

Dr. ARTHUR J. RUBENS

University	Home
Florida Gulf Coast University Lutgert College of Business 10501 FGCU Blvd. South Fort Myers, FL 33965-6565 Campus: 239/590-7840; Fax: 239/590-7367 E-mail: arubens@fgcu.edu	1917 Manchester Circle Naples, FL 34109 Home: 239/514-7936 Cell: 239/269-5759 Fax: 239/598-4792 Email: ajrubens@gmail.com

ACADEMIC EXPERIENCE

Florida Gulf Coast University, Lutgert College of Business, Fort Myers, FL

Professor of Management (2011-present); **Associate Director of Regional Economic Research Institute** (2009-present); **Associate Professor of Management** (2004-2010)

- Teach in BS, MBA, EMBA, and International Programs: Capstone Business Strategy (BS, MBA), International Business (BS, MBA), Leadership Development (BS, MBA, EMBA), Intercultural Leadership (BS, MS); and Negotiation (BS, MBA)
- Develop multiple MBA courses for both classroom and online delivery; e.g., leadership, intercultural leadership, international business; business strategy, and management issues.
- Received numerous honors and recognitions for teaching over the years and have overall teaching evaluation average of 4.49 on 5 point scale (1999-present)
- Co-organize and responsible for multiple economic development and economic impact studies in region and state; e.g., monthly economic report for region; assessment of future skills for region; central depository of regional economic data; impact studies for varied projects, e.g., new health facilities, sports facility, university future plans, regional incubator networks, etc.
- Conduct regional and international outreach activities through College of Business and Economic Research Institute.
- Teach undergraduate/graduate, and executive seminars in multiple countries (China, Italy, Germany, New Zealand, etc)
- Develop international partnership arrangements with both academic and business community.
- Member of various FGCU and College of Business committees including Peer Review, AOL, Curriculum, IRB, etc and worked closely with administration on AACSB accreditation
- Conduct research in international business, economic development, leadership and ethics.

Director and Associate Professor of Management, Lutgert College of Business, Center for Leadership & Innovation, Sponsored Projects and Research (1998-2004)

- Held dual administrative and faculty position in college of business and Center for Leadership & Innovation (CLI)
- Directed and coordinated all CLI sponsored research and consultative studies and projects
- Generated revenues in excess of \$ 1 Million through external consultative projects
- Organized all executive seminars and professional development workshops with corporate and community clients
- Responsible for community outreach activities through CLI for sponsored research
- Served on University Committees and taught in BS, MBA, and EMBA programs

Visiting and Adjunct Appointments (2001-present)

Teach and organize BS/MS/MBA management courses and Executive Education seminars with international partners

- *University of Otago, Department of Management, Dunedin, NZ (2013; and 2014)*
Visiting professor, BSc Program
- *Zurich School of Management, Zurich, Switzerland (2012-present)*
Visiting professor, executive education programs
- *ISTAO Instituto Adriano Olivetti, Ancona, Italy (2012 - present)*
Visiting professor, MS program and executive education seminars
- *University of Urbino, Urbino, Italy (2012-present)*
Visiting guest lecturer, Ph.D. program
- *Institut fur Kommunikationsforschung, Luzerne, Switzerland (2009-)*
Adjunct professor, EMBA Program
- *Copenhagen Business School, Copenhagen, Denmark (2007)*
Visiting professor, BS and MS International Summer Program
- *Keuka College, International China Program (2005-present)*
Visiting professor, BS program
- *University of Wurtzburg, EMBA Summer Program (2007-present)*
Adjunct professor, EMBA program
- *GFS Wirtschaftsfachschule, Berlin, Germany (2001)*
Visiting professor, BS program

Chair of Public Administration and Associate Professor

Florida Gulf Coast University, College of Health/School of Public Administration (1997-1998)

- Held Joint appointment as founding Chair of Public Administration and Associate Professor
- Developed curriculum and programs for health administration concentrations in MPA, MBA, and MS programs.
- Responsible for community outreach for university, MPA and Health Administration Programs.
- Developed documents for MPA accreditation and worked closely with administration on university's regional accreditation (SACS)
- Served as founding member of multiple university and college committees
- Conducted research in health services administration
- Developed and taught multiple courses in MPA and MS programs: Research Methods, Grant Writing, Health Service Administration, Global Health Issues, Health Policies, etc.

Assistant Professor of Health Administration/Associate Faculty in Gerontology Programs

Northern Illinois University, School of Public Health, DeKalb, IL (1991-1996)

- Supervised all graduate thesis and graduate internships
- Conducted research on health services administration and emergency care
- Taught undergraduate and graduate classes in: health administration; human resource management; quality improvement; health policy; and issues in health care delivery

Associate Instructor/Clinical Coordinator

Florida Community College of Jacksonville, Allied Health Program, Jax., FL (1982-1984)

Emergency Medical Technician/Paramedic Program

HONORS

- Received Distinguished Teaching Award as “Best Teacher”, Lutgert College of Business, 2013-2014
- Paper was finalist for “Best Thematic Paper” Award for Academy of International Business, Southeast Chapter, Annual Conference, 2012
- Paper was finalist for International Management (IM) Division *Skolkvo Best Paper Award* and was nominated for IM *Best Paper* in OB/ HRM / OT), and was published in AOM “*Best Paper Proceedings*”; Academy of Management 2012
- Recognized as “Best Teacher,”(Honorable Mention), Lutgert College of Business, 2012-2013
- Academy of Business Disciplines; “Best Presentation in Session,” 2011
- Nominated for “Senior Faculty Teaching Excellence” Award, FGCU, 2008
- Academy of Association Business/Public Administration, “Best Research Paper,” 2005
- Nominated as “Outstanding Teacher,” Pan-Hellenic Council, NIU, 1995
- Recognized for “Outstanding Service,” University Prg/Activities, NIU, 1994, 1995
- Recognized for “Outstanding Service,” Employee Wellness Prg., NIU, 1993-1996
- Teaching Fellow; University of Pittsburgh, Department of Health Service Administration

TEACHING

Graduate (MBA, MSc, EMBA, and PhD) and Undergraduate (BS, BSc):

*(*courses were developed and taught in classroom and as online classes)*

Current Classes Taught

- Challenge of Leadership (MBA*, MSc, & EMBA)
- International Management (BS, MBA*, & EMBA)
- Business Strategy-Capstone Course (BS, MBA*, & EMBA)

Recent Classes Taught

- Knowledge Management (BSc)
- Intercultural Leadership (BSc*, MBA)
- Negotiation (BS & MBA)
- Total Quality Management (BS and MBA)
- Organizational Behavior (BS, BSc)
- Contemporary Issues in Management (MBA* and EMBA)

Other Management Classes Taught

- Human Resource Management - HRM, HR Staffing; Training & Development (BS)
- Employment Law and Regulations (BS,MBA)
- Small Business Management (BS)
- Principles of Management (BS)
- Introduction to Management (BS)

Classes Taught (International Teaching Assignments)

- *University of Otago, Department of Management, Dunedin, NZ (2013 and 2014)*
 - Knowledge Management, BSc program (Summer Session, 2014)
 - Intercultural Leadership*, BSc Program (Summer Session, 2013)
- *ISTAO Istituto Adriano Olivetti, Ancona, Italy (2012 - present)*
 - International Management; Leadership Development (MS program)
 - Negotiation; and Cross Cultural Management (MS program)
 - Cross Cultural Management (Executive Ed Program)
- *University of Urbino, Urbino, Italy (2012-present)*
 - Seminar on Management Education (Ph.D., Program)
- *Institut für Kommunikationsforschung, Luzerne, Switzerland*
 - Intercultural Leadership (2009).
- *Copenhagen Business School, Copenhagen, Denmark (2007)*
 - Organizational Behavior; MS, Int'l Summer Program)
 - Intercultural Leadership (MS Program, Int'l Summer Program)
- *Hebei Mishu College, Shijiazhuang, China (2005)*
 - International Business and Leadership (Keuka College: B.S. Program)
- *University of Wurtzburg, Fort Myers (2003 - present)*
 - Challenge of Leadership (EMBA Summer Program)
- *GFS Wirtschaftsfachschule, Berlin, Germany (2001)*
 - International Business and Leadership (BS Business Program)

Non-Management Courses Taught

Health Administration/Public Administration - Courses taught in BS; MHA; MPA; MPH:
Health Administration (introductory and capstone); *Health Policy; Leadership in Health Organizations; *Global Health Systems; Research Methods; Program Evaluation; Grant Writing;
*University Colloquium (University Required Environmental/Economic Sustainability Class)

Training (Workshops and Seminars)

- I have developed, conducted, and coordinated multiple executive training programs, professional development workshops, executive seminars, and comprehensive training programs for corporate and community customers.
- Workshops, seminars, etc. has been conducted throughout the U.S. and Europe
- Training and programs audience range from corporate board members, to executive and leadership teams, to mid-level managers, to line staff employees
- Programs are conducted as single day consultative workshops or multiple mini-courses/seminars as part of a larger organizational training program (6 months to a year).
- Clients include small and large public and private organizations and agencies
- Programs and seminars frequently included development of multiple type of support material; e.g., training manuals, pre and post workshops readings, assessments, etc.

Selected examples of executive workshop and seminar topics:

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| ▪ Process Management/Mapping | ▪ Customer Service (Multiple Seminars) |
| ▪ Self-Assessment & MBTI | ▪ Conflict Resolution/Successful Negotiations |
| ▪ Leadership and Change | ▪ Cross Cultural Management |
| ▪ Managing for Quality | ▪ Employment Law/Regulations (multiple topics) |
| ▪ Strategic Management | ▪ Grant Writing/Research Methods |

CURRICULUM DEVELOPMENT/PROGRAM ACCREDITATION

- Served as key resource and Assurance of Learning (AOL) member for Association to Advance Collegiate Colleges of Business (AACSB) initial and re-accreditation efforts for FGCU, Lutgert College of Business
- Served on Curriculum Committees at FGCU and NIU
- Assisted with Southern Association of Colleges and Schools (SACS) and State of Florida College and Program Reviews
- Led the development of technologically focused, MPA program (complete internet delivery) and health administration concentrations in MPA and MBA programs and developed initial submission for National Association of Schools of Public Administration (NASPAA) accreditation
- Assisted in the development of Northern Illinois University's (NIU), BS in Community Health program review proposal for Illinois Board of Higher Education
- Key participant in the development of joint Master of Public Health and Master of Nursing program proposal at NIU.
- Led the development of curriculum program for Paramedic/EMT courses and training program for hazardous material response

SCHOLARSHIP

- 35 published peer reviewed manuscripts
- 1 book and 4 book chapters
- 22 published peer review proceedings
- 6 non-peer reviewed publications (published book reviews, letters to editors, etc)
- 60 peer reviewed professional presentations and 15 invited presentations (Key Notes, etc)

Journal Articles

- Bardy, R., Rubens, A. and Massaro, M. (2014). The Systemic Dimension of Sustainable Development in Developing Countries. *Journal of Organizational Transformation and Social Change* (Forthcoming)
- Bardy, R. Rubens, A. & Jackson, G. (2013). Contributing to Changes of Social Order in Emerging Nations: The Spillover Effects of Foreign Direct Investment. *Journal of International Management Studies*. Volume 8 (1), pp 47-58.
- Kennedy, T. Bardy, R. & Rubens, A. (2012) Economic Growth and Welfare: How Foreign Direct Investment Contributes to Improving Social Order in Less Developed Countries. *Journal of Organizational Transformation and Social Change*. Volume 9 (2), pp 185-205.
- Mathews, C., Fornaciari, C., & Rubens, A. (2012) Understanding the Use of Feature Films in Classroom Learning. *American Journal of Business Education*, Volume 5, Issue 5, pp 563-574.
- Borgia, D., Rubens, A., & Jones, T. (2012) Using Reverse Mergers to Take Chinese Companies Public on U.S. Securities Markets: The Case of China AutoStar. *Journal of Financial Education*. Spring/Fall, Volume 38, Issue 1 / 2, pp 11-35.

- Rubens, A., Jackson, G., & Andrews, C (2011) Conducting a Feasibility Study and Assessing Success of a Business Incubator: An Applied Study. *Journal of Applied Management and Entrepreneurship*, Volume 16, Number 2, pp 42-59.
- Borgia, D., Bonvillian, G., & Rubens, A (2011) A Case Study of U.S. University, College of Business Partnerships: Form, Process, Opportunities, and Challenges. *Journal of Management Policy and Practice*, Volume 12, Issue 1, pp 98-107.
- Jackson, G. & Rubens, A. (2010) Regional Economic Development: A Case Study of Business Incubator Networks. *Economic Development Journal*, Fall, Volume 9, pp 42-49.
- Kauanui, S., Thomas, K., Rubens, A. Sherman, C. (2010) Entrepreneurship and Spirituality: A Comparative Analysis of Entrepreneur's Motivation. *Journal of Small Business and Entrepreneurship*. Volume 23, Issue 4, pp 621-635.
- Jackson, G. & Rubens, A. (2010) Future Economic Growth: Should Business Incubation be Part of Your Overall Economic Development Strategy. *Florida Economic Research Network*, Spring 2010, pp 18-20.
- Bardy, R. & Rubens, A. (2010) Is there a Transatlantic Divide? Reviewing Peter F. Drucker's Thoughts on Ethics and Leadership of U.S. and European Managers. *Management Decision*, Volume 48, Issue 4; pp 528-540.
- Rubens, A., Bonvillian, G., & Jackson, G. (2009) Case Study of University Contract Consulting: Lessons Learned and Direct and Indirect Benefits. *Applied Research in Economic Development*, Volume 6, Issue 1; pp 25-34.
- Bardy, R., & Rubens, A. (2009) Business Ethics and Legal Environment of Business in the U.S. and in Continental Europe. *Journal of Business Disciplines*. 1527-151X Volume X, Issue 1, pp 49-76.
- Bardy, R. & Rubens, A. (2009) A Comparative View of Business Ethics and Governance in the U.S. and Continental Europe and How They will Change in These Challenging Times. *International Review of Information Ethics* (Special Edition: Business Intelligence Meets Moral Intelligence), Volume 10, January 2009, pp 25-34.
- Rubens, A., Ritchie, W., Jones, T. & Weeks, S. (2008) Development of Motorsports Facility: Positive or Negative Externalities on Surrounding Residential Property Values. *Journal of Real Estate Practice and Education*, Volume 11, Issue 1, pp 95-107.
- Ritchie, W., Elias, L., & Rubens, A. (2006) A Process for Validation of a Customized Scale to assess 'Work Environment' in Government Organizations: A Mixed Method Approach, *Review of Public Personnel Administration*, Volume 26, Issue 4; pp 382-389.
- Rubens, A. & Wimberley, E. (2004) Contrasting the American College of Healthcare Executives' Code of Ethics with Undergraduate Health Administration Students' Values and Ethical Decision Choices. *Hospital Topics*, Volume 82; Issue 3, pp 10-18.
- Ritchie, W., Anthony, W., & Rubens, A (2004) Individual Executive Characteristics: Explaining the Divergence Between Perceptual and Financial Measures in Nonprofit Organizations. *Journal of Business Ethics*, Volume 53, Issue 4, pp 267-281.
- Wimberley, T. & Rubens, A. (2001) Management Support Organization/University Partnership in Non-profit Education, Training, and Consultation: Assessing Demand and Preferences. *Social Science Journal*, Volume 38, Issue 4, pp 1-8.
- Rubens, A. & Halperin, M. (1998) Mentoring in Health Service Organizations: Implications for Female Healthcare Executives. *Hospital Topics*, Volume 74, Issue 4, pp. 23-28.
- Rubens, A., Oleckno, W., & Ciesla, J. (1998) Attitude and Behavior of College Students Regarding Organ Donation. *College Student Journal*, Volume 32, Issue 2, pp. 167-178.

- Ciesla, J., Piane, G., & Rubens, A. (1998) A State-Wide Survey of Nonpharmacologic Hypertension Therapy in Community-Dwelling African-American Elders. *Journal of Health Care for the Poor and Underserved*, Volume 9, Issue 1, pp. 62-75.
- Piane, G., Rydman, R., & Rubens, A. (1997) Learning Style Preferences of Public Health Students. *Journal of Medical Systems*, Volume 20, Issue 6, pp. 377-384.
- Rubens, A. (1996) Racial and Ethnic Differences Among University Students Regarding Organ Donation. *Journal of National Medical Association*, Volume 8, Issue 10; pp. 417-421.
- Rubens, A., Stoy, W., & Piane, G. (1995) Using Interactive Videodisc to Teach and Test Advanced Airway Management. *Prehospital and Disaster Medicine*, Volume 10, Issue 4, pp. 251-258.
- Rubens, A., Oleckno, W., & Papaeliou, L. (1995) Establishing Guidelines for the Identification of Occupational Injury: A Systematic Approach. *Journal of Occupational and Environmental Medicine*, Volume 32, Issue 7, pp. 151-159.
- Rubens, A. (1993) Workplace Statistics Can't Cut to the Heart. *Occupational Health and Safety*, Volume 62, Issue 8; pp. 64-69.
- Rubens, A. (1992) IVD Technology, Its Role in Health Care Education. *Computers in Healthcare*, pp. 42-46.
- Rubens, A. (1991) ET Intubation: The Minimum for ACLS Airway Management Training. *Prehospital and Disaster Medicine (Editorial)*, Volume 6, Number 4, pp. 491-492.
- Janeira, C., Merlin, M. & Rubens, A. (1991) Differentiation and Management of Wide-Complex Tachycardia. *Emergency*, Volume 23, Number 9, pp. 44-47,58.
- Rubens, A & Merlin, M (1991) Practical CPR May Ease New-Student Anxieties. *Occupational Health and Safety*, Volume 60, Number 8, pp. 28-32.
- Rubens, A. (1991) Testing Airway Management Skills: Interactive Videodisc Courseware vs ACLS Instructor. *Respiratory Care*, Volume 36, Number 8, pp. 849-856.
- Rubens, A. (1991) Geriatric Emergencies. *Emergency Medical Services*. Volume 20, Number 7, pp. 22-26,57.
- Rubens, A. (1991) Tips for Communicating with the Elderly. *Firehouse Magazine*. p. 86.
- Rubens, A. (1990) Seeing Eye to Eye. *Journal of Emergency Medical Services*, Volume 16, Number 12, p. 71.

Book

- Bardy, R, Massaro, M., & Rubens, A. (2014). Sustainable Development in the Developed World: A Holistic Approach to Decode the Complexity of a Multi-Dimensional Approach. Publisher: Business Systems Laboratory (<http://www.bslaboratory.net/>).

Link to Book:

http://www.amazon.com/Sustainable-Development-Developing-World-Multi-Dimensional/dp/1494325195/ref=sr_1_4?ie=UTF8&qid=1387066424&sr=8-4&keywords=Sustainable+Development+in+the+Developing+World

Book Chapters

- Kauanui, S, Thomas, K, Rubens, A, & Sherman, C (2014) The Spiritual Entrepreneur. In The Spiritual Challenge in Management Editor: Ramnath Narayanswamy (Paper given at Indian Institute of Management International Conference). Cambridge: Cambridge University Press. (Forthcoming).

- Kauanui, S, Thomas, K, Sherman, C, Rubens, A (2014) Entrepreneurship and Spirituality. In Handbook of Research in Religion and Spirituality at Work. Editors: Mustafa Ozbilgun, Yochanan Altman, and Dave Miller. Edward Elgar Publishing. (Forthcoming).
- Wimberley, T, & Rubens, A (1999) Like plugging the holes in a Colander: Health Policy and Provision in the United States, circa 2000. In Handbook of International Health Care Systems. Editors, E. Wimberley, and K Tai. Marcel Dekker Publishers.
- Rubens, A, Oleckno, W, & Papaeliou, L (1996) Establishing Guidelines for the Identification of Occupational Injuries: A Systematic Appraisal. In 1996 Workers' Compensation Year Book. Horsham, PA: LRP Press, Part I, pp. 206-213.
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Proceedings (Published)

- Bardy, R., Rubens, A. and Massaro, M. *The Systemic Dimension of Sustainable Development in Developing Countries*. Business Systems Lab, 2nd International Symposium, Rome Italy, January 21-24, 2014.
- Bardy, R., Rubens, A. and Massaro, M. *Social Sustainability and Equitable Economics: The Contribution of Transnational Engagement in Less Developed Countries*. Europe International Business Academy (EIBA), Bremen, Germany. December 12-14, 2013
- Bardy, R., Rubens, A., and Massaro, M. *Measuring Social Capital and Well Being: Essential Components of Achieving Sustainable Development in Less Developed Countries*. Academy of International Business, Southeast Chapter, Atlanta, GA. October 25-27, 2013
- Bardy, R, Rubens, A & Massaro, M: Social Sustainability in Emerging Markets and the Business Case for Equitable Economics: Can the Poorest Countries be Rescued. *Academy of International Business, SE, Annual Conference* Fort Lauderdale, FL, Oct 31-November 2, 2012 (Best Thematic Paper Award Finalist).
- Rottig, D & Rubens, A: A Conceptual Model of Strategic Leadership and Employee Perception of Inequity. *Academy of Management Annual Meeting*, Boston, MA August 7-10, 2012 (Published in *AOM Best Paper Proceedings* and nominated for International Management Division "Best Paper" in OB / HRM / OT)
- Rubens, A, & Schoenfeld: Using Biographies to Develop Leadership Skills. *Academy of Business Disciplines*, Fort Myers, FL, November 10-12, 2011
- Rubens, A & Jackson, G: Feasibility Assessment for a Business Incubators: A Case Study. *Academy of Business Disciplines Annual Conference 2010*, Fort Myers, FL, November 2010.
- Bardy, R & Rubens, A: Contextualizing Information Ethics: Business Relations in Europe and the U.S. and the Accountabilities of Exchanging Information. *EDem 10 Conference: 4th International Conference on eDemocracy 2010*. Danube University Krems, May 6-7, 2010.
- Borgia, D, Bonvillian, G, & Rubens, A: Challenges and Lessons Learned: A Case Study of Experiences with Establishing Partnerships with Chinese Universities. *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jacksonville, FL.
- Borgia, D, Rubens, A, & Jones, T: Using a Reverse Merger to Take Chinese Companies Public on U.S. Securities Markets: The Case of China AutoStar; *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jacksonville, FL.
- Kauanui, S, Rubens, A, Sherman, C., & Thomas, K: A Research Path: Following Spirituality and Its Role in Creating Sustainable Entrepreneurship. *Academy of Management, Annual Meeting, 2009*; Symposium: Management, Spirituality, & Religion Section, Chicago, IL, Aug 7-11, 2009.
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- Drew, Stephen and Rubens, A: The Involvement of Boards in Strategic Decision Making Process: A Study in the Health Care Industry. *Israel 2nd Annual Strategy Conference*, Tel Aviv, Israel, Dec 2008
- Rubens, A, Drew, Stephen, & Andert, D: Pilot Study of Health Care Boards Involvement in Strategic Decision Making. *Southern Management Association Annual Conference*, 2008. St. Pete, FL Oct 2008.
- Bardy, R and Rubens, A: Business Ethics and Legal Environment of Business in U.S. and Continental Europe. *Academy of Business Disciplines*, Fort Myers, FL, Nov 9-11, 2006.
- Rubens, A and Bonvillian, G: Using Traditional Research Methods for University Consulting in the Community. *Academy of Business and Public Administration*, Dallas, Tx. May 2005 (Selected as "best research paper at conference").
- Wimberley, E & Rubens, A: Development and Findings of Social Capital Community Benchmark Survey. *Southern Gerontological Society*, Atlanta, Georgia, April 2004.
- Wimberley, E & Rubens, A: Development and Findings of Social Capital Community Benchmark Survey. *Western Social Science Association Annual Conference*, Salt Lake City, Utah, April 2004.
- Rubens, A: Assessing Health Administration Student's Values and Ethical Choices. *Academy of Business Education*, Key West, Florida, September 2002
- Bonvillian, G, and Rubens, A: Using Research Methods for Executing University Consulting in the Community: A Case Study. *Academy of Management*, Quebec City, Canada, August 2002.
- Rubens, A and Bonivillian, G: A Case Study of University Contract Consulting. *Hawaii International Conference on Business*, Honolulu, Hawaii, June 2002
- Bonvillian, G, and Rubens, A: Utilizing Traditional Research Methods for Executing University Contract Consulting in the Community: A Case Study. *International Conference on the University as Citizen*, Tampa FL, February 2001
- Duffus, L, Wells, L, & Rubens, A: The Personal Strategic Marketing Plan as an Element of the Introductory Marketing Course: Students Perspective on its Usefulness. *Academy of Business Disciplines*, November 2000.

Book Reviews, Letters to the Editors and Invited Special Topics Papers (Published)

- Ciesla, J & Rubens, A: "Longest, B: Health Policy Making in the United States." Ann Arbor: Health Administration Press." (Book Review) *Journal of Health Administration and Education*. 1996; 3(2): pp. 357-358.
- Rubens, A, Hargarten, S, & Oleckno, W: Comparison Between Emergency Department and Inpatient E-codes. (Letter to the Editor). *Academic Emergency Medicine*. 1996; 3(3): pp. 87-89.
- Rubens, A, Oleckno, W, & Papaeliou, L: Guidelines for the Establishments of Occupational Injury (Letter to the Editor). *Journal of Occupational and Environmental Medicine*. 1995; 37(11): p. 1261.
- Rubens, A: Injury Prevention: Mandatory Reporting of External Cause of Injury. *Viewpoint*. 1992; 26 (2): pp. 10-11.
- Rubens, A.: Communicating with the Elderly Person. *Viewpoint*. 1992; 26 (5): p. 3.
- Rubens, A: Health Care Reforms: The Political Issue for the 90s. *Viewpoint*. 1991; 24 (1): p. 1.

Training Manuals (Published)

- Rubens, A, Ricci, E, Saxton, J, Malloy, S, Housley, S, & Stoy, W: Emergency Care for the Elderly (Instructor's, Paramedic, and First Responder's Training Manuals). Alzheimer's Disease Research Foundation, Pittsburgh, PA, 1990.
- Rubens, A, Ricci, E, Saxton, J, Malloy, S, Housley, S, & Stoy, W: Emergency Care for the Elderly for Emergency Care Personnel Training Program. Chicago, IL:
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Works in Progress & Under Review

Under Review:

- Mucelli, A, Micozzi, A., Rubens, A., & Jackson, G. (2014). Italian Industrial Districts in the Marche Region: A Model of Transformation and Change. *Journal of Case Research in Business and Economics*
- Rubens, A, Leah, J., & Schoenfeld, G. (2014). Using Biographies to Develop Leadership Skills. *American Journal of Business Education*
- Massaro, M., Bardy, R., & Rubens, A. (2014). What Fosters SME Internationalization: A Cross Border Study on Italian and Slovenian Manufacturing of SMEs Entering Foreign Markets. *International Business Review*

In Progress:

- Rubens, A, Jackson, G, Mucelli, A, & Micozzi. What we can learn from Industrial Districts for Economic Development in the United States? *Journal of Applied Management and Entrepreneurship*
- Bardy, R, Rubens, A, & Massaro, M: Social Sustainability in Emerging Markets: The Business Case for Equitable Economics – Can the Poorest Countries be Rescued? *International Journal of Emerging Markets* (Special Issue on Institutions and Emerging Markets).
- Bardy, R, & Rubens, A: Extending the Concept of Economic Value Added to Embrace Capitalism 2.0: The Public Goods Approach to Measure for Overall Corporate Performance. “*Journal: TBD.*”
- Rubens, A & Jackson, G: Impact of Economic Recession on a Business Incubator: A Case Study; *Journal – TBD.*
- Rubens, A, & Schoenfeld: Using Biographies to Develop Leadership Skills. *American Journal of Business Education*
- Rubens, A: Development of Self-Improvement Plan in Leadership Education. *Journal of Management Education*.
- Rubens, A & Jackson, G: Case Study: Assessment of Community Development Agency Permitting Process; *Journal of Business and Public Administration*
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On-Going Research

- Regional Economic Development & Entrepreneurship : Qualitative research being conducted to benchmark economic development efforts and promotion of entrepreneurship in the U.S., Italy, and New Zealand/Australia.
 - Economic Downturn and Regional Incubator Business Network: Conducting quality research on impact of economic downturn on regional incubator networks and entrepreneurship.
 - Spirituality and Entrepreneurship: Collecting survey data on issues and attitudes related to spirituality and motivation from local entrepreneurs and SBDC clients.
 - Business Ethics Survey: Surveying BS and MBA students’ attitudes and opinions towards business ethics.
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PRESENTATIONS (Selected Listing)

- Massaro, M., Bardy, R., & Rubens, A. What Fosters SME Internationalization: A Cross Border Study on Italian and Slovenian Manufacturing of SMEs Entering Foreign Markets. *Business Systems Lab, International Symposia*, Perugia, Italy, January 21-23, 2015,
- Massaro, M., Bardy, R., Rubens, A., & Bagnoli, C. What Fosters SME Internationalization: A Cross Border Study on Italian and Slovenian Manufacturing of SMEs Entering Foreign Markets. *AIB SE Annual Conference*. Miami, FL October 23-25, 2014
- Bardy, R, Massaro, M., and Rubens, A. An ROI of Public Goods: Connecting Business Performance and its Usage of the Commons: Connecting Business Performance and its Usage of the Commons. Paper presented for publication at: *International Atlantic Economic Society Annual Conference*. Savannah, GA, October 12-15, 2014.
- Bardy, R., Rubens, A. and Massaro, M. The Systemic Dimension of Sustainable Development in Developing Countries. Paper to be presented at the *Business Systems Lab, 2nd International Symposium*, Rome Italy, January 21-24, 2014.
- Bardy, R., Rubens, A. and Massaro, M. Social Sustainability and Equitable Economics: The Contribution of Transnational Engagement in Less Developed Countries. Paper to be presented at *Europe International Business Academy (EIBA)*, Bremen, Germany. December 12-14, 2013
- Bardy, R., Rubens, A., and Massaro, M. Measuring Social Capital and Well Being: Essential Components of Achieving Sustainable Development in Less Developed Countries. *Academy of International Business, Southeast Chapter*, Atlanta, GA. October 25-27, 2013
- Bardy, R, Rubens, A & Massaro, M: Social Sustainability in Emerging Markets and the Business Case for Equitable Economics: Can the Poorest Countries be Rescued. Accepted for presentation at *Academy of International Business, SE, Annual Conference* Fort Lauderdale, FL, Oct 31-November 2, 2012(*Best Thematic Paper Award Finalist*)
- Rottig, D & Rubens, A: A Conceptual Model of Strategic Leadership and Employee Perception of Inequity. *Academy of Management Annual Meeting*, Boston, MA August 7-10, 2012 (Finalist for International Management Division (IMD) Skolkvo Best Paper Award; published in “*best paper proceedings*”; and nominated for IM Division Best Paper.
- Rubens, A & Bardy, R: Contributing to Changes of Social Order in Emerging Nations: The Responsibility Spillovers of Foreign Direct Investment. Paper submitted for presentation at the *Academy of Management Annual Meeting*, Boston, MA August 7-10, 2012
- Kauanui, S, Sherman, C, Thomas, K, Perkins, K, & Rubens, A. The Spiritual Entrepreneur. *Indian Institute of Management International Conference*. Bangalore, India, January 9-11, 2012
- Rubens, A & Bardy, R: Contributing to Changes of Social Order in Emerging Nations: The Responsibility Spillovers of Foreign Direct Investment. Paper submitted for presentation at the *Academy of International Business, Southeast Chapter Annual Conference 2011*, Orlando, FL. October 26-28, 2011
- Rubens, A, & Schoenfeld: Using Biographies to Develop Leadership Skills. *Academy of Business Disciplines*, Fort Myers, FL, November 10-12, 2011 (*Best Presentation in Session*)
- Rubens, A & Jackson, G: Feasibility Assessment for a Business Incubators: Case Study. Paper presented at the *Academy of Business Disciplines Annual Conference*, Fort Myers, FL, November 2010.

- Bardy, R & Rubens, A: Contextualizing Information Ethics: Business Relations in Europe and the U.S. and the Accountabilities of Exchanging Information. *EDem 10 Conference: 4th International Conference on eDemocracy 2010*. Danube University Krems, May 6-7, 2010.
- Bardy, R & Rubens, A: Is there a Transatlantic Divide? Reviewing Peter F. Drucker's Thoughts on Ethics and Leadership of U.S. and European Managers. Paper presented at *First Global Peter F. Drucker Forum: Managing for the Future, 2009*. Vienna, Austria, November 19-20, 2009
- Borgia, D, Bonvillian, G, & Rubens, A: Challenges and Lessons Learned: A Case Study of Experiences with Establishing Partnerships with Chinese Universities. Paper presented at: *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jax., FL
- Borgia, D, Rubens, A, & Jones, T: Using a Reverse Merger to Take Chinese Companies Public on U.S. Securities Markets: The Case of China AutoStar; Paper presented at *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jacksonville, FL.
- Kauanui, S, Rubens, A, Sherman, C., & Thomas, K: A Research Path: Following Spirituality and Its Role in Creating Sustainable Entrepreneurship. *Academy of Management, Annual Meeting, 2009*; Symposium: Management, Spirituality, & Religion Section, Chicago, IL, Aug 7-11, 2009.
- Drew, Stephen and Rubens, A: The Involvement of Boards in Strategic Decision Making Process: A Study in the Health Care Industry. Presented at *Israel 2nd Annual Strategy Conference*, Tel Aviv, Israel, Dec 2008
- Rubens, A, Drew, Stephen, & Andert, D: Pilot Study of Health Care Boards Involvement in Strategic Decision Making. Presented at *Southern Management Association Annual Conference, 2008*. St. Pete, FL Oct 2008.
- Bardy, R and Rubens, A: Business Ethics and Legal Environment of Business in U.S. and Continental Europe. Paper accepted for Publication at *Academy of Business Disciplines*, Fort Myers, FL, Nov 9-11, 2006.
- Rubens, A and Bonvillian, G: Using Traditional Research Methods for University Consulting in the Community. Paper accepted for presentation at *Academy Association of Business and Public Administration*, Dallas, TX. May 2005 ("best research paper).
- Wimberley, E & Rubens, A: Development and Findings of Social Capital Community Benchmark Survey. *Western Social Science Association Annual Conference*, Salt Lake City, Utah, April 2004.
- Rubens, A: Assessing Health Administration Student's Values and Ethical Choices. Paper accepted for presentation. *Academy of Business Education*, Key West, Florida, September 2002
- Rubens, A and Azcarate, C: Using a Multi-Disciplinary Model to Community Dispute. Poster accepted for presentation at *Academy of Business Education*, Key West, Florida, September 2002
- Bonvillian, G, and Rubens, A: Using Research Methods for Executing University Consulting in the Community: A Case Study. Paper accepted for presentation at *Academy of Management Annual Conference*, Quebec City, Canada, August 2002.
- Rubens, A and Bonvillian, G: A Case Study of University Contract Consulting in the Community: Paper accepted for presentation at *Hawaii International Conference on Business*, Honolulu, Hawaii, June 2002

Bonvillian, G, and Rubens, A: Utilizing Traditional Research Methods for Executing University Contract Consulting in the Community. Paper accepted for presentation at *International Conference on the University as Citizen*, Tampa FL, February 2001

Duffus, L, Wells, L, & Rubens, A: The Personal Strategic Marketing Plan as an Element of the Introductory Marketing Course: Students Perspective on its Usefulness. Paper accepted for presentation at *Academy of Business Disciplines*, November 2000.

GRANTS/RESEARCH

- As Associate Director of the Regional Economic Research Institute (RERI) and Director of Sponsored Programs and Projects (SPP) for the Lutgert College of Business, Center for Leadership and Innovation (CLI), and as a Private Consultant I have created, administered, and staffed programs that focused on short and long-term executive and professional programs, consultative services, research evaluation, and organizational assessments for corporate and community customers in Southwest Florida and beyond.
- Developed externally funded contracts and served as lead or co-lead investigator on over 50 funded projects which generated revenues in excess of \$1.5 million (See selected listed of funded projects below), 1999-present.

Selected Listing of Funded Projects conducted through FGCU's CLI and RERI

- Workforce Assessment, Regional Alliance of EDOs, businesses, and educational institutions to assess future workforce needs in region (Current)
 - Regional Economic Repository, Alliance of EDOs, Newspaper, and Business to develop website and office to respond to economic development opportunities (Current)
 - Regional Economic Website/Monthly Report, Regional Alliance (Current)
 - Golisano Children Hospital Economic Impact Study, Lee Memorial Hospital (2012)
 - SW Florida Women's Study, Women's Fund of Southwest Florida (2012)
 - Business Climate Survey (Quarterly Report), Southwest Florida (2012-present)
 - Calusa Nature Center Benchmark Survey, Lee County (2011-2012)
 - Economic Impact Study: Lee Memorial Health System (2011)
 - Feasibility Study: Regional Incubators Network in Southwest Florida (2009-2010)
 - Economic Impact Study, Florida Gulf Coast University (2008)
 - Portability Amendment I & II, Florida Real Estate Association (2007)
 - Economic Impact Study of Southwest Florida Health Industry (2007)
 - Immokalee, Florida Master Plan (Economic Impact for Immokalee, FL), 2006
 - Feasibility Study for Non-Profit Historical Home (Burroughs' Home, Ft. Myers, FL), 2005
 - Consultation: Economic Development Agency (EDA) Grant Application (Fort Myers, Business Incubator), 2005
 - Comprehensive Review of Permitting in Collier County, 2005-2006
 - Strategic Feasibility Market Analysis (Fort Myers Business Incubator), 2004
 - Market Analysis: Fort Myers-Cape Coral MSA, 2004
 - Community Benchmark Survey (Collier County Social Capital Benchmark Survey), 2003
 - Strategic Planning and Business Development (Collier County Airport Authority), 2003
 - Business and Passenger Survey (Southwest Florida Regional Airport), 2003
 - Law Enforcement Staffing Study (Charlotte County Sheriff's Office), 2003
 - Commercial Travel Public Opinion Survey (Naples Airport Authority), 2003
 - Customer Satisfaction Survey (Lee County Department of Community Development), 2003
 - Bonita Bay Properties (45 Focus Group Assessments), 2003
 - Strategic Assessment and Process Mapping (Barron Collier Company, Naples, FL), 2003
 - Strategic Planning/Customer Climate Survey (Okeechobee Health Department), 2002
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- Multi-Phase/Multi-Approach Study to Evaluate Proposed Motorsports Facility in Immokalee, Florida (Economic Impact Study; Residential Impact Study; Ambient Noise Study; and Community Facilitation), 2001
- Leadership Assessments; Customer Surveys; Multi-agency Organizational Audits; Feasibility Studies; Work life Balance Surveys; Benchmark Surveys for Law Enforcements; Community wide citizen surveys, etc. conducted from 1999-2001

Other Grants/Research

- Secured grant and funding for over \$3.5 million from Economic Development Administration (EDA) for Southwest Florida Enterprise Center in Fort Myers, FL
- Wrote and managed \$1 million USDA grant for Community Empowerment Zone
- Received multiple mini-grants (\$10,000 or less) through University's Research and Sponsored Project Office; e.g., summer grants, teaching assistant stipends, etc.
- From 1996-2006, served as "standing member" of review panel for the National Institute of Health (NIH), Center for Scientific Research (CSR), Health, Risk Prevention and Health Behavior Sections for R01 and Small Business Innovation Research (SBIR) grants (R43 and R44)
- Chair and member of University's Grants and Research Team, 2001-2003; 2010-2011
- Standing member of University's Institutional Review Board (IRB), 2002-present
- Serve as standing member of privately funded IRB Review Team for Accel-e-media, Washington, DC (conduct IRB reviews for public and private organizations and agencies)
- Have served as principal investigator, co-principal investigator, program coordinator, and research consultant on multiple grants and research programs with funding from federal, state, university, foundation and private sources (1990-1997): NIH, NIA, Illinois Department of Public Health, Alaska Department of Health, Loyola University, Hartford Hospital, Mercy Medical Center, University of Wisconsin, Department of Emergency Medicine, University of Pittsburgh, Presbyterian University Hospital, Graduate School of Public Health, Alzheimer Disease Foundation, Benedum Geriatric Center, LifeLink of Southwest Florida, etc.

SERVICE

Academic Committees (Selected List)

Florida Gulf Coast University (University, College, Department)

College of Business, Undergraduate Curriculum, Member (2013-present)
University, Undergraduate Appeals Committee, Member (2007-present)
University, Internal Review Board Committee, Member (2000-present)
Department, Search Committees (Chair & Member) (1999-present)
College of Business, Promotion and Peer Review, Member (2011-2013)
College of Business, Assurance of Learning (AACSB), Member (2009-2012)
University, Faculty Affairs, College of Business, Member (2011-2013)
University, Grants and Research Committee, Chair (1999- 2002); Member (2011-2013)
College of Business, Peer Review, Member (2007-2009)
University, Salary Equity & Compression/Inversion Study, Member (2008-2009)
University, Student Affairs, Member (2002 – 2007)

University, Leadership Committee, Member (1999 – 2002)
Administrative Process Committee, South. Assoc. for Colleges and Schools (SACS)(1996-1999)
University Grants and Research, College of Professional Studies, Member (1996 – 1998)
University Teaching Incentive Program Award, Member (1999)
University Faculty Affairs Committee, Co-Chair (Merit, & Promotion), Member (1996-1997)
Collective Bargaining Committee, Co-Chair (University and State), Member (1996-97)

Northern Illinois University (1991- 1996)

Public and Community Health Programs. Curriculum Committee (1991- 1996)
Gerontology Program, Leadership Award Advisory Committee (1993)
School of Allied Health, Personnel Committee (1992-1994)
Graduate School, Council Fellowship Committee (1993-1995)
University Allocation Subcommittee (1994-1996)
University, HIV/AIDS Prevention Committee (1994-1996)
NIU Chapter, Illinois Public Health Association, Faculty Advisor (1992-1996)

Community: Boards/Memberships (Local, State, and National)

Florida

Southwest Florida Enterprise Center (Business Incubator), Board Member (2009-present)
Southwest Florida Quality Network, Executive Board Member (2000-2005)
Smart Growth Task Force, Community Character Committee, Facilitator (2000-2002)
Southwest Florida Chamber of Commerce, Member (1999-2004)

Illinois/Pennsylvania:

Northern Illinois Community Health Outreach Program (1991- 1996)
Illinois Department of Public Health, Injury Surveillance Task Force (1991-1993)
Illinois Department of Public Health, Organ Transplantation Task Force (1994-1996)
Illinois Public Health Association, Injury Section, Membership Committee (1991-1996)
Disaster Medical Assistance Team (DMAT) (1990-1992)
APHA, ICEHS and Health Administration Scientific Program Committee (1994)

National

Accel-e-media, Inc., Washington, DC, Internal Review Board (IRB) Member (2009-present)
(Conduct IRB reviews for public and private organizations and agencies)

Professional Associations

- Academy of International Management, Member (2010 -)
- Academy of International Management-Regional-SE Chapter, Member (2010 -)
- Organizational Behavior Teaching Society, Member (2002 -)
- Academy of Management, Member (1997-)
- Southern Management Association, Member (1999-)
- American Society for Public Administration, Member (1997- 1999)
- Association of University Programs in Health Administration, Member (1994-2001)
- American College of Health Care Executives, Faculty Associate (1994-2001)
- American Public Health Association (APHA), Member (1988 - 1999)

Professional Conference Service

- Academy of International Management, Southeast (Session Chair 2013)
 - Academy of Management (Session Chair, 2010)
 - Southern Management Association (Session Chair, 1999)
 - American Public Health Association (Session Chairs, 1990-1995)
 - American College of Health Care Executives, Faculty Associate (1994-2001)
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Editorial Reviews

Books Publishers (Book Proposals and Final Book Submission)

- Pearson Publisher
- McGraw Hill Publisher
- Sage Publishers
- Emerson-Adams Press
- Jones and Bartlett Publishing Company

Journal (Conference Papers and Manuscripts)

- EuroMed Academy of Business (2014- present)
- Academy of International Business (2010-present)
- Journal of Entrepreneurship and Small Business (2012-present)
- Western Case Writers Association (2008-present)
- Journal of Managerial Issues (2005-present)
- Journal of Management Education (2000-present)
- Southern Management Association (1999-present)
- Academy of Management (2001-present)
- Journal of Environmental and Occupational Medicine (1995-1996)
- American Public Health Association (1991-1996)

Grant Reviews (Study Section Review Panel)

- National Institute of Health, Small Business Innovation Research (Standing Member) 1996 – 2006
- National Institute of Health, Risk Prevention and Health Behavior (Ad Hoc), 1999 - 2005

Membership On Dissertation Committees

White, David, Ph.D.: “Assessing the Differences in Opinion Regarding Gratuities in Law Enforcement.” Northcentral University, School of Business and Technology Management. 2007

Laud-Price, Kaye, Ph.D.: “The Effects of Infant Crying on the Heart Rate, Blood Pressure, and Distress Levels of Women High and Low in Physical Child Abuse Potential,” Department of Psychology, Northern Illinois University, 1996.

Hutchinson, Kim Childers, Ph.D.: “Factors that Predict Health-Promoting Lifestyle Behaviors Among African-American Adults,” Department of Educational Psychology, Northern Illinois University, 1995.

CONSULTING

Independent Private Consultant, Naples, FL 2007 - Present

- Serve as independent private consultant where I provide training, research and consultative services to public and private organizations and agencies.

University Research Consultants, Inc. Naples, FL, 1997-2007

- President and Owner of University Research Consultants (URC),
- URC was a private, for-profit consultant group (university faculty and outside consultants)
- Provided executive training, research, and management consulting to government, health, and business organizations. Clients included small (10 persons) to large (over 1,000 employees) businesses and organizations.

SOS Technologies of Western Pennsylvania (1988 -1991) and SOS Technologies of North Florida (1997-1998).

- Private Sub-Contractor Trainer and Researcher
- Sub-contractual agreement where I provided consultation and health and wellness training
- Customer base consisted of 750 medium to large businesses. Developed course outlines, and marketing strategies. Coordinated all workshops and seminars and supervised activities at regional health and safety trade shows and managed staff of 15 instructors and marketing personnel.

Professional Consultations (Partial Listing)

Millennium Health, Washington, DC
Executive Title Company, Fort Myers, FL
Lee County Sheriff's Office, Fort Myers, FL
Community Foundation of Collier County
Lee Memorial Health System, Fort Myers, FL
Loyola Medical Center, Maywood IL
Mercy Hospital, Aurora, IL
Illinois Depart. Of Public Health, Springfield, IL
Aristec Chemical, Clairton, PA
Pittsburgh Rehab. Institute, Pittsburgh, PA
Pori International, Weirton, WV
Westin William Penn Hotel, Pittsburgh, PA
Naples Health Care System, Naples, FL
Charlotte County Sheriff's Office (FL)
Collier County Airport Authority (FL)
Bonita Bay Development, Bonita Springs, FL
Pacific Collier, Immokalee, FL
Bricken & Associates, San Diego, CA
Lee County Government, Fort Myers, FL
National Institute of Health, Washington, DC
City of Fort Myers (FL)
FGS (Berlin, Germany)
University of Wurtzberg (Germany)
ISTAO, Ancona, Italy

Moorings Park, Naples, FL
Collier County Government, Naples, FL
Hope Hospice, Fort Myers, FL
Florida Council on Aging, Tallahassee, FL
Collier County Airport Authority, Naples, FL
Rams Fie, Gaithersburg, MD
Fox Chapel School District, Pittsburgh, PA
Head Start, Pittsburgh, PA
Pittsburgh Job Corp., Pittsburgh, PA
Lockley Manufacturing, Newcastle, PA
Allegheny Community College, Pittsburgh, PA
Mayview State Hospital, Bridgeville, PA
Allyn International (GE Affiliate), Fort Myers, FL
Naples Municipal Airport, Naples, FL
Florida's Department of Health
Barron Collier Company, Naples, FL
Southwest Florida International Airport (FL)
Lee County Government, Fort Myers, FL
Keuka College, Keuka, NY
Armstrong College, Oakland, CA
Rinker Material, Bonita Springs, FL
Florida Real Estate Association
Hebei Mishu College (China)
Automa, Inc. (Ancona, Italy)

Areas of Consultative/Research Expertise

- Organization and Community Focus Groups; Nominal Grouping Sessions
- Workplace Satisfaction Surveys and Comprehensive Organizational Assessments
- Economic Impact Studies (IMPLAN and Fiscal Forecast Models)
- Market Research Analysis
- Employee & Customer Service Questionnaires
- Individual and Group Leadership Skills and 360 Benchmarking
- Development of Performance Appraisal Sys. And Executive Counseling
- Development and Assessment of HR Functions
- Myers Briggs Type Indicator (Certified Instructor)
- Individual Self-Assessment Scales
- Organizational Benchmark Surveys and Organizational Performance Audits
- Development of Quality Improvement Standards and Systems in Organizations
- Process Management and Mapping
- Public Opinion Surveys (Phone and Self-Administered)
- Strategic Facilitation (Assistance and Development of Strategic Plan)
- Business Plan Development
- Edge Training and Assessment Tools Provider (Knowledge for Leaders, Edge 360 for Leaders, Edge 360 for Teams, Leatherman Leadership Questionnaire and other Edge Products)

OTHER PROFESSIONAL EXPERIENCE

Health Care and Health Services Industry

I worked for several years in the health care industry. My jobs ran the gamut from being a Director of an emergency medical service (EMS) at a Naval Submarine Base (Kings Bay, Georgia), to being a Flight Medic (Life Flight, Baptist Hospital), to working as a hospital paramedic in a teaching hospital (University of Florida, University Hospital, Jacksonville, FL), and worked in both urban and rural EMS. I also worked as a Mental Health Counselor in a 30 Bed, In-patient Unit (St. Vincent Medical Center, DePaul Unit), and as a Program Director with developmentally disabled adults (Volunteers of America).

Hospitality and Travel

For a number of years, I worked in the hospitality industry and travelled extensively. Hospitality positions ranged from being the Auditor for Restaurants, Bars, Room Service, and Special Events at the Amsterdam Hilton Hotel, to being the elevator operator at Algonquin Hotel in NYC, to being a gourmet waiter and bellman in several large corporate hotels. During these years, I primarily lived in the Netherlands, and traveled extensively in Europe, Africa, and Asia. While traveling, I developed a private import/export venture where I importing gems and jewelry from Sri Lanka and India and marketed them in Europe (primarily-Amsterdam, Holland).

EDUCATION

1990	Doctorate, (Health Administration) University of Pittsburgh
1982	Master, (Public Administration) University of North Florida
1980	Master of Science, (Health Services/Counseling) University of North Florida
1979	Bachelor of Arts, (Sociology/Political Science) University of North Florida
1988-Present	Attended multiple continuing education workshops and seminars in Leadership, Management, and Distance Learning. Certified training in Leadership Development, 360 Assessment, and as Myers Briggs Type Indicator (MBTI®) Counselor.

LANGUAGES

Dutch - good, French - basic, Spanish - fair

REFERENCES

Provided on request