Economic Impact of Maquilas in Mexico" Proceedings from the 35<sup>th</sup> Annual Meeting of The Rocky Mountain Council on Latin American Studies, Santa Fe, NM, pp. 69-75, April 1987

Ibarreche, Santiago. "Building Business Simulations for management Training in Mexico: A



Recollection of Experiences.” Proceedings of the 1986 Annual Meeting of the Decision Science Institute in Hawaii, November 1986

Ibarreche, Santiago, and Sharon Hoffman “Comparison of Accounting Principles under Inflation; the Case of Mexico and the United States” Business Association of Latin American Studies, 1985

Ibarreche, Santiago. “A Certificate Program in Border Management” in Teaching about International Boundaries, Conference celebrated at New Mexico State University, 1985, Pp. 55-56.

Ibarreche Santiago. “Cross-Cultural Impacts upon Border Marketing” Proceedings of SWAFT Meeting in San Antonio, pp. 25-27, 1984

## PRESENTATIONS AT PROFESIONAL MEETINGS

### *a. Professional Papers*

Maynez, Aurora, Cavazos, Judith; Ibarreche, Santiago; Nuño, Pablo;  
Identificación De Factores Comunes Estudiados, Relacionados Con La Transferencia De Conocimiento Tácito Dentro De Las Organizaciones (Identification Of Common Factors In Tacit Knowledge Transference Within Organizations) International Business and Finance Conference, Las Vegas, (January 2011)  
(Selected Best Research Conference Paper)

Ibarreche, Santiago:  
Meeting of Iberoamerican Academy of Management, "Cómo Influye el Líder en el Éxito o Fracaso de la Estrategia," Iberoamerican Academy of Management, Buenos Aires, Argentina. (December 10, 2009)

Ibarreche, Santiago:  
Professional Development Workshop presented at the Annual Meeting of the Academy of Management for the Iberoamerican Academy of Management chapter. “Differences and Similarities in Iberoamerica”, Coordinator and presenter, Anaheim, CA, August 2008

Ibarreche, Santiago:  
Professional Development Workshops presented at the Annual Meeting of the Academy of Management for the Iberoamerican Academy of Management chapter. The titles of the workshops were: “Doing Research in Iberoamerica: Problems and Strategies, and “Grant writing and processes for Research in Iberoamerica”, Philadelphia, Pennsylvania, August 2007  
Cangioni, Carole and Santiago Ibarreche:

Presentation entitled: “Migration and Entrepreneurship: a framework of analysis”, presented at the Iberoamerican Academy of Management Division in the Annual meeting of the Academy of Management, Atlanta, Georgia, August, 2006

Ibarreche, Santiago:  
Presentation to the faculty of “Leadership Center” of “Instituto de Empresa” entitled: “The role of the Leader in Strategies Success or Failure”, presented on April 4, 2005.

Lopez, Francisco, Santiago Ibarreche, and Robert Tollen, “Data Envelopment Analysis: A New Application to Measure Corporate Efficiency”, Presented at the Decision Science Institute Meeting in 2003.

Posthuma, Richard, Santiago Ibarreche, Troy Munford and Manuel Quiñones, “Employee Job Pursue Intentions: Help-Wanted Advertisements for Mexican Maquiladora Workers”, panel paper presented at the Academy of Management meeting in Seattle in 2003.

Ibarreche, Santiago. “Personnel Turnover in the Maquiladora Industry in Ciudad Juarez: A Comment” Presented at the Pan Pacific Conference in Singapore. May 1988. Presented in my behalf by Benito Flores of Texas A&M

- Ibarreche, Santiago, J. Brannon, and C. Lackey "Central Banking in Mexico: A new Approach to Monetary Stabilization". Meeting of the Southern Economics Association, 1985
- Ibarreche, Santiago and Robert Lind "Project Management using CPM on 1-2-3" Presented at the ORSA/TIMS annual meeting in Atlanta, Georgia November 3-5, 1985
- Ibarreche, Santiago and Robert Tollen "Linear Programming as an aide for Operational Efficiency" Presented at the ORSA/TIMS annual meeting in Atlanta, Georgia November 3-5, 1985
- Ibarreche, Santiago and D. Wieters "A Markov Chain Formulation to Forecast Collections" Presented at the TIMS/ORSA annual meeting at San Francisco, May 1984
- Ibarreche, Santiago "A Model to Identify and Compare Bank Strategies." Presented at ORSA/TIMS Annual Meeting, Orlando, November 1983
- Ibarreche, Santiago "Applications of Linear Goal Programming in the Credit Granting Decision." Paper presented at the ORSA/TIMS annual meeting, San Diego, November 1982
- Ibarreche, Santiago, and J. Barrera. "Comentario sobre la Estrategia en la Empresa Pública y Privada en México." (A Commentary on the Strategy for Public and private Businesses in Mexico) Consejo Latinoamericano de Escuelas de Administración, Mexico City, Mexico 1982
- Ibarreche, Santiago, and M. Namakfarooosh "Uso de Análisis Factorial Para Reducción de Datos en Estudios de Comportamiento con Relación al Uso de Anticonceptivos" (Use of Factor Analysis for Data Reduction in Birth Prevention Behavior) Consejo Latinoamericano de Escuelas de Administración, Mexico City, Mexico 1982

*b. Conferences and Presentations to Professional Organizations*

December 2013:

Iberoamerican Academy of Management at Sao Paolo, Brazil

December 2011:

Iberoamerican Academy of Management at Lima, Peru

January 2010:

USASBE (United States Association for Small Business and Entrepreneurship) Annual Meeting.

December 2009:

Iberoamerican Academy of Management at Buenos Aires Argentina

January 2009: "Entrepreneurial Developments at the Center for Hispanic Entrepreneurship" presented to California Lutheran College in Oxnard, California

January 2009:

USASBE (United States Association for Small Business and Entrepreneurship) Annual Meeting.

November 2008:

Kauffman Foundation Symposium on Datasets, Washington, D. C.

October 2008:

Institute of Management Accountants, El Paso Chapter. Presentation title: "Culture,

Management, and Information Systems" August 2008:

Academy of Management and Iberoamerican Academy of Management. Presentation and coordination of a Professional development Workshop entitled: "The Questions We Ask in Iberoamerican Research: Difference in the Regions"

July 2008:

Ysleta del Sur Pueblo Executive Committee for Tigua, Inc. "Managing Change", Ysleta de Pueblo Reservation, El Paso, Texas

May 2008:

Hugh O Brian Youth Leadership Conference. "Being your own boss and creating your business", El Paso, Texas April 2008:

New York Life annual conference for Hispanic Market: "Present and Future for Hispanic Financial Markets, New York City, New York

February 2008:

Campden Conferences; Families in Business in Latin-American. Present situation of the Latin American environment for Families in Business in Latin America, Miami, Florida

January 2008:

New York Life, by invitation: "The Hispanic Financial Market", Chicago. Illinois

January 2008:

United States Association of Small Business and Entrepreneurs (USASBE) presented paper: "Kauffman Campus Initiative: Experience in three Schools" with Colleen Post, and Anthony Mendes

December 2010:

Iberoamerican Academy of Management Santo, Domingo, Dominican Republic

November 2007:

Kauffman Foundation Symposium on Datasets, Kansa City, Kansas

October 2007:

Family Firm Institute Annual Meeting, Miami, Florida

August 2007:

Annual meeting of the Academy of Management, Philadelphia, Pennsylvania,

June 2007:

"International Council of Small Businesses 52<sup>nd</sup> World Conference in Turku, Finland, presented paper: "Tricks of Creative Entrepreneurial Problem Solving" with Miroslav Pivoda

May 2007:

Conference on Kauffman Campuses I and II. Presentation of Advances in the Kauffman Program, Kansas City, Missouri

April 2007:

Family Enterprise Research Conference, Monterrey, Mexico

January 2007:

Presentations on "Migration and Entrepreneurship" and "The Maquiladora Industry" for the University of the Redlands in Redlands CA

December 2006:

Presentation in Mexico City for "Conceptos Creativos" and "Hidrónica" on "IDEAS IN ACTION and innovation processes"

December 2006:

Presentations at California State University Northridge regarding strategies for the College of Business and Economics

November 2006:

Presentation at Wake Forest University (Greensboro, NC) for the KCI group on "Teaching Innovation and Creativity"

October 2006: Presentation and introduction of the ceremony for "Entrepreneur in Residence" for Hector Rico

August 2006:

Annual meeting of the Academy of Management, Atlanta, Georgia

July 2006:

Presentation on "Hispanic Leadership" for the Sumer Leadership meeting of the National Hispanic Business association in El Paso, Texas

June 2006:

Participant at a special meeting for the Kaufman Campus Initiative Universities at Washington University in St Louis, Missouri

May 2006:

Participant at the "Border Economic Forum" organized by the Federal Reserve Bank (El Paso Branch) and UTEP in El Paso, Texas

March 2006:

Participant in the meeting of the "White House Initiative Educational Excellence for Hispanic Americans" which took place in UTEP, El Paso, Texas March

2006:

Special meeting of strategic planning for the Center for Entrepreneurial Development, Advance, Research, and Support (CEDARS) in Cloudcroft, New Mexico

February 2006:

Participant and organizer for the "Invention to Venture" conference at CEDARS at UTEP, co-organized by the National Collegiate Inventors & Innovators Alliance (NCIIA)

February 2006:

Participant at the Minority Serving Institutions Research Partnership Conference in Edinburg, Texas

January 2006:

Participant in the joint Conference for USASBE/SBI (United States Association for Small Business and Entrepreneurship and Small Business Institute) Tucson, Arizona.

December 2005:

Participant at the Fourth International Conference of the Iberoamerican Academy of Management in Lisbon, Portugal.

November 2005:

Participant at a special meeting for the Kaufman Campus Initiative Universities at Florida International University in Miami, Florida.

August 2005:

Participant at a special meeting for the Kaufman Campus Initiative Universities at Wake Forest University in Greensboro, North Carolina

August 2005:

Participant at the pre-conference of the Academy of Management Meeting for the Iberoamerican Academy of Management joint meeting in Honolulu, Hawaii.

June 2005:

Participant at the International Council of Small Business (ICSB) annual meeting at Washington, D. C.

March 2005:

Presentation to the Texas Association of Mexican American Chambers of Commerce about what is the Center for Hispanic Entrepreneurship. Presented at UTEP on March 12, 2005

February 2005:

Presentation for the Universidad Autónoma de Ciudad Juárez (Autonomous University of Ciudad Juarez) on Entrepreneurship Education.

January 2005:

United States Association for Small Business and Entrepreneurship (USASBE), Palm Springs, California.

November 2004:

Ibarreche, Santiago, "Administración Estratégica para Emprendedores" (Strategic Management for Entrepreneurs) presented at The Autonomous University of Ciudad Juarez on November 12.

November 2004:

Ibarreche, Santiago, "Expanding entrepreneurship through Campus" presented at the Collegiate Entrepreneurship Organization (C.E.O) in Chicago, Illinois.

June 2004:

Ibarreche, Santiago "El Papel de las PYMES en la Internacionalización de América Latina" (The roll of SMEs in the Internationalization of Latin America) Presented at the sixth annual conference on Latin-America sponsored by Centro Eurolatinoamericano of Instituto de Empresa

April, 2004

Ibarreche, Santiago "Paremiología, Mnemónicos y Humor en la Enseñanza de la Gestión Estratégica" (Quips, Mnemonics and Humor in the teaching of Management) presented at Instituto de Empresa

April 2004:

Ibarreche, Santiago "La industria Maquiladora de Exportación en México" (Export Maquiladora Industry in Mexico) presented at Instituto de Empresa

April 2001:

Conference to the Technical Institute of Ciudad Juarez on Quality as an Strategy (Lectured in Spanish) special invitation to the "Semana de la Administración"

March 2001:

Conference to the Small Business Administration in Spanish on Strategy and Business Plan.

October 2000:

Presentation made at the Instituto Tecnológico de Ciudad Juárez to commemorate the thirty-sixth anniversary of the institution (Ciudad Juarez Technological Institute) entitled "Paremiología y Administración" (Paremiology and Management)

September 2000:

Presentation to the annual Meeting of the Juarez Institute of CPAs entitled "Congruence and Relevance in Information", Ciudad Juarez February 2000:

Presentation on Marketing Strategies in Mexico to the First Latin American Symposium on Marketing and Optical Sales. Main Speaker. Mexico City, Mexico

September 1999:

Presentation to the annual Meeting of the Juarez Institute of CPAs entitled "Financial Analysis and Strategy", Ciudad Juarez June 1999:

Presentation to the Annual Meeting of the Physical Plant Managers of the ITESM System with the paper entitled: "Creative Management", Chihuahua City September 1998:

Presentation to the Annual Meeting of the Juarez Institute of CPAs entitled "Leadership in Public Accountancy", Ciudad Juarez

July 1998:

Presentation to the MBA Alumni Association of ITESM Chihuahua Campus entitled: "Ideas in Action an Update", Chihuahua City

May 1998:

Presentation to the Mexican Society for the Advancement of Science and Technology, Paso del Norte Chapter, entitled: "Leadership: Reason for Being", Ciudad Juarez

April 1998:

Presentation to the Juarez Institute of CPAs for the International Accountancy Students Week, entitled "Leadership", Ciudad Juarez April 1998:

Presentation to the Juarez Institute of CPAs for the First Entrepreneurs Week Event entitled "Leadership in Public Accountancy" October 1997:

Presentation to the Annual Meeting of the Juarez Institute of CPAs entitled "Strategic Management", Ciudad Juarez March 1994:

Presentation at the Fourth Industrial Engineering Week at The Chihuahua Technological Institute with the conference: "International Competitiveness Strategies", Chihuahua City

March 1994:

Presentation at the event for the twentieth anniversary of the Maquiladora Association with the paper "Importance of Creativity in Competition" Ciudad Juarez

October 1993:

Segunda Conferencia Anual Internacional del Instituto Mexicano de Ejecutivos de Finanzas "El Reto de Competir" (The Challenge of Competition) Presenter and Participant. I was a Speaker and Coordinator for the Joint Venture Section

September 1993:

Special presentation on Management and Creativity at the Instituto Tecnológico de Ciudad Juárez. Festivities for the celebration of the LXXV anniversary

September 1993:

"Administración Creativa". (Creative Management) Program presented to the Mexican Institute of Certified Public Accountants in Ciudad Juárez, Mexico.

August 1993:

"Ingeniería Financiera: Retos y Oportunidades", "(Financial Engineering: Challenges and Opportunities), presenting the paper entitled: "Estrategias ante la Globalización de los mercados financieros." (Strategies for the globalization of the financial markets) Presented at the Universidad Regional del Norte for the First Symposium on Financial Engineering.

March 1993:

"Total Quality and Productivity Management", special program offered by UTEP, Universidad Regional del Norte, and The Chihuahua Association of Maquiladoras.

October 1992:

"1a. Conferencia Internacional del IMEF: El tratado de Libre Comercio", (The Free Trade Agreement), lecturer and organizer, participated with international executives, coordinated the position for the United States Economy before NAFTA. I was quoted at the Wall Street Journal and "The News", (Mexican English speaking newspaper).

April 1992:

"Special lecture on the NAFTA effects in Mexican Businesses" Universidad Regional del Norte, in Chihuahua City, Mexico. Invited to represent UTEP in the first anniversary

November 1991:

“La Administración Estratégica en las Empresas ante el Tratado de Libre Comercio” Presented in Torreón, México with Sertael (A Branch from the National University of Mexico in Torreón, México) Lecturer.

November 1991:

“Encuentro Estudiantil Binacional sobre el Tratado de Libre Comercio” (Binational Student Conference on The Free Trade Agreement) sponsored by Universidad Autónoma de Ciudad Juárez. Participated as lecturer for a special session on Developmental Strategies for business, and also represented UTEP.

July 1991:

Presentation: “Herramientas de Administración Estratégica” (Strategic Management Tools) organized by IMEF and UACH in Ciudad Juárez. This was one presentation in a series of conference organized by both institutions.

March 1991:

Conference on “Estrategias para el desarrollo del Norte de México” (Strategies for the development of Northern Mexico) organized by ITESM, Chihuahua Campus, in Chihuahua City. Speaker on strategic analysis

May 1990:

Conference on Border Banking, Organized by Centro Bancario de Juarez, Responsible for coordination of speakers.

April 1990:

Conference on “La Respuesta del Sector Financiero a la Industria Maquiladora de Exportación.” With Dr. Pedro Aspe Secretary of the Treasury in Ciudad Juarez. Organizer

October 1989:

“Foreign investment in Mexico. “A Conference co – sponsored by UTEP and El Paso State Bank, With the Undersecretary for Foreign Investment Mr. Carlos Camacho Gaos

November 1988:

Instituto Mexicano de Ejecutivos de Finanzas. “La Industria Maquiladora de Exportación: Perspectivas y Análisis.” (The Maquiladora Industry for Exportation: Perspectives and Analysis). Participant

September 1988:

I Jornada Internacional de la Administración. (I International Management Meeting) Conference organized by the Center for Inter-American and Border Studies and the Autonomous University of Ciudad Juarez. Speaker and organizer

*c. Special Presentations:*

May 2004:

Special program for Doctoral students on Research Techniques in Business (Universidad Pública de Navarra)

June 2004:

Special Presentation for the Governments of Navarra and Euzkadi, and Sponsoring institutions on “Porqué fallan las PYMES en los Estados Unidos de América” (Why do SMEs fail in the USA) sponsored by Universidad Pública de Navarra (only Speaker)

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Ibarreche, Santiago. “The fading Peso” Border Business, February 1995, p. 9

- Ibarreche, Santiago. "The foundation of a stronger Mexico" *Border Business*, December 1994, p. 21
- Ibarreche, Santiago. "Border Economy, Zedillo's Challenge" *Border Business*, November 1994, p. 16
- Ibarreche, Santiago. "Getting There", *Border Business*, September 1994, pp. 6.
- Ibarreche, Santiago. "Vital Signs of the Border", *Border Trax*, July, August, September, and October 1992. Different pages
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*b. Newspaper Columns:*

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- Ibarreche, Santiago. "Congruencia en Publicidad (Y sigue la Mata Dando)" (Congruence in Advertisement (And the Tree is still giving Fruit)) *El Reto*, May 5, 2000, P. 8
- Ibarreche, Santiago. "Congruencia en Publicidad" (Congruence in Advertisement) *El Reto*, April 28, 2000, P. 8
- Ibarreche, Santiago. "Del Liderazgo" (On Leadership) a series in 4 parts. *El Reto*. February 3, 10, 17, and 24, 2000
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- Ibarreche, Santiago. "Debut y despedida." (Debut and Farewell) *Diario de Juárez*, July 5, 1995
- Ibarreche, Santiago. "Propuesta sin respuesta" (Proposal without Response) *Diario de Juárez*, July 5, 1995, 14 A.
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- Ibarreche, Santiago. "Estrategias de la Organización" (Organizational Strategies), Norte de Ciudad Juárez, March 24, 1991, pp. 4E.
- Ibarreche, Santiago. "Tipos de Estrategia Empresarial" (Types of Business Strategies), Norte de Ciudad Juárez, March 17, 1991, pp.4E.
- Ibarreche, Santiago. "¿Qué da Valor a la Organización?" (What gives Value to the Organization?), Norte de Ciudad Juárez, March 10, 1991, pp. 4E.
- Ibarreche, Santiago. "Tipos de Entorno" (Types of Environment), Norte de Ciudad Juárez, March 3, 1991, pp. 3E.
- Ibarreche, Santiago. "Siguiendo El Entorno" (Following the Environment), Norte de Ciudad Juárez, February 24, 1991, pp. 3E.
- Ibarreche, Santiago. "Técnicas Para Generar Ideas" (Techniques for Idea Generation), Norte de Ciudad Juárez, February 17, 1991, pp. 3E.
- Ibarreche, Santiago. "Creatividad y Solución de Problemas" (Creativity and Problem Solution), Norte de Ciudad Juárez, February 10, 1991, pp. 5E.
- Ibarreche, Santiago. "Examinando La Creatividad" (Examining Creativity), a Series of 4 articles, published on January, 13, 20, and 27, and February 3, 1991. pp. 5E, respectively
- Ibarreche, Santiago. "Creatividad y Estrategia" (Crativity and Strategy), Norte de Ciudad Juárez, January 6, 1991, pp. 5E.
- Ibarreche, Santiago. "Variedad y Semejanza" (Similarities and Differences), Norte de Ciudad Juárez, December 30, 1990, pp. 5E.

Ibarreche, Santiago. "Herramientas Para la Administración Estratégica" (Tools for Strategic Management), Norte de Ciudad Juárez, Series of 2 articles 31epic31aci on December 17, 23, 1990, pp. 5E.

Ibarreche, Santiago. "Estrategia y Turbulencia" (Strategy and Turbulence), Norte de Ciudad Juárez, December 9, 1990, pp. 5E.

Ibarreche, Santiago. "El Valor de los Valores" (The Value of Values), Norte de Ciudad Juárez, Series of 5 articles, 31epic31aci on November 4, 11, 18, and 25, and December 2, 1990, pp. 4E.

Ibarreche, Santiago. "Pero, ¿Quién Califica?" (But, Who Qualifies?), Norte de Ciudad Juárez, October 29, 1990, pp. 5E.

Ibarreche, Santiago. "Metas y Objetivos Precisos, Misión de las Organizaciones" (Precise Goals and Objectives, Mission of Organizations), Norte de Ciudad Juárez, October 22, 1990, pp. 5E.

Ibarreche, Santiago. "Vamos a Ver qué Vemos" (Let 's see what we see), Norte de Ciudad Juárez, October, 15, 1990, pp. 5E.

Ibarreche, Santiago. "Calidad Total y Administración Estratégica" (Total Quality and Strategic Mangement), Norte de Ciudad Juárez, October 7, 1990, pp. 5E.

Ibarreche, Santiago. "La Importancia de Una Misión Clara" (The importance of a Clear mission), Norte de Ciudad Juárez, September 30, 1990, pp. 5E.

Ibarreche, Santiago. "La Importancia de lo Relevante" (The importance of What Is Relevant), Norte de Ciudad Juárez, September 23, 1990, pp. 5E.

Ibarreche, Santiago. "Ideas en Acción: Un Esquema Para La Estrategia" (Ideas in Action: An Scheme for Strategy), Norte de Ciudad Juárez, September 17, 1990, pp. 5E.

Ibarreche, Santiago. "Reglas Básicas de la Administración Estratégica" (Basic Rules of Strategic Management), Norte de Ciudad Juárez, September 9, 1990, 1990, pp. 5E.

Ibarreche, Santiago. "Importancia de la Administración Estratégica" (Importance of Strategic Management), Norte de Ciudad Juárez, September 2, 1990, pp. 5E.

Ibarreche, Santiago. "Concepto General de la Administración Estratégica" (General Concept of Strategic Mangement), Norte de Ciudad Juárez, August 27, 1990, pp. 5E.

## X. SERVICE

### PROFESSIONAL AND HONOR SOCIETIES

July 2014 to date: Vice-president of the Iberoamerican Academy of Management

September 2009 to December 2017: Treasurer of the Iberoamerican Academy of Management

September 2004 to August 2009. Faculty Advisor for IMEF (Mexican Institute of Financial Executives) Paso del Norte Student Chapter.

September 2004 to September 2007: Faculty Advisor for the Hispanic Business Student Association at UTEP

September 1992 to August 1994: Faculty Advisor for the Society for Human Resource Management Student Chapter at UTEP

November 1988 to 1993: Secretary in charge of technical events for IMEF, Ciudad Juarez chapter.

January 1988 – December 1988: President of Data Processing Management Association (DPMA) in El Paso.

January 1987 – December 1987: Vice President of the Data Process Management Association, El Paso Chapter.



October 1987: Founding member of the Mexican Institute of Financial Executives (IMEF) in Ciudad Juarez.

Member of the following organizations:

- The Iberoamerican Academy of Management
- The Academy of Management,
- United States Association of Small Business and Entrepreneurship
- Family Firm Institute
- International Council of Small Business
- Instituto Mexicano de Ejecutivos de Finanzas (Mexican Institute of Financial Executives),
- The Institute of Management Sciences
- University of Colorado Alumni Association,
- Ex-A-Tec (ITESM Alumni Association),
- UNAM Alumni Association,
- Mexican Institute of CPAs,

EDITOR AND REFEREE:

2018, Best reviewer for Management Research (The official Journal of the Iberoamerican Academy of Management)

2017 Referee for Iberoamerican Academy of Management Bi-annual meeting in New Orleans, LA, USA.

2013 Referee for Iberoamerican Academy of Management Bi-annual meeting in Sao Paolo, Brazil

2011 Referee for Iberoamerican Academy of Management Bi-annual meeting in Lima, Peru

2001 to date: Member of Editorial Board of Management Research (The official Journal of the Iberoamerican Academy of Management)

2010 to data: Referee for "Journal of Entrepreneurial Development"

2009 to Date: Reviewer for "Cross Cultural Management: An International Journal"

March to July 2009 Iberoamerican Academy of Management. Reviewer for the biennial conference for the Iberoamerican Academy of Management held in Buenos Aires, Argentina in December 2009.

August 2008: Reviewer for USASBE annual meeting in the areas of Minority entrepreneurship and Family Business.

January 2007 to date: Referee for Latin American Business Review

May 2007: Reviewer for "Iberoamerican Academy of Management" bi-annual meeting.

May 2005 to date: Referee for "Journal of World Business" several Issues

May 2005: Reviewer for "Iberoamerican Academy of Management" bi-annual meeting.

October 2004 to Date: Editor of "Management Research" the official publication of the Iberoamerican Academy of Management

November 2002 to date: Editor of "Proyecto de Campo" published by ITESM Chihuahua (an outlet for students and faculty work at ITESM Chihuahua)

- 1992 to date: Referee for "Entrepreneurship, Theory and Practice"
- 1989 – 1992: Member of the National Editorial and Publication Committee for IMEF.
- January 1989 to 1992: Member of the Editorial Committee of IMEF. In charge of review of technical manuscripts and articles at a National level. These publications circulate in Mexico and several Latin American Countries.
- October 1989 to 1991: Collaborator in the taped and written edition of Border Trax a Monthly Publication and audiotape on the Border. Member of the Editorial Board. Some of the main topics covered on these tapes were related to Economic and Political Issues on the Border
- October 1986 to 1987: Chief Editor and writer for Eye to Eye on the US-Mexico Border a monthly publication.
- 1986: Referee for Papers to be presented at The Decision Science Institute annual meeting in the area of Latin American Studies.
- 1986: Technical Reviewer for Several Publishing Houses: Wm. C. Brown, Times / Mirror, etc.
- 1986 to 1988: Referee for several issues for Decision Science. Official publication of the Decision Science Institute
- 1985 – 1986: Referee for Several Issues for Southwest Journal of Business and Economics.
- 1981 – 1982: Referee for Several Issues for Monografías Financieras IBAFIN.
- 1974 – 1976: Technical Reviewer for LIMUSA (Mexican Editorial House) for books translated from English into Spanish.

#### OTHER SERVICE

##### *a. Academic and Professional*

- December 2013 to Date. Vice-president Iberoamerican Academy of Management
- December 2011 to 2017; Treasurer Iberoamerican Academy of Management
- 2008; 2009; 2011; 2016 Organizer of Professional development Workshops for the Iberoamerican Academy of Management as part of the annual meeting of the Academy of Management.
- December 2001:  
Coordinated the Strategic Management effort for the Juarez Chapter of Mexican Institute of CPA's
- October 1993:  
Business Strategies on the view of NAFTA. Academic event organized by Instituto Tecnológico de Chihuahua, Chihuahua City, Mexico.
- October 1993:  
Conference coordinator for IMEF on the 2<sup>nd</sup>. International Conference in Ciudad Juárez. Main topic "México en la competencia Global, El reto de competir" (Mexico in the Global Competition. The Challenge to compete.)
- September 1993:  
Main Guest Speaker at the XX Anniversary celebration of the College of Economics at Universidad Autónoma de Coahuila in Torreón Mexico.
- October 1992:  
"Conferencia sobre Administración, Simposium de Estudiantes de Administración"  
Symposium on Management, Universidad Autónoma de Ciudad Juárez, Lecturer.
- April 1992:  
"Primer Simposium de Estudiantes de Administración del ITESM". "Globalización: Retos y Oportunidades." (First Symposium of Management Students of ITESM. "Globalization:

Challenges and Opportunities”), Invited by the Student Association in representation of UTEP.

1989: Organizer of technical events for the IMEF in Ciudad Juarez. Some of the events organized include presentations by Abel Beltran del Rio (Director of Mex – Wharton) about the future of the economy in Mexico, tax aspects and financial planning.

*b. Institutional*

Senator for the Marketing and management department September 2016 to May 2018.

September 2015 to 2017. Member of the College of Business Curriculum Committee.

2013-2014: Chair of recruitment committee for a senior faculty member. Search unsuccessful.

1986 to Date: College representative and member of several committees for the accreditation of University and College in AACSB, SACS, and other accreditation entities

Spring 2003 to 2013: Representative of the Department of Management to the Strategic planning Committee at the College of Business

December 2004: Strategic Planning coordinator for the group of Mechanical Engineering faculty OF UTEP in Cloudcroft (New Mexico)

August 2002 to 2004: Representative of the Department of Marketing and Management in the Graduate Studies Committee for the College of Business.

November 2002 to 2004: Liaison for HOT (Health Oriented Themes) project for the College of Business.

July 2002: Member of the Table on Economic Opportunities for Hispanics in the 2<sup>nd</sup> Annual Hispanic Issues Conference, sponsored by Congressman Nick Lampson in Galveston, Texas

Spring 2001: Coordinated the Strategic Planning efforts of the College of Engineering (Special Committee created by the Dean of the College of Engineering.)

November 2000: Coordinated strategic planning efforts for the department of Civil Engineering. Meeting held at Ruidoso, New Mexico

1995, 1996, 1998-2000, 2001-2003, 2006-Date Senator for the Department of Marketing and Management

1999 to 2000: Member of the Hoc Committee for the Search for a Dean for the College of Business Administration

2001: Mentor for new Women faculty members program. My protégé was Terry Glandon from the Accounting Department

2000: Strategic Planning Committee for CEDARS (Center for Entrepreneurial Development, Advance, Research, and Support)

1998-2000: Member of the Special Committee for determining problems with the Department of Communications at UTEP

1993 to 1999: Member of the Strategic Committee of the College of Business Administration September

1991 to 1994: Member of the Scholarship Committee for the College of Business Administration

1988 to date: Member of ad hoc committees for promotion when necessary.

1992 to 1993: Member of the College Committee for Merit Evaluation Rules. The final product was a document for evaluation of faculty.

1991-1993: Member of the College Committee to develop the Mission Statement.

January 1990 to August 1991: Member of the Executive Council of the Faculty Senate as representative of the College of Business Administration UTEP.

May 1989 to 2003: Member of the outstanding committee for "Project UTEP 2001"

October 1988 to May 1990: Co-Chair of the International Relations Committee for the UTEP 2001 report on the linkage between The University of Texas at El Paso and the community. Texas Western Press reflects this committee's efforts in the book UTEP 2001 published in May 1990.

September 1987 to 1992: College of Business Representative on the Student Grievance and Welfare Committee of The University of Texas at El Paso.

August 1987 to 1999: Member of the Strategic Planning Committee for The University of Texas at El Paso.

September 1986 to date: I have participated in several trips to establish and monitor special academic programs with Mexican Universities. In the last three years I have made a total of 12 trips, especially to Chihuahua City and Mexico City.

May 1986 to 1990: Member of the Ad Hoc Committee for the development of recruitment strategies for Mexican and Hispanic Students in Graduate Programs.

September 1985 to 1990: Member of the Hispanic Advisory Committee for the Vice President of Academic Affairs.

*c. Community*

2000 to 2001: Member of the Revolving Loan Fund Committee for the Joint Commission of the City and the County of El Paso, Texas.

This is a special committee formed by the City and County, with the help of several funding agencies, to provide loans for small businesses. I am a member of the analysis and recommendation committee. This appointment has a term of two years with the possibility of re-appointment.

1999 to 2000: Weekly Radio Program in Spanish with member of the Editorial Committee of El Reto. I resigned in the month of July 2000

1983 to date: Interviews with Channel 26 KINTV, Spanish Television Station in El Paso, El Paso Times, Channel 56 (from Juarez, Mexico), and Channel 44 (from Juarez, Mexico, and also from El Paso) whenever there are events that affect Mexico. I have participated in several programs of "Orgullo Hispano" a commentary program in Spanish and in "Contacto 44" a program for events in the area.

1992 to 1995: Member of the Board of Directors of Goodwill Industries of El Paso.

September 1992: Directed a special program for member of the Board of Directors and staff of Goodwill Industries of El Paso to define the Mission Statement and general strategies for development.

1990: Participation in the Rotary Youth Leadership Award (RYLA) program for the best high school students in the area of Juarez. This event took place in Sacramento, New Mexico.

XI. PROFESSIONAL DEVELOPMENT

2008: Training on Fund Raising by GG+A (Fundraising Consultant) for Deans and Program Chairs at UTEP (July 24, 2008)

2008: Native Nations Institute training at Ysleta Del Sur Pueblo on Nation Building (July 1, 2008)

2207: Coordination of two round tables about Iberoamerica and entrepreneurship

2007: Presenter and coordinator of PDWs for Iberoamerican Academy of Management in Philadelphia, PA

- 2007: Participation in the event I2V (Invention to Venture) organized by CEDARS in UTEP and the National Collegiate Inventors and Innovators Alliance (NCIIA). March 2007
- 2006: Meetings for program development at Ruidoso, Cloudcroft, and Ardivinos sponsored by CEDARS
- 2006: Presenter and coordinator of PDW for Iberoamerican Academy of Management in Atlanta, GA
- 2006: Participation in the event I2V (Invention to Venture) organized by CEDARS in UTEP and the National Collegiate Inventors and Innovators Alliance (NCIIA). March 2006
- 2006: Participant at the conference "Best Practices in Management Education" organized by AACSB in Lima, Peru
- 2005: Participant in seminars on retail sponsored by CEDARS at UTEP
- 2004: Participation in three programs for professional development at Universidad Pública de Navarra
- 2004: Participation in four programs for professional development at Instituto de Empresa
- 1999: Special course for Instructors in Programs on-Line at The University of Texas System in Austin.
- 1997: Small Business Executive Education Program August 1997, Clark Atlanta University, Atlanta, Georgia
- 1992: Special Program for Professors of Management in Teaching and Case Development. Organized by ITESM in Monterrey, Mexico
- 1990: Teaching Techniques, Programs organized by Universidad Regiomontana, Monterrey, Mexico, August 14- 16, 1991.
- 1981: Seminar in Creative leadership; Center for Creative Leadership, Greensboro, North Carolina
- 1976: Special Training in English, Management and Economics; Economics Institute, Boulder, Colorado

## XII. LANGUAGES

I am completely bilingual in Spanish (My native language) and English.

APPENDIX A

The following is a list of Theses and Professional Reports in which I have participated

Note: This list does not include the professional thesis for undergraduate that I participated during my staying at ITAM and some graduate projects at ITESM and CENETI in Mexico:

Date	Name	Title	Committee Role
September 2017	Gerardo José Moreira	Instilling Positive believes about Organ Donation: An Information Processing Approach	Member of Dissertation Committee Ph. D in International Business  UTEP
August 2017	Saúl Rosario Valdiviezo	An Organizational Attachment Model: LMX-Social Comparison, Job Embeddedness And Psychological Ownership	Chair of Dissertation Committee Ph. D. in International Business  UTEP
May 2016	Mishaw T. Cuyler	Mental Health Help-Seeking intention and organizational climate in a population of military service members	Member of Dissertation Committee Ph. D in International Business  UTEP
May 2015	Claudia Araceli Hernández	Market Reactions to Businesses' Actions Towards People With Disabilities: Making The Business Case In The International Context	Chair of Dissertation Committee  Ph. D. in International Business  UTEP
April 2015	Michelle Lynn Wurster Ruiz	Creative Based Entrepreneurship: The impact of acculturation on opportunity engagement	Chair of Dissertation Committee  Ph. D. in International Business  UTEP

October 2014	Said Al-Riyani	The Effects of Biculturalism, Bicultural Identity Integration, And Emotional Ambivalence on Attitudes Toward Diversity	Member of Dissertation Committee  Ph. D in International Business  UTEP
July 2014	Abby Peters	Public Social Network Sites And Social Recruiting	Member of Dissertation Committee  Ph. D in International Business  UTEP
May 2014	Thaung Han	Institutional Context and Entrepreneurial Dynamism:	Chair of Dissertation
May 2014	Giacomo Laffrachini	Turnaround Response To Performance Decline In Family-Controlled Publicly-Traded Firms: A Three-Essay Investigation	Member of Dissertation Committee  PH. D in International Business  UTEP
May 2014	Si-Hyum Kim	Good Soldiers, Happy Customers: The Mediating Effect Of Customers' Perceived Justice And Affect	Member of Dissertation Committee PH. D in International Business  UTEP
August 2011	Carole Cangioni	Three essay dissertation on: immigrant entrepreneurs	Chair of Dissertation Committee  PH. D in International Business

			UTEP
January 2011	Aurora I. Maynez	La Transferencia de Conocimiento Organizacional como Fuente de Ventaja Competitiva Sostenible: Modelo Integrador de Factores y Estrategias (Organizational knowledge transference as a source of Competitive Advantage: Factors and Strategies Integrative Model)	External Member  Doctoral Thesis for Doctor in Planning ...  Universidad Popular Autónoma del Estado de Puebla
May 2009	Michelle Stem	Structures And Properties Of Stannyl-Xylenes And StannylThioethers	External Member.  Doctoral Thesis for Material Science and
			Engineering  UTEP
May 2007	Angel Luis Molina, Jr.	Economic Growth in El PasoCiudad Juarez Borderplex, which cause which?	Member
April 2006	Miguel Márquez Blanco	Borderplex Migration Analysis	Member
November 2005	Pedro Flores-Prieto	Análisis Empírico de la Hipótesis de Exceso de Endeudamiento Externo en México 1980-2003 (Empirical Analysis of the Debt Overhang Hypothesis fro Mexico 1980-2003)	Director (Examination at UACJ)
June 2004	Zuray Andrea Melgarejo Molina	Economías De Integración En El Sector Eléctrico (Integration Economy of the Electric Sector)	External committee Member (Universidad Pública de Navarra) Doctoral Thesis



June 2004	Gilberto de Carvalho Vasconcelos	La Adopción De Las TIC Por Las Empresas: Un Análisis De Sus Factores Determinantes (Information Technology Techniques and factors leading to their adoption)	External committee Member (Universidad Pública de Navarra) Doctoral Thesis
December 2003	Arturo Arellano Blanco	Relación entre Producto Interno Bruto y Educación Formal en México (Relationship between Gross Domestic product and Formal Education in Mexico)	Director (Examination at UACJ)
December 2003	Arturo Elias	Water Short Term Dynamics in El Paso	Member
December 2002	Luis Bernardo Torres Ruiz	Short-run Maquiladora Employment Dynamics in the City of Chihuahua	Member
June 2000	Gerald Eric Colvard	El Paso's Ethics Review Committee	Member
January 2000	Josefina Parga Enriquez	Public Relations and Interpersonal Communication Strategies for Employee Adoption of Human Resource Policies: A Case Study of a Border Maquiladora Business	Member
December 1999	Chetham Bachamada	Development of an Empirical Model for the Planning and Implementation of Lean Manufacturing	Member

July 1999	Michael Hinnebusch	Information Systems and The Business planning Process. Linking the Technology Plan and the Business Plan for the Mexico Operations of Delphi Automotive Systems	Member
December 1998	José Alfredo Alonso	An Adjustability Framework Analysis of Ergonomic Equipment	Member
December 1998	Mohamed Salama	An Analysis of the Merger of the American Stock Exchange with the National Association of Security Dealers	Member
July 1998	Jesus Javier Saenz	Task Delineated Safety	Member
July 1998	Hugo Armando Luevano	Foreign Investment and Joint Ventures in The Russian Federation	Member
May 1998	Yasmin Lopez	The Impact of the Internet on Small Businesses	Chair
May 1998	Angie Aragon	Job Overseas: Would You Be a Good Candidate for Your Company?	Member

November 1997	Ivan Pawlowicz	A Poisson Distribution Model for repetitive Motion Injury prediction and Control	Member
October 1997	Cid Pedro Lopez	Local Sourcing in the Maquiladora Industry in Mexico and Its Impact on Technology Capacity Building	Member
July 1997	Pamela Kears	An Age-Sensitive Lifting Equation for the Older Manual Materials Handler	Member
July 1997	Michael Edward Yarish	The Phelps Dodge Team Effectiveness Project	Member
December 1996	Yan Liu	The Commercialization of China State-Owned Banks	Member
December 1996	Daniel Dominguez - Rodriguez	Human Capital Investment in the Maquila Industry	Member
November 1996	Alma Fernandez	Women Entrepreneurs in Juarez	Member
July 1996	Thelma Lizette Quijano Ramirez	Application of Transfer Prices to Mexican Maquiladora Operations	Chair
July 1996	Kirk L. Cooper	Managed Healthcare: Overview and Implications for the Ysleta Independent School District	Member
May 1996	Gabriel Sanchez - Soledad	Teamwork Usage and Predisposition in the Maquiladoras of Ciudad Juarez	Member
May 1996	Robert Jacob Cintron	Telecommunications for Small Businesses	Chair
May 1996	Cecilia Ann Watt	A Managerial Assessment of Delphi Automotive Systems Mexico Operations Readiness for Change	Member

May 1996	Gerardo Leos	Defining the Consultant Selection Process for Clients of the Public Sector	Chair
May 1996	Anil Kumar Nair (Mechanical & Industrial Engineering)	Continuous Safety Sampling Methodology	Member
May 1996	Rene Humberto Hurtado	Poison Centers and HMO Contracting	Member
May 1996	Paula Sue DeLong Gutierrez	Quality Costing for Accountants	Member
December 1995	Mr. Shashidhar (Mechanical and Industrial Engineering)	The Ergonomic Design of Industrial Welding Workstations	Member
December 1995	Charles E. Geddes	A Market Analysis Of Peter Piper Pizza Restaurants in San Antonio	Member
December 1995	Peter L. Wheatley	Emerging Businesses in the Internet	Member
September 1995	Robert Diamond	A TQM Approach: Tying EDS' Information System Technology to Delphi energy and Engine Management Systems Mexico Operation's Business Plan	Chair

August 1995	Juan Carlos Tamayo	Successful Worker Empowerment in the Mexican Twin Plant Industry	Chair
August 1995	Victor A. Ito	U. S. Franchises Expanding into Mexico Under Implications of the North American Free Trade agreement	Chair
July 1995	Walter L. Fenn	Computer Literacy in the Classroom: An Assessment of Process	Member
July 1995	Mark Elliot Starks	Financial Manager's Guide to the Selection of Software	Member
July 1995	Claudia Luz Espinosa Franco	The Evolution of Technology Transfer in Mexico	Chair
July 1995	Ana María Piña Vega	A Model for the Development of a Community College System in Mexico: Catalyst for Economic Development	Member
May 1995	Anthony Alvarado	Mission Trail Brewery	Chair
May 1995	Oliver Lal Dharmapala	Development of the Sri Lankan Economy: Growth and Policy	Member
May 1995	Robert Anthony Murano	Implementing Work Cells at Corvertors de Mexico	Chair
May 1995	Albert Valenzuela	Problems of Implementing Activity Based Costing Within a Manufacturing Facility	Chair
May 1995	Carlos Luis Gonzalez Ochoa	Selection and Orientation of American Expatriates Working in the Maquiladora Industry in Mexico	Member
May 1995	Saturnino (Nino) Gonzalez	Stock Based Compensation: The FASB'S Controversial Proposed Statement	Member
May 1995	Del Leonard Jones	LENS: A Case Study of Shareholder Intervention	Member

May 1995	Ildefonso Sandajan Faeldog	Major Problems and Tactical Approaches to Capital Budgeting	Chair
May 1995	John M. Seymour	AN Analysis of Surveys Responses at The Upper Rio Grande Private Industry Council	Member
May 1995	Manuel Juarez Arce	The Impact of the North American Free Trade Agreement on the Television Broadcasting Industry in Mexico	Member
April 1995	Mariana Maria Martinka Kuijpers	Sexual Harassment at the Workplace	Member
December 1994	David Kanz Pople	Corporate Aviation Relocation	Member

December 1994	Christopher Allen Fenton	Quality Function Deployment: Conceptual Examination and Application	Chair
December 1994	Jesus Ibarra Perez	Handbook for Accountants Beginning work in Maquiladoras in Mexico	Member
December 1994	Shih-Chun Chuang	Japanese Economic Relations with China	Member
October 1994	Alejandra Josefina Bailón Aguirre	Entrepreneurs in the United States, Latin America and Mexico, The Specific Case of Ciudad Juarez	Member
July 1994	Aaron Geisler	Business Plan and Development of Computer Consulting Business	Chair
July 1994	Elizabeth Rea	Growing El Paso's Maquiladora Supplier Industries: Local Plastics Training and its Role in Economic Development	Chair
July 1994	Emma Ayala	Making Linda "The Queen Banana" of the Southwest	Chair
July 1994	Gustavo González	Implementation of World Class manufacturing in a Harness Manufacturing Plant	Chair
July 1994	Arunkumar Madipusi	Monetary Policy in India relative to the United States	Member
July 1994	Mei-Jung Chien	Advantageous Approaches to Greater China for multinational Enterprises	Member
May 1994	Madelyn Schiering	An Analysis of Growth Strategies for a Company in the Educational Testing preparation Market	Chair
May 1994	Osei Opare	Ghana and the IMF: Effects on the Balance of Trade and Payments	Chair
December 1993	Henry Ornelas	An Assessment of Total Quality Management at Thomason Hospital	Chair
August 1993	Barbara Upsal	El Paso as a High Fashion Production Center	Member
May 1993	Kathy N, Blalock	Procedures, Pitfalls and Planning	Member

		in the Acquisition of a Privately Held Going Concern by a First Time Buyer	
May 1993	Robert Lee Ramey	A Prototype Personnel Assistant Expert System for Total Site - Based Decision Making in Texas Public Schools	Member
April 1993	Ang Xia	China: The Impact of Twelve Years of Economic Reform	Member

January 1993	Vicki Kelley	Computer Information Systems: An Evaluation of End - User needs at El Paso Electric Company	Member
December 1992	Joaquin Mota	Classroom Scheduling in a Public High School	Chair
December 1992	Suzanne Ileen Lafarelle	A Career Ladder Model for the Clinical Laboratory Scientist at Providence Memorial Hospital	Chair
December 1992	Thomas A. Gibson	Analysis and Strategy of a Computer Shop in Mexico	Chair
December 1992	Anabel Núñez	Taxes Encountered by a Fast Food Franchise in Mexico and the United States: A Comparative Analysis	Member
December 1992	Steven A. Hollington	The North American Free Trade Agreement	Member
August 1992	Alice Jeanne Wagner	Selection of an Instructional Strategic Managerial Interactive Simulation Program	Chair
July 1992	Myrna Leticia Peñá Dozal	Quality Improvement in The Mexican Higher Education System	Chair
July 1992	Richelle Leigh Moore	Maquiladora Management and the Continuous Improvement Firm: Focus on El Paso / Juárez Area	Chair
July 1992	Gabriel Arriaga Ruiz	The Evolving Legal Environment in Mexico: Implications for Foreign Investment	Member
July 1992	Jim E. Salas	A Product Analysis. Should Cafe Montes, a Retail Cookie Store, Switch from Scratch to Frozen Cookie Dough?	Member
May 1992	Alejandro Mora	Total Quality Management and Baxter's Quality Leadership Process in Mexico	Chair
May 1992	Gerard M. Bodja	Pursuit of the National Quality Award: Honeywell Keyboard Division	Chair
May 1992	Mark Champion Malahan	The Marketability of Army Officers	Chair
May 1992	Mark W. Fagan	Concurrent Engineering at Honeywell Keyboard Division	Chair
May 1992	Carl Ann Wheeler	Executive Computing Systems	Member
May 1992	Holly M. Wardy	A Study of El Paso Procurement Outreach Center	Member
May 1992	Rafael A Jacquez	A Casino for the Tiguas	Member
April 1992	Richard Murg	The Management of the Battlefield Assets Using Expert Systems Technology	Member

December 1991	Cristina Salas-Porras Soule	Maquiladora Backward Linkages and The Mexican Industrialization Process	Chair
December 1991	Jorge A. Olmos	Role of Intercity Groups in the Expansion of the Zaragoza Bridge	Chair
December 1991	Ana M. Carrillo	An Examination for the Demand of Money	Member
December 1991	Hekene Edelman	Implementing a New Business System in a Manufacturer of Electrical Products	Member
December 1991	Juan Nickolaus Núñez	A Study of Current Trends and Practices for Technical Professionals	Member
November 1991	Ole Andre Haggeim	An Excerpt of Decision Making Theories and The Way They Interact	Chair
August 1991	Eric A. Harrawood	A Quality Manual for V. H. C. Industries, Inc.	Chair
August 1991	Jorge Gaytán	Main Opposition Party in Mexico: Partido Acción Nacional Developments and Strategies used by PAN in the State of Chihuahua (1976 - 1986)	Chair
August 1991	Joseph T. Biernacki	The Malcolm Baldrige National Quality Award as a Marketing Influence: The Case of Cadillac.	Member
July 1991	Pedro Rafael García Diaz	Fuzzy Decision Making for Ranking of Mutually Exclusive Projects	Member
May 1991	Susie S. Auh	An Application of EIS (Executive Information Systems) to Address the Information Needs of the Executive	Chair
May 1991	Mabel Ines Martorany	Inflation in Latin America. The Monetarist - Structuralist Controversy	Member
May 1991	Yun A Lu	Critical Success Factors in Developing a User - Computer Interface	Member
December 1990	Saúl E. García	The Use of Linear Programming in Quattro Pro for Developing Least Cost Feed Ratios for Beef Cattle.	Chair
December 1990	Tiffany Moore	Starting a Small Business and a Carriage Ride Corporation in Cloudcroft, New Mexico	Chair
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