

Curriculum Vitae

Mario Hayek, Ph.D.

Texas A&M University – Commerce

Phone: 662-202-2471

mariojhayek@yahoo.com

EDUCATION

Ph.D.	University of Mississippi, Oxford, MS Management Minor, Marketing	2011
M.B.A.	American University, Washington D.C. Finance and Entrepreneurship	1995
B.B.A.	Marymount University, Arlington, VA Marketing	1993

ACADEMIC EXPERIENCE

Professor, Management

Texas A&M Commerce, Commerce, TX

1/2023–present

Dean, College of Business

Texas A&M Commerce, Commerce, TX

08/2020–12/2022

- Lead the academic, co-curricular, development, and recruitment activity for over 2,200 students, approximately 65 faculty and staff, and engagement of more than 25,000 alumni
- Accountable for managing a \$11M annual budget with oversight of three academic departments across seven disciplines
- Administered programs and support services simultaneously at three locations: Commerce, Collin College, and Dallas
- Supervised the multi-year relocation plan of the College of Business from Commerce to the Dallas-Fort Worth metroplex. Responsibilities include conducting weekly briefings on construction, marketing, program, and faculty/staff reorganization initiatives
- Responsible for the Center for Excellence (for-profit consulting, grant-writing and corporate training services) and Venture College (entrepreneurship) initiatives
- Led the College in an increase in US News rankings in 2022:
 - #51 Best online Bachelor's in Business Programs
 - #59 Best Online Master's in Business Programs (Excluding MBA)
 - #105 Best online MBA program

- Over 95% of undergraduate students and 90% of graduate students (spring 2022 exit survey) in the College of Business agree or strongly agree to be satisfied with their professors and believe their degree prepared them well for their profession
- Since the beginning of the pandemic until fall 2022 the College of Business produced:
 - First overall enrollment increase (6%) since 2016
 - Over 125 published papers
 - Over \$250k in scholarships awarded
 - Over \$450k in fundraising commitments
 - Over \$330k in gifts/funds received
 - Over \$300k in summer net profit
 - \$3.7M in US CARES Act funding for City of Farmersville (broadband internet)
 - Consulting for CASPR, Clayton Homes, and City of Commerce
 - \$22K grant from USDA and \$182K grant from THECB
- Wrote the Continuous Improvement Report (CIR) for the fall 2023 reaccreditation visit from the Association to Advance Collegiate Schools of Business (AACSB)
- Member on 6 committees responsible for the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) 2024 reaccreditation visit
- Facilitated the development and implementation of the following new programs and certificates with input from internal and external stakeholders to align knowledge, skills, abilities, and resources with current job offerings in the marketplace:
 - BBA & MS in Supply Chain Management
 - BS in Applied Economics
 - MBA exclusively designed for Military Veterans (launched in fall 2022 with 22 students)
 - MS in Healthcare Leadership
 - Operational Excellence Graduate certificate (includes earning SAP & Six Sigma Green Belt Six Sigma certificates)
- Championed Diversity, Equity, and Inclusion (DEI) University and College efforts:
 - Member of the first-ever university-wide DEI strategic plan committee with multi-stakeholder engagement
 - Enrolled the College of Business in The PhD Project to help align faculty diversity to be more representative of the student and community population
 - Contributed to the University initiative to qualify as a Hispanic Serving Institution (HSI) by 2023 by:
 - Engaging with the Hispanic community through networking events
 - Played an active role in a targeted \$300K outreach campaign to recruit 120 Hispanic students; campaign delivered by Univision
- Developed a multi-year plan to grow STEM offerings for Accounting, Finance, Marketing Analytics and Supply Chain Management programs to bolster international student recruitment

- Developed regional partnerships and MOUs with the following local junior colleges and universities in Texas to improve transfer student education opportunities:
 - Dallas College
 - Collin College
 - Weatherford College

- Established global partnerships and MOUs with the following universities in Bangladesh to improve exchange student education opportunities:
 - University of Dhaka
 - BRAC University

- Lead decentralization efforts by hiring the first-ever Communications Coordinator and Transfer Student Recruiter roles within the College of Business. The new roles are intended to improve the college's ability to strategically plan, execute, and evaluate student recruitment and retention efforts over the long-term

- Launched a modern Finance-Analytics Lab with Bloomberg terminals funded with \$750K of alumni donor support

Interim Dean, College of Business

Texas A&M Commerce, Commerce, TX

03/2020-08/2020

- As the interim dean during the height of the Covid-19 pandemic, I demonstrated proactive leadership by engaging with university VPs, Deans, and faculty members within and outside the College of Business to accomplish the following:
 - Migrated all educational programs to an online model in less than 7 days and achieved the highest summer enrollment and revenue totals since 2017
 - Reduced non-tenured faculty payroll by an estimated \$550K as part of a university-wide cost containment initiative; College of Business contributed to 45% of overall Academic Affairs savings
 - Overhauled MBA (reduced pre-requisites and moved to an 8-week term model) and other graduate business program offerings to align with competitive market forces
 - Developed the first-ever formal marketing plan for the College of Business
 - Championed the formalization of the Assurance of Learning (AOL) process (it is now a part of the College of Business Faculty Handbook)
 - Created a need-based scholarship for students impacted by the pandemic

Associate Professor and Department Head, Management and Economics

Texas A&M Commerce, Commerce, TX

07/2015-03/2020

- Led the largest department in the College of Business with 26 full-time faculty, 8 graduate assistants, and 1 administrative assistant to deliver programs within the department including MBA, MS in Management, BBA in Management, and BSBA in General Business
- Managed a \$2.5M annual budget and administered over faculty/staff, curriculum, scheduling, assessments, marketing, and fundraising efforts
- Implemented a shared governance model by reorganizing departmental committees resulting in increased stakeholder communication, engagement, and participation within the department
- Established new Management minors in Corporate Management and Entrepreneurship
- Participated in the conceptual design and development of a student handbook for an online Doctor of Business Administration (DBA) program
- Maintained a 2-2 teaching load and taught on average 9-10 courses per year
- Raised approximately \$60,000 in funds over a three-year period for the Lions Innovation Showcase; the 2019 event attracted approximately 450 visitors and awarded winners \$9,000 in prize money
- Assisted with the development, oversight, and approval of Institutional Effectiveness plans
- Developed the first strategic plan for the Management Department
- Served as the industry expert on a team with the Biomedical Institute for Regenerative Research and obtained an i-Corps NSF grant for \$50,000
- Integrated SAP and Green Belt Six Sigma certification education in existing undergraduate and graduate classes
- Recommended by the Provost to participate in the first cohort of the Texas Academic Leadership Academy, a one-year academic leadership training program geared toward developing and strengthening academic affairs management and leadership skills

Director, Venture College

Texas A&M Commerce, Commerce, TX

2019 – 2020; 2021-2022

- Requested by university president to launch an entrepreneurship center with a first-year budget of \$140K. Venture College teaches student entrepreneurs to think, collaborate, and engage with the business community to create impactful initiatives. Under my direction, 20 students produced 13 entrepreneurial projects

- Successfully hosted multiple networking events for students to obtain mentoring and support from faculty, alumni, and community leaders; an average of 80 attendees per event
- Held the first Lion's Den where students pitched their projects to obtain donations allowing them to pursue further research and develop prototypes to advance their projects; sponsored by Atmos Energy

Assistant Professor, Management

Texas A&M Commerce, Commerce, TX

2011-2016

- Taught the following courses either in-person and/or online: Strategic Management, Operations and Organizations, New Venture Management, Entrepreneurship, Innovation and Entrepreneurship, Entrepreneurial Strategy, The Entrepreneur, Freshman Success, Management Skills Development, Principles of Marketing, Advertising and Promotion, and the signature course 'I Think, Therefore I Create Value'
- Taught courses for the international MBA program. The cohort comprised of graduate students from Belgrade, Serbia; Sarajevo, Bosnia & Herzegovina; Rabat, Morocco; and Beijing, China
- Managed approximately 10 graduate theses for the final MBA cohort of the international program in Belgrade, Serbia
- Drafted the following AACSB documents for the College of Business:
 - Faculty Guidelines for Research Assessment of Quality and Impact
 - Faculty Qualification Criteria
 - Mission Impact Report
- Attended AACSB Assessment and Impact and Competency Based Education seminars
- Developed assessment measures for the objectives of multiple courses for assurance of learning
- Spearheaded the design, development, and fundraising activities to launch the Lion's Innovation Showcase to all university students; this event fuels the entrepreneurial spirit across disciplines and provides a platform for students to demonstrate creativity and innovation in their respective projects

Full-Time Faculty, Management

Universidad San Francisco de Quito, Quito, Ecuador

1999 – 2008

- Taught the following in-person and virtual courses in English and Spanish: International Business, Business Policy, New Venture Creation, Project Management, Introduction to Corporate Finance, Managerial Finance, Advanced Finance, Financial Markets & Institutions, Investments & Risk Management, Introduction to Marketing, and Marketing for Services

- Delivered in-person and teleconference undergraduate and graduate-level seminars in entrepreneurship, motivation, business plan writing, and project management for underserved communities across Ecuador
- Developed an experiential learning exercise where students wrote business plans and established their new ventures on campus for a one-week period. Over a five-year period, students earned over \$130K in revenue from their collective ventures.
- Created an Entrepreneurship Center to offer support to university stakeholders that was self-funded via the proceeds from the new venture creation initiative (see above bullet)
- Served as a guest lecturer at the April 2008 Babson Symposium of Entrepreneurship Educators (SEE) seminar in Guayaquil, Ecuador

RESEARCH PUBLICATIONS FOR THE PAST 10 YEARS

Refereed Journal Articles

1. Pane-Haden, S., Randolph-Seng, B., Hasan, M. K., Williams, Jr. W.A., **Hayek, M.** (2021). Lessons for green management from the Hispanic civil rights movement: A pseudo-gap analysis. *Journal of Global Responsibility*.
2. 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*.
3. 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.
4. 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*.
5. **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.
6. Williams, Jr. W.A., Randolph-Seng, B., **Hayek, M.**, Pane Haden, S., & 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.
7. **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.
8. 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.

9. **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.
10. 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.
11. **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.
12. 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.
13. 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.
14. 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.
15. 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.
16. 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.
17. **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.
18. **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.
19. **Hayek, M.** (2014). Nepotism and ethical reasoning in family business, *Journal of Ethics and Entrepreneurship*, Vol. 4, No. 1, 21-40.
20. **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.
21. **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.
22. 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.
23. 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.
24. 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.

RESEARCH CONFERENCE PRESENTATIONS FOR THE PAST 10 YEARS

1. **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.
2. 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 annual meeting of the *Academy of Management*, Vancouver, BC, Canada. **“Best Paper Proceedings” and “Journal of Management History Award”**
3. 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.
4. **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 the annual meeting of the *AIB-LAT*, Santiago, Chile.
5. **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.
6. **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.
7. **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.
8. 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.
9. 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.
10. **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.
11. 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.

12. **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.

RESEARCH DISSERTATIONS DIRECTED

- Chair, Dissertation Committee, Daniel Montalvo, (TBD), “El modelo de competencias conductuales desarrollado por David McClelland, impacto en el aporte del área de recursos humanos hacia la empresa,” DBA, IEDE Business School
- Member, Dissertation Committee, Jacqueline Einstein, (2013), “Ethical leadership and service climate: The relationship with job satisfaction and organizational identification,” DBA, Nova Southeastern University

RESEARCH EDITORSHIPS and REFEREE WORK FOR THE PAST 10 YEARS

- Editorial Review Board, *Management Decision* (2015-Present)
- Editorial Review Board, *Journal of Ethics and Entrepreneurship* (2013-Present)
- Editorial Board, *MARKETING*, issued jointly by the Serbian Marketing Association and the Faculty of Economics University of Belgrade (2013-2015)
- Track chair, Research Pipeline track, SWAM Conference (2014)
- Ad Hoc Reviewer, *Journal of Business Research*, *Journal of Management History*, *Journal of Business Ethics*, *Chinese Management Studies*, and *Journal of Family Business Management*

UNIVERSITY SERVICE

- University Strategic Enrollment Planning Committee 2021-2022
- Deans Council, 2020-2022
- Academic Affairs Council, 2020-2022
- Information Technology Sub-Steering Committee, 2020-2022
- College of Business Strategy Committee, 2015-2022
- College of Business Executive Committee, 2015-2022
- University Institutional Effectiveness Leadership Team, 2016-2020
- University Council of Academic Department Heads, 2015-2020
- University Research & Creative Activities Committee, 2015-2020
- University Bookstore RFP evaluation committee, 2019
- Presidential Task Force for Workload policy, 2019
- Committee to review Computer Science program, 2018
- University UCD Strategic Planning Taskforce, 2014
- College of Business Faculty Committee, 2014-2015
- College of Business Curriculum Committee, 2013
- College of Business Research Committee, 2012-2013
- Small Business and Entrepreneurship Conference Committee, 2013-2015
- Job Search Committee for Management in 2012 and Finance in 2013
- Latin American Initiative Committee, 2011
- Excellence Committee, 2011-2012

PROFESSIONAL SEMINARS ATTENDED FOR THE LAST 5 YEARS

- Entrepreneurial Living-Learning Community Roundtable by the University of Illinois held, College Station, Texas, 2020
- AACSB Lessons for Aspiring Deans Seminar, New Orleans, Louisiana, 2019
- AACSB Business Accreditation Seminar, Tampa, Florida, 2015
- AACSB Enhancing and Measuring Impact Forum, Tampa, Florida, 2014

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Project Management Institute
- Southern Business Deans
- Texas Business Deans

PROFESSIONAL CERTIFICATIONS

- Texas Academic Leadership Academy, 2019
- Babson Symposium for Entrepreneurship Educators, Argentina, 2007
- Babson Symposium for Entrepreneurship Educators, Ecuador, 2006
- Project Management Professional (PMP), 2005

PROFESSIONAL AWARDS

- John Humphreys Academic Excellence Award by the Texas Association of Black Personnel in Higher Education, 2022
- Outstanding Doctoral Student of the Year at the University of Mississippi, 2011
 - Dissertation title: “Extending Human Capital Theory of Career Success: An Empirical Test in the Ecuadorian Context”

BUSINESS EXPERIENCE

President

Resilient Investment Group, Rockwall, TX

2016-Present

- Dedicated to investing in and managing businesses in the restaurant, bar, and commercial real estate industries.

Owner/General Manager

Sociedad Haymiq Compañía Limitada, Quito, Ecuador

1998 - 2015

- Expanded business investment portfolio by building a motel, opening a travel agency, adding two restaurant locations, a bar, and additional commercial real estate

Partner/Investor

Quito, Ecuador

1997 - 2008

- Served as a venture capitalist and manager in several smaller ventures including a plastic recycling factory, a travel agency, and several restaurants

Consultant

Quito, Ecuador

1996 - 2007

- Created business plans and performed financial statement analysis and valuations for Ecuadorian companies seeking to raise M&A capital

Stockbroker

Americorp Securities, New York, USA

1995-1996

- Created investment portfolios for clients
- Earned Series 7 and 63 licenses

MEDIA

- Featured and interviewed by Univision on August 9, 2022, to promote the College of Business at Texas A&M University – Commerce