

I Habte G. Woldu, Naveen Jindal School of Management, Organization, Strategy and International Management, International Management Programs, February 29/ 2012

## II Professional History

Born in Ethiopia, Dr. Woldu attended Haile Selassie I University in Addis Ababa where he pursued an undergraduate degree program education in social science while simultaneously working as an auditor for the National Bank of Ethiopia. He earned a scholarship to attend higher education abroad, and decided to pursue a Masters Degree program in human resource management followed by a Doctorate degree in Economics from the Poznan University of Economics, Poland. After beginning his academic career as an Assistant professor at his alma mater in Poznan University of Economics, Dr. Woldu and his family moved to Dallas where he subsequently joined the University of Texas at Dallas in 1993. Dr. Woldu has done extensive research and has many publications in a wide breadth of areas, including comparative management and cross-cultural Studies, empirical analysis of cultural differences and divergence, human resource management in Central & East European countries and understanding the African international trade and foreign direct investment patterns.

Dr. Woldu has been recognized for his academic research papers by the international academic community as well as for his method of teaching. He received the Best paper Award on his research “Is the Mexican Culture becoming similar to that of United States in post-NAFTA Era” from the Academy of International Business and Public Disciplines. Dr. Woldu and his co-authors from England were also awarded “High Merit Paper” status by the American Academy of Management for a research paper on “A cross-national comparison of cultural value orientations of Indian, Polish, Russian and American employees published in International Journal of HRM. Dr. Woldu is among the few researchers who use empirical methodology to quantify the cultural values of individuals, organizations and nations in order justify the static and convergence nature cultures within and between countries. Dr. Woldu’s long-term research objective is to develop a dynamic cross-cultural management model that can serve as an alternative to Hofstede’s static cultural study model. Dr. Woldu was the finalist for the Teaching Award for Curriculum Inclusiveness Excellence at UTD in 2012, was the recipient of Distinguished Teacher Award in diversity in 2011, and was the first to receive an Outstanding Online Graduate Course Teaching Award at JSOM in 2002.

During his 19 year of his employment at the Jindal School of Management, Dr. Woldu has grown with the university itself and has been actively involved in the internationalization of UTD. He has been teaching International Management courses for JSOM for both undergrad and graduate programs as well as for Executive Ed. He was the initiator of foreign study trips for UTD students and these study trips have grown to become an integral program at the Jindal School of Management and has been travelling with his students to many parts of the world for the last 17 years. Dr. Woldu is also the founder of the current Global Business degree program which has become one of the most successful undergraduate programs in JSOM. The program attracts brilliant young students with high educational merit background

### **III Scholarly and creative activity**

a) None

b) None

c) Structural Change of Employment and its Implication to Economic Growth in the Wake of European Expansion, Habte G. Woldu and Adam Okulicz-Kozaryn, ed. J. Szambelanczyk and M. Zukowsk in *Human Beings in Social Politics*, Poznan, Poland, WUE Press, (2010), 216-241

#### **c) Articles in Referred Journals**

A Comparative Analysis of Cultural Values Orientations of Polish and Turkish Employees: Implications for International Human Resource Management, Woldu, Patel and Cranshaw, *International Journal of Human Resource Management*, SI, RR

Viewing the cultural value orientations of Austria, Poland, and Turkey through six cultural dimensions: an emphasis on Turkish cultural fit to European Union members, Woldu, Skuza, Dalgic and Altinbask, *Poznan University of Economics Review*, Vol. 12 (4), 2012

Individual, Organizational and Managerial Predictors of Organizational Innovation – The Case of Poland, H. Woldu and A. Skuza, *Journal of Transnational Management*, Vol. 12(1), 2012

Cultural Value Orientations of the Former Communist Countries: A Gender Based Analysis, H.Wodlu and B. Pawan, *International Journal of Human Resource Management*, Vol. 22, pp 1365 – 1386, 2011

K. Ofori-Brobbe, L. Ojode and H. Woldu, Cutting the Umbilical Cord: The Changing Determinants and Patterns of Sub-Saharan African Trade, *Journal of International Management Studies*, 2011, Volume 6( 1), pp. 129-138

Influence of Ethical Beliefs, National Culture and Institutions on Preferences for HRM in Oman, P.S. Budhwar, A. Katou, H.Woldu and A. Basit Al-Hamadi, *Personnel Review*, (2010)

A Comparative Analysis of Cultural Value Orientations of Indians and Migrant Indians in USA, P. Budhwar, H. Woldu, and E. Ogbonna, *International Journal of Cross-Cultural Management*, 2008, Vol. 8(1): 79-105

A Cross-National Comparison of Cultural Value Orientations of Indian, Polish, Russian and American Employees, with Pawan Budhwar and Carolyn Parkes, *Journal of International Human Resource Management*, 2006, 17(19), 1058-1094

Cultural Similarities among Employees Working for Organizations of Similar Functions, with Margaret K. Woldu, *Zarządzanie Zasobami Ludzkimi*, (2003), Vol. 6, 55-70

Cultural Dynamics in Private, Government and Semi-government Owned Business Organizations, with Magdalena Biederman, *Journal of East European Management Studies*, 4 (1999) 306-321

Polish Management Style in Eleven Cultural Perspectives: Poland between East and West, Habte G. Woldu and Scot Fitzpatrick, *Zeszyt Naukowy 3* (1999) 73-81

Understanding Cultural Differences between Russia and North America, Habte G. Woldu and Ingrid Guo., ed. by M. Frazer and M. Chatterji in: *Management Education in Countries in Transition*, London, MACMILLAN PRESS LTD, (1999) 31-46

#### **e) Articles in Conference Proceedings:**

Is the Mexican Culture Becoming Similar to That of United States in Post-NAFTA Era? Viewing Both Cultures through Four Cultural Dimensions, Habte G. Woldu, *International Academy of Business and Public Administration Disciplines, (IABPAD) Conference*, April 23-26, 2009, Dallas, Texas, Volume 6, Nr 2, 970-984

Enhancing Organizational Responsiveness by Developing Employees' Transferable Skills: The Case of Poland, Agnieszka Skuza and Habte Woldu, *International Academy of Business and Public Administration Disciplines, (IABPAD) Conference*, April 23-26, 2009, Dallas, Texas, Volume 6, Nr 2, 952-967

"A Framework of Learning Organization: From Learning Organization Context to Employee Learning Orientation." Agnieszka Olsztynska and Habte G. Woldu, *33rd EIBA Annual Conference, Political Science*. University of Catania, Italy: December 13-16, 2007.

Is Turkey Culturally Different than the European Union Members? The Case of Austria, Poland and Turkey, Habte G. Woldu and Agnieszka Olsztynska, *Asian International Business, Annual Conference-Bangkok*, December, 2006 on CD

Price Changes of Polish Agricultural Products after Poland's Accession to European Union, A. Olsztynska and H.G. Woldu, *Proceedings of 2<sup>nd</sup> International Conference: Product Management Challenges of the Future in Marketing*, Poznan, Poland ( May 18-20, 2006) Abstract.

Determining the Direction of African Trade, H.G. Woldu and K.Ofori-Brobbe, *Proceedings of 3<sup>rd</sup> EAF-EARO International Symposium on Economic Development Studies*, Addis Ababa, Ethiopia, and (June 2005). (On CD)

Do Nations with Access to Water Economically Outperform Land-Locked Nations? Empirical Studies on African Countries, H.G.Woldu, *Proceedings of 3<sup>rd</sup> EAF-EARO International Symposium on Economic Development Studies*, Addis Ababa, Ethiopia, (June , 2005). Abstract

A Comparative Study on Cultural Behavior of Indian, Polish, Russian and American Employees, H. G. Woldu and P. Budhwar, *Annual ERU Conference*, Cardiff, U.K (September 2004)

Measuring Cultural Value System of International Employees with Similar Professional Background, Habte G. Woldu, *Academy of International Business U.S. Southwest Chapter*, Orlando, Florida, (March 2-6, 2004) abstract

Cultural Value Systems of East European Countries: A Gender Based Analysis, H.G. Woldu and P. Budhwar, *Easter Academy of Management International Conference*, Porto, Portugal, (June, 2003) CD

Measuring the African American Cultural Value Systems in Eleven Cultural Dimensions: Do African Americans Have Their Own Cultural Identity, Habte G. Woldu and Olga Stain-Taylor, *National Conferences of African American Studies*, Houston, Texas, and (February, 2003)

Comparing the Value Systems of American and Indian Managers, P. Budhwar and Habte G. Woldu, *3rd Asia Academy of Management Conference*, Bangkok, Thailand, (December, 2002), (On CD).

Measuring Cultural Variations: A Comparative Study of Indians and Expatriate Indians in the USA, H.G. Woldu and P. Budhwar, *Proceedings of British Academy of Management Annual Conference: Organizational Theory: Behavior and Management*, Cardiff, U.K. (September , 2001)

Looking at African Value Systems through Cultural Dimensions: How Do the Africans Culturally Differ among Themselves and from the US? H. G. Woldu, *Proceeding of 1<sup>st</sup> EAF-EARO International Symposium on Economic Development Studies*, (Kalamazoo, Michigan University), (August, 2001)

The Culture Pattern of Professional Organizations in Four Cultural Dimensions, H. G. Woldu, *Proceedings of East Forum Biannual Conference, Business Ethics in Central and Eastern Europe*, Chemnitz, Germany, (March ,2001) CD.

Do Size, Function and National Origin of Companies Determine the Organizational Cultural Behavior? H. G. Woldu, Proceedings of 17th *Southwest Business Symposium, Annual Southwest Business Symposium Conference* Edmond, Oklahoma (April, 2000) (CD)

Training and Recruitment Practice of American Corporations: Dallas-based American Corporations for Future Needs, H. G. Woldu and L. L. Gortze, *Proceedings of 16<sup>th</sup> Annual Southwest Business Symposium Proceedings*, Edmond, Oklahoma, (July, 1999)

Measuring the Attitude of Specific Groups of People through Cultural Perspectives: The Movement towards Cultural Convergence and Divergence, H. G. Woldu, *Business Issues for the New Millennium, SAM Advanced Management Conference*, Las Vegas, and (March, 1999)

**k) Submitted Manuscripts:**

Habte G. Woldu, Looking at the Cultural Values of Employees of the Old, New and Future European Union Members through Four Cultural Dimensions, *IJHRM* , Under Revision

Habte G. Woldu et al. Is Turkey Culturally Different than the European Union Members? The Case of Austria, Poland and Turkey (submitted to *International Business Review*) February, 2011

Habte G. Woldu, Measuring the Cultural Value Change of Polish Employees between 1995 and 2006, Twentieth Annual World Business Congress, Poznan University of Economics, Poznan, Poland , July 3-7, 2011

l) None

**m) Other Activities: Lectures, Speeches, Presentations not Documented in a Publication:**

Participates and Organizes Ambassadors' Lecture Series at UTD, Since January, 2012

Special Lecture on Globalization and Career for Prospective UTD Students, Scholar's week, November, 2010

Held Info Service Nights for Studying Abroad, for UTD students, October and November, 2010

Presented “Short Story about UTD’s Foreign Study Trips” to North Texas AP Teachers, December 2010

Participates Regularly on Fridays’ Info Service nights for Potential Transfer Students to UTD 2010-current

Conducted Foreign Study Seminar for Cohort MBA Students with Dr. Monica Powell on Doing Business in Canada and Role of Canada’s Role in NAFTA, Toronto, August, 2009

Conducted Foreign Study Seminar for Professional MBA Students on the effect of Europe’s Expansion: The cases of Germany and Poland, May, 2009

Conducted Seminars for UTD’s Cohort MBA Students on “Business Environments, Culture, US-Mexico Relations in Monterrey and Sailltio, Mexico, summer, 2008

Conducted Seminars for UTD’s Graduate and Undergraduate Students on “Business Environments, Culture, US-Argentina Relations, Bones Aires, Argentina, March, 2008

Lecture on “Examining the Adaptation Level of Expatriates in America: The Case of British, French, Indian, and Nigerian Expatriates. For European Union students in Poznan, University, Poland, May, 2007.

Panelist for Emerging & Frontier Markets Seminar: African Section, New Market Technology, Inc., Dallas, Texas, 1X, January 18, 2008

Special Lecture on “Global Career for Young Graduates: Why Global Awareness and Exposure to Foreign Business Environment are Key Factors. Scholars Week at UTD Events, spring and fall, 2007

Cultural Value Systems of East European Countries: A Gender Based Analysis, H. G. Woldu and P. Budhwar, *Journal of Management Studies (JMS)* Second Review Resubmitted: 2006

Coordination Committee for Horn of Africa Peace: Conflict and Conflict Resolutions, School of Management, University of Texas at Dallas, Texas

Co-organizer of International Conference on A Development Strategy for Horn of Africa, University of Texas at Arlington, Arlington , Texas , October 20-22, 2006

Organizer and Facilitator of A Panel Discussion for Business Women and Government Officials from 7 North African & Middle East Countries, State Department Representatives and School of Management Faculty Members, University of Texas at Dallas, Richardson, (January, 2006)

Guest Speaker on the Need for Dialogue and Cooperation among African Countries: The Case of Ethiopia and Eritrea, People to People, Voice of America Special Program, (December, 2005)

The Impact of U.S. African Trade Policies on Economic Development Policies, People to People, Voice of America Special Program, (December, 2004)

Presented a paper on “An Attempt to Measure the Cultural Adaptation of Expatriates to the American Culture: The case of British, French, Nigerian and Indian Expatriates in Dallas, Texas, Academy of Economics, Poland, (May, 2004)

Session Co-char and Discussant, *AIB-South Western Annual Conference*, Dallas, March, 2006

Session Char and Discussant, *AIB-South Western Annual Conference*, Dallas, March 2005

Reviewer, publication papers for Thunderbird International Business Review, 2003-4

Reviewed conference papers for *AIB-South Western Conference*, March, 2005

Reviewed conference papers for *3rd Asia Academy of Management Conference*, 12-14 December, 2002, Bang Kong

Reviewed conference papers for *Eastern Academy of Management International Conference*, 2003, June, 20-24 June, Porto, Portugal

Program Chair and Reviewer, East *Forum Biannual Conference*, March 2-5, 2001, Human Resource Management in East European Countries, Chemnitz, Germany

Reviewer of Academic Conference Papers (Reviewed three manuscripts in the area of Human Resources Management Strategy), for *The 17<sup>th</sup> Annual Southwest Business Symposium Conference*, University of Central Oklahoma, Edmond, Oklahoma April, 20 & 21, 2000

Program Chair, East Forum Biannual Conference, March 2-5, 1999, *Business Ethics in Central and Eastern and Europe*, Chemnitz, Germany

Panel Discussant, March 28-30, 1999, the Cultural Difference between China and United States", *SAM Advanced Management Conference*, March, 1999, Las Vegas

Regional Conference Coordinator, 1999-2000, *National Association of African American Studies Annual Conference*, Houston, Texas

#### **IV Proposal and Grant**

a) None

b) None

## **V Teaching Activities**

Semester	Prefix	Number	Course Name	Enrol	Format	Syl.
Spring 2012						
	BA	4371-002	International Business	69	1	Y
	BA	4371-003	International Business	72	1	Y
	IMS	6365-501	Cross Cultural Comm.	36	1	Y
	BA	4v84-501	Area Study Turkey (ug) 06		1	Y
	IMS	7v53-501	Area Study Turkey (gr) 21		1	Y
	IMS	6204-011	Global Business	50	4	Y

### **Independent Study**

IMS	6v98-001	Int. Mgt. Internship	Yu-Wen Kao
IMS	6v98-002	Int. Mgt. Internship	Hsin-Yun Chen
MAS	6v04-001	Special Topic	Yu-Wen Kao
MAS	6v04-001	Special Topic	Shu-Ling Yang
MAS	6v04-051	Special Topic	Shu-Long Yang
MAS	8v04-002	Special Topic	Wein-Fan Lai
MAS	8v04-002	Special Topic	Rinesh Jagdish Patel
MAS	8v04-005	Special Topic	Daniel Wim Farris
MAS	8113-015	Special Topic	Natnicha Rattanasook

				<u>Enrol.</u>	<u>Format</u>	<u>Syl</u>
Summer 2012	IMS	6204-011	Global Business	48	4	Y
	IMS	6204-55A	Global Business	13	1	Y

13

### **Independent Study**

BA	4v00-0v6	Special Topics	Musa Ato
BA	4v00-0v6	Special Topics	Brittany Beck
BA	4v00-0v6	Special Topics	Katherine Lopez
IMS	6v98-0v1	Inter. Mgt Internship	Baninder Malik
IMS	6v98-0v1	Inter. Mgt Internship	Golarek Safavi
IMS	6v98-0v1	Inter. Mgt Internship	Kirti Sonel
IMS	6v98-0v1	Inter. Mgt Internship	Jiajian Tao



				<u>Enrol</u>	<u>Format</u>	<u>Syllabus</u>
Fall 2012	IMS	3310-001	International Business	70	1	Y
	IMS	3310-002	International Business	60	1	Y
	IMS	6204-012	Global Business	50	4	Y
	IMS	6365-011	Cross Cultural Comm.	48	4	Y

#### **Independent Study**

IMS	4v81-001	International Mgmt.	Picharn Kanjanakantorn
IMS	4v81-001	International Mgmt.	Joshua Lewis
IMS	4v81-001	International Mgmt.	Monisha Ram Lulla
MAS	6v04-001	Special Topic	Marcin Zarnowski
MAS	6v04-002	Special Topic	Baninder Malik
MAS	8v00-001	Special Topic	Lisa Nielsen

## **VI Learning Assessment Activities**

### **VII Professional service activities for 2012**

#### **a) UTD Administrative duties**

-Appointment by President Daniel to serve as a Member of Advisory Council on International Education (ACIE), UTD since 2010

#### **b) School Committee**

- Serves as member of the Undergraduate Committee  
-Serves

-Serves as Committee Member for recruiting students to the Dongguk University Semester Study Program in Korea

-Appointed to serve as a Director of International Management Programs (Global Business Undergraduate Degree Program (GB-BA) & International Management Studies Graduate Degree Program (MS-IMS), JSOM, University of Texas at Dallas, 2010-Current  
-BS-GB Degree program assessment plan and outcome for AACSB

-MS-IMS Degree program assessment plan outcome for AACSB

-Graduate Program's Directors Committee member

-Undergraduate Program's Directors Committee member

**c) University Committee**

-Appointed by President Daniel to serve as a Member of Advisory Council on International Education (ACIE), UTD,

-Serves as an external doctoral dissertation committee member for EPS, UTD

**d) None**

**e) Special service contribution to program, school or university**

-Advisor to the International Management Society

-Adviser to AISECS students in JSOM

-Advisor to Ethiopian Students Association at UTD

**f) Service contributions external to UTD**

-Reviewer of papers for Thunderbird International Business Review

-Reviewer for Journal of International Business

- Editorial Advisory Board Member, of the *Journal African Development*, Since 2012

-Editorial Advisory of Poznan University Economic Review

- Advisory Board member of Director for the International Council of DFW International Alliance Group, since 2011

### **VIII Special professional recognition**

- Recognized and Featured in D-CEO Magazine, under the title “Thinking Globally: At North Texas universities, there’s more and more interest in studying International business”, September 2012
- Dr. Woldu was a JSOM finalist for the Teaching Award for Curriculum Inclusiveness Excellence at UTD in 2012
- Dr. was also the recipient of Distinguished Teacher Award and Multicultural Education Award in 2011
- The first to receive an Outstanding Online Graduate Course Teaching Award at JSOM in 2002.