

**Academic Background**

Ph.D. International Technology Transfer/Industrial Engineering & Management, University of Twente, Enschede, The Netherlands, 2000

M.Sc. Industrial Engineering and Management, University of Twente, Enschede, The Netherlands, 1995

- \* The University of Twente Business Administration program is EPAS certified, this is program level EQUIS accreditation which is the European equivalent to AACSB. Furthermore, it is among the top 1% of universities in the world as demonstrated in the following rankings: QS World University ranking (186<sup>th</sup> in 2020), QS Stars (5 stars in 2017), Times Higher Education (184<sup>th</sup> in 2019), CWTS Leiden (376<sup>th</sup> in 2018), and Shanghai Ranking/ARWU (301-400 in 2017).

**Current memberships of academic organizations**

Portland International Center for Management of Engineering and Technology (PICMET)

International Association of Management of Technology (IAMOT)

**ACADEMIC APPOINTMENTS**

2015-current	Professor of Management, International Business, Hawaii Pacific University
2018-2022	Associate Dean, College of Business (COB), Hawaii Pacific University (HPU)
2017-2018	AACSB Accreditation Coordinator, HPU (COB)
2015-2019	MBA Program Chair, HPU (COB)
2010-2015	Professor of Management, Eastern Washington University (EWU)
2007-2013	Researcher-I, Knowledge intensive entrepreneurship, strategic market oriented and International management group (NIKOS), University of Twente (UT), The Netherlands
2006-2010	Department Chair, Department of Management, College of Business and Public Administration, EWU
2006-2010	Associate Professor of Management, EWU
2006-2007	Researcher-II, NIKOS, UT, The Netherlands
2002-2006	Assistant Professor of Management, EWU
2005-2006	Researcher-III, Technology and Development Group (TDG), UT, The Netherlands
2000-2002	Post-doc on university-industry technology transfer, North Carolina State University (NSF Science and Technology Center for Environmentally Responsible Solvents and Processes)
2000	Post-doc on international manufacturing, TDG, UT, The Netherlands.
1996-2000	PhD researcher, TDG, UT, The Netherlands.

## **A. LEADERSHIP**

### **A.1 ACADEMIC ADMINISTRATIVE LEADERSHIP APPOINTMENTS**

#### **Associate Dean, College of Business, Hawaii Pacific University (2018-2022)**

- Leading in a student-centered educational environment:
  - Manage all internal aspects of College of Business (budget of \$10 million and 50 full- and part-time faculty) such as leading the COB through the COVID-19 crisis, create agenda and lead COB meetings, managing daily operations (dealing with student and faculty issues, petitions to graduate, course substitutions, etc.), and reporting to the Provost.
  - Lead COB towards initial AACSB accreditation, write AACSB progress reports, communicate with mentor, organize mentor visits, improve qualified faculty by 100%
  - Developed key performance indicators for implementation of strategic plan, set-up database for progress monitoring by semester and publicly display progress.
  - Conduct graduate market analysis, analyze trends for future of graduate education, market segmentation leading to the redesign of three graduate programs that resulted in improvements for students (20% program time reduction and 30% cost reduction) and for the MBA 2019-2020 cohorts 96% retention and 89% on-time graduation
  - Design and use surveys for MBA students on student satisfaction, perceived learning, perceived value, career goals etc.
  - Stabilize declining enrollment and improved accuracy of student enrollment tracking, contracted outside party to improve student recruitment
  - Took control of scheduling, use forecasting techniques to create student-oriented course schedules for different student segments. Use equitable scheduling while incorporating faculty preferences and time for scholarship. Optimize classroom use. Resulting in 27.5% faculty productivity increases.
- Building a team-oriented and engaging environment
  - Supervise staff, advise and mentor faculty on scholarship and career (promotion and contract renewal), unite and engage faculty through transparency, inclusion and appreciation, promote COB faculty achievements across the university
  - Create COB Leadership Council consisting of faculty, and set-up the structure, goals, tasks and management of COB committees based on faculty interests and strengths.
  - Lead faculty to collaboratively assess programs and to improve and create consistency of academic rigor across 3 graduate programs, 8 undergraduate concentrations, 8 minors and 1 certificate. Established faculty-approved course topical outlines to improve teaching.
  - Lead faculty through change from a professional advising model to a mixed-model with faculty advisors. Collaborate with faculty to create advising structure with lead-advisors, design communication flows, organize advisor training, and equitably assign students to faculty advisors.
  - Initiated and got faculty sent to pedagogy training in-line with teaching mission
  - Recruitment of diverse faculty
  - Initiate and improve faculty retention, mentoring, and improving working conditions
  - Simplify and reduce faculty standards by 70%
- Fostering collaboration with the broader environment
  - Created dedicated internship coordinator position to expand internship opportunities
  - Improve community engagement leading to contract with Spain-based Telanto for projects in the classroom.

- Initiated and worked on creating a center for project-based learning.
- Initiated and worked on a program with an outside business accelerator to help HPU students with creating their own business
- Invite companies to introduce themselves to COB faculty at COB meetings
- Work with local companies, not-for-profit organizations, government entities leading to guest speakers, class projects and job opportunities for students
- Initiated and established Seminar Series course for structured engagement with the local community and to get students in touch with companies
- Represent COB at outside events such as Pacific Business News Awards, Skai International Hawaii scholarship dinner, information nights graduate programs, opening of the Entrepreneurs Sandbox, etc.

**AACSB accreditation coordinator, COB, HPU (2017-2018)**

- Leading in a student-centered educational environment:
  - Analysis of current situation and determine strategic direction and priorities for AACSB initial self-evaluation report
  - Initiated and got all faculty a copy of the book *How learning works* by Ambrose et al. and organized brown-bag sessions to discuss the book and improve teaching
- Building a team-oriented and engaging environment
  - Created COB accreditation committee
  - Set-up system for tracking faculty qualifications and organized brown-bag series to discuss requirements
  - Organized and gave presentations to educate faculty on AACSB standards

**MBA Program Chair, COB, HPU (2015-2019)**

- Leading in a student-centered educational environment:
  - Lead MBA taskforce (create agenda, manage and conduct meetings) and graduate office staff
  - Initiate and lead change in MBA to include a course on strategic management
  - Initiated and accomplished HPU acceptance in Harvard Business School-led Microeconomics of Competitiveness network, create new course, got faculty sent to annual workshop including training on case teaching
  - Lead MBA program through implementation of strategic plan
- Building a team-oriented and engaging environment
  - Educated and led 20+ graduate faculty through establishment of assessment culture, designed and set-up assessment system, including closing of the loop, leading to new courses, new program learning objectives and detailed curriculum map.
  - Lead collaborative assessment process and subsequent curriculum changes such as new orientation course, new curriculum map, common textbooks adopted across entire program.
  - Lead MBA faculty through creation of topical outlines to take control of the quality of the curriculum.
  - Initiate and lead change in MBA curriculum for two book-end courses, i.e., an orientation course and a final course to get students ready for after the MBA
- Fostering collaboration with the broader environment
  - Co-author interdisciplinary NEH grant proposal for teaching several sustainability courses across HPU's College of Liberal Arts, College of Natural and Computational Sciences, and College of Business

- Initiate contacts with different types of organizations such as businesses, not-for-profit organizations, and government entities leading to classroom projects and guest-speakers

**Department Chair, Department of Management, College of Business and Public Administration, Eastern Washington University (2006-2010)**

- Leading in a student-centered educational environment:
  - Lead the department through AACSB maintenance of accreditation (17 full-time faculty and up to eight adjunct instructors and a budget of roughly \$2 million)
  - Set-up department performance metrics based on Delaware study and streamlined scheduling, while incorporating faculty preferences, to increase efficiency
  - Overhaul of undergraduate core courses in Finance, Marketing and Operations according to Roadmap to Redesign (R2R, based on National Center for Academic Transformation) to increase teaching effectiveness while reducing cost by 33%
  - Lead program assessment and curriculum reform (from six to four majors, and formulating new learning objectives for each major along Bloom’s taxonomy)
  - Designed and established course for student mentors
  - Initiated and accomplished adoption of Business Critical Thinking Skills Test (BCTST) and California Critical Thinking Disposition Inventory (CCTDI) for the MBA to work on and assess critical thinking
- Building a team-oriented and engaging environment
  - Create agenda and lead transparent and collaborative department meetings
  - Lead collaborative department strategic planning process and write department strategic plan
  - Manage faculty resources through recruitment, tenure and promotion, annual workloads, performance evaluation. Engage with staff and students. Re-engage disengaged faculty.
  - Lead faculty through controversial change to adopt higher research requirements
  - Initiated streamlined college committee structure and committee membership leading to improved effectiveness and morale
  - Initiated and accomplished peer-evaluation system for teaching performance of faculty
- Fostering collaboration with the broader environment
  - Initiated and accomplished two department courses as general education courses and manage through the different university committees and working with chairs
  - Work with chairs across EWU for curriculum and program-related issues
  - With EWU Computer Science department created new Masters-level interdisciplinary degree aimed at Computer Science students who want to start their own business
  - Initial work with EWU Engineering department on creating MS in Engineering Management
  - Networked with local companies and organizations such as the Manufacturing Roundtable, Inland Northwest Aerospace Consortium, SIRTI (incubator)
  - See also sections D.2 and D.3 for community engagement as faculty member

## **A.2 SELECTED UNIVERSITY LEADERSHIP**

### **Curriculum**

#### University

Graduate Curriculum Committee HPU 2015-2019, 2023-2024  
 General Education Curriculum Committee EWU 2010-2011

## College

Curriculum committee, HPU, 2018-current (chair one year)

MBA taskforce, HPU, 2015-2018 (chair)

Undergraduate Business Program Curriculum Committee EWU, 2003-2007; 2011-2014  
(chair for four of those years)

MBA Curriculum Committee, EWU, 2004-2006; 2013-2015 (chair one year)

Undergraduate Programs Committee, EWU-CBPA, 2006-2010

## Accreditation and assessment

HPU Academic Program Review Committee 2020-2022

College of Business Assurance of Learning Committee, HPU, 2020-2022 (chair)

College of Business Accreditation (Steering) Committee, 2017-2019 (initiated and chaired)

AACSB Accreditation Committee, EWU, 2006-2007 and 2011-2012

Assessment Committee, EWU-CBPA, 2006-2010

Assessment coordinator MGMT 3300 International Business, HPU, 2015-2018

Assessment coordinator Operations Management concentration, EWU 2012-2015

## Faculty review and search committees

### University

Faculty Promotion and Review Committee (FPRC), HPU, 2016-2018

Teaching and Learning Center Director search committee, EWU, 2007-2009 (chair)

### College

COB FPRC, HPU, 2015-2016, 2017-2018 and 2022-current (chair three of those years)

E. Claire Daniels Distinguished Professor in Accounting search committee, 2008-2009

### Department

Management Department FPRC, HPU, 2015-2017 (chair)

Management Department Personnel Committee, EWU, 2010-2015 (chair for three years)

International Business Faculty search committee, HPU, 2015-2016

Distinguished Professor in Entrepreneurship search committee, EWU, 2007-2008

## Other

HPU Faculty Advising Taskforce 2020-2022

HPU Petition to Graduate Committee 2020-2022

HPU Student Conduct Hearing Board 2020-2023

College Leadership Team member: EWU 2006-2010 and HPU 2015-2022

SIRTI Board of Directors (high-technology business incubator), 2005-2011

Treasurer and member of the Executive Committee of EWU's Faculty Organization, 2011-2012.

Alternate Department Senator, EWU Faculty Organization, 2011-2015.

Board of Governors Teaching and Learning Center, EWU, 2006-2009 (chair two of those years.)

Initiate and coordinate HPU COB Brown-bag series on teaching, 2018-2019.

Diversity Committee, EWU-CBPA, 2002-2003.

Led small taskforce that revised the Department of Management student evaluation form 2003-2004. Adopted for 5 years until EWU went to the IDEA form for all faculty.

## A.3 OTHER ACADEMIC LEADERSHIP

### Editor in Chief

Journal of Manufacturing Technology Management, 2014-current

- Strategic positioning of the journal by analyzing the market and identify segments, develop long-term vision, set-up editorial board aligned with vision, create engaged

board (used by the publisher as an example for other journals) to achieve the vision, create board-organized special issues, track performance metrics, regular sharing of performance with the board, hire assistant editor and associate editors, leading to:

- 344% submission growth since 2014
- Accepted into Emerging Sources Citation index (2017)
- Accepted into Science Citation Index and Social Science Citation Index (2018)
- 346% growth in impact factor from 2018-2023. The most recent is 7.6 which brings it near the top of the field and comparable to a much longer and established journal such as the Journal of Operations Management (7.8).

International Journal of Information and Operations Management Education, 2014-2022

- Work on strategic positioning of journal, editorial board composition, promotion, reinvigorated the journal in 2021.

#### **Associate Editor**

International Journal of Information and Operations Management Education, 2022-current

#### **Editorial board**

IEEE Transactions on Engineering Management, 2018-current

International Journal of Innovation and Technology Management, 2016-current

Journal of Manufacturing Technology Management, 2007-2014

International Journal of Information and Operations Management Education, 2011-2014

#### **Guest editor**

International Journal of Information and Operations Management Education, Special issue on PhD supervision, 2011-2012

International Journal of Manufacturing Technology Management, Special issue on International Manufacturing, 2005-2006

#### **Boards**

PICMET Executive Committee, 2016- current

Board of Directors International Association of Management of Technology, 2014-current

Treasurer and Executive Board member International Association of Management of Technology, 2012-2017

#### **Conference organizing**

PICMET Local Organizing Committee, 2016 & 2018

23<sup>rd</sup> International Association for Management of Technology Conference, Washington D.C., 2013 (program co-chair)

#### **Other**

Publication Committee International Association of Management of Technology, 2010-2015 (chair 3 of those years, responsible for best paper/book award)

Meetings & Education Team EurOMA, 2005-2008

Committee on Junior Faculty Initiative POMS, 2005-2006

Initiated and organized a seminar on technology transfer at the University of Twente, the Netherlands, 2000.

## **B. RESEARCH**

### **B.1 Keynote Speaker/Panelist**

- Keynote speaker ‘The business of additive manufacturing, 3D printing and the 4th industrial revolution’, *6th Conference on Production Systems and Logistics*, July 9-12, 2024, Honolulu, USA (forthcoming)
- Invited speaker ‘Competition in additive manufacturing’, 2nd International Forum on 3D Printing and Additive Manufacturing, November 14-16, 2022, Valencia, Spain
- Renowned speaker ‘Additive manufacturing and the environment’, *7<sup>th</sup> European Congress on 3D Printing and Additive Manufacturing*, Nov. 7-8, Paris, France
- Helped informal planning and chaired a panel in a *Meeting of Experts* that was organized for the United States Department of State by the National Academies of Sciences, Engineering, and Medicine (NASEM) on the topic of *The Global Commercial Aviation Supply Chain*, November 19&20, 2020.
- ‘Lessons from global 2020 crisis’, panelist at the *29<sup>th</sup> International Association of Management of Technology Conference*, September 13-17 2020, Cairo, Egypt.
- ‘Research centers technology transfer’, panelist at the *22<sup>nd</sup> International Association of Management of Technology Conference*, April 14-18 2013, Porto Alegre, Brazil.
- ‘Economic development and international business’, keynote at the *3<sup>rd</sup> International Conference on Business and Economics*, 13-15 September 2012, Cape Town, South Africa.
- ‘Cooperation between industry and university’ panelist at the *3<sup>rd</sup> National Conference of the Operational Advantage Group/17<sup>th</sup> Annual Production and Operations Management Conference*, April 28 – May 1 2006, Boston, Massachusetts

### **B.2 Books**

1. Steenhuis, H.J. (2024), *The Business of Additive Manufacturing: 3D Printing and the 4<sup>th</sup> Industrial Revolution*. Routledge, New York.
2. Steenhuis, H.J. and Rowland, L. (2018) *Project-based learning, How to approach, report, present and learn from course-long projects*. Business Expert Press, New York.
3. Eriksson, S. and Steenhuis, H.J. (Eds.) (2016), *The global commercial aviation industry*, Routledge, New York.
4. Steenhuis, H.J. (2015), *International operations: how multiple international environments impact productivity*, Business Expert Press, New York.

Co-editor of the Proceedings for the Portland International Conference on Management of Engineering and Technology (2016, 2017, 2018, 2019, 2022)

### **B.3 Refereed Journal Articles**

1. Steenhuis, H.J., Gibson, L. and Ulusemre, T. (2024), ‘Exploring business students’ Perry cognitive development position and implications at teaching universities’, *International Journal of Information and Operations Management Education*, Forthcoming.
2. Steenhuis, H.J., Fang, X. and Ulusemre, T. (2022), ‘High technology, performance and price: the case of additive manufacturing through desktop 3D printers’, *Technology Analysis and Strategic Management*. <https://doi.org/10.1080/09537325.2022.2090330>.
3. Steenhuis, H.J., Fang, X. and Ulusemre, T. (2020), ‘Global diffusion of innovation during the fourth industrial revolution, The case of additive manufacturing, 3D printing’, *International Journal of Innovation and Technology Management*, Vol. 17, No. 1. Best paper award.

4. Wandebori, H., Steenhuis, H.J. and Groen, A.J. (2018), 'Exploring stakeholders' support in an international equity placement strategic alliance', *Gadjah Mada International Journal of Business*, Vol. 20, No. 2, pp. 205-228.
5. Steenhuis, H.J. and Pretorius, L. (2017), 'The additive manufacturing innovation: a range of implications', *Journal of Manufacturing Technology Management*, Vol. 28, No. 1, pp. 122-143.
6. Steenhuis, H.J. and Pretorius, L. (2016), 'Consumer additive manufacturing or 3D printing adoption: an exploratory study', *Journal of Manufacturing Technology Management*, Vol. 27, No. 7, pp. 990-1012.
7. Steenhuis, H.J. and Kiefer, D. (2016), 'Early stage cluster development, A manufacturers-led approach in the aircraft industry', *Competitiveness Review*, Vol. 26, No. 1, pp. 41-65.
8. Yokozawa, K. and Steenhuis, H.J. (2013), 'The influence of national level factors on international kaizen transfer: an exploratory study in The Netherlands', *Journal of Manufacturing Technology Management*, Vol 24, No. 7, pp. 1051-1075.
9. Allen, C. and Steenhuis, H.J. (2013), 'International outsourcing of research and development: a model of leadership and culture', *Operations and Supply Chain Management: an International Journal*, Vol. 6, No. 1, pp. 1-10.
10. Steenhuis, H.J. and de Bruijn, E.J. (2012), 'Technology and economic development: a literature review', *International Journal of Innovation and Technology Management*, Vol. 9, No. 5.
11. Hoemicke, M., Jarvis, S., Nelson, T., VanLengen, L.A. and Steenhuis, H.J. (2012), 'Global sourcing: making the transition', *International Journal of Business and Economics*, Vol. 4, No. 2, pp. 121-139.
12. Yokozawa, K., Steenhuis, H.J. and de Bruijn, E.J. (2012), 'The role of Japanese expatriates when Japanese companies transfer kaizen principles to their overseas affiliates', *Journal of Strategic Management Studies*, Vol. 3, No. 1, pp. 35-49.
13. Yokozawa, K., Steenhuis, H.J. and de Bruijn, E.J. (2012), 'Factors affecting international transfer of kaizen', *Operations and Supply Chain Management: an International Journal*, Vol. 5, No. 1, pp. 1-13.
14. Steenhuis, H.J. and de Bruijn, E.J. (2011), 'PhD supervision: an exploratory study', *International Journal of Information and Operations Management Education*, Vol. 4, No. 3/4, pp. 193-211.
15. Wandebori, H., de Bruijn, E.J. and Steenhuis, H.J. (2011), 'Required steps of managing international equity placement strategic alliance', *The Asian Journal of Technology Management*, Vol. 4, No. 2, pp. 84-98.
16. Steenhuis, H.J., Grinder, B. and de Bruijn, E.J. (2011), 'Simulations, assessment and student learning', *International Journal of Information and Operations Management Education*, Vol. 4, No. 2, pp. 99-121.
17. Yokozawa, K., Steenhuis, H.J. and de Bruijn, E.J. (2011), 'Process of international kaizen transfer in the Netherlands', *Journal of Japanese Operations Management and Strategy*, Vol. 2, No. 1, pp. 38-57.
18. Steenhuis, H.J. (2011), 'Mentors, their preparation and their effectiveness in an undergraduate operations management course', *International Journal of Information and Operations Management Education*, Vol. 4, No. 1, pp. 1-21.



19. Yokozawa, K., Steenhuis, H.J. and de Bruijn, E.J. (2010), 'Recent experience with transferring Japanese management systems abroad', *Journal of Strategic Management Studies*, Vol. 2, No. 1, pp. 1-16.
20. Steenhuis, H.J. and de Bruijn, E.J. (2010), 'Ranking operations management conferences', *Operations and Supply Chain Management: an International Journal*, Vol. 3, No. 1, pp. 1-13.
21. Steenhuis, H.J., de Bruijn, E.J. and Heerkens, H. (2010) 'New entrants and overcapacity: lessons from regional aircraft manufacturing', *International Journal of Technology Transfer and Commercialization*, Vol. 9, No. 4, pp. 342-372.
22. Heerkens, H., de Bruijn, E.J. and Steenhuis, H.J. (2010), 'Common factors in the withdrawal of European regional aircraft manufacturers from the regional aircraft market', *Technology Analysis & Strategic Management*, Vol. 22, No. 1, pp. 65-80.
23. Steenhuis, H.J., Grinder, B. and de Bruijn, E.J. (2009), 'The use(lessness) of online quizzes for achieving student learning', *International Journal of Information and Operations Management Education*, Vol. 3, No. 2, pp. 119-148.
24. Steenhuis, H.J., Grinder, B. and de Bruijn, E.J. (2009), 'Measuring student learning over time with clickers in an introductory operations management course', *International Journal of Information and Operations Management Education*, Vol. 3, No. 1, pp. 23-39.
25. Asif, M., de Bruijn, E.J., Fisscher, O.A.M., Searcy, C. and Steenhuis, H.J. (2009), 'Process embedded design of integrated management systems', *International Journal of Quality and Reliability Management*, Vol. 26, No. 3, pp. 261-282.
26. Steenhuis, H.J., de Bruijn, E.J. & Heerkens, H. (2007), 'Technology transfer and catch-up; lessons from the commercial aircraft industry', *International Journal of Technology Transfer and Commercialization*, Vol. 6, No. 2/3/4, pp. 250-278.
27. Steenhuis, H.J. & de Bruijn, E.J. (2007), 'Exploring the impact of national culture on the outcome of international technology transfer projects', *International Journal of Technology Transfer and Commercialization*, Vol. 6, No. 2/3/4, pp. 212-234.
28. de Bruijn, E. J. & Steenhuis, H.J. (2007), 'Shifts in manufacturing: an illustrative study on passenger car production location', *International Journal of Manufacturing Technology and Management*, 11 (1), pp. 77-97.
29. Steenhuis, H.J. & Gray, D. O. (2006), 'The university as the engine of growth: an analysis of how universities can contribute to the economy', *International Journal of Technology Transfer and Commercialisation*, 5 (4), pp. 421-432.
30. Steenhuis, H.J. & de Bruijn, E. J. (2006), 'International shopfloor level productivity differences: an exploratory study', *Journal of Manufacturing Technology Management*, 17 (1), pp. 42-55.
31. Steenhuis, H.J. & de Bruijn, E. J. (2006), 'Technology geography: studying the relationships between technology, location and productivity', *International Journal of Technology Transfer and Commercialisation*, 5 (3), pp. 195-207.
32. Steenhuis, H.J. & Gray, D. O. (2006), 'Cooperative research and technology dynamics: the role of research strategy development in NSF Science and Technology Centres', *International Journal of Technology Transfer and Commercialisation*, 5 (1/2), pp. 56-78.
33. Steenhuis, H.J. & de Bruijn, E. J. (2005), 'Exploring the influence of technology size on the duration of production technology transfer implementation', *International Journal of Technology Transfer and Commercialisation*, 4 (2), pp. 172-193.

34. Steenhuis, H.J. & Gray, D. O. (2005), 'Strategic decision-making in publicly funded innovative organizations: an exploratory study', *International Journal of Technology Transfer and Commercialisation*, 4 (2), pp. 127-147.
35. Steenhuis, H.J. & de Bruijn, E. J. (2004), 'Exploring knowledge transfer with manufacturing networks and codified information characteristics: the hidden dangers of inaccurate information', *International Journal of Technology Transfer and Commercialisation*, 3 (4), pp. 433-453.
36. Steenhuis, H.J. & de Bruijn, E. J. (2004), 'Assessing manufacturing location', *Production Planning and Control*, 15 (8), pp. 786-795.
37. Steenhuis, H.J. & de Bruijn, E. J. (2004), 'Freedom of Choice in Technology Strategy? An Analysis of Technology Strategy in the Large Commercial Aircraft Industry', *Technology Analysis and Strategic Management*, 16 (3), pp. 381-393.
38. Gray, D. O. & Steenhuis, H.J. (2003), 'Quantifying the benefits of participating in an industry university research center: an examination of research cost avoidance', *Scientometrics*, 58 (2), 281-300.
39. Steenhuis, H.J. & de Boer, S.J. (2003), 'Agile Manufacturing and Technology transfers to industrializing countries', *International Journal of Technology Management*, 26 (1), pp. 20-27.
40. Steenhuis, H.J. & de Bruijn, E. J. (2002), 'Technology Transfer and Learning', *Technology Analysis and Strategic Management*, 14 (1), pp. 57-66.
41. Steenhuis, H.J. & de Bruijn, E. J. (2001), 'Developing countries and the aircraft industries: match or mismatch?', *Technology in Society*, 23 (4), pp. 551-562.
42. Steenhuis, H.J. & de Boer, S.J. (2001), 'Differentiating between types of technology transfer: The Technology Building', *International Journal of Technology Transfer and Commercialisation*, 1 (1), pp. 187-200.

#### **B.4 Conference Contributions**

1. Steenhuis, H.J. (2023), *Determining EV charging stations in Hawaii*, PICMET 2023 conference, July 23 - 27, Monterrey, Mexico.
2. Steenhuis, H.J. and Fang, X. (2023), *Business accelerator success in Hawaii*, PICMET 2023 conference, July 23 - 27, Monterrey, Mexico.
3. Khorram Niaki, M. and Steenhuis, H.J. (2023), *Additive manufacturing-enabled competitive capabilities and market performance*, 30<sup>th</sup> EurOMA conference, July 3-5, 2023. Leuven, Belgium.
4. Steenhuis, H.J. and Fang, X. (2023), *Hawai'i, sustainability and the 4th Industrial Revolution* People, Planet and Prosperity for a Sustainable Future Conference, June 11–June 13, 2023 Chaminade University of Honolulu.
5. Steenhuis, H.J., Fang, X, and Ulusemre, T. (2022), *Development of 3D printing in the food industry*, 6th International Congress on 3D Printing (Additive Manufacturing) Technologies and Digital Industry 2022, 22-23 November, Bucharest, Romania.
6. Dekkers, R. and Steenhuis, H.J. (2019), *How to write and publish a high-quality (systematic) literature review in the domain of operations and supply chain management?* 26<sup>th</sup> EurOMA conference, June 15-19, Helsinki, Finland.
7. Van de Kaa, G., Dees, B., Steenhuis, H.J. and Ortt, R. (2019), *Inter-generational standards battles: additive manufacturing*, 28<sup>th</sup> International Association for Management of Technology Conference, April 7-11, Mumbai, India.

8. Steenhuis, H.J., Fang, X. and Ulusemre, T. (2018), *The geography of 3D printing*, PICMET 2018 conference, August 19-23, Honolulu, USA.
9. Steenhuis, H.J., Fang, X. and Ulusemre, T. (2018), *Strategy in 3D printing of food*, PICMET 2018 conference, August 19-23, Honolulu, USA.
10. Steenhuis, H.J., Ulusemre, T. and Fang, X. (2018), *Technology strategy and developments in consumer 3D printers*, Workshop Transitioning 3D Printing from Niche to Mainstream Markets, May 31-June 1, Paris, France.
11. Company Rosello, A. and Steenhuis, H.J. (2018), *Offset agreements in aerospace*, 27<sup>th</sup> International Association for Management of Technology Conference, April 22-26, Birmingham, UK.
12. Steenhuis, H.J. (2017), *Global additive manufacturing developments*, 26<sup>th</sup> International Association for Management of Technology Conference, May 14-18, Vienna, Austria.
13. Steenhuis, H.J. (2016), *Adoption of additive manufacturing in the medical world*, The IEEE International Conference on Management of Innovation and Technology, 19-22 September, Bangkok.
14. Gregory, M., Hameedalddeen, S.A., Intumu, L.M., Spakousky, J.J., Toms, J.B. and Steenhuis, H.J. (2016), *3D printing and disaster shelter costs*, PICMET 2016 conference, September 4-8, Honolulu, USA.
15. Yokozawa, K. and Steenhuis, H.J. (2016), *Transfer of flow oriented management system to a car component suppliers' community in India*, 23<sup>rd</sup> EurOMA conference, June 17-22, Trondheim, Norway.
16. Crown, D., Kulik, B. Rossi, K., Rowland, L., Steenhuis, H.J. and Chong Wester, H.N. (2015), *An MBA program's pathway to comprehensive project-based learning*, presented at the 15<sup>th</sup> Annual Hawaii International Conference on Business, Honolulu, USA.
17. Steenhuis, H.J. and Pretorius, L. (2015), *3D printing: how distributed or household manufacturing can influence manufacturing industries*, 22<sup>nd</sup> EurOMA conference, June 26-July 1, Neuchâtel, Switzerland.
18. Steenhuis, H.J. and Pretorius, L. (2015), *Additive manufacturing or 3d printing and its adoption*, 24<sup>th</sup> International Association for Management of Technology Conference, June 8-11, Cape Town, South Africa.
19. Steenhuis, H.J. and Kiefer, D. (2014), *Early stage development: A bottom-up, manufacturers-led coordinated approach*, presented at the Microeconomics of Competitiveness Faculty Workshop, December 8, Boston, USA.
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58. Steenhuis, H.J. and de Bruijn, E.J. (2007), *Case study research: how it compares with surveys and the skills it requires*, 18th Annual POMS conference, Dallas, May 4-7.
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68. Steenhuis, H.J. and Bruijn, E.J. (2006), *Empirical research in OM: three paradigms*, 17th Annual POMS conference, Boston, April 28-May 1<sup>st</sup>.
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## **B.5 Book Chapters - Refereed**

1. Gibson, L., Steenhuis, H.J. and Ulusemre, T. (2024) Teaching Millennials: Academic Entitlement. In: Zhang, Y. *Handbook on Teaching and Learning in Operations Management*, Edgar Elgar Publishing, Forthcoming.

2. Dekkers, R. and Steenhuis, H.J. (2022), Quality of literature reviews. In: Dekkers, R., Carey, L. and Langhorne, P., *Making Literature Reviews Work: A Multi-Disciplinary Guide to Systematic Approaches*, Springer.
3. Steenhuis, H.J., Fang, X. and Ulusemre, T. (2021), Global diffusion of innovation during the fourth industrial revolution: the case of additive manufacturing or 3D printing. In: Brem, A. (Ed.), *Emerging Issues and Trends in Innovation and Technology Management*, World Scientific Publishing Company.
4. Steenhuis, H.J. (2015), Iterative-pragmatic case study method & comparisons with other case study method ideologies. In: Strang, K.D. (Ed.), *The Palgrave Handbook of Research Design in Business and Management*, Palgrave.
5. Steenhuis, H.J. (2015), Regional aircraft. In: Eriksson, S. and Steenhuis, H.J. (Eds.), *The Global Commercial Aviation Industry*, Routledge, New York.
6. Todd, D., Maquire, J. and Steenhuis, H.J. (2015), Airports. In: Eriksson, S. and Steenhuis, H.J. (Eds.), *The Global Commercial Aviation Industry*, Routledge, New York.
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## **B.6 Monograph**

1. Steenhuis, H.J. (2018), *Aviation cluster in the Inland Northwest*. Unpublished teaching case used in the MOC course at HPU.
2. Steenhuis, H.J. (2005). *Benchmarking university-industry technology transfer in the Inland Northwest, Monograph no. 8*, Spokane, USA: Institute for Public Policy and Economic Analysis, Eastern Washington University.
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4. Steenhuis, H.J. (1999). *Manufacturing West European aircraft parts in East Europe, A case study on the transfer of unstable production technology under a supply contract, Working*

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  10. Steenhuis, H.J. & de Boer, S. J. (1997). *Differentiating between types of technology transfer: the technology building*, Working paper No. 82, Enschede, The Netherlands: Technology and Development Group, University of Twente.

## **B.7 Research Grants**

- 2018 Competitive university-wide (HPU) research grant for presenting paper at Workshop Transitioning 3D Printing from Niche to Mainstream Markets, Paris.  
Competitive university-wide (HPU) research grant for presenting paper at 27th International Association for Management of Technology Conference, Birmingham.
- 2017 Competitive university-wide (HPU) research grant for presenting paper at the Microeconomics of Competitiveness Faculty Workshop, Harvard University, Boston.  
Competitive university-wide (HPU) research grant for presenting paper at the 26th International Association for Management of Technology Conference, Vienna.
- 2016 Together with two colleagues from other HPU Colleges applied for NEH Humanities Connection Grant for Teaching across Disciplines. Did not get funded.  
Competitive university-wide (HPU) research grant for presenting paper at the IEEE International Conference on Management of Innovation and Technology, Bangkok.  
Competitive university-wide (HPU) research grant for presenting paper at the 23<sup>rd</sup> EurOMA conference, Trondheim.
- 2014 Rzeszow School of Business (Poland), Grant for study on best practices of the aerospace cluster in Washington State.
- 2005 EWU, Teaching and Learning Center, Grant for setting-up a new course utilizing technology: the InnoBus interactive video case on strategic operations.
- 2004 EWU grant for Research and Creative Works.
- 2003 EWU, Institute of Public Policy and Economic Analysis research grant for benchmarking technology transfer at Inland Northwest universities .
- 2001 NSF grant for Research on the benefits for companies of membership in cooperative research centers (co-author).

- 2000 SIR (Dutch grant agency) grant to present research at an international conference.  
1999 NWO grant (Dutch equivalent to NSF) for 3-month field study in China on technology transfer in aerospace.

### **B.8 Dissertation**

- 2000 International technology transfer: Building theory from a multiple case-study in the aircraft industry

## **C. TEACHING**

### **C.1 Key Course and Program Innovations**

#### **University – program related**

- Co-author interdisciplinary NEH grant proposal for teaching several sustainability courses across HPU's College of Liberal Arts, College of Natural and Computational Sciences, and College of Business (2016).
- Initial work with EWU Engineering department on creating MS in Engineering Management (2014).
- Worked with EWU Computer Science department to create a new Masters-level interdisciplinary degree aimed at Computer Science students who want to start their own business (2007).

#### **University – course related**

- Co-designed new sophomore level management course MGMT 200 Business History which was accepted as departmental course in EWU's General Education Core Requirements (2010).
- Co-designed a new sophomore level management course FIN 200 Personal Finance: Philosophy and Practice which was accepted in EWU's GEGR (2010).
- Involved in setting up Innovation seminar series at North Carolina State University aimed at business, engineering, science and psychology students (2002).

#### **College – program related**

- Redesign the undergraduate International Business concentration (2017).
- Redesign OPSM program learning objectives according to Bloom's taxonomy (2005).

#### **College – core courses**

- Designed BUS 6000 Seminar Series in Business, a course set-up for a College of Business speaker series (2021)
- Based on assessment results: designed HPU BUS 5001 MBA: Ho'omākaukau course. Introduce key concepts which are practiced and mastered in the MBA program (2018).
- Designed HPU BUS 7999 MBA A Hui Hou. This course assesses that students have mastered the program learning objectives, to provide advice on how to make use of the MBA for career development, and guidance on finding a job (2018).
- Designed HPU MBA course MGMT 6330 National Culture and Comparative Management (2017).
- Designed EWU MBA course BADM-585 Strategy, competitiveness and economic development. This is based on material developed by the Institute for Strategy and Competitiveness and part of Harvard University's network for Micro-economics of Competitiveness (2011). Course includes student project.
- Redesign EWU OPSM 330 Operations Management course according to the Roadmap to Redesign from the National Center for Academic Transformation. Class size was increased from a maximum of 60 students to over 150 students while the effectiveness improved (2006).
- Designed video case-based EWU MBA course BADM 555 Operations Strategy which involves a simulated consultancy experience, i.e. anchored instruction (2006).
- Designed EWU MBA course BADM 580 International Business Environments. The course includes a student research project (2005)

### College – elective courses

- Designed HPU MBA course MGMT 6350 Global Markets in Transition. The course includes a student project and is among the first courses for MBA students in the US to explore the new additive manufacturing technology from a business perspective. *This course received coverage in the local Honolulu newspaper (2017).*
- Redesign HPU MBA course MGMT 6300 International Business with orientation on up-to-date topics, article-based, and with a student research project (2016).
- Designed HPU MBA course MGMT 6360 Global Competition and strategy (based on HBS MOC, see BADM-585 above).
- Designed EWU course Leadership through Mentoring for students who served as mentors in the introductory Operations Management course. Student material includes a range of literature on teaching, cognitive development, and learning (2008).
- Redesigned EWU OPSM 428 Global Supply Chain Management course towards service learning, i.e. including approximately 50% of the time working with companies including site visits (2005).

### C.2 Teaching Experience – PhD and Masters Committees

- 2023 Served on PhD committee V. Sobota, Delft University of Technology, *Platform ecosystems: exploring participation and performance*
- 2022 Served on PhD committee T. Luomaranta, Tampere University, Finland. *Managing the adoption of additive manufacturing: A systemic manufacturing innovation and sustainability perspective.*
- 2016 Served on PhD committee (supervisor) H. Wandebori, University of Twente, The Netherlands. *Managing international equity placement strategic alliance, Case study in Indonesian state-owned enterprises and bank taken overs.*
- 2013 Served on PhD committee, D.J. van Dyk, University of Pretoria, South Africa. *Sustainability of quality improvement programmes in a heavy engineering manufacturing environment – a system dynamics approach.*
- 2012 Served on PhD committee, S.S. Kiran, Mother Teresa Women’s University, India. *The status and prospects of foreign direct investment (FDI) in India – A comparative study with China.*
- 2012 Served on PhD committee (supervisor) K. Yokozawa, University of Twente, The Netherlands. *International transfer of kaizen, Japanese manufacturers in the Netherlands*
- 2011 Served on PhD committee, A. Alafi, University of Twente, The Netherlands. *Privatisation processes and firm performance, The Libyan industrial sector.*
- 2011 Served on Masters of Engineering committee, Y. Du Toit, University of Pretoria, South Africa. *Incorporating a system approach to the decision making process*
- 2010 Served on PhD committee, C. Allen, Gonzaga University, USA. *Global leadership challenges regarding outsourcing innovation in the computing industry.*
- 2009 Served on PhD committee, H.G. Dirker, University of Johannesburg, South Africa. *A systems model approach to manage distribution channels in the control and instrumentation product market.*
- 2008 Served on PhD committee, W. Chen, University of South Australia, Australia. *Managing mobile communications technology: organizational strategy in the institutional context.*

### **C.3 Teaching Experience – Classroom**

- 2022-2023 MGMT 6331 Managing across Nations in the 21<sup>st</sup> Century, core MBA course.  
Last average and median student evaluation scores (instructor overall): 4.5 and 5.0 out of 5.  
MGMT 7004 MBA Capstone Project (small class not evaluated by students)  
MGMT 6900 Strategic Management in the Fourth Industrial Revolution, core MBA course. Last average and median student evaluation scores (instructor overall): 4.9 and 5.0 out of 5.
- 2015-2023 MGMT 3300 International Business Management, core UG course.  
Last average and median student evaluation scores: 4.2 and 4.0 out of 5.
- 2017-2020 MGMT 6350 Global Markets in Transition, elective MBA course.  
Last average and median student evaluation scores: 4.65 and 5.0 out of 5.
- 2016-2020 MGMT 6360 Global Competition and Strategy, elective MBA course.  
Last average and median student evaluation scores: 4.80 and 5.0 out of 5.
- 2016-2017 MGMT 7002 Strategic Management II, capstone MBA course.  
(taught as directed study, not evaluated by students)
- 2015-2017 MGMT 6300 International Business Management, elective MBA course.  
Last average and median student evaluation scores: 4.25 and 4.0 out of 5.
- 2011-2015 BADM-585 Strategy, Competitiveness and Economic Development, elective MBA course.  
Last average and median student evaluation scores: 4.24 and 5 out of 5.
- 2006-2015 BADM-555 Operations Strategy, core MBA course.  
Last average and median student evaluation scores: 4.74 and 5 out of 5.
- 2004-2015 BADM-580 International Business Environments, core MBA course.  
Last average and median student evaluation scores: 4.86 and 5 out of 5.
- 2002-2015 OPSM-428 Global Supply Chain Management, undergraduate required course for operations management majors.  
Last average and median student evaluation scores: 4.39 and 5 out of 5  
OPSM-330 undergraduate core course.  
Last average and median student evaluation scores: 2.88 and 3 out of 5.
- 1998 Supervised a 3 week study tour for Mechanical Engineering, and Industrial Engineering and Management students to India. This included lectures on technology and India.
- 2001 Assisted and taught in a course on strategy and qualitative research methodology at North Carolina State University.
- 1998-2000 Assisted Ph.D. researchers with research designs and dissertation writing.
- 1996-2000 Taught classes as part of an international management course for Industrial Engineering and Management graduate students.
- 1996-2000 Supervised Industrial Engineering and Management students' Masters capstone research project.

### **C.4 Teaching Experience – Guest Lectures and Workshops**

- 2014 Guest lecture on 'Location, competitiveness and production: the importance of geography' at University of Pretoria (South Africa)

- 2011 & 2012 Executive workshops on 'International operations', 'National culture' and 'National competitiveness' for BAO Steel managers from China at the University of Twente (Netherlands)
- 2011 Guest lecture on 'Productivity and location' at Jönköping International Business School (Sweden).
- 2009 Guest lectures on 'Technology transfer' and 'International production' at the University of Twente (Netherlands)
- 2002 Guest lectures on 'Aircraft manufacturing' and 'Aircraft industry' at Duke University, North Carolina (USA)



## **D. SERVICE**

### **D.1 Service to the University**

- 2022-2024 Member COB curriculum committee  
Chair COB Faculty Promotion and Review Committee  
Advisor for undergraduate management and international business students
- 2023-2024 Member HPU Graduate Curriculum Committee  
Member HPU Scholarship & Learning Resources Committee  
Chair HPU SLRC Faculty Development Grant sub-committee
- 2022-2023 Guest lecture for engineering students on additive manufacturing  
Judge in Capstone Symposium
- 2020-2022 Member HPU Faculty Advising Taskforce  
Member HPU Program Review Committee  
Member HPU Petition to Graduate Committee  
Chair COB Assurance of Learning committee  
Ex-officio member Curriculum Committee College of Business.  
Ex-officio member HPU Graduate Curriculum Committee  
Service on Student Conduct Hearing Boards
- 2019-2020 Presentation ‘Project-based learning, some practical tips’ at Professional Development Conference for HPU faculty and staff.  
Ex-officio member Curriculum Committee College of Business.  
Ex-officio member HPU Graduate Curriculum Committee.
- 2018-2019 Presentation ‘Methods to improve efficiency and utilize resources effectively’ at Professional Development Conference for HPU faculty and staff.
- 2017-2018 Brownbag presentation to COB faculty on Student motivation  
Brownbag presentation to COB faculty on How students organize knowledge  
Presentation to HPU Faculty Senate on Student evaluations  
Presentation/demonstration to HPU Board of Trustees on 3D printing  
Brownbag presentation to COB faculty on How students’ prior knowledge affects learning  
Collaborate with HPU legal office to create a standard contract for community projects to protect students, the university and the company
- 2016-2017 Participated as evaluator for #HPU4 Hawaii Scholarship Challenge  
Brownbag presentation to COB faculty on Improving our teaching  
Brownbag presentation to COB faculty on Additive manufacturing  
Brownbag presentation to COB on AACSB accreditation
- 2015-2016 Participated as evaluator for Biz4Good student start-up competition  
Participated in COB strategic planning sessions  
Participated Roundtable Graduate Recruitment
- 2007-2008 Presented: “What influences student learning?” to EWU community
- 2006-2007 Participant/presenter on R2R course design for Teaching & Learning Center Seminar series
- 2005-2006 Panel member in forum on student reading/comprehension  
Panel member TLC panel on Title III grant  
Participant/presenter on Title III grant ‘Problem solving through interactive video simulation’

- Poster presentation for Winter Showcase on Assessment (International Operations course)
- 2004-2005 Brown bag lunch presentation on The many, many challenges of publishing for EWU CBPA faculty.
- 2002-2003 Brown bag lunch presentation on Technology Geography: a new area of scientific inquiry for EWU CBPA faculty.

## **D.2 Collaboration with External Non-Academic Organizations**

- 2015-current Networking with local Honolulu organizations such as the Hawaii Pacific Export Council, State of Hawaii Department of Business, Economic Development and Tourism (DBEDT), Hawaii Technology Development Corporation, local incubators/business accelerators, (technology oriented) start-up companies in for example swimwear and agriculture, etc. with an orientation on securing projects for classes, also represented HPU at local events such as the East Meets West Conference. Also working with local companies to bring 3D construction to Hawaii.
- 2002-2015 Networking with many companies and organizations in the Spokane area, involved in the Manufacturing Roundtable and the Inland Northwest Aerospace Consortium (INWAC), frequent collaboration with a core group of roughly 20 local companies. Resulted in service learning opportunities, internships and jobs for students.
- 2000-2002 Post-doc project on Science and Technology Centers. Developed contacts with directors of Science and Technology Centers.
- 1996-2000 Ph.D. research project on international manufacturing. Worked as an independent researcher being responsible for activities such as budgeting, travelling and all research phases. Initiated contacts with 11 aircraft manufacturing companies in nine countries resulting in company visits and nine months of international field research. Lived six months in Romania.
- 1995-1998 Developed contacts with Indian companies, enabling M.Sc. students to carry out their graduation assignments in India.
- 1995 M.Sc. graduation assignment: development of an international strategic plan for a transformer producing company in India. Analyzed the company and the industry in India and the Netherlands, visited 25 companies, interviewed company representatives. Lived approximately 1.5 months in India.
- 1994 Sergeant in the Dutch army: learned to apply management and leadership.
- 1983-1993 Worked in the flower industry: learned about management and productivity.

## **D.3 Service to the Community**

- 2023 Presentation ‘Can Hawaii make a manufacturing comeback with 3D printing?’ Scheduled for April 27<sup>th</sup>. Hawaii Economic Association.
- 2022 Work with local entrepreneur on business plan for electric vehicle charging stations
- 2019 Work with University of Hawaii start-up company Okara Kitchen, 3<sup>rd</sup> place in 2019 University of Hawaii Business Plan Competition.
- 2018 Work with Honolulu start-up company PureHive to assist in developing a business plan.
- 2017 Gave presentation for XLR8HI Talk Story 3D printing with Harm-Jan Steenhuis  
Work with Honolulu company Wehiwa to assist with developing two export plans

- 2016 Collaborate with Bank of Hawaii to create a series of four speakers for HPU business students.
- 2014 Presentation for Caterpillar strategic planning session “Strategy at Caterpillar”
- 2013 Presentation for Caterpillar personnel “Caterpillar and its role for the Spokane economy”.
- 2007-2010 Member advisory committee Spokane Falls Community College Program for Logistics and Transportation
- 2005 Member Spokane manufacturing roundtable
- Member organizing committee Spokane Town Hall meeting on Manufacturing
- Presentation to the Spokane community “Technology transfer from spark to fire”, sponsored by Spokane Area Economic Development Council and Eastern Washington University. *This presentation received local coverage on TV, radio and in the newspaper.*
- Presentation for Advanced Manufacturing Workforce Initiative
- Presentation for Institute for Supply Management (NAPM-Spokane)

#### **D.4 Service to the Profession – Conference Scientific Committees**

- 2013-current PICMET, Portland International Conference on Management of Engineering and Technology (annual; responsible for managing review process for roughly 100 papers)
- 2009-current International Conference on Operations and Supply Chain Management (OSCM)
- 2007-current IAMOT, International Association of Management of Technology (annual)
- 2006-current EurOMA, European Operations Management Organization (annual)
- 2022 6<sup>th</sup> World P&OM Conference
- 2021 IEEE International Conference on Technology Engineering Management and Innovation
- 2006-2016 IEEE-ICMIT, International Conference on Management of Innovation and Technology (bi-annual)
- 2016 International Conference on Evolutions in Manufacturing: Technologies and Business Strategies for Global Competitiveness (BIT-MESRA)
- IVth International Conference on Production & Industrial Engineering (CPIE-2016)
- 5th P&OM World Conference
- 2008-2015 IEEE-IEEM, International Conference on Industrial Engineering and Engineering Management (annual)
- 2006-2011 EuroMOT, European Management of Technology (2006, 2009, 2011; not consistently held)
- 2010 PICMET, Portland International Conference on Management of Engineering and Technology

#### **D.5 Service to the Profession – Review Work**

- 2001-2024 Average 2-3 peer reviews per month for academic journals such as Journal of International Management, Technovation, International Journal of Innovation Technology and Management, Technology Analysis & Strategic Management, Defense Science Journal, IEEE-TEMS, Technological Forecasting and Social

- Change, Journal of Manufacturing Systems, Telematics and Informatics, Advances in Operations Research, Sustainability, etc.
- 2003-2024 Annual reviewer for conferences such as EurOMA, IAMOT, and PICMET and occasional reviewer for conferences such as Academy of Management, Production and Operations Management, Academy of International Business
- 2003-2024 On occasion reviewer for textbooks from publishers such as McGraw-Hill, Wiley, Prentice-Hall

#### **D.6 Service to the Profession – Other**

- 2023 Reviewer for a book proposal on Industry 4.0.  
Reviewer for a book proposal on Sustainable Industrial Development
- 2022 External evaluator for promotion of a faculty member at an Australian University.  
Reviewer for Oxford Research Encyclopedia
- 2020 Evaluator scientific plan 3.5-year project for the Knowledge Foundation (KK·Stiftelsen) a major Swedish research foundation  
External evaluator for Dr. Jetter's promotion at Portland State University  
Served as one of three judges for The Case Centre teaching case writing competition.
- 1999 Invited Assistant Coordinator for a workshop on international manufacturing at Cambridge University, United Kingdom.
- 1996-2002 Member of the International Manufacturing Network, a scientific network on international manufacturing.

## **E. PROFESSIONAL DEVELOPMENT**

- 2021 Western Association of Collegiate Schools of Business conference, Sacramento, CA.
- 2019 Southern Business Administration Association Summer workshop, Myrtle Beach, SC.  
AACSB International Conference and Annual Meeting, Edinburgh, Scotland.
- 2018 AACSB International Conference and Annual Meeting, Honolulu, US  
Harvard Microeconomics of Competitiveness workshop
- 2017 Completed online course “Go solar PV: the business potential of photovoltaics” offered by FutureLearn  
Completed online course “Security Awareness Training” offered by KnowBe4  
Completed online course “How to use a 3D printer” offered by Alison Courses  
Completed online course “3D printing for prototyping and production” offered by EdMaker  
AACSB Annual Accreditation Conference  
Harvard Microeconomics of Competitiveness workshop
- 2016 AACSB Impact Forum  
AACSB Business Accreditation Seminar  
Completed online course “Bioprinting: 3D printing body parts” offered by the University of Wollongong  
Harvard Microeconomics of Competitiveness workshop
- 2015 AACSB Assessment seminar  
Completed online course “3D opportunity: additive manufacturing for business leaders” offered by Deloitte University Press and NovoEd.  
Harvard Microeconomics of Competitiveness workshop
- 2013 AACSB Annual Accreditation conference  
Assessing Critical Thinking for Business seminar  
Harvard Case Method Teaching seminar  
Harvard Microeconomics of Competitiveness workshop
- 2012 AACSB Maintenance of Accreditation workshop  
Harvard Microeconomics of Competitiveness workshop
- 2011 Harvard Microeconomics of Competitiveness workshop
- 2009 CBPA-EWU Spring Writing workshop
- 2007 AACSB Department Chairs seminar  
AACSB Maintenance of Accreditation seminar  
National Center for Academic Transformation conference

## **F. OTHER**

### **F.1 Awards/Honors**

- 2023 HPU Golden Apple Award, distinguished graduate teaching.
- 2021 International Journal of Innovation and Technology Management Best Paper Award for 2020.
- 2018 Marquis Who's Who in America  
HPU Golden Apple Award, Service - mentoring  
IAMOT Service to MOT Community Award
- 2017 Recognized as a top-100 key author in business and management education research in Arbaugh et al. (2017).
- 2016 Featured in HPU President's report 2016.
- 2013 Outstanding Faculty Award in Service, Eastern Washington University (EWU).  
Outstanding Faculty Award in Teaching, EWU.  
Outstanding Faculty Award in Scholarship/Creative Activity, EWU.
- 2012 Professor of the Year Award, EWU.  
Outstanding Faculty Award in Service, EWU.  
Outstanding Faculty Award in Scholarship/Creative Activity, EWU.
- 2011 Professor of the Year Award, EWU.  
Outstanding Faculty Award in Service, EWU.  
Outstanding Faculty Award in Teaching, EWU.  
Outstanding Faculty Award in Scholarship/Creative Activity, EWU.
- 2009 Best Presenter Award, 3<sup>rd</sup> OSCM conference, Bujang Valley, Malaysia.
- 2008 Professor of the Year Award, EWU.  
Outstanding Faculty Award in Service, EWU.  
Outstanding Faculty Award in Teaching, EWU.  
Outstanding Faculty Award in Scholarship/Creative Activity, EWU.
- 2007 Professor of the Year Award, EWU.  
Outstanding Faculty Award in Service, EWU.  
Outstanding Faculty Award in Teaching, EWU.  
Outstanding Faculty Award in Scholarship/Creative Activity, EWU.
- 2006 Service Excellence Award, EWU, Department of Management.
- 2004 Publication and Teaching Innovation Faculty Achievement Award, EWU.

### **F.2 Other Items**

- 2023 Participated in FINA World Masters Swimming Championships, Japan
- 2019 Featured in ThinkTech Hawaii Code Green broadcast, October 28<sup>th</sup> on 3D printing in Hawaii and construction industry  
Featured in MidWeek newspaper, May 29<sup>th</sup> issue in article on The Future is 3D  
Featured in Hawaii News Now TV, HI Now story on HPU brings 3D printing, new technology into the classroom
- 2018 Research featured in 3Dprint.com website August 28<sup>th</sup> story on A look at the who, what, how and why of 3D printed food.  
Research featured in 3Dprint.com website August 28<sup>th</sup> story on Where Do the Most Industrial 3D Printers Come From in the World?  
Participated in LEN European Masters Swimming Championships, Slovenia

- 2017 Participated in FINA World Masters Swimming Championships, Hungary  
Featured in Honolulu Star Advertiser newspaper, August 25<sup>th</sup> article on Isle students explore possible ventures using 3-D printing
- 2014 Participated in FINA World Masters Swimming Championships, Canada
- 2013 Participated in LEN European Masters Swimming Championships, The Netherlands
- 2012 Participated in FINA World Masters Swimming Championships, Italy  
Featured in Spokesman Review newspaper March 6<sup>th</sup> story on EWU to offer Harvard MBA class
- 2009-2017 Participated in annual USMS National Masters Swimming Championships
- 2009-2012 Organized annual Swim Meet for Spokane Waves Aquatic Masters
- 2008-2015 Member, Inland Northwest Masters Swimming Board
- 2010-2013 Member, Board of Directors Spokane Waves Aquatic Team
- 2010-2013 USA Swimming Turn and Stroke and Starter Official
- 2012 Mentioned in “On Golden Pond – Adult Swimmers Go the Distance”, November 25, article on marathon swimmers on [openwaterswimming.com](http://openwaterswimming.com)
- 2010 Featured in USA Today January 26<sup>th</sup> on Online quizzes not really helping students
- 2006 Featured in Spokane Business Catalyst magazine November story on Silicon Spokane, Only a dream for our future?
- 2006 Featured in Washington CEO magazine July story on Tech Traction, Eastern Washington has room to grow in technology transfer
- 2005 Featured in Spokesman Review newspaper February 2 story on Prof: ‘Tech transfer’ isn’t cheap