

MARIO HAYEK Ph.D.
mario.hayek@tamuc.edu

EDUCATION

Ph.D.—Management— August, 2011; University of Mississippi—Oxford, MS
Outstanding doctoral student of the year award 2010/2011
Dissertation title: “Extending Human Capital Theory of Career Success: An Empirical Test in the Ecuadorian Context”

M.B.A.—Finance and Entrepreneurship—1995; American University, Washington D.C.

B.B.A.—Marketing—1993; Marymount University, Arlington, VA

PEER-REVIEWED JOURNAL PUBLICATIONS

Pane-Haden, S., Randolph-Seng, B., Hasan, M. K., Williams, Jr. W.A., **Hayek, M.** (2020).
Lessons for green management from the Hispanic civil rights movement: A pseudo-gap analysis. *Journal of Global Responsibility*.

Hasan, M. K., **Hayek, M.**, Williams Jr, W. A., Pane-Haden, S., & Gelvez, M. P. M. (2020).
Activist identity construction of Madam CJ Walker. *Journal of Management History*.

Humphreys, J.H., Loncar, D., Atinc, G., **Hayek, M.**, & Novicevic, M.M. (2020). An integrated framework of market and nonmarket strategies for demoralized transition economies. *Journal of East European Management Studies*, Vol. 25, No. 1, 84-104.

Humphreys, J.H., **Hayek, M.**, Novicevic, M.M., Pane Haden, S., Pickens, J. (2019). The narrative cleansing of Andrew Carnegie: Entrepreneurial generativity as identity capital. *Journal of Management History*.

Hayek, M., Randolph-Seng, B., Atinc., & Montalvo, D. (2018). The influence of political skill on career success in an Ecuadorian family firm: The mediating role of affective commitment. *International Journal of Cross-Cultural Management*, Vol. 18, No. 2, 175-190.

Williams, Jr. W.A., Randolph-Seng, B., **Hayek, M.**, Pane Haden, S., and Atinc, G. (2017). Servant Leadership and Followership Creativity: The Influence of Workplace Spirituality and Political Skill. *Leadership & Organizational Development Journal*, Vol. 38, No. 2, 178-193.

Hayek, M., Randolph-Seng, B., Williams, W. A., & Ingram, K. (2016). A dark side of political skill? Awareness and life satisfaction in a Latin American business. *Journal of Management & Organization*, 1-18.

- Humphreys, J.H., Novicevic, M.M., **Hayek, M.**, Gibson, J.W., Pane Haden, S., & Williams, W.A. (2016). Disharmony in New Harmony: Insights from the narcissistic leadership of Robert Owen. *Journal of Management History*, Vol. 22, No. 2, 146-170.
- Hayek, M.**, Thomas, C.H., Novicevic, M.M., Montalvo, D. (2016). Contextualizing human capital theory in a non-Western setting: Testing the pay-for-performance assumption. *Journal of Business Research*, Vol. 69, No. 2, 928-935.
- Taneja, S., Pryor, M.G., **Hayek, M.** (2016). Leaping innovation barriers to small business longevity *Journal of Business Strategy*, Vol. 37, No. 3, 44-51.
- Hayek, M.**, Williams, W.A., Taneja, S. (2015). Effective succession of social entrepreneurs: A stewardship-based model. *Journal of Applied Management and Entrepreneurship*, Vol. 20, No. 2, 93-111.
- Humphreys, J., Novicevic, M.M., Smothers, J., Pane Haden, S., **Hayek, M.**, Williams, W.A., Oyler, J.D., Clayton, R.W. (2015). The collective endorsement of James Meredith: Initiating a leader identity construction process. *Human Relations*, Vol. 68, No. 9, 1389-1413.
- Thomas, C. H., Hebdon, A. S., Novicevic, M. M., & **Hayek, M.** (2015). Fluid leadership in dynamic contexts: A qualitative comparative analysis of the biblical account of Nehemiah. *Journal of Management History*, Vol. 21, No. 1, 98-113.
- Humphreys, J., Williams, W.A., Pane Haden, S., **Hayek, M.**, Pryor, M., & Randolph-Seng, B. (2014). Servant leadership: Approaching the paradox from the life-stories of Ping Fu. *Journal of Applied Management and Entrepreneurship*, Vol. 19, No. 4, 43-60.
- Williams, Jr. W.A., Thomas, C.T., Ammeter, A.P., **Hayek, M.**, & Novicevic, M.M. (2014). Accountability to a servant leader and ocb: The role of follower integrity. In Selladurai, R. & Carraher, S. (Eds.). *Servant leadership: Research and practice*. IGI Global.
- Randolph-Seng, B., Williams, W. A., & **Hayek, M.** (2014). Entrepreneurial self-regulation: Consciousness and cognition. In Mitchell, J. R., Mitchell, R. K., & Randolph-Seng, B. (Eds.), *The handbook of entrepreneurial cognition*. Northampton MA: Edward Elgar Publishing.
- Hayek, M.**, Williams, W.A., & Randolph-Seng, B. (2014). Towards a model of social entrepreneurial intentions: Evidence from the case of Daisy Low. *Journal of Ethics and Entrepreneurship*, Vol. 4, No. 2, 41-67.
- Hayek, M.**, Williams, W., Clayton, R., Novicevic, M., & Humphreys, J.H. (2014). In-Extremis leadership of Sartrean authenticity: Examples from Xenophon's Anabasis, *Journal of Management History*, Vol. 20, No. 3, 292-310.
- Hayek, M.** (2014). Nepotism and ethical reasoning in family business, *Journal of Ethics*

- and Entrepreneurship*, Vol. 4, No. 1, 21-40.
- Hayek, M.**, Smothers, J., Williams, W.A., & Bynum, L.A. (2014). Managing Healthcare Portfolios: A Theory-Based Typology. *Journal of Applied Management and Entrepreneurship*, Vol. 14, No. 1, 3-17.
- Hayek, M.**, Hayek, C., & Williams, W. (2013). Implications of SOX compliance for HRM: Enhancing internal controls with eHR. *Journal of Applied Management and Entrepreneurship*, Vol. 18, No. 4, 18-41.
- Humphreys, J.H., Pane Haden, S., **Hayek, M.**, Einstein, J., Fertig, J., Paczkowski, W., & Weir, D. (2013). Entrepreneurial stewardship and implicit CSR: The responsible leadership of Lillian Shedd McMurry. *Journal of Applied Management and Entrepreneurship*, Vol. 18, No. 3, 25-50.
- Pane Haden, S.S., Diaz, S., Humphreys, J.H., & **Hayek, M.** (2013). Leading aesthetically: Insights from the founders of the San Antonio Conservation Society. *Journal of Applied Management and Entrepreneurship*, Vol. 19, No. 2, 3-26.
- Morf, D., Flesher, D., **Hayek, M.**, Pane, S., & Hayek, C. (2013). Shifts in corporate accountability reflected in socially responsible reporting: A historical review. *Journal of Management History*, Vol. 19, No. 1, 87-113.
- Simmons, L.L., Simmons, C.B., **Hayek, M.**, Parks, R., & Mbarika, V. (2012). A cultural comparison of trust in e-learning artifacts. *Decision Sciences Journal of Innovative Education*, Vol. 10, No. 4, 547-574.
- Hayek, M.**, Novicevic, M., Buckley, M.R., Clayton, R., & Roberts, F. (2012). Narrative Analysis of Dale Carnegie's How to Stop Worrying and Start Living: Using psychological capital as the analytical framework. *Journal of Management History*, Vol. 18, No. 3, 268-284. Literati Network Awards for Excellence 2013, 'Highly Commended Award Winner'.
- Hayek, M.** (2012). Control Beliefs and Positive Psychological Capital: Can Nascent Entrepreneurs Discriminate Between What Can and Cannot be Controlled? *Journal of Management Research*, Vol. 1, No. 1, 23-33.
- Jones, N., Novicevic, M., **Hayek, M.** & Humphreys, J.H. (2012). The First Documents of Emancipated African American Management: The Letters of Benjamin Montgomery (1865-1870). *Journal of Management History*, Vol. 18, No. 1, 46-60.
- Humphreys, J.H., Pane Haden, S., Oyler, J.D., Cooke, J., Duan, Z., **Hayek, M.**, & Little, C. (2012). Pragmatism and personalism in post-merger leadership: Lessons from the founding of LULAC. *Journal of Applied Management and Entrepreneurship*, Vol. 17, No. 2, 3-27.

- Hayek, M.**, & Harvey, M. (2011). Attention deficit/ hyperactive disorder as an entrepreneurial 'marker' among family business members: A social learning perspective. *Journal of Family Business Management*, Vol. 2, No. 1, 6-22.
- Hayek, M.** & Salem, R. (2011). A Conversation with the Pizza Princess: Diane Barrentine on Entrepreneurial Leadership. *Journal of Applied Management and Entrepreneurship* Vol. 16, No. 2, 96-104.
- Novicevic, M. M., **Hayek, M.**, Bynum, L., & Fang, T. (2010). Integrating Barnard's and Contemporary Views of Industrial Relations and HRM. *Journal of Management History*, Vol. 17, No. 1, 126-138. Literati Network Awards for Excellence 2012, 'Highly Commended Award Winner'.
- Smothers, J., **Hayek, M.**, Bynum, L., Novicevic, M. M., Buckley, M. R. & Carraher, S. (2010). Alfred D. Chandler, Jr.: Historical Impact and Historical Scope of His Works. *Journal of Management History*, Vol. 16, No. 4, 521-526.
- Hayek, M.**, Novicevic, M. M., Humphreys, J., & Jones, N. (2010). Ending the denial of slavery in management history: Paternalistic leadership of Joseph Emory Davis. *Journal of Management History*, Vol. 16, No. 3, 367-379.
- Novicevic, M. M., **Hayek, M.**, Buckley, M. R., & Humphreys, J. (2010). Was the hand of management visible in the Ante-bellum Plantations? The Examination of Chandler's Hypothesis. *Journal of Applied Management and Entrepreneurship*, Vol. 15, No. 1, 84-95.
- Novicevic, M. M., **Hayek, M.**, Buckley, M. R., & Humphreys, J. (2009). Chandler and technological determinism in the histories of management. *Journal of Applied Management and Entrepreneurship*, Vol. 14, No. 4, 3-13.
- Bynum, L. A., Clayton, R., **Hayek, M.**, Moeller, M. & Williams, W. (2009). Chandler as a biographer: Content thematic analysis of chandler's biography of Henry Varnum Poor. *Journal of Management History*, Vol. 15, No. 3, 272-283.

CONFERENCE PRESENTATIONS

- Hayek, M.**, Deem, J., Einstein, J., Humphreys, J., Williams, W. A. (2016) The intrapsychic and interpersonal processes of self-deceptive narcissistic serial entrepreneurs. Competitive paper presentation at the Annual Meeting of the *Academy of Management*, Anaheim, California.
- Humphreys, J.H., Novicevic, M.M., Hayek, M., Gibson, J.W., Pane Haden, S., & Williams, W.A. (2015). Disharmony in New Harmony: Insights from the narcissistic leadership of Robert Owen. Competitive paper presentation at the 75th Annual Meeting of the *Academy of Management*, Vancouver, BC, Canada. **“Best Paper Proceedings” and “Journal of Management History Award”**

- Williams, W. A., Randolph-Seng, B., **Hayek, M.**, Pane Haden, S. S. (2015, October). Finding the leader in servant leadership: The role of political skill in spirituality and creativity. Competitive paper presentation at the annual meeting of the *Southern Management Association*, St. Pete Beach, Florida.
- Hayek, M.** (2015). The Influence of Non-Family Member Political Skill on Career Success in a Latin American Family Firm: The Mediating Role of Affective Commitment. Competitive paper presentation at *AIB-LAT, Annual Meeting*, Santiago, Chile.
- Hayek, M.**, Randolph-Seng, B., Williams, W. A., & Ingram, K. (2014, January). The Dark Side of Political Skill: When Awareness Reduces Life Satisfaction. Competitive paper presentation at *Academy of Management, Annual Meeting*, Philadelphia, PA.
- Hayek, M.**, Williams, W.A., Taneja, S., & Salem, R. (2014) Effective succession of social entrepreneurs: A stewardship-based model. Competitive paper presentation at *Academy of Management, Annual Meeting*, Philadelphia, PA.
- Hayek, M.**, Williams, W.A., Randolph-Seng, B., Pane-Haden (2013). Towards a model of social entrepreneurial intentions: Evidence from the case of Daisy Low. Competitive paper presentation at *Academy of Management, Annual Meeting*, Orlando, FL.
- Pane-Haden, S., Diaz, S., Humphreys, J., **Hayek, M.** (2013). Leading aesthetically: Emily Edwards, Rena Maverick Green, and the San Antonio Conservation Society. Competitive paper presentation at *Academy of Management, Annual Meeting*, Orlando, FL.
- Humphreys, J., Novicevic, M.M., Smothers, J., Pane-Haden, S., **Hayek, M.**, Williams, W.A., Oyler, J., Clayton, R.W. (2013). The collective endorsement of James Meridith: Initiating a leader identity construction process. Competitive paper presentation at *Academy of Management, Annual Meeting*, Orlando, FL.
- Hayek, M.**, Smothers, J., Williams, W.A., Bynum, L.A. (2013). Managing Healthcare Portfolios: A Theory-Based Typology. Competitive paper presentation at *Southwest Academy of Management, Annual Meeting*, Albuquerque, NM.
- Pane-Haden, S., Humphreys, J., **Hayek, M.**, Williams, W.A. (2013). Elements of effective social movements: Lessons for green management from the Hispanic Civil Rights Movement. Competitive paper presentation at *Southwest Academy of Management, Annual Meeting*, Albuquerque, NM.
- Hayek, M.** (2013). Nepotism and ethical reasoning in family business. Developmental paper presentation at *US Association of Small Business and Entrepreneurship, Annual Meeting*, San Francisco, CA.
- Hayek, M.**, Hayek, C., Williams, W. (2012). Implications of SOX compliance for HRM: Enhancing internal controls with eHR. Competitive paper presentation at *American Accounting Association Northeast Region Meeting*, Providence, RI.

- Humphreys, J., Pane-Haden, S., **Hayek, M.**, Einstein, J., Fertig, J., Paczkowski, W., Weir, D. (2012). Entrepreneurial stewardship and implicit CSR: The responsible leadership of Lillian Shedd McMurry. Competitive paper presentation at the Academy of Management, Annual Meeting, Boston, MA. Best Paper Proceedings of the 2012 Academy of Management Meeting.
- Hayek, C., **Hayek M.** (2012). Audit committee characteristics and moral awareness of financial fraudulent reporting: The moderating role of dispositional integrity. Forum presentation at *American Accounting Association, Annual Meeting*, Washington, DC.
- Hayek, M.**, Novicevic, M., Clayton, R., Roberts, F. (2012). Folk conceptualization of psychological capital: A historicist narrative of Dale Carnegie's work, Competitive paper presentation at *Southwest Academy of Management, Annual Meeting*, New Orleans, LA.
- Morf, D., Flesher, D., **Hayek, M.**, Pane, S., Hayek, C. (2012). Corporate accountability in socially responsible reporting: A historical review, Competitive paper presentation at *Southwest Academy of Management, Annual Meeting*, New Orleans, LA.
- Hayek, M.** (2010). Control beliefs and positive psychological capital: Can entrepreneurs discriminate between what can and cannot be controlled? Competitive paper presentation at the *Southern Management Association, Annual Meeting*, St. Petersburg, FL.
- Ammeter, A., Thomas, C.H., Novicevic, M., Garner, B., **Hayek, M.**, Bogicevic, B.M. (2010). Theory of moral accountability: An empirical test in the context of academic cheating. Competitive paper presentation at the *Southern Management Association, Annual Meeting*, St. Petersburg, FL.
- Hayek, M.** (2009). Bounded Rationality: An argument for ADHD and entrepreneurship. Competitive paper presentation at the *Southern Management Association, Annual Meeting*, Asheville, NC.
- Hayek, M.** (2009). The influence of status inconsistency on intergenerational family business success. Competitive paper presentation at the *International Academy of Business and Public Administration*, Memphis, TN.
- Novicevic, M., Bynum, L.A., **Hayek, M.** & Fang, T. (2009). Integrating Barnard's and contemporary views of industrial relations and HRM. Poster presentation at the *Academy of Management, Annual Meeting*, Chicago, IL.

ACADEMIC EXPERIENCE

Dean, College of Business, Texas A&M University-Commerce, Commerce, TX 2020- present
 Serve as Chief Academic and Administrative officer of the College of Business. The responsibilities include leading, managing and executing the goals set forth in a shared vision and strategic plan that is aligned with the strategic plan of Texas A&M Commerce and that

reflects the interest of all College of Business stakeholders. As dean, I am accountable for, ensuring student success, enrollment growth, faculty satisfaction, enhancing the reputation of the College of Business, fund raising, maintaining and fostering relationships with alumni and industry, and ensuring the long-term financial sustainability of the College.

Department Head of Management, Texas A&M University-Commerce, Commerce, TX 2015-2020

- Manage curriculum, budget, human resources (e.g., hiring, management, evaluations), schedules and student affairs associated with the department
- Restructured departmental committees to facilitate and encourage greater faculty involvement and decision-making concerning the management and future of the Management Department
- Established two new minors; Corporate Management and Entrepreneurship
- Raised funds for the marketing, execution and prize money for the Lions Innovation Showcase for the last three years; the last event attracted approximately 450 visitors and \$9,000 were awarded in prizes
- Assist with development and offer oversight and approval of IE plans
- Industry expert on a team with the Biomedical Institute for Regenerative Research and obtained an i-Corps NSF grant for \$60,000
- Facilitated the offering of the SAP certificate and Green Belt Six Sigma by including the tools in our existing undergraduate and graduate classes
- Recommended by the Provost to participate in the first cohort of the Texas Academic Leadership Academy which is a one-year academic leadership training program geared toward developing and strengthening academic affairs management and leadership skills
- Formed the department's first advisory board

Director, Venture College

Texas A&M Commerce, Commerce, TX

2019 – present

- Was asked by the President to launch (fall 2019) an entrepreneurship center that encourages entrepreneurial thinking, stimulates student business development, and fosters entrepreneurial collaboration, engagement and impact with the business community; first year budget of \$140,000

Interim Associate Dean, Texas A&M University- Commerce, Commerce, TX 2016 - 2017

- Served at the Interim Dean's discretion and assist him with a wide array of ad hoc issues related to the College of Business

- Participated in Dean's Council meetings hence gaining exposure and learning about issues and decision-making at the Provost and Dean level
- Engaged in extensive consultations/conversations with the Interim Dean concerning the strategic direction and tactics of the College of Business
- Actively engaged with administrative leadership (Associate VP of Academic Outreach, Academic Deans and Associate Deans) at Collin College to help promote TAMUC programs with the objective of significantly increasing the number of transfer students from Collin to TAMUC

Assistant Professor of Management, Texas A&M University-Commerce, Commerce, TX 2011-2016

- Taught the following courses: Strategic Management MGT (527), Operations and Organizations (MGT 501), New Venture Management (MGT 370 & MGT 570), Entrepreneurship (MGT 581), Innovation and Entrepreneurship (EMBA 530), Entrepreneurial Strategy (MGT 308), Freshman Success (COB 111), Management Skills Development (MGT 585), Principles of Marketing (MKT 521), Advertising and Promotion (MKT 568)
- Taught courses for the international program in Belgrade, Serbia, Sarajevo, Bosnia and Herzegovina, and Rabat, Morocco
- Managed theses (approximately 10) for the final MBA cohort of the international program in Belgrade, Serbia
- Developed faculty qualification criteria
- Created the foundation document for the COB mission-driven impact report
- Submitted a grant for approximately \$160,000 to the Department of State- Bureau of South and Central Asian Affairs- to educate underprivileged women in Southeast Asia about entrepreneurship
- Attended AACSB Assessment and Impact seminar and Competency Based Education Seminar

Doctoral student/graduate assistant, University of Mississippi, Oxford, MS 2010 to 2011.
Taught Principles of Management and Strategic Management at the undergraduate level.

Full-time faculty, Universidad San Francisco de Quito, Quito, Ecuador 1999 to 2008.

Courses Taught in English and Spanish:

International Business, Business Policy, Entrepreneurship/New Venture Creation, Project Management, Introduction to Corporate Finance, Managerial Finance, Advanced Finance, Financial Markets and Institutions, and Investments and Risk Management, Introduction to Marketing and Marketing for Services.

Courses Taught On-Line

Financial Markets and Institutions, Investments and Risk Management and Project Management (for over six years).

Seminars Delivered

Taught seminars in entrepreneurship, motivation, business plan writing and project management at the graduate and undergraduate level in various provinces of Ecuador as well as via teleconferencing for the USFQ Graduate School.

Program Development: New Venture Creation and Entrepreneurship Center

Developed an experiential learning exercise where students write business plans and then establish their new ventures on campus for a period of seven days. This project began with one class in the business school in 2014 with sales of \$2,000. By 2009, the project integrated students from across disciplines produced over \$130,000 during a seven-day period. A portion of the profits is used to sustain the entrepreneurship center.

Entrepreneurship Center Development

Created an entrepreneurship center to serve both students and the local community. The purpose of the entrepreneurship center is to offer advice and support to nascent entrepreneurs as well as small and medium size enterprises in the local community. A unique feature of the entrepreneurship center is that it is financially self-sustaining by obtaining funds from a portion of the profits produced by the new ventures created by the students each semester.

Guest Lecturing

Invited by Babson College to co-teach a train-the-trainers course in entrepreneurship in April 2008 in Guayaquil, Ecuador.

PROFESSIONAL SERVICE

Dissertation Committee

Jacqueline Einstein, Nova Southeastern University

Topic: Ethical leadership and service climate: The relationship with job satisfaction and organizational identification

Academic Committees

- Presidential Task Force for Workload policy
- IE Leadership Team, 2016- present
- Strategy Committee, 2015- present
- Executive Committee, 2015- present
- Council of Academic Department Heads, 2015- present
- Research & Creative Activities Committee, 2015- present
- UCD Strategic Planning Taskforce, 2014
- Faculty Committee, 2014-2015
- Curriculum Committee, 2013
- Research Committee, 2012-2013

- SBECON Committee, 2013- 2015
- Job searches (2) Committee for Finance Department, 2013
- Job search Committee for Management Department, 2012
- Latin American initiative Committee, 2011
- Excellence Committee, 2011- 2012

Professional Affiliations

- Academy of Management
- Southern Management Association
- Project Management Institute (Project Management Professional certified by the Project Management Institute)

Professional Activities

Editorial Review Board, Management Decision, since 2015

Editorial Review Board, Journal of Ethics and Entrepreneurship, since June, 2013

Editorial Board, MARKETING, issued jointly by the Serbian Marketing Association and the Faculty of Economics University of Belgrade, June, 2013 to 2015

Track chair for the Research Pipeline track for the Southwest Academy of Management Conference, 2014

Discussant for the Strategy/Entrepreneurship. Small Business track of the Southwest Academy of Management Conference, 2013

Session chair for the Entrepreneurship Division and session facilitator for the Management History division of the Academy of Management Conference, 2012

Reviewer, Management History, Organizational Behavior and Entrepreneurship Divisions of the Academy of Management Conference, 2012

Editorial Board, Journal of Applied Management and Entrepreneurship, since August, 2011

Reviewer, United States Association of Small Business and Entrepreneurship Conference, 2012

Reviewer, Southwest Academy of Management Conference, 2012

Session Coach, Entrepreneurship Division of the Academy of Management Conference, 2011

Session Chair, Management History Division of the Academy of Management Conference, 2011

Session Chair, Entrepreneurship/ Information Technology/ Innovation Track of the Southern Management Association Conference, 2009

Discussant, Organizational Behavior Track of the 2009 Southern Management Association Conference, 2009

Reviewer, Southern Management Association Entrepreneurship/Information Technology/ Innovation, 2009

Reviewer, Southern Management Association Management History/Management Education, 2009

Ad Hoc Reviewer, *Journal of Management History*

Ad Hoc Reviewer, *Journal of Business Ethics*

Ad Hoc Reviewer, *Chinese Management Studies*

Ad Hoc Reviewer, *Journal of Family Business Management*

BUSINESS EXPERIENCE

PRESIDENT

Resilient Investment Group, Rockwall, TX— 2016 until present

Resilient Investment Group is dedicated to investing in and managing businesses in the restaurant, bar and commercial real estate industry.

OWNER/GENERAL MANAGER

Sociedad Haymiq Compania Limitada, Quito, Ecuador -- 1998 until 2015.

Inherited Sociedad Haymiq in 1998, which at that time owned and operated one restaurant (Café Amazonas). Over the years I conceptualized, built and operated a motel (Hotel Windsor), a travel agency and tour operator (Tropical Adventures; affiliated to IATA), an additional restaurant (Pepper's), a bar (Mario's Bar) and purchased commercial real estate under the company name. I leased each of the businesses to the managers while I came to the United States in 2008 to pursue a doctorate in management. Due to my family commitment to stay in the United States, the company assets were sold in 2015. Shortly after, we established a corporation in the United States, Resilient Investment Group, with the purpose of pursuing investments in the local market.

PARTNER (50%)

Ecuador In Situ, Quito, Ecuador – 2006 until 2008

Venture capitalist in this online tour operator business.

PARTNER (50%)

Termino 1/2, Quito, Ecuador – 2006 until 2008

Venture capitalist in this restaurant business.

CONSULTANT

Big Branch, Quito, Ecuador, June 2007

Performed a valuation to sell 50% of this company.

New Access, Quito, Ecuador, May 2007

Performed financial analysis requested by US shareholders to determine the financial health of the company.

SATEMO, Quito, Ecuador, October to December 2002.

Performed a valuation for two chemical companies interested in knowing their value before and after merging considering the synergies created.

PARTNER (50%)/FACTORY MANAGER

Fabriplast, Quito, Ecuador -- October 1997 to May 1998.

This factory recycled low density polyethylene plastic, manufactured plastic hoses, and distributed them around the country and to Colombia. I was responsible for overseeing production, quality control, human resources, purchases, and inventory control. The factory closed due to the lack of skilled labor and working capital needed to finance the large gap between accounts payable and accounts receivable.

PARTNER/CONSULTANT

La Cocina De Kristy and Café K, Quito, Ecuador -- February 1997 to September 1997.

Managed the market study and construction of this new restaurant and bar.

CONSULTANT

Cosideco, Quito, Ecuador -- December 1996 to February 1997.

Created a business plan and formulated strategies for this company to obtain \$20,000,000 from the US capital markets.

STOCK BROKER

Americorp Securities, New York USA -- November 1995 to December 1996.

Obtained Series 7 and 63 licenses. Obtained capital and created investment portfolios for clients. Offered seminars in Quito, Ecuador to high net worth individuals and to bank managers explaining how the US capital markets work, how to invest in them, and how to take advantage of the services offered by brokerage houses in the US. This proved to be very beneficial during 1998 and 1999 when clients were eager to invest their funds abroad to avoid the steep currency devaluation that was taking place in Ecuador.

CERTIFICATES

- Babson Symposium for Entrepreneurship Educators Argentina, 2007
- Entrepreneurial Leadership Training-of-Trainers Certificate, *Babson College* October, 2006
- Project Management Professional (PMP), October 2005

PROFESSIONAL SEMINARS ATTENDED

- Testing Interactions with Linear Regression, Center for Advancement of Research Methods and Analysis (CARMA), Virginia Commonwealth University, 2009
- Meta Analysis: Models and Processes, Center for Advancement of Research Methods and Analysis (CARMA), Virginia Commonwealth University, 2009
- Project Management, CFC, Quito, Ecuador 2005
- Project Management, CFC, Quito, Ecuador 2004
- Financial Statement Analysis, CEFE, Quito, Ecuador 1994
- Budgeting, CEFE, Quito, Ecuador 1994
- Marketing, CEFE, Quito, Ecuador 1994