

Exhibit B – Administration - Vitae

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VITAE

Personal Information

Business Address: University of Hawai`i - West O`ahu
Office of the Chancellor
91-1001 Farrington Highway
Kapolei, Hawaii 96707

Education

- 1995 **University of Hawai`i, Ed.D.**
Major field of emphasis in Curriculum and Instruction with a cognate field in Educational Administration. Dissertation topic: “Developmental Systems Model & Guidelines for Drug Prevention, Education, Monitoring & Counseling for Intercollegiate Athletics”
- 1983 **University of Hawai`i, M.Ed.**
Major field of emphasis in Curriculum and Instruction
- 1968 **Oregon State University, B.S.**
Major: Animal Science (option in Veterinary Medicine)
Minor: Business Administration
Recipient: National Science Foundation Scholarship
- 1963 **Kamehameha Schools, high school diploma**
(attended grades kindergarten through grade 12)

Professional Experience

- 5/1/13 to present **Chancellor, University of Hawai`i – West O`ahu**
Serve as the Chief Executive Officer, responsible for the overall administration and management of the entire campus. Provide vision and leadership to vice chancellors and executive level managers in areas ranging from academic and student affairs to general administration, human resources, facilities management, and capital improvement projects. Responsible for institutional fundraising, educational marketing, and strategic enrollment management. Serve as the campus liaison officer

to the President of the University of Hawai`i and the President's staff, the Board of Regents, and the State Legislature.

7/1/10 to 4/30/13

Vice President for Student Affairs and University and Community Relations, University of Hawai`i System

Responsible for system wide leadership and coordination for all Student Affairs, Hawaiian Affairs, Legislative Affairs (including county, state and federal legislation), Public/Media Relations and special projects (included is the TMT project on Mauna Kea and the new Palamanui Campus in West Hawaii.

7/11/12 to
1/13/13

Acting/Interim Director of Athletics, University of Hawai`i at Mānoa and Vice President for Student Affairs and University and Community Relations, University of Hawai`i System

Responsible for the overall management of the only Football Bowl Subdivision athletics program in the state at the University of Hawai`i at Mānoa. Provides executive leadership to ensure the mission of the University is strictly adhered to. Duties include managing a budget of more than \$29 million in general operating funds, managing public relations, marketing, fundraising, and promoting personal and academic success in student athletes. Represents the university with collegiate institutions including the Mountain West Conference, Big West Conference, Mountain Pacific Sports Federation, Pacific Coast Collegiate Sailing Conference and the National Collegiate Athletic Association.

(As Vice President, lead the planning and overall effort to get UH Manoa's athletic teams into the Mountain West Conference and the Big West Conference, and served on the search committee to hire the new Football Head Coach.)

8/1/04 to 6/30/10

Chancellor, Hawai`i Community College

Responsible for the overall administration and management of the College's instructional, student services, institutional support, academic support, continuing education and training, and vocational training programs, which include setting broad institutional goals and mission, planning and forecasting course of action, allocating resources, developing policies, setting procedures and the financial soundness of the College's operations. Directs the development, review and update of the campus academic development plan and the development of accreditation self-study reviews. Responsible for institutional fundraising, educational marketing, and strategic enrollment management. Also serves as the College liaison officer to the President, the Board of Regents, and the State Legislature.

9/03 to present

Adjunct Professor (appointed), Te Whare Wananga O Awanuiarangi, Maori University in Whakatane, New Zealand

Lecture on the subject of Mood and Behavior Modification and conduct graduate seminar in "Politics in the Pacific".

- 3/01 to 8/04 **Vice President and Executive Director, Ke Ali`i Pauahi Foundation**
- 12/00 to 2/01 **Acting Executive Director, Ke Ali`i Pauahi Scholarship Fund**
Charged with the responsibility for creating a foundation to develop new and diverse resources to further Kamehameha Schools in its educational goal to serve all people of Hawaiian ancestry. Primarily responsible and accountable for the leadership, operations, and effectiveness of the administration, finance, development, financial aid and scholarship services and post-high counseling programs under the foundation.
- 12/99 to 11/00 **Director of Education Program Expansion, Support and Planning Division, Kamehameha Schools**
Primarily responsible and accountable for the overall planning, design and implementation of activities for the new Kamehameha Schools neighbor island campuses, which include K-12 campuses on Maui and Hawai`i Island and expansion of preschools throughout the State. Oversee a CIP budget of \$250 million for each K-12 campus. These campuses were built on time and within the budget. Duties include, but are not limited to developing partnerships and curriculum for grades K-12 including career and technical education. In addition, responsible for developing pre-college programs with local and mainland colleges and universities, and building strong community support for the Kamehameha Schools neighbor island campuses.
- 7/95 to 11/99 **Vice President and Director of Operations, Kamehameha Schools**
Direct the overall day-to-day operations of the schools. In accordance with trustees' policies and directives, coordinate the development, implementation and maintenance of all academic and non-academic activities of the schools. Responsibly manage and control all resources that flow to and from the schools with particular emphasis on managing budget appropriations and expenditures and the control of personnel authorizations and utilization. Oversee a \$75 million operating budget and faculty/staff of 853.
- 1990 to 1995 **Vice President for University Relations, University of Hawai`i**
System-wide responsibility, including University of Hawai`i at Manoa, with a staff of 30 and budget of \$1.9 million. Direct the university's public information and media relations programs. Oversee the administration of the university's alumni programs, special events (including commencement exercises), and special projects. Responsible for administration of the Uniform Information Practices Act. Oversee development and execution of a strategic plan to favorably position the University in the eyes of its many publics.
- Coordinate development of speeches for presentation by the President and Regents. Serve as the University's principal representative and liaison to the legislature, other state and federal agencies, foundations, and community and business organizations. Directly responsible for designing and implementing lobbying efforts to increase funding levels for the

University system (\$538 million). Serves on the President's crisis management team.

- 1990 **Associate Athletic Director, University of Hawai`i at Mānoa**
(Athletic Department administration reorganized under one Associate Athletic Director)
Serve as deputy to the athletic director and assist in the total operation of the athletic department's personnel, budget and finance, facilities, student affairs, publicity and public relations programs. Assume the duties, responsibilities and authority of the athletic director for the operations and administration of the department and all its programs in the absence of the director. Oversee \$9.5 million budget, 90 full-time staff, 68 casual hire staff and 127 student assistants.
- 1986 to 1990 **Associate Athletic Director of Operations, University of Hawai`i at Mānoa** (one of two Associate Athletic Director positions)
Responsibilities expanded to include leadership over athletic support programs—academic affairs office, training room for student-athletes, equipment room operations, and weight and strength training programs. Secure capital improvements, new positions and general fund support for athletic programs.
- 1984 to 1986 **Assistant Athletic Director for Facilities and Support Services, University of Hawai`i at Mānoa**
Coordinate the operation and maintenance of the entire athletic complex and student recreational needs. Also acted as liaison to the Neal Blaisdell Center city-operated complex consisting of an 8,000-seat sports arena, exhibition hall, and concert hall and the state-operated 50,000-seat Aloha Stadium.
- 1982 to 1986 **Trustee, Office of Hawaiian Affairs (OHA)**
Elected statewide trustee. Responsible for developing educational, social and economic programs for Hawaiians. Served as Chair of the Economic Development Committee and member of the Budget and Finance Committee. Headed OHA's legislative lobbying team during each session. In 1984, elected to serve as Vice-Chair of the Board of Trustees and Chair of the Planning Committee. In 1986, elected Chair of the Board.
- 1978 to 1998 **President and Chief Executive Officer, GRG Enterprises, Inc.**
Leasing and management of real property to marine-related businesses, i.e., commercial fish auctioneers and wholesalers, fish processors, and marine storage.
- 1976 to 1983 **Consultant, Hawai`i State Senate**
Consultant to Senate President Richard Wong on public athletic budgets and Hawaiian affairs.
- 1975 to 1981 **Teacher and Coach, Kamehameha Schools**

Substitute teacher. Swimming and scuba diving instructor, assistant football, track and field, and basketball coach.

1973 to 1982

Substitute Teacher, Department of Education

Substitute teacher for the public schools.

1967 to 1978

Player, National Football League

Detroit Lions and Tampa Bay Buccaneers professional football player.

1/69 to 5/69

Administrative Assistant, Hawai`i State House of Representatives

Administrative Assistant to Representative James Shigemura.

Eun S. Ahn

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EDUCATION

1997-2003 **UNIVERSITY OF ILLINOIS
CHICAGO, ILLINOIS**

Doctor of Philosophy in Business Administration, June 2003. Concentration in Business Economics with an emphasis in Finance.

1990-1993 **UNIVERSITY OF CHICAGO
CHICAGO, ILLINOIS**

Master of Business Administration, June 1993. Concentrations in Finance and International Business with a specialization in Accounting.

1985-1989 **WHEATON COLLEGE
WHEATON, ILLINOIS**

Bachelor of Arts, Economics/Premed, May 1989. Emphasis on economic theory and international business. Cum Laude Graduate.

CORPORATE AND ADMINISTRATIVE WORK EXPERIENCE

2013-present **UNIVERSITY OF HAWAII – WEST OAHU
KAPOLEI, HAWAII**

Associate Vice Chancellor for Academic Affairs. Responsibilities includes the following: UHWO 2015 Hawaii Graduation Initiative goals of increasing student retention and graduation rates; leading campus' assessment and reaccreditation efforts; interpret and prepare academic policies, procedures, requirements, and provide oversight of program reviews; monitor academic programs and make recommendations for changes; assess and analyze internal and external data and draft reports and proposals relating to academic planning and policy; coordinate the search and hiring of new faculty and administrative staff; help to create and oversee international programs, including study abroad; faculty development and related issues; responsible for development of new programs including sustainability initiatives, STEM (Science, Technology, Engineering, and Math) Center, and indigenous studies. Developed and implemented Early College Program with Leeward area high schools and the UHWO Senior Citizen's Visiting Program, helped institutionalized the funding for the Center for Teaching and Learning Excellence, formed international program partnerships with universities in China and Korea.

2006-2007 **TRINITY CHRISTIAN COLLEGE
HEIGHTS, ILLINOIS**

PALOS

Interim Vice President for Finance and Administration. Responsible for financial and business operations as well as infrastructure development and support of the college. Responsibilities included the following: financial analysis, budgeting, and forecasting; investment management; legal affairs; staff contract and salary administration; liaison with the board finance & audit and investment committees; college information management system; construction and renovation projects; debt management; supervision of auxiliary operations managers, controller and business director, director of information technology, director of physical plant operations, director of human resources.

1994-1997 **TONG YANG FUTURES AMERICA**
CHICAGO, ILLINOIS

Trader. Assisted in establishing a commodities futures and options trading operation for a multi-billion dollar Korean corporation. Developed trading models and trading portfolios. Specialized in trading Treasury bonds and foreign currencies. Designed and implemented the back-office system. Responsible for arranging all broker relationships. Implemented company-wide simplified employee pension plan. Instructed trader trainees from major multinational corporations in Korea.

1990-1994 **WALDNER AND COMPANY**
OAKBROOK, ILLINOIS

Research Analyst/Trader. Designed and implemented trading models and strategies for futures, options, cash, and forward markets. Analyzed trading performance and portfolio development. Developed foreign currency risk exposure management models and techniques for multinational corporate clients. Executed trades through spot and futures markets.

1989-1990 **MEDICAL PRODUCTS MARKETING SERVICES**
GLENVIEW, ILLINOIS

Executive Assistant. Prepared support plans for sales activities. Assisted in pricing and preparation of proposals. Communicated with clients on status of projects. Designed data entry procedures. Suggested and implemented methods for improving efficiency and accuracy in data collection.

1988-1989 **CHICAGO RESEARCH AND TRADE SERVICES**
CHICAGO, ILLINOIS

Trader's Assistant. Monitored hedge positions of trades for bond and grain traders. Phone clerk for Treasury bond and soybean trading pits. Responsible for settling out trades for Chicago Research and Trade's mock trading class. Completed Chicago Research and Trade's Options and Futures Introduction and Intermediate classes.

TEACHING EXPERIENCE

2008-2013 **UNIVERSITY OF HAWAII - WEST OAHU**
PEARL CITY, HAWAII

Professor. Teaching introductory and intermediate level courses in Finance. Developed new concentration in Finance for the West Oahu campus. Developed

and delivered distance learning curriculum and courses for inter-island campuses. Utilized Sakai (Laulima), Elluminate, Blackboard eCollaborate, Textbook Publisher's online support sites (Course Smart, CONNECT, myfinancelab, myeconlab) as well as satellite video conferencing to assist in the delivery of distance education. Implemented Risk Management and Insurance Certificate Program.

- 2004-2008 **TRINITY CHRISTIAN COLLEGE** **PALOS HEIGHTS, ILLINOIS**
Associate Professor. Taught introductory and intermediate level courses in Economics and Finance. Designed and proposed a new course in free enterprise/service learning. Helped establish an exchange student relationship with Taeshin Christian University in South Korea. Advised and counseled students on academic, personal, and professional matters. Helped students obtain internships and full-time jobs.
- 2000-2008 **NATIONAL-LOUIS UNIVERSITY (MBA PROGRAM)**
WHEATON, ILLINOIS
Adjunct Faculty. Taught graduate level courses in Financial Markets, Financial Management, Managerial Economics, Macroeconomics, and Managerial Accounting. Online discussion forum (WebCT) was emphasized in the delivery of all MBA related coursework.
- Fall 2007 **ILLINOIS INSTITUTE OF TECHNOLOGY**
CHICAGO, ILLINOIS
Adjunct Faculty. International Finance and Options & Futures courses for the Stuart School of Business.
- Summer 2004 **HAWAII PACIFIC UNIVERSITY**
HONOLULU, HAWAII
Adjunct Faculty. Managerial Economics.
- 2001-2004 **WHEATON COLLEGE**
WHEATON, ILLINOIS
Visiting Assistant Professor. Econometrics, Intermediate Microeconomics, Money and Banking, Principles of Accounting, Consumer Finance, Principles of Macroeconomics, and Principles of Microeconomics. Supervised business students' internships, designed a new finance course, and assisted in the proposal of a new business/leadership minor.
- 1996-2001 **COLLEGE OF DUPAGE** **GLEN ELLYN, ILLINOIS**
Assistant Professor. Principles of Finance, International Business, International Finance, International Management, Principles of Management, Purchasing, Human Resource Management, Supervision, Principles of Marketing, Introduction to Business, Financial Accounting, Accounting Procedures. Developed the International Finance course curriculum as well as International Finance modules. Restructured and redesigned the International Business Simulation course and all International Business related certificates. Supervised business students' co-op programs.

1999-2000 **MACCORMAC COLLEGE**
CHICAGO, ILLINOIS

Associate Professor/Chair. Taught undergraduate courses in Accounting, Economics, International Business, Management and Statistics. Hired, scheduled, and evaluated faculty. Developed new program in Computer Information Systems and assisted in the quarter-to-semester conversion process.

1997-1999 **UNIVERSITY OF ILLINOIS**
CHICAGO, ILLINOIS

Visiting Lecturer. Consumer Economics, Principles of Macroeconomics, Principles of Microeconomics, Intermediate Microeconomics, Managerial Communications.

1998-1999 **DEPAUL UNIVERSITY**
CHICAGO, ILLINOIS

Adjunct Faculty. Principles of Accounting.

PUBLICATION/RESEARCH/PRESENTATION

“The Impact of Housing Crisis on Performance of Commercial Banks.” 17th Annual Asian Real Estate International Conference. Kyoto, Japan. June 2013.

“The Impact of Housing Crisis on Performance of Commercial Banks” (with Jin Man Lee and Jin Wook Choi), Working Paper.

“Performance of Nonlinearity Tests on Nonlinear Asymmetric Time Series” (with Jin Man Lee), *The Journal of Economic Asymmetries*, Vol. 9, No. 2, 11-44. December 2012.

“Understanding Financial Systems and Institutions.” Seminar for Ph.D. students in Business. Kazakh Economic University. Almaty, Kazakhstan. September 2012.

“Understanding the Recent Financial Crisis.” Seminar for International Business Students. Kazakh-American Free University. Ust-Kamenogorsk, Kazakhstan. March 2011.

“Importance of Higher Education.” International Conference Commemorating the 20th Anniversary of Kazakhstan Independence. Ust-Kamenogorsk, Kazakhstan. March 2011.

“How to Use Laulima with Your Online and In-Person Classes.” Laulima Showcase Workshop. University of Hawaii – West Oahu. Pearl City, Oahu. October 2010.

“Transmission of Returns between the U.S. Stock Market and Four Other Major International Stock Market Indexes” (with Frank Kudo), *Journal of Economics and International Finance*, Vol. 3, No. 7, 468-474. July 2011.

“Asymmetric Threshold Linkages of Inter-Sector Activity in International Equity Markets” (with Jin Man Lee), *International Journal of Economics and Finance*, Vol. 3, No. 2, 52-64. May 2011.

“An International Study of Transmission of Returns on Various Stock Market Indexes.” 74th Annual Midwest Economic Association Conference. Evanston, Illinois. March 2010.

“Analysis of Recent Real Estate Foreclosures in the Chicago Market - Focusing on the Korean Community in Cook County.” Chicago, Illinois. June 2009.

“An Empirical Investigation Questioning the Benefits from International Diversification in Stock Indexes.” Brown Bag Luncheon Series. University of Hawaii – West Oahu. Pearl City, Oahu. April 2009.

“An International Study of Inter-Sector Dependencies on Stock Market Indexes – A Nonlinear Approach.” 38th Annual Illinois Economic Association Conference. Chicago, Illinois. October 2008.

“Derivative Products I & II.” Seminar for Financial Service Brokers and Financial Instrument Traders. New York Institute of Finance. Chicago, Illinois. May 2008.

“Monetary Policy and the Federal Reserve System.” 21st Century Seminar. Yanbian University of Science and Technology. Yanji, China. May 2007.

“Volatility Relationship between Stock Performance and Real Output” (with Jin Man Lee), *Applied Financial Economics*, 16, 777-784. July 2006.

“Economic, Social, and Biblical Perspective on Illegal Immigrant Children.” National Christian Multicultural Student Leaders Conference. Wheaton, Illinois. November 2005.

“International Evidence of the Relationship between Stock Returns and Real Activity: A Bivariate Vector Autoregressive and Bivariate Generalized Autoregressive Conditional Heteroskedastic Approach,” Ph.D. dissertation at University of Illinois - Chicago.

“Accounting for Financial Derivatives.” Back Office Seminar. Morgan Stanley Dean Witter Institutional Futures School. Chicago, Illinois. May 1997.

“Socialism versus Capitalism.” Seminar for Chinese English Teachers. Henan University. Zhong Zhou, China. July 1991.

ACADEMIC/CAMPUS SERVICE

Team Leader, Hawaii Graduation Initiative, University of Hawaii – West Oahu (2012-present).

Chair, WASC EER Steering Committee, University of Hawaii – West Oahu (2013-present).

Reviewer, *Christian Business Review* (2013-present).

Member, Executive 360 Performance Assessment Committee, University of Hawaii System (Spring 2014).

University of Hawaii Professional Assembly Faculty Representative (2010-2013).

Workgroup Leader, STEM (Science, Technology, Engineering, and Math) Center Project (2012-2013).

Search Committee Member, Director of Assessment, University of Hawaii – West Oahu (Spring 2014).

Member, Executive and Managerial Compensation Review Committee, University of Hawaii System (Fall 2013).

Search Committee Member, Director of Communications, University of Hawaii – West Oahu (Fall 2013).

Search Committee Member, Media Design and Production Specialist, University of Hawaii – West Oahu (Fall 2013).

Search Committee Member, Institutional Analyst, University of Hawaii – West Oahu (Summer 2013).

Discussant, Asian Real Estate International Conference – Kyoto (2013).

Coordinator, Risk Management and Insurance Program, University of Hawaii – West Oahu (2012-2013).

Budget and Resource Committee Member, University of Hawaii – West Oahu (2012-2013).

Chair, Distinguished Visiting Scholar Committee, University of Hawaii – West Oahu (2012-2013).

Chair, Library Director Search Committee, University of Hawaii – West Oahu (Spring 2013).

Chair, Director of Strategic Initiatives Search Committee, University of Hawaii – West Oahu (Spring 2013).

Chair, Administrative Assistance Search Committee, University of Hawaii – West Oahu (Spring 2013).

Chair, Risk Management & Insurance Search Committee, University of Hawaii – West Oahu (Spring 2013).

Chair, Division Personnel Review Committee, Business, University of Hawaii – West Oahu (Fall 2012).

Chair, Tenure and Promotion Review Committee, Business, University of Hawaii – West Oahu (Spring 2012).

Panel Moderator, Business Ethics Today Conference, Union League – Philadelphia (2012)

Faculty Personal Committee Member, Education, University of Hawaii – West Oahu (Fall 2012).

Division Personal Committee Member, Social Sciences, University of Hawaii – West Oahu (Fall 2012).

Distance Education Standing Committee Member, University of Hawaii – West Oahu (2009-2011).

Advisory Team Member, University of Hawaii – West Oahu Risk Management and Insurance Program (2009-2011).

Faculty Advisor, University of Hawaii – West Oahu Students in Free Enterprise Club (2009-2011).

Representative, Faculty Senate, University of Hawaii – West Oahu (2008-2011).

Chair, Curriculum Committee, University of Hawaii – West Oahu (2008-2011).

Faculty Advisor, University of Hawaii – West Oahu Investment Club (2008-2011).
Faculty Advisor, University of Hawaii – West Oahu Business Club (2010-2011).
Chair, Accounting Search Committee, University of Hawaii – West Oahu (2010-2011).
Chair, Economics Search Committee, University of Hawaii – West Oahu (2010-2011).
Panel Moderator, 2011 Hawaii Economic Association Annual Conference – Hawaii Aging: Financial Matters (2011)
Discussant, 75th Annual Midwest Economic Association Conference – Applied Microeconomics (2011)
Panel Moderator, Business Ethics Today Conference, Union League – Philadelphia (2010)
Session Chair, 74th Annual Midwest Economic Association Conference – Game Theory (2010).
Discussant, Forum on Distance Education, University of Hawaii – West Oahu (2009).
Textbook Reviewer for McGraw-Hill’s Principles of Microeconomics text (2009).
Search Committee Member, Professional Studies, University of Hawaii – West Oahu (2009).
Faculty Advisor, Trinity Christian College Investment Club (2004-2008).
Admissions Committee Member, Trinity Christian College (2006-2008).
Chair, Trinity Business Network Committee, Trinity Christian College (2007-2008).
Member, Trinity Business Network Advisory Board, Trinity Christian College (2007-2008).
Recruiting Strategic Plan Task Force Member, Trinity Christian College (2005-2007).
Service Learning Task Force Member, Trinity Christian College (2005-2007).
Consultant for the Student Exchange and ESL program with Korea, Trinity Christian College (2006-2007).
Chair, Ethnic Diversity Committee, Trinity Christian College (2004-2006).
Referee/Reviewer, *Christian Scholar’s Review* (2004-2006).
Faculty/Mentor, First Year Experience Orientation Week, Trinity Christian College (2005 and 2006).
Lecturer, Associated Colleges of Illinois College Readiness Program (2005 and 2006).
Faculty Advisor, Trinity Christian College Asian American Alliance (2004-2005).
Coach/Advisor, Wheaton College Tae Kwon Do Club (1986-1997, 2001-2004).
Faculty Advisor, Wheaton College Investment Club (2003-2004).
Faculty Advisor, Wheaton College Korean Speaking Table Club (2003-2004).
Breakaway Mission Trip Leader to New Orleans, Wheaton College Office of Christian Outreach (2004).
Devotional Speaker, Wheaton College Men’s Basketball Team (2004).
Faculty Advisor, Wheaton College Student Christian Outreach Organizations (2002–2003).
Breakaway Mission Trip Leader to London, Wheaton College Office of Christian Outreach (2003).
Moderator, Debate on Christianity and Wealth between R. Sider and J. Schneider (2003).
Virtual Advisory Board Member, College of DuPage (2001-2002).
Faculty Advisor, BASIC (Brothers and Sisters in Christ) Club at College of DuPage (1997-2001).
Member, President Search Committee, MacCormac College (Spring 2000).

LINDA M. RANDALL

EDUCATION

Ph.D.	University of Massachusetts at Amherst (Dissertation: Determinants of Joint Venture Success in Russia)	1994
M.B.A.	Harvard Graduate School of Business Administration	1982
B.A.	Swarthmore College (Majored in Economics and Political Science)	1978
Fellowship	Kennan Institute -Woodrow Wilson International Center for Scholars (1996-1997)	

FACULTY/TEACHING

Associate Professor

2008-present

Business Division

University of Hawai'i-West O'ahu

Teach: Strategic Planning, Managing Change in Organizations, Introduction to Business and Organization Behavior and Globalization, Leadership and Senior Practicum/Senior Projects.

Associate Professor

2004-2008

University of Baltimore, Merrick School of Business

Taught: MGMT 465: International Management

Associate Professor

2002-2004

Johns Hopkins University, School of Professional Studies in Business and Education

Taught the following courses: Emerging Markets: Developing and Transitional Economies; Thesis/Research Methods; and Directed Field Work seminar.

Associate Professor

1999-2002 and

Assistant Professor

1993-1999

University of Rhode Island, College of Business Administration

Taught courses at the undergraduate, masters and doctoral level. Undergraduate: International Business, Strategic Management, International Business Theory (honors seminar), Organizational Theory and Management. Masters: International Business, E-Business Strategy (online course using Webct) and Strategic Management Doctoral seminar: International Business Theory.

PUBLICATIONS

REFEREED BOOK, CHAPTERS, AND ARTICLES

Randall, L. (forthcoming). Transforming a University: A Study of Process Leadership. Academy of Educational Leadership.

Jaya, P., Randall & Olinsky. (2010). Identity and Communication Style: The Case of the Asian Indian Worker. *Insights to a Changing World*, issue 1.

Randall, L. & Coakley, C. (2007). Applying adaptive leadership to successful change initiatives in academia. *Leadership and Organization Development Journal*, 28,4: 325-335.

Randall, L. & Jaya, P. (2006). Using grounded theory to unravel complex and context-rich business environment: A study of the Russian manager and business environment. *Journal of East West Business*, vol.12, issue 2/3: 7-37.

Chapman, S. & Randall, L. (2006, November). Adaptive leadership and transformative learning: A case study of leading part-time faculty. In Wergin, J. F. (Ed.), *Leadership in Place*. Bolton, MA: Anker Publishing.

Coakley, L. & Randall, L. (2006) Orchestrating change at the departmental level: Applying the process of adaptive leadership. *Academic Leadership*, vol. 4, issue 2. (www.academicleadership.org)

Randall, L. (2001). *Reluctant capitalists: Russia's journey through market transition*. New York: Routledge Press.

Randall, L. (2000). An institutional theory approach to understanding Former Soviet managers' joint venture expectations. *International Journal of Management*, 17 (2), 247-256.

Coakley, L., Graves, W., & Randall, L. (1998). Leadership behavior in Russian defense organizations: The role of context and culture. In T. Scandura & M. Serapio (Eds.), *Research in*

International Business and International Relations, vol. 7, (pp. 67-80). Stamford, Connecticut: JAI Press, Inc.

Randall, L., & Coakley, L. (1998). Building successful partnerships in Russia and Belarus: The impact of culture on strategy. *Business Horizons*, March/April, 15-22.

Coakley, L., Graves, W., & Randall, L. (1997). Transition to a market economy or preservation of a socialist base?: Defense conversion in Russia and Belarus. *Journal of East-West Business*, 3 (4), 87-106.

Coakley, L., Graves, W., & Randall, L. (1997). The pivotal role of the state in Russian defense conversion: A management perspective. *Kennan Institute Occasional Paper Series*, 267, 1-20.

Randall, L., & Coakley, L. (1996). Defense conversion in the Former Soviet Union: The influence of culture on the strategic management process. In J. Sedaitis (Ed.), *Commercializing High Technology: East and West*, (pp.167-180). Lanham, Maryland: Rowman and Littlefield.

REFEREED CONFERENCE PROCEEDINGS

Randall, L. (2010). Meeting Constituent Needs by Changing Mission and Structure of Higher Education Institutions. *Allied Academies International Internet Conference Proceedings*, volume 13: 48-52.

Randall, L. & Jaya, P. (2005). Educating the Russian manager for the Global Economy.” In *International Eastern Academy of Management Conference Proceedings*.

Jaya, P. & Randall, L. (2004). Diaspora, Globalization and Identity: In between worlds? In *SCOS (Standing Conference on Organizational Symbolism) Conference Proceedings*.

Jaya, P. & Randall, L. (2003). Globalization and the Individual: Identity-Communication Relationship. In *International Eastern Academy of Management Conference Proceedings*.

Pashtenko, V. & Randall, L. (1999, September). Firm-level tactics for dealing with government influence in post-planning economies: An international joint venture brief. In *Academy of International Business Western Regional Conference Proceedings*.

Pashtenko, V. & Randall, L. (1999, March). Government Suasion and the international joint venture: The case for a firm-level perspective. In *Northeast Decision Sciences Annual Meeting Proceedings*.

Coakley, L., Graves, W., & Randall, L. (1996, August). Newly emerging conditions on effective leadership in Russian defense enterprises. In the *Proceedings of International Association of Management*.

Randall, L., & Coakley, L. (1995, May). Defense conversion in the Former Soviet Union: Culture and the strategic management process. In the Proceedings of the Center for International Security and Arms and Control, Stanford University.

Randall, L., Robinson, A., & Tolstaya, A. (1994, August). Continuous improvement: Lessons from the life and death of the Soviet rationalization proposal system: 1931-1992. In the Proceedings of the Academy of Management. Received the John F. Mee Best Paper Award.

Mzamo, M., & Randall, L. (1991, June). Environmental turbulence and strategic preference: The perceptions of North American and South African corporate executives. Proceedings of the International Eastern Academy of Management.

Randall, L. (1991, May). Transaction costs, strategy, or personal satisfaction for Goslow Corporation: Teaching the relationship between efficiency and bankruptcy through the "eyes" of illustrious theorists. In the Proceedings of the Eastern Academy of Management.

REFEREED PRESENTATIONS

Randall, L., Hradsky, R. & Thomas, A. (2006, October). Now that's diversity: Bringing freshmen to the mix. Presented at the Coalition of Urban Metropolitan Universities, Florida.

Coakley, L. & Randall, L. (2006, February). Initiating change at the departmental level. Presented at the Academic Chairpersons Conference, Florida.

Randall, L., Mills, & Cornelia (2005, December). Responding to constituent needs and shifting demographics. Annual Middle States Commission Conference, Baltimore, Maryland.

Randall, L. (2002, May). Developing business education relevant to Russia's transition market. Conference sponsored by the Ministry of Education of Russia and Department of State, Saratov, Russia.

Randall, L., Coakley, L., & Graves, W. (2001, August). Understanding strategic decision making by Russian managers. Presented at the Academy of Management, Washington, D.C.

Jaya, P., Dugal, S., & Randall, L. (1999, July). Cross-cultural encounters: The negotiation of identities in multinational corporations. First International Conference on Critical Management Studies, London, England.

Randall, L. (1997, August). Joint venturing implications in multiple institutional environments: A study of joint venture activities in Russia. Presented at the Academy of Management, Boston, MA.

Randall, L. (1997, March). Russian defense conversion: A study of managerial strategy and enterprise structure. Presented at the Woodrow Wilson Center/Kennan Institute, Washington, DC.

Randall, L. (1997, March). The impact of institutions on Russian Managers' market decisions. Presented at Rutgers University Spring Lecture Series, Newark, NJ.

Randall, L. (1993, August). The discovery of ethnography through joint venture research in Russia. Presented at the Academy of Management, Dallas, Texas.

Randall, L. (1993, May). Two case studies of organizational response to the changing Russian economic environment. Presented at the Eastern Academy of Management, Albany, New York.

Randall, L. (1992, November). Differences in perceived environmental turbulence and strategic preferences between Russians and Americans. Presented at the Academy of International Business, Brussels, Belgium.

SUBMISSIONS & WORKS IN PROGRESS

Randall, L. & Coakley, L. Applying adaptive leadership to successful change initiatives in Academia. Submitted to Leadership in Organization Development Journal.

Administrative Positions

Vice Chancellor for Academic Affairs
2008-2010
University of Hawaii-West Oahu
Led and facilitated the academic programs and faculty activities at UHWO.

Associate Provost
2004-2008
University of Baltimore
Led a campus-wide initiative to transform the University from upper division and graduate institution to a four-year institution. Oversaw the development of a first and second year program including curriculum, academic policies, infrastructure, faculty development, student affairs and recruitment.

Chair and Program Director
2002-2004
Management Department and Director of the Organization Development and Strategic Human Resources Program
Johns Hopkins University, School of Professional Studies in Business and Education, Graduate Division of Business and Management
Led a department with responsibility for budget, staff and recruitment of students for ODSHR program.

Associate Director of Institute of International Business
1998-2002

Assistant Director of Institute of International Business
1993-1998

University of Rhode Island, College of Business Administration, Kingston, Rhode Island.
Responsible for seeking funding opportunities and developing programs to internationalize the curriculum. (sabbatical year 2000-2001)

Chair of Management Department
1999-2000

University of Rhode Island, College of Business Administration
Led a department of 12 full-time faculty, including disciplines in Organizational Behavior, Human Resource Management, International Management, Strategic Management, and Business Law.

OTHER POSITIONS

Senior Portfolio Analyst

1985-1988

Teachers Insurance and Annuity Association, New York, New York
Analyzed financial and strategic potential of companies, conducted and directed due diligence visits, negotiated investment agreements, and made investment recommendations to the Board of Directors. (Investments ranged from \$5-75 million).

Assistant Treasurer

1982-1985

Bankers Trust Company, New York, New York
Structured and placed financial transactions with institutional investors ranging from \$8-50 million. Analyzed business plans and prospectuses for Venture Capital Group and potential merger candidates for bank clients.

Leadership Development (Nominated programs)

Summer Institute for Women in Higher Education Administration 2004

Johns Hopkins University Leadership Development Program 2004

President's Women in Leadership Seminar (JHU) 2003