

Gina Vega

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Education

- 1995 Ph.D., The Union Institute Graduate School, Cincinnati, OH
(Organizational Behavior/ Entrepreneurship)
Dissertation: Letting Go: When Entrepreneurs Turn Into Managers
- 1987 M.A., Queens College/CUNY (Urban Studies/Community Development)
Thesis: The Big Stick: A study of community opposition to group homes for the mentally retarded
- 1975 Graduate accounting coursework Adelphi University, Garden City, NY
- 1968 B.A., Queens College/CUNY (Romance Languages)

Teaching

Salem State University (2006 to 2015)
Bertolon School of Business/Department of Management
Salem, MA 01970

Professor 2009 to 2015, Associate Professor 2006 to 2009 (Introduction to Business, Corporate Social Responsibility, Small Business Management, Organizational Behavior, Entrepreneurship for Non-Business Majors; Entrepreneurship Internship Supervisor); Director, Center for Entrepreneurial Activity 2007 to 2014.

Merrimack College (1996 to 2006)
Francis E. Girard School of Business and International Commerce/Department of Management and Organization Studies
North Andover, MA 01845

Chair, January 2002 to December 2002; Co-Chair January 2003 to January 2004, Associate Professor 2001 to 2006, Assistant Professor 1996 to 2001 (Theory and Practice of Management; Organizational Behavior; Managing Corporate Ethics; Human Resource Management; Directed Studies in Organizational Research; Senior Seminar – Advanced Topics in Org. Behavior and Family Firm Management; Senior Seminar – Qualitative Research and the Virtual Organization; Business Enterprise 101; Business Enterprise 102; Work Life in Urban America; Business Enterprise 220 – Business Ethics)

Touro University International (2004 to 2006)
5665 Plaza Drive
Cypress, CA 90630

Doctoral Faculty mentor of Business Administration (2004 to 2006) Dissertation Chair and Reader

Central Michigan University (1995 to 2005)
College of Extended Learning
Mt. Pleasant, MI 48859
Part-Time Faculty Spring 1995 to 2005 (Organization Development Seminar; Organizational Theory - Graduate Program)

Hofstra University
Department of Management and General Business
Hempstead, NY 11550
Adjunct Assistant Professor Spring 1996 Executive MBA Program (Organizational Development and Change)

Marymount Manhattan College
Division of Accounting and Business Management
New York, NY 10021
Adjunct Assistant Professor 1995/1996 (Business and Society; Intro to Management; Organizational Behavior)

St. John's University
College of Business Administration, Department of Management
Jamaica, NY 11439
Adjunct Assistant Professor 1995/1996 (Personnel Administration; Development of Human Resources; Business and Society)

University of Lethbridge
Faculty of Management
Lethbridge, Alberta, Canada T1K 3M4
Visiting Faculty Summer 1995 (Managerial Skills Development)

Academic Awards and Honors

CEEMAN 7th Annual Case Writing Competition (2013). Third place for Tara Trade: A Marketing Challenge in Lebanon (with N. Bahnan).

Appointed Judge for the New Case Author competition, an international competition sponsored by The Case Centre (formerly ecch). (2013).

Journal of Ethics & Entrepreneurship Best Paper in Ethics and Entrepreneurship for The Influence of Institutional Environment on CEO Succession: Evidence from Russian SMEs (with G. Shirokova and D. Knatko), awarded at USASBE, Hilton Head, SC. (January 2011).

Finalist, 3E Learning *Innovative Entrepreneurship Education Competition* for Rumor or Reality (with A. De Koning), USASBE, Hilton Head, SC. (January 2011).

Outstanding Case Teaching Award, The Experiential Classroom IX (Syracuse University, September 2008)

Fellow of The CASE Association 2006

Mentor for "Best Mentored Case" at The CASE Association Annual Meeting 2006, 2009, 2010

Outstanding Reviewer, Eastern Academy of Management 2004, 2006, 2007

Stevens Faculty Fellow (2001) for a service learning course development in the area of ethical business leadership.

Collegium 2000 Faculty Fellow.

Nominated for Best Paper Award for the 1999 Annual Meeting of the Northeast Decision Sciences Institutes: "Reason, Emotion, and Spirituality in Management Theory" (with P. Primeaux, S.M.)

Small Business Forum "Top Five Articles of 1995" award for "How to Use a Process Audit Approach with Businesses in Transition."

Semi-finalist, Best Dissertation Competition, Academy of Management WIM (Women in Management) Division (1995).

Phi Beta Kappa (1968)

Pi Delta Phi – French National Honor Society (1967)

Grants and Certifications

Fulbright Specialist Roster appointment effective 2010-2015; 2017-2020.

Grant awarded to Cranfield University, UK to work with ecch to increase the profile of the case method in the UK and Europe (June/July 2012).

Grant awarded to St. Petersburg State University, Russia (GSOM) to teach case writing (May 2010).

Center for Teaching and Learning Summer Grant , Salem State College 2008

Agganis Fund Case-Writing Project, Salem State College 2007/08, 2008/09, 2009/10, 2010/11, 2011/12, 2012/13, 2014

Online Course Development Grant, Salem State College 2007/08

NACRA Teaching Case Development Grant Finalist (North American Case Research Association) 2007

NCIIA Planning Grant for Course and Program Development – “Urban Studies Entrepreneurship Programs. February, 2005.

FIRO-B Certification, Atlanta, GA. July, 2002.

Research and Instructional Innovation Grant, Girard School of Business and International Commerce - Merrimack College. Summer 2002. Development of the Business Enterprise 101 program.

Research and Instructional Innovation Grant, Girard School of Business and International Commerce - Merrimack College. Summer 2002. Support for continued research towards completion of *Managing Teleworkers in the Virtual Organization: Challenges and Opportunities*.

Research and Instructional Innovation Grant, Girard School of Business and International Commerce - Merrimack College. Summer 2001. Support for development of book proposal about telemanagement.

Research and Instructional Innovation Grant, Merrimack College. Summer 2000. Technical support for *Business in a Book* project.

Desmond Fellowship, Merrimack College. April 2000. To develop international virtual learning teams.

Visiting Professor Grant Assistance, Trinity College, Dublin, Ireland, (January 2000).

PricewaterhouseCoopers Endowment for the Business of Government grant (1999) to evaluate the Management of Telecommuting in the public sector and the potential for private sector application. (with L. Brennan).

Faculty Development Grant (1999), Merrimack College, “The Learning Organization @ Home”. (with L. Brennan).

Research and Instructional Innovation Grant, Faculty of Business Administration (1999), Merrimack College, to continue research on the relationship among social isolation, technology, and managerial control. (with L. Brennan).

Extraordinary Faculty Development Grant (1998), Merrimack College, to develop a senior seminar on advanced topics in organizational behavior.

Faculty Development Grant (1998), Merrimack College, to research the relationship among isolation, technology, and managerial control. (with L. Brennan)

Faculty Development Grant (1997), Merrimack College, to develop a case and instructor's manual (Syrtech's South Bronx Acquisition).

Queens Mediation Network Court Appointed Mediator (Cert. # J0062) – 1995.

Alumni Association Fellowship Award, Queens College (1985-87).

Publications

Books and Monographs

- Vega, G. (2017). *The Case Writing Workbook: A Self-Guided Workshop, 2/e*. New York, NY: Routledge/Taylor & Francis.
- Vega, Gina. (2016). *Taking Sides: Clashing Views on Business Ethics and Society, 14/e*. New York, NY: McGraw-Hill.
- Vega, G. and Lam, M. (2016). *Entrepreneurial Finance: Concepts and Cases*. New York, NY: Routledge/Taylor & Francis.
- Vega, G. (2014) *Business in a Book: Bertolon School of Business, Salem State University* (Editor). Bedfordshire, UK: The Case Centre.
- Vega, G. (2013). *The Case Writing Workbook: A Self-Guided Workshop*. Armonk, NY: M.E. Sharpe.
- Comer, D.R. and Vega, G. (Eds.) (2011). *Moral Courage in Organizations: Doing the Right Thing at Work*. Armonk, NY: M.E. Sharpe.
- Vega, G. (2003). *Managing Teleworkers and Telecommuting Strategies*. Westport, CT: Praeger Publishers.
- Vega, G. (2001). *A Passion for Planning: Financials, Operations, Marketing, Management, and Ethics*. Lanham, MD: University Press of America.
- Vega, G. and Brennan, M.L. (2000). *Managing Telecommuting in the Public Sector: An Interim Report*. PricewaterhouseCoopers Endowment for the Business of Government.
- Ellis, A. and Vega, G. (1990). *Self-Management: Strategies for Personal Success*. New York: Institute for Rational Emotive Therapy.

Chapters and Book Contributions

- Vega, G. (2011). How the mighty have fallen. In *Moral Courage in Organizations: Doing the Right Thing at Work*. (Comer & Vega, Eds.) Armonk, NY: M.E. Sharpe. 47-59.
- Comer, D.R. & Vega, G. (2011). The Personal Ethical Threshold. In *Moral Courage in Organizations: Doing the Right Thing at Work*. (Comer & Vega, Eds.) Armonk, NY: M.E. Sharpe. 25-44.
- Vega, G. & Comer, D.R. (2011). What have we learned about moral courage in organizations? In *Moral Courage in Organizations: Doing the Right Thing at Work*. (Comer & Vega,

Eds.) Armonk, NY: M.E. Sharpe. 211-216.

- Ngugi, B., Dardick, G. & Vega, G. Addressing current PCI compliance challenges. (2010). In *Security and Privacy Assurance in Advancing Technologies: New Developments* (H. Nemat, Ed.).
- Vega, G. & Comer, D.R. (2005) Bullying and harassment in the workplace. In *Managing Organizational Deviance*. (Kidwell & Martin, Eds.). Sage Publications. 183-204.
- Vega, G. (2005). How to do things in large groups: Up close and personal. In the *Instructor's Activities Manual for Business* (Pride, Hughes, Kapoor) – Hoffman, G.T., Ed. Boston: Houghton Mifflin. 19-24.
- Vega, G. (2005). Exercises for use in large groups. In the *Instructor's Activities Manual for Business* (Pride, Hughes, Kapoor) – Hoffman, G.T., Ed. Boston: Houghton Mifflin 25-30.
- Primeaux, P. & Vega, G. (2004). Religion and Business Ethics: *Harry Potter and the Sorcerer's Stone* as Metaphor. In *Spiritual Intelligence at Work: Meaning, Metaphor, and Morals, Research in Ethical Issues in Organizations, Vol 5*. Elsevier Ltd. 95-109.
- Vega, G. (2004). Assessing Successor Qualities. In the *2004 Team and Organization Development Sourcebook* (Mel Silverman, Ed.). 53-57.
- Comer, D.R. & Vega, G. (2003, April). Unsavory problems at Tasty's: A Case Exercise about Whistleblowing. In *Managing Organizations and People: Cases in Management, Organizational Behavior and Human Resource Management, 7/e* (Buller/Schuler, Eds.). Southwestern/Thomson Learning.
- Vega, G. (2001). Getting to Know Your Teammates: Sharing A Critical Incident. Chapter 11 in the *2001 McGraw-Hill Team and Organization Development Sourcebook*. (Mel Silberman, Ed.). 85-95.
Reprinted 2003 as "Getting to Know Your Teammates" in *The Active Manager's Toolkit*. (Mel Silberman, Ed.). 202-207.
- Vega, G. (1999). Management Function #1: The Planning Process. In the *Instructor's Manual of Modern Management, 8/e*. (Prentice Hall). 116a – 116n.
- Vega, G. (1998) Chapter 39: "How to Perform a Process Audit in the Small Business Environment," *1998 McGraw-Hill Team and Organization Development Sourcebook* (Mel Silberman, Ed.).
- Vega, G. (1998). Chapter 21: Does Your Business Strategy "Make Sense" in Today's Environment? *1998 McGraw-Hill Team and Organization Development Sourcebook* (Mel Silberman, Ed.)
Reprinted 2000 as "Does Your Client's Business Strategy Make Sense?" *The Consultant's Toolkit*. (Mel Silberman, Ed.). 3-8.
- Vega, G. (1988). Who Really Lives Next Door? - Ethnic Change in Community Board #7. Discussion Paper, Queens College/CUNY.
- Vega, G. (1987). The Big Stick: Placing Persons with Mental Retardation in Communities. Discussion Paper, Queens College/CUNY.

Journal Articles and Cases in Journals

- Vega, G. (Fall 2017). Volkswagen: Business as usual. *Business & Professional Ethics Journal* 36:3, 285–296.

- doi: 10.5840/bpej20179661
- Vega, G. (2016). Leadership implications in complex projects: The Boeing Dreamline and Jim McNerney. *Pmteach.org*. Project Management Institute.
- Vega, G. & Simendinger, E. (2015). Opportunity recognition in a declining industry: The consultant's role. *The CASE Journal*, 11.2
- Vega, G., Simendinger, E. & Thomason, S. (2015) Research cases to teaching cases: A model format. *The CASE Journal*, 11.1.
- Shirokova, G., Vega, G. & Knatko, D. (2015). Crossing the threshold from founder management to professional management in Russian firms: An institutional perspective. *International Journal of Entrepreneurial Behaviour & Research* 21:1. 76-106.
- Vega, G. & Lam, M.S. (2014). Howling Wolf Taqueria: Feeding the good wolf. *Case Research Journal*.
- Bahnan, N. & Vega, G.(2013). Tara Trade: A marketing challenge in Lebanon, *Emerald Emerging Markets Case Studies*.
- Shirokova, G., Vega, G., & Kozyreva, T. (2013). DiPaul,Inc.: Transitioning in Measured Measured Steps. *Entrepreneurship Theory and Practice*, Vol. 38, [2], 427-447. DOI: 10.1111/etap.12010
- Shirokova, G., Vega, G. & Sokolova, L. (2012) Performance in Russian SMEs: Exploration, Exploitation, and Strategic Entrepreneurship, *Critical Perspectives in International Business special issue: Russia: Solid as a Brick*.
- Vega, G. & Ngugi, B. (2012). Unraveling Anonymous Criminal Networks: Lessons from a Cyber Defense Team, *Journal of Applied Case Research*. Vol 10, No. 1.
<http://swcrahome.org/journal-of-applied-case-research/cases/v10n1/>
- Comer, D. & Vega, G. (2011) PET and Workplace Spirituality. *Journal of Management, Spirituality, and Religion*, 8 [1].
- Shirokova, G., Knatko, D. & Vega, G. (2011). The Influence of Institutional Environment on CEO Succession: Evidence from Russian SMEs. *Journal of Ethics & Entrepreneurship*, Vol. 1 [No1]. 41-60. Best Paper in ethics and entrepreneurship, USASBE 2011.
- Vega, G., Dumas, C., Kahn, B. & Mana, J. (2011). KaBloom!: Revolution in the Flower Industry. *New England Journal of Entrepreneurship*.
- Dumas, C., Hartstein, D., Kahn, B., Mana, J., Sergenian, G. & Vega, G. (2010). KaBloom Explodes on the Scene. *Case Research Journal*, 30 [1].
- Vega, G. (2010). The Undergraduate Case Research Study Model. *Journal of Management Education*, 34 [4]. 574-604.
- Vega, G., Sherman, H. & Leach, T. (2009). Case Writing and Research: Professor Moore Reviews a Case. *The CASE Journal*, Vol. 6, No.1.
- Shirakova, G. & Vega, G. (2009). The Untsiya Company: Business Development in Russia. Case and IM. *The CASE Journal*, Vol. 6, No. 1.
- Ngugi, B., Vega, G. & Dardick, G. (2009). PCI Compliance: Overcoming the Challenges. *International Journal of Information Security and Privacy*, 3 (2), 54-67.
- Ngugi, B., Dardick, G.S., & Vega, G. (2009). Lessons from Computer Intrusion at TJX. *The CASE Journal*, Vol. 5, No. 2.
- Hung, K., Hunt, N., Vega, G., Levesque, L., Arslan, H. & DeLaunay, C. (2009). Teradyne: On the road to China. *The CASE Journal*, Vol. 5, No. 2.

- Vega, G. (2009). Giving Voice to Values: Six Tips for Online Adoption. Online paper available at www.aspenbe.org Part of the Giving Voice to Values curriculum. A project of the Aspen Institute and the Yale School of Management.
- Leach, T. C., Vega, G. & Sherman, H. (2008). Case Writing and Research: Professor Moore Looks for a Better Way to Grade Student Case Analyses. *The CASE Journal*, Vol. 5, No. 1.
- Demarais, E., Sheckman, S. & Vega, G. (2008). Customer service at the Jewish Community Center. *The CASE Journal*, Vol. 4, No. 2. Case and Instructors' Manual.
- Hung, K. & Vega, G. (2009). Kaltim Plywood: Production improvement in developing countries. Case and Instructors' Manual. *Journal of the International Academies for Case Studies*, Vol 15, No.5. 83-94.
- Comer, D. R. & Vega, G. (Jan. 2008). Using the PET Assessment Instrument to help students identify factors that could impede their moral behavior. *The Journal of Business Ethics*, Vol. 77, No. 2. 129-145.
- Vega, G. & Primeaux, P.,SM. (2007). Reinventing the Congregation of the Blessed Virgin Mary. *The CASE Journal*, Vol. 4, No. 1. www.caseweb.org
- Vega, G. & Sherman, H. (2007). Case research and writing: Professor Moore teaches a case. *The CASE Journal*, Vol. 4, No.1. www.caseweb.org
- Santos, M., Vega, G. & Barkoulas, J. (2007). Both sides of the story: Teaching a constrained shareholder wealth maximization goal in finance. *Journal of the Academy of Educational Leadership*. Vol. 11, No. 3. 107-130.
- Vega, G. & Kidwell, R. (2007). Towards a typology of new venture creators: Similarities and contrasts between business and social entrepreneurs. *The New England Journal of Entrepreneurship*, 10 [2]. 15-28.
- Vega, G. (2007). Teaching business ethics through service learning meta-projects. *Journal of Management Education*, 32 [5]. 647-678.
- Vega, G. (Spring 2007). Business succession at Building #19: Overall, it's better to be the father than the son. *Entrepreneurship Theory & Practice*, 31 [3]. 473-492.
- Vega, G, Armandi, B. & Leach, T. (February 2007). Case research and writing: Professor Moore and the Demons of Review. *The Case Journal*, Vol. 3, No. 1. www.caseweb.org.
- Vega, G. (April 2006). Giving something in return: A conversation with Karen Pass, social entrepreneur. *Journal of Applied Management and Entrepreneurship*. 11, 2. 103-110.
- Comer, D. R. & Vega, G. (2006). Unsavory problems at Tasty's: A Case Exercise about Whistleblowing. *Journal of Management Education: Special Issue on Teaching Business Ethics*, 30 [1]. 251-269.
- Comer, D.R. & Vega, G. (2005). An experiential exercise that introduces the concept of the Personal Ethical Threshold to develop moral courage. *Journal of Business Ethics Education*, 2[2].
- Vega, G. & Comer, D.R. (May 2005). Sticks and Stones May Break Your Bones, but Words Can Break Your Spirit: Bullying in the Workplace. *The Journal of Business Ethics*, 58: 1. 101-109.
- Spain, J.W. & Vega, G. (May 2005). SONY Online Entertainment: Everquest® or Evercrack? *The Journal of Business Ethics*, 58:1. 3-6.
- Vega, G. (2005, January). Workers of the world – relax! *Business Ethics Quarterly*, Vol. 15 [2]. 349-352.
- Abstract published in *The Philosopher's Index*.

- Spain, J.W. & Vega, G. (Spring 2005). Everquest®: Entertainment or Addiction? *The CASE Journal*. www.caseweb.org. 61-66.
- Republished in *The Business Ethics Casebook 7/e* (A. Gini, Ed).
- Armandi, B., Sherman, H. & Vega, G. (2004). Three Days in the Life of Professor Moore: Case Research and Writing. *The CASE Journal*, Vol.1, No. 1. www.caseweb.org
- Vega, G. (November 2004). Merrimack Valley Chamber of Commerce: The Biggest and the Best (Case and Teaching Note). *Journal of the International Academies for Case Studies*. Vol. 10, No. 1.
- Vega, G. (September 2003). A Command Decision (Case and Teaching Note). *The Journal of Behavioral and Applied Management*, Vol. 5 [1]. 55. http://www.jbam.org/Articles/case5_1.htm
- Vega, G. & McHugh, M. (Fall 2003). What Button Do I Press? The Consequences of Conducting A Service Learning Project with Senior Citizens. *The Journal of Academic Ethics*, Vol. 1 [1]. 91-117. <http://www.kluweronline.com/issn/1570-1727/current>
- Vega, G. & Hanlon, M.D. (December 2003). Follow Up to “Productivity and the Workplace.” *Innovative Workplace Strategies*. U.S. General Services Administration, Office of Governmentwide Policy – Office of Real Property. 62-66.
- Vega, G. (2003, January) The American Dream – Then and Now. *Business Ethics Quarterly*. 99-106.
- Primeaux, P., S.M. & Vega, G. (2002). Operationalizing Maslow: Religion and Flow as Business Partners. *Journal of Business Ethics*, 38. 97-108.
- Vega, G. (2002). Wet Sneakers, Bottom Lines, and Other Obstacles to Spirituality. *Teaching Business Ethics*, 6. 5-14.
- Vega, G. & Simpson, G.T. (2001). Please Hold, I Think My House Is on Fire. *People and the Workplace*. U.S. General Services Administration, Office of Governmentwide Policy – Office of Real Property. 16-25.
- Vega, G. (2000). Building the Case for Telework Commentary on Federal Telework Topics. *Telework: The New Workplace of the 21st Century*. U.S. Department of Labor. 168-174.
- Vega, G. & Brennan, L.M. (2000). Isolation and Technology: The Human Disconnect. *The Journal of Organizational Change Management – Special Issue: Towards a Post-Taylorian Approach to Taylorism*, Vol 13, No. 5. 468-481.
- Vega, G. (2000). Good Things Cheap: An Interview with Jerry Ellis. *New England Journal of Entrepreneurship*. Sacred Heart University. 5-8.
- Vega, G. (2000). The Literature of Healthcare Ethics 1997-1999: Access and Administration. *Research in Ethical Issues in Organizations*, 2. 183-194.
- Vega, G. & Brennan, L.M. (2000). Stoking the Engine: The Pressure-Release Effect in Management Control. *Research in Ethical Issues in Organizations*, 2. 159-182.
- Vega, G. (1999). The Four Myths. *New England Journal of Entrepreneurship*, 2 (1). Sacred Heart University. 27-33.
- Vega, G. (1998). Syratech’s South Bronx Acquisition. *Business Case Journal*, Vol 6, No.1. 1-11.
- Vega, G. (Fall 1998). Ethical Telemarketing: Oxymoron Contested. *Review of Business*. St. John’s University. 17-21.
- Vega, G. (September 1997) *Caveat Emptor: Ethical Chauvinism in a Global Society*. *The Journal of Business Ethics*. 1353-1362.

- Vega, G. & Lacey, J. (Summer 1996) The New Social Contract: 10 Suggestions for Change. *Social Policy*, 26, 4. 56-63. Syndicated through AlterNet, a non profit news service (1997).
- Vega, G. (Winter 1996/1997). My Business Needs New Leadership. What Should I Look for? A Case Study. *Small Business Forum: The Journal of the Association of Small Business Development Centers*, University of Wisconsin. pp. 8-16.
- Vega, G. (Fall 1996). When Growing Businesses Self-Destruct. *Small Business Forum: The Journal of the Association of Small Business Development Centers*, University of Wisconsin, 56-66.
- Vega, G. (Winter 1995/1996). Case Study: I Know I Need to Let Go of My Business, But Will It Survive? *Small Business Forum: The Journal of the Association of Small Business Development Centers*, University of Wisconsin, 6-16.
- Vega, G. (Winter 1995/1996). Case Study Update: My Advice to HVAC-CO. *Small Business Forum: The Journal of the Association of Small Business Development Centers*, University of Wisconsin, 60-72.
- Vega, G. (Fall 1995). How to Use a Process Audit Approach with Businesses in Transition. *Small Business Forum, The Journal of the Association of Small Business Development Centers*, University of Wisconsin, 54-64.
- Vega, G. (August, 1994). Pennies from Heaven. . .and Vending Machines. *Management Review*, American Management Association.

Paper Presentations, Conferences, and Seminars (in Proceedings)**

- *Transforming Research Cases into Teaching Cases*. November 2017). DSI. Washington, DC.
- *Transforming Research Cases into Teaching Cases*. (June 2017). BIS. Poznan, Poland.
- *Transforming Research Cases into Teaching Cases*. (June 2017) IRNOP, Boston MA.
- *Volkswagen: Business as Usual*. (October 21, 2016). Twenty-Third International Vincentian Business Ethics Conference. Buffalo, NY. Keynote address.
- *A Project Management Approach to Case Writing*. (with S.K. Williams). (October 7, 2016.) NACRA Conference. Las Vegas, NV.
- *Developing a Community of Practice around Case Writing*. (with R. Wilson-Mah). (October 7, 2016). NACRA Conference. Las Vegas, NV.
- *Cases in Project Management: An Untapped Opportunity*. (with V. Kanabar and R. Warburton). (May 5-7, 2016). CASE/EAM Conference. New Haven, CT.
- *Compact Cases: Improving Student Teaching in the Classroom*. (with R. Morris). (October 8-10, 2015). NACRA Conference. Orlando, FL.
- *How to Write Compact Cases* (with R. Morris). (May 8-10, 2015). CASE Conference/Eastern Academy of Management. Philadelphia, PA.
- *The 7 Deadly Sins: Ethical Gaffes in Case Research & Writing*. (with R. Morris). (October 23-25, 2014). NACRA Conference. Austin, TX.
- *Backwards Case Writing PDW*. (with R. Morris). (May 8-11, 2014). CASE Conference/Eastern Academy of Management. Baltimore, MD.
- ****Live Cases for Global Travel Seminars**. (with S. Khaksari). (May 8-11, 2014). CASE Conference/Eastern Academy of Management. Baltimore, MD.

- *Fish or Cut Bait. Case and Teaching Note.* (May 8-11, 2014). CASE Conference/Eastern Academy of Management. Baltimore, MD.
- *Teaching with Cases: Pedagogies to Promote Active Learning.* (with R. Morris). (May 8-11, 2013). CASE Conference/Eastern Academy of Management. Philadelphia, PA.
- *A Focus on Student Learning Outcomes.* (Panel Discussion with D. Litvin, M. Lam, X. Liu, J. Davis-Street). (April 5-7, 2013). Northeast Decision Sciences Institute. Brooklyn, NY.
- ***Xtranormal Role Plays: A Technologically Enhanced Case Pedagogy* (with Morris, R.). (October 25-27, 2012). 54th Annual North American Case Research Association Conference, Quincy, MA.
- *Comparison of Social Network Influence on 3 Stages of Entrepreneurial Firm Development: Evidence from Russian Gem Data* (with Shirokova, G. and But, I.) (October 6-9, 2012). 32nd Strategic Management Conference, Prague, Czech Republic.
- *Separation of Management and Control in SMEs from Emerging Markets: The Role of Institutions.* With G. Shirokova & D. Knatko. Academy of Management Annual Meeting. (August 7, 2012). Boston, MA.
- *Using Cases for Sustainable Learning.* EABIS (The Academy of Business in Society) 11th Annual Colloquium (IMD, July 2-4, 2012). Geneva, Switzerland.
- *Non-Conventional Cases: Cases and Case Materials Delivered in Innovative, Unexpected, and Non-Traditional Formats.* With Rebecca Morris. 2012 CASE Conference (EAM, May 2012). Philadelphia, PA.
- *Learning about business one entrepreneur at a time: Using a case study variant model to teach entrepreneurship to undergraduates.* (USASBE Conference Jan. 12, 2012). New Orleans, LA.
- *The Howling Wolf Taqueria: Marketing the Good Wolf.* With Christopher Titus. NACRA. San Antonio, TX. October 2011.
- *Unraveling Anonymous Internet Criminal Networks: Lessons from a Cyber Defense Team.* With Benjamin Ngugi. 2011 CASE Conference (EAM, May 2011). Boston, MA
- *Publishing Your Case and Teaching with Cases: Tips, Techniques and Pedagogical Approaches.* CASE Professional Development Workshop. 2011 CASE Conference (EAM, May 2011). Boston, MA
- *** The Influence of Institutional Environment on CEO Succession: Evidence from Russian SMEs.* (USASBE, January 2011). Hilton Head, SC.
- ***Tara Trade: A Marketing Challenge in Lebanon.* With Nisreen Bahnan. (USASBE, January 2011). Hilton Head, SC.
- ***Rumor or Reality?* (USASBE, January 2011). Hilton Head, SC.
- *Qualitative Methods and Entrepreneurs; Case Research Study Model: Business One Entrepreneur at a Time; Writing Cases and IMs.* St. Petersburg State University, St. Petersburg, Russia (May 2010). Fulbright Senior Specialist presentations.
- *DiPaul Inc: Transitioning in Measured Steps.* 2010 CASE Conference (EAM, May 2010). Portland, ME
- *Moral Courage in Organizations.* Adult education presentation at Temple Emanu-El, Haverhill, MA. January 24, 2010.
- *KaBloom! Revolution in the Flower Industry.* (with Colette Dumas, Beverly Kahn, and Jafar Mana). NACRA (North American Case Research Association). Durham, NH. October 23-25, 2008.

- ***Peanut butter and chocolate: Combining experiential exercises and teaching with cases.* Managing in a Global Economy Conference XII. Amsterdam, The Netherlands. (June 24-28, 2007).
- ***PET in action: An assessment instrument that identifies factors that could impede moral behavior.* Eastern Academy of Management, Experiential Learning Association. New Brunswick, NJ. (May 16-19, 2007).
- ***Teradyne: On the road to China.* (case and teaching note). (co-authored with K. Hung, N. Hunt, L. Levesque, H. Arslan, C. DeLaunay). The CASE Association. New Brunswick, NJ. (May 16-19, 2007).
- *Transforming experiences: Reflections on mentors and mentoring, as a tribute to Barry Armandi.* (with D. Shichtman, S. Gopalikrishnan, D. Gibson). (Abstract only). All-conference Symposium for the Eastern Academy of Management. New Brunswick, NJ. (May 16-19, 2007).
- ***Moral intuition and organizational transformation.* (co-authored with P. Primeaux). Sixth International Conference on Catholic Social Thought and Management Education: The Good Company. Rome, Italy. (October 5-7, 2006).
<http://www.stthomas.edu/cathstudies/cst/conferences/thegoodcompany/Finalpapers/Vega%20and%20Primeaux%20Fi.pdf>
- ***Both sides of the story: Teaching a constrained shareholder wealth maximization goal in finance.* 5th Global Conference on Business & Economics. Cambridge, England. (July 6-8, 2006).
<http://www.facultyforum.com/gcbe/>.
- ***Live from New York: The CASE Apprentice in Action* (case competition to benefit a social entrepreneur-abstract only). 30th Anniversary of The CASE Association. Saratoga Springs, NY. (May 12-14, 2006).
- *Toward a typology of new venture creators: Similarities and contrasts between business and social entrepreneurs* (co-authored with R. Kidwell). Conference on Ethics and Entrepreneurship. Carlson School – University of Minnesota. (April 28-29, 2006).
- ***Urban Studies, Entrepreneurship, and Technology: A New Worldview.* (co-authored with J. Stasio, presented by J. Stasio). NCIIA 10th Annual Meeting. Portland, OR. (March 23-25, 2006).
- ***Using the Concept of the Personal Ethical Threshold (PET) to Develop Moral Courage.* (co-authored with D.R. Comer). 12th Annual Vincentians Conference Promoting Business Ethics. New York, NY. (October 23-25, 2005). Abstract in Proceedings.
- ***An Experiential Exercise that Introduces the Concept of the Personal Ethical Threshold to Develop Moral Courage.* Eastern Academy of Management. Springfield, MA. (May 11-14, 2005).
- ***Reinventing the Congregation of the Blessed Virgin Mary.* Case and Teaching Note. CASE Association at the Eastern Academy of Management. Springfield, MA. (May 11-14, 2005).
- ***Business Ethics, Social Entrepreneurship, and Service Learning: A Natural Partnership.* 11th Annual Vincentians Conference Promoting Business Ethics. Chicago, IL (October 21-23, 2004).
- ***SONY Online Entertainment: EverQuest ® or EverCrack?™* (co-authored with J.W. Spain). NACRA Annual Meeting. (October 7-9, 2004). Revised and rewritten for publication.
- *Developmental Case Reviews.* The Society for Case Research summer workshop. Rockhurst University, Kansas City, MO. (July 15-17, 2004). Invited speaker.
- ***Overall, It's Better to be the Father than the Son* (Case and Teaching Note). NACRA Annual Meeting. Tampa, FL. (November 6-8, 2003).

- ****EverQuest ® or EverCrack?™** The CASE Association, at the 41st Annual Meeting of the Eastern Academy of Management. Providence, RI. (May 13-15, 2004).
- ****Sticks and Stones May Break Your Bones, But Words Can Break Your Spirit: Bullying in the Workplace.** (co-authored with D. R. Comer). 10th Annual Vincentians Conference Promoting Business Ethics. Garden City, NY. (October 22-24, 2003).
- **Back to the Future: The Development of an Integrated, Team-Taught Introductory Business Course at a Small College.** Academy of Business Education. San Francisco, CA. (September 18-20, 2003).
- ****Telling Time and Virtual Teams: The Impact of Technology on Business Communication.** Eastern Academy of Management. Baltimore, MD. (April 30-May 3, 2003).
- ****Live and Learn: Values, Ethics, and Social Responsibility in Introductory Business/Management Education.** (with Catherine Bayer Hurst, Bruce W. Warren, and Jill Woodilla). Eastern Academy of Management. Baltimore, MD. (April 30-May 3, 2003).
- ****What Button Do I Push? The Consequences of Conducting a Service Learning Project with Senior Citizens.** (with Mary McHugh). Ninth Annual International Conference Promoting Business Ethics, Niagara University. Buffalo, NY. (October 23-25, 2002).
- ****Unsavory Problems at Tasty's: An Experiential Exercise About Whistleblowing.** (with Debra Comer). Eastern Academy of Management, Experiential Learning Track, New Haven, CT. (May 1-4, 2002).
- **Mentoring and a Bright Green Porsche.** (with Matthew Romanowski). Eastern Academy of Management Open Caucus Roundtable, New Haven, CT. (May 1-4, 2002).
- **An Enlightened Approach to Identifying a Publishing Market to Develop Your Career – A Panel.** (with Dorothy P. Moore, Sheila M. Puffer, Jeannette Oppedisano, Lisa Miniero, Sherry Sullivan). Eastern Academy of Management, New Haven, CT. (May 1-4, 2002).
- **Case Writing and Research: Reports from the Field.** Panel Chair. (with Barry Armandi, Jeannette Oppedisano, and Herbert Sherman). IBAM 9, Charleston, SC. (November 7-10, 2001).
- ****Merrimack Valley Chamber of Commerce: The biggest and the best.** Case and Teaching Note presented at NACRA (North American Case Research Association) Annual Meeting. Memphis, TN. (October 4-6, 2001).
- ****Laptops on the Beach: Technological Creep and Home/Worklife Balance.** IESE 11th Annual Ethics and Business Conference. University of Navarra, Spain. (July 4-6, 2001).
- ****How to Grow a Business in a Book.** Eastern Academy of Management 18th Annual Meeting. New York City, May 9-12, 2001.
- ****Operationalizing Maslow: Business and Flow as Business Partners.** With P. Primeaux. At Our Best: Moral Lives in a Moral Community, Markkula Center for Applied Ethics, Santa Clara University, Santa Clara, CA. February 22-24, 2001.
- **Telework as Magic Bullet?** Washington Area Conference on Telework and Telework America Day. Fairfax, VA. (October 24, 2000).
- ****Building the Case for Telework.** Symposium on Telework and the American Worker in the 21st Century. U.S. Department of Labor. New Orleans, LA. (October 16, 2000).
- **Nuts and Berries in the Classroom: Gathering Data for Teaching Cases.** With Herbert Sherman. IBAM8 (Institute for Behavioral and Applied Management). San Diego, CA. (November 8-11, 2000). Abstract in proceedings.

- *Wet Sneakers, Bottom Lines, and other Obstacles to Spirituality*. Vincentians 7th International Conference Promoting Business Ethics. New York, NY. (September 21-23, 2000). Invited speaker.
- ***Performance Measurement in a Telecommuting Environment*. With Louis Brennan. Performance Measurement Past, Present, and Future. Cambridge, England. (July 19-21, 2000). *Proceedings*, 633-640.
- ***The Human Disconnect..* With Louis Brennan. IAMOT (International Association for the Management of Technology). Miami, FL. (Feb. 20-24, 2000). *Proceedings*, on CD ROM (no page numbers).
- *Once Upon a Time*. Case Writing Workshops, Merrimack College, North Andover, MA. January 2000 and June 2000.
- ***The Pressure-Release Effect: An Interdisciplinary Taxonomy*. Institute for Behavioral and Applied Management 7. Annapolis, MD. (Nov. 4-6, 1999). *Proceedings*, 100-106.
- *Telecommuting Project: Initial Findings*. Teaming in Cyberspace, NTL Institute for Applied Behavior Science. New York City (May 12-14, 1999).
- ***Reason, Emotion, and Spirituality in Management Theory*. (with P. Primeaux, S.M.). Northeast Decision Sciences Institute Annual Meeting, Newport, RI. (March, 1999). *Proceedings* on CD ROM.
- ***The Learning Challenge*. CASE Association Conference. Newport, RI. (March, 1999). *Proceedings* – electronic, 34-45.
- *Business Ethics Moves into the New Millennium: The Status of Current Research* (Panel with M. Maury, P. Primeaux, SM, and R. Vega). Northeast Decision Sciences Institute Annual Meeting, Boston, MA (March, 1998)
- ***Vega, Gina*. (January 1998). End Game Strategy: A Case Model., *Proceedings of the 1998 USASBE Conference. (Internet Version)*.
- ***Vega, Gina and Robert A. Vega*. (October 1997). The people you love to hate. *Proceedings of the Fourth Annual International Conference Promoting Business Ethics*. Garden City, NY (October 30-Nov 1, 1997).
- Doctoral Seminar Convener (with Colin Greer and James Lacey) at The Union Institute, Cincinnati, OH, December 6-10, 1996: *Leadership for the 21st Century*.
- Academy of Management Annual Meeting, Cincinnati, OH, August 9-14, 1996: Pre-conference Workshop for MED Division *The Town Hall Model and Other Keen Stuff*. Discussant MH Division: *Samuel A. Stouffer and The American Soldier* (Anita K. Heck)
- Petroleum Marketers Association of America (PMAA), 14th National Oil Heat Conference Strategies and Solutions, July 24-26, 1996: Seminar Presentation *Case study of a heating oil business in transition: The story of HVAC Company*.
- ***United States Association for Small Business and Entrepreneurship (USASBE)*, 10th annual National Conference, January 12-14, 1996: Paper Presentation *Women, men and the nature of entrepreneurship. Proceedings*, 259-269; Panelist *Publishing in the field of entrepreneurship: The author's perspective*.
- ***The Second Annual Vincentian Conference Promoting Business Ethics*, New York, NY, November 2-4, 1995: Paper Presentation *Caveat emptor: Ethical chauvinism in a global society. Proceedings*, 968-982.

Media, Interviews, and Podcasts

- <http://www.emeraldgrouppublishing.com/bizfocus/vega.htm> Case by case. An interview about the evolution of cases in management education. Posted January 2016.
- <http://www.youtube.com/user/ecchcases> Views on teaching notes, case writing, case teaching, and learning with cases. For ecch as Fulbright project. Posted September 2012.
- <http://jme.sagepub.com/content/35/2/282/suppl/DC1> Podcast: Message in a Bottle: Basic Business Lessons for Entrepreneurs Using Only a Soft Drink, *Journal of Management Education*. April 2011 vol. 35no. 2 282-310.
- Business prof explains “Doing the Right Thing at Work.” (Will Broadus). *Salem News* (February 23, 2011). <http://www.salemnews.com/business/x962028449/Business-prof-explains-Doing-the-Right-Thing-at-Work>
- <http://jme.sagepub.com/content/34/5/645> Podcast: Three Models for Short-Term Study Abroad, *Journal of Management Education*. October 2010vol. 34 no. 5 645-670.
- Repair businesses: Everything old is new again. (G. Jeffrey MacDonald). *Boston Globe* (December 5, 2010).
- Four reasons why managers resist telework—and why they might be wrong. (John Monroe). *Federal Computer Week* (September 13, 2010). <http://fcw.com/articles/2010/09/13/feat-telework-managers-objections.aspx>
- When you are the odd one out at a family firm (Kayleen Schaefer). *Wall Street Journal* (March 6, 2008). http://online.wsj.com/article/SB120473297734113831.html?mod=pj_main_hs_coll
- Radio interview with Kevin Keegan (The North Shore Financial Forum – 104.9 FM). March 22, 2008.
- Interviewed in Rome by Spanish documentary maker about social justice: *Cristianos en la Sociedad*. Goya Producciones. (2007). Published in English version 2010 as *Christians in Society*.
- Tyco jury goes back to work (Andy Murray). *Eagle-Tribune* (March 30, 2004).
- Scandals provide ethics courses with a number of case studies (Mary K Pratt). *Boston Business Journal* (March 21-27, 2003).
- Service is on the syllabus (Shawn Boburg). *Eagle-Tribune* (August 24, 2003).
- Whatever happened to the telecommuting revolution? (K Daniel Glover). 2000. http://www.careerbuilders.com/achieve/ach_0009_telrevolution.html
- Resistance from middle managers impedes growth of telecommuting, report says (Stephen Barr). *The Washington Post*. (August 2, 2000).

Other Reports

- A Student Guide to Case Research Study: Understanding Small Business One Entrepreneur at a Time. Salem State College. 2008.
- An Instructor’s Guide to Case Research Study: Understanding Small Business One Entrepreneur at a Time. Salem State College. 2008.
- Business Enterprise: A Team-Based Integrated Learning System for Undergraduate Business Students (Instructor’s Manual). Merrimack College. June 2002.

- Techno-Communications Audit and Analysis, Putnam Investments. April, 1999. Executive presentation May, 1999.

Paper and Book Reviews

- Editor (2009 to 2016) *The CASE Journal*. Member of Editorial Board and Reviewer (2003 to 2009).
- Associate Editor (2008 to 2011) *Journal of Management Education*. Reviewer.(1999-present);
- Academic Advisory Board Member on *Taking Sides: Business Ethics and Society*, McGraw-Hill (2008 to present).
- Academic Advisory Board Member on *Annual Editions: Business Ethics*. McGraw-Hill (2008 to present).
- Academic Advisory Board Member on *Annual Editions: Entrepreneurship*. McGraw-Hill (2009 to present).
- Reviewer, *Case Research Journal*.(2000 to present)
- Reviewer, *Journal of Behavioral and Applied Management* (1998-present)
- Reviewer, *Journal of Business Ethics* (2004 to present)
- Reviewer, *New England Journal of Entrepreneurship*. Member of Editorial Board (2000 to present)
- Reviewer, *The Journal of Management Learning* (2006 to present)

Conference Reviewer:

- Annual Student Case Writing Competition, Herkimer School of Business, Baylor University. 2009, 2010, 2011, 2012, 2013, 2014.
- Academy of Management Annual Meeting, San Diego, CA, August 1998: (Management Education Division); Academy of Management Annual Meeting, Boston, MA, August 1997: (Management Education Division):
- CASE annual meeting 1999 to present
- Eastern Academy of Management Annual Meeting, May 1998, May 2000, May 2001, May 2004, May 2006, May 2007
- ICSB (International Council on Small Business) World Conference, San Francisco, CA, June 1997
- Institute for Behavioral and Applied Management annual meetings 2000, 2001, 2002
- NACRA annual meeting 2001, 2002, 2003, 2011
- Performance Management Association annual meeting 2001, 2002
- Society for Business Ethics 2002 to present.
- USASBE National Conference, Clearwater, FL, January 1998

Published Reviews and Editor's Notes:

- Vega, G. (May 2016). From the Editor: Final Editorial Letter. *The CASE Journal*, 12 [2].
- Vega, G. & R. Wilson-Mah. (January 2016). From the Editor: Introduction to special issue on hospitality and tourism. *The CASE Journal*, 12 [1].

- Vega, G. (November 2015). From the Editor: Compact cases have arrived. *The CASE Journal*, 11 [3].
- Vega, G. (June 2015). From the Editor: How long should a case be? *The CASE Journal*, 11 [2].
- Vega, G. (January 2015). From the Editor: Excellence in Case Writing. *The CASE Journal*, 11 [1].
- Vega, G. (May 2014). From the Editor: A Sample Instructor's Manual. *The CASE Journal*, 10 [2].
- Vega, G. (January 2014). From the Editor: How Long Should a Case Be? *The CASE Journal*, 10 [1].
- Vega, G. (May 2013). From the Editor: Introduction of Emerald Group Publishing. *The CASE Journal*, 9 [2].
- Vega, G. (December 2012). From the Editor: Building an Instructor's Manual. *The CASE Journal*, 9 [1].
- Vega, G. (May 2012). From the Editor—Writing Style: Remembering Your Audience. *The CASE Journal*, 8 [2].
- Vega, G. (December 2011). From the Editor: Dispelling Confusion about Learning Objectives. *The CASE Journal*, 8 [1].
- Vega, G. (May 2011). From the Editor: The Good Review. *The CASE Journal*, 7 [2].
- Vega, G. (December 2010). From the Editor: What we look for in a case at The CASE Journal and how to become part of our author team. *The CASE Journal*, 7 [1].
- Vega, G. (May 2010). From the Editor: Crystal Ball Questions and Assumptions of Knowledge. *The CASE Journal*, 6 [2]. 5-8.
- Vega, G. (November 2009). From the Editor: Elements of Reviewing. *The CASE Journal*, 6 [1]. 5-8.
- Vega, G. (2005, June). Review of *Conversational Learning* (Baker, Jensen, & Kolb). *Academy of Management Journal of Management Learning and Education*, Vol. 4 [2]. 249-250.
- Vega, G. (2003, December). Review of *Teaching Business Ethics for Effective Learning* (Ronald R. Sims). *Academy of Management Journal of Management Learning and Education*, Vol. 2 [4]. 426-27.
- Vega, G. (2003, Spring). Review of *Rethinking the Purpose of Business: Interdisciplinary Essays from the Catholic Social Tradition* (Cortright & Naughton, Eds). *Collegium News*, 1 [15]: College of the Holy Cross. 10-11.
- Vega, G. (2003, March). Review of *Action Learning in Action* (Michael Marquardt). *Academy of Management Journal of Management Learning and Education*. 102-103.
- Vega, G. (1999). *The New Pioneers: The Men and Women Who Are Transforming the Workplace and Marketplace* (Thomas Petzinger, 1999). *New England Journal of Entrepreneurship*. 81-82.
- Vega, G. (April, 1995). *The art of the turnaround*. (Matthew Shuchman and Jerry S. White, 1994) in *Long Island* (monthly magazine of the Long Island Association, largest business association in the region).
- Vega, G. (March, 1995). *Why didn't you say that in the first place?* (Richard Heymann, 1994) in *Long Island*.
- Vega, G. (January, 1995). *Entrepreneurs are made, not born*. (Lloyd Shefsky, 1994) in *Long Island*.
- Vega, G. (December, 1994). *The power of ethical persuasion*. (Tom Rusk, 1993) in *Long Island*.

- Vega, G. (September, 1994). *When the canary stops singing: Women's perspectives on transforming business.* (Pat Barrentine, Ed., 1993) in *Network News* (newsletter of N.E.W., local affiliate of the National Association of Female Executives).
- Vega, G. (September, 1994). *Finding money for your small business: The one-stop guide to raising all the money you will need.* (Max Fallek, 1994) in *Network News*.
- Vega, G. (June, 1994). *When women work together: Using our strengths to overcome our challenges.* (Carolyn S. Duff, 1993) in *Network News*.
- Vega, G. (June, 1994). *Fire away! Fielding tough questions with finesse.* (Myles Martel, 1993) in *Network News*.

Professional Experience

<i>International Journal of Instructional Cases, Editor-in-Chief</i>	2017>
<i>Project Management Journal, Section Editor</i>	2017
<i>The CASE Journal, Editor-in-Chief</i>	2009-2016
<i>Journal of Management Education, Assoc. Editor</i>	2008-2011
<i>Consultant & Owner</i>	1994 - present
Organizational Ergonomics	
Specialist in small business issues, specifically in the area of human process improvement, human relations, communications and leadership. Provision of language and editing services, training, academic consulting. www.orgergo.com	
Concordia College	2017
Case Writing Consultant and Trainer	
Northern Arizona University	2016
Case Writing Consultant and Trainer	
Royal Roads University	2015
Case Writing Consultant and Trainer	
Bridgewater State University	2014
Case Writing Consultant and Trainer	
Southern Connecticut State University	2014
Case Writing Consultant and Trainer	
Project Management Institute	2014-17
Case Consultant and Trainer	
Salem State University	2007-17
Case Writing Consultant and Trainer	

Emerald Group Publishing, LTD. Bingley, UK	2013/14
Fulbright Senior Specialist—Cranfield University, Cranfield, UK	2012
St. Mary's College Case Writing Consultant and Trainer	2011
Fulbright Senior Specialist—St. Petersburg State University, St. Petersburg, Russia	2010
University of San Francisco Case Writing Consultant and Trainer	2009
Eastern Kentucky University Case Writing Consultant and Trainer	2008-09
Cornell University (ILR) Case Writing Consultant and Trainer	2007
Suffolk University/Boston, MA Case Writing Consultant and Trainer	2005 to 2015
<i>Subject Matter Expert: Academic Consulting</i> Excelsior College/Albany, NY Test item writing – Organizational Behavior, Human Resource Management External Reviewer – Human Resource Management	2003 to 2004
<i>Academic Liaison – pro bono</i> U.S. General Services Administration Office of Governmentwide Policy Office of Real Property Data collection, entry, and analysis for an international workplace study.	2001 to 2003
<i>Consultant – pro bono</i> University of Wisconsin Extension SBDC Consultation on demographics and educational needs of small business owners in the United States.	1995
<i>Intern</i> American Management Association	1994
<p>Doctoral internship devoted primarily to a demographic examination of the subscriber base of <i>Small Business Reports</i>, a periodical for owners of small and mid-size businesses. Competitive market analysis for four proposed periodicals was also part of my duties.</p>	

Administrative Director

1989 - 1993

Institute for Rational-Emotive Therapy

Head of operations of non-profit educational institution and mental health clinic. Responsible for administration; personnel functions; MIS; product development; running the marketing division (catalog fulfillment, retail bookstore, inventory control and shipping); design, writing and production of three major catalogs and numerous brochures annually; designing and writing job descriptions and manuals; program development and implementation of internal staff training; production of books, audiotapes and self-help aids; program development for external conferences and training programs; site selection and promotion for training practica and conferences; writing house organ and semi-annual international newsletter.

Community Programs Coordinator

1988 - 1989

HIP of Greater New York

Community contact to promote new medical facilities. Researched communities; developed center-specific targeted marketing approaches; designed and implemented education and outreach programs; developed and maintained relationships with community boards, local business groups, community development organizations, schools and others; participated in designing marketing and advertising campaigns; wrote a health education column for local newspapers.

Director

1986 - 1988

Office of Community Studies, Queens College/CUNY

Coordinated all projects; supervised research projects; placed, trained and supervised undergraduate and graduate student interns; interacted with other college departments to provide services for the community. Planned, designed and coordinated symposia and conferences on local economic development issues. Developed and wrote funding, research and program development proposals; edited and published a discussion paper series about economic development and service delivery; performed technical writing tasks. Conceptualized, designed, developed and managed a database relating to service delivery, infrastructure, demographics and economic development for Queens County. Produced pamphlets, bulletins, and brochures.