

Dr. ARTHUR J. RUBENS

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EXPERIENCE

EXPERIENCE: Current and most recent

Professor Emeritus of Management, Lutgert College of Business (2017 to present)
Florida Gulf Coast University, Fort Myers, FL

Visiting Professor, Audencia Business School (Ecole Supérieure de Commerce), Department of Organization Studies and Ethics, Nantes, France, (2018 to present)

IRB Member, Health Media Labs, Washington, DC (2009 – present)
([Ethics Review Board | HML IRB Research & Ethics | United States \(healthmedialabirb.com\)](#));

Fulbright Specialist Program, Placed on Roster for Short- and Longer -Term Assignments.
(December 11, 2018 to present).

Fulbright Scholar: City University, School of Management (Vysoká škola manažmentu -VSM),
Bratislava, Slovak Republic (Fall, 2017 and Fall 2018)

University Research Consultants, Naples, FL, Private Consultant/Visiting Academic:
(2017 to present)

ACADEMIC Experience

Professor of Management, Lutgert College of Business, (2011-Aug 31, 2017)

Associate Professor of Management, Lutgert College of Business, (1998-2011)

Florida Gulf Coast University, Fort Myers, FL

- Taught in BS, MBA, EMBA, and International Programs. Primary Courses taught included: Capstone Business Strategy, International Business, Leadership Development, Intercultural Leadership, Knowledge Management and Negotiation (many of the graduate classes were developed for both classroom and online delivery).
- Received numerous honors and recognitions for teaching over the years and had overall teaching evaluation average of 4.59 on 5 point scale
- Developed international partnership arrangements with both academic and business community, and conducted research in international business, economic development, leadership and ethics. Also, served as member and chair of various university and College committees including Peer Review, AOL, Curriculum, IRB, etc and worked closely with administration on AACSB accreditation.

Visiting Appointments, Multiple International Universities, (2001-present)

- *Audencia Business School, Summer/Fall/Winter Sessions, Nantes, France (2018 - present)*
Visiting Faculty: Teaching Module on Intercultural Leadership – 4 ECTS or 2 U.S. credits.
- *City University, School of Management (Vysoká škola manažmentu -VSM), Bratislava, Slovak Republic (Fall 2017 and Fall 2018),*
Fulbright Scholar: Teaching and Research
- *Universita di Macerata, Department of Economics/Law, Macerata, Italy (Fall 2015)*
Visiting Scholar/Teacher (Matteo Ricci Visiting Scholar)
Conducted research, taught class to Ph.D. students on intercultural leadership, guest lecturers, and participated in several special topic seminars
- *Universita Politecnica della Marche, Ancona, IT (Fall 2015; Fall 2017)*
Visiting Lecturer, M.S. Program
- *University of Otago, Department of Management, Dunedin, NZ (Summer 2013; 2014)*
Visiting professor, Conducted research and taught courses in BSc Program in intercultural leadership and knowledge management
- *ISTAO, Istituto Adriano Olivetti, Ancona, Italy (Summer 2012, Fall 2013)*
Visiting professor, MS program and executive education program
Taught courses in leadership, negotiation, and strategy in MS program and conducted professional development workshop for local entrepreneurs and business executives
- *University of Urbino, Urbino, Italy (Summer 2012)*
Visiting guest lecturer, Ph.D. program
- *Zurich School of Management, Zurich, Switzerland (2012-2014)*
Visiting professor, executive education programs
- *Institut fur Kommunikationsforschung, Luzerne, Switzerland (2009)*
Adjunct professor, EMBA Program
- *Copenhagen Business School, Copenhagen, Denmark (Summer 2007)*
Visiting professor, taught OB and Leadership courses in BS and MS
- *University of Wurzburg, EMBA Summer Program (Summer 2006)*
Adjunct professor, taught leadership classes as part of EMBA program
- *Hebei Mishu College, Shijiazhuang, China (Fall 2005)*
Visiting professor, taught leadership courses in China as part of *International China BS Program* from Keuka College, New York.
- *GFS Wirtschaftsfachschule, Berlin, Germany (Spring 2001)*
Visiting professor, taught leadership course as part of BS program

Assistant Professor of Health Administration/Associate Faculty in Gerontology Programs
Northern Illinois University, School of Public Health, DeKalb, IL (1991-1996)

- Supervised all graduate thesis and graduate internships
- Conducted research on health services administration and emergency care
- Taught undergraduate and graduate classes in: health administration; human resource management; quality improvement; health policy; and issues in health care delivery

Associate Instructor/Clinical Coordinator, Florida Community College of Jacksonville,
Emergency Medical Technician/Paramedic Program, Jacksonville, FL (1982-1984)

ADMINISTRATIVE: Academic Experience

Associate Director, Regional Economic Research Institute, Florida Gulf Coast University, Lutgert College of Business, Fort Myers, FL (2009-2014)

- Co-organized and responsible for multiple economic development and economic impact studies in region and state; e.g., monthly economic report for region; assessment of future skills for region; central depository of regional economic data; impact studies for varied projects, e.g., new health facilities, sports facility, university future plans, regional incubator networks, etc.
- Conducted regional and international outreach activities through College of Business and Economic Research Institute.

Director, Center for Leadership & Innovation (CLI), Sponsored Projects and Programs

Florida Gulf Coast University, Lutgert College of Business, Fort Myers, FL (1998-2004)

- Held joint administrative and faculty appointment
- Directed and coordinated all CLI sponsored research and consultative studies and projects
- Generated several million dollars in revenues through external consultative projects
- Organized executive seminars and professional development workshops with corporate and community clients
- Responsible for community outreach activities through CLI for sponsored research

Chair, Public Administration, College of Health/School of Public Administration, College of Health/School of Public Administration, Florida Gulf Coast University, (1997-1998)

- Held Joint appointment as founding Chair of Public Administration and Associate Professor
- Developed curriculum and programs for health administration concentrations in MPA, MBA, and MS programs.
- Responsible for community outreach, MPA and Health Administration Programs.
- Developed documents for MPA accreditation and worked closely with administration on university's regional accreditation (SACS)

HONORS

- Winning Project 2022. "The Internet a Public Good in the Covid-19 Pandemic; Do we need more Internet Governance". *World Summit on the Information Society (WSIS) ALC10 Group: Ethical Dimensions of the Internet Society*.
- Written Statement on Public Goods Accepted for Submission & Presentation at: U.N. Economic and Social Council, High Level Political Forum (HLPF). July 13-16, 2021
- Approved for Fulbright Specialist Roster: Dec 11, 2018 to Dec 11, 2021.
- Finalist, 2018 Book Award (Practice). The International Humanistic Management Association (IHMA) at *Academy of Management, Annual 78th Meeting*, Chicago, IL August 9, 2018, LEAP (Leveraging Resources, Expanding Awareness, Accelerating Change and Partnering) Team Member.
- Fulbright Scholar Recipient, City University, School of Management (Vysoká škola manažmentu - VSM) Slovak Republic (Fall 2017 and Fall 2018)
- Panel Symposium: "Interrelationship of Business and Public Goods" selected for All Academy Theme Program at *Academy of Management, Annual 77th Meeting*, Atlanta, GA, August 5, 2017 (Symposium Organizer)

- Excellence in Research Award for paper published in *American Journal of Business Education (AJBE)*, as most downloaded manuscript since its publication in AJBE, September/October 2012: 1,380 downloads, (March 2016).
- Awarded “Matteo Ricci Visiting Scholar” Appointment (Faculty Research Award based on competitive selection Process) at Università di Macerata, Department of Economics/Law, Fall semester, 2015
- Book: Sustainable Development in the Developing World was featured in: “FGCU Author’s Series”, February, 2015
- Received University Professional Development Grant Awards in support of research and professional presentations (multiple grants received from 2009-2017)
- Received Lutgert College Excellence in Research Funding in support of professional presentations (new award program and received grants in 2016, 2017).
- Received Distinguished Teaching Award as “Best Teacher”, Lutgert College of Business, 2012-2013
- Paper was finalist for “Best Thematic Paper” Award for Academy of International Business, Southeast Chapter, Annual Conference, 2012
- Paper was finalist for International Management (IM) Division *Skolkvo Best Paper Award* and was nominated for IM *Best Paper* in OB/ HRM / OT), and was published in AOM “*Best Paper Proceedings*”; Academy of Management 2012
- Paper, “A Comparative View of Business Ethics and Governance in the U.S. and Continental Europe and How They Will Change in These Challenging Times” was used in the “UNESCO’s Code of Ethics for Information Societies”, Intergovernmental Council for the Information for All Programme, Paris, France, March 2010.
Recognized as “Best Teacher,”(Honorable Mention), Lutgert College of Business, 2011-2012
- Academy of Business Disciplines; “Best Presentation in Session,” 2011
- Nominated for “Senior Faculty Teaching Excellence” Award, FGCU, 2008
- Academy of Association Business/Public Administration, “Best Research Paper,” 2005
- Recognized as “Outstanding Teacher,” Pan-Hellenic Council, NIU, 1995
- Recognized for “Outstanding Service,” University Prg/Activities, NIU, 1994, 1995
- Recognized for “Outstanding Service,” Employee Wellness Prg., NIU, 1993-1996
- Teaching Fellow; University of Pittsburgh, Department of Health Service Administration

TEACHING

Graduate (MBA, MSc, EMBA, and PhD) and Undergraduate (BS, BSc):

Classes Taught:

- Challenge of Leadership (MBA, MSc, & EMBA, PhD)
- Intercultural Leadership (BSc, MBA)
- International Management (BS, MBA, & EMBA)
- Business Strategy-Capstone Course (BS, MBA*, & EMBA)
- Knowledge Management (BSc)
- Negotiation (BS & MBA)
- Total Quality Management (BS and MBA)
- Organizational Behavior (BS, BSc)
- Contemporary Issues in Management (MBA/ EMBA)
- Human Resource Management - HRM, HR Staffing; Training & Development (BS)
- Employment Law and Regulations (BS, MBA); Small Business Management (BS)
- Principles of Management (BS); Introduction to Management (BS)

Non-Management Classes Taught

Health Administration/Public Administration - Courses taught in BS; MHA; MPA; MPH: Health Administration (introductory and capstone); Health Policy; Leadership in Health Organizations; Global Health Systems; Research Methods; Program Evaluation; Grant Writing; University Colloquium (University Required Environmental/Economic Sustainability Class)

International Teaching Assignments: Classes Taught

- *Audencia Business School, Summer Program, Nantes, France (2018 - Present)*
 - Intercultural Leadership, BSc – 4 ECTS credits (Summer Sessions)
 - Intercultural Leadership, MBA – 3 ECTS (Fall/Winter Sessions)
- *City University, School of Management, Bratislava, Slovak Republic (2017/2018)*
 - Strategy and International Business, BSc (Fall 2017)
 - Seminar on Knowledge Management
- *Universita di Macerata, Department of Economics/Law, Macerata, IT (2015)*
 - Intercultural Leadership, Ph.D. Program (Fall 2015)
- *Universita Politecnica della Marche, Ancona, IT (Fall 2015)*
 - Seminar on Strategic Management (MS program)
- *University of Otago, Department of Management, Dunedin, NZ (2013;2014)*
 - Knowledge Management, BSc program (Summer Session, 2014)
 - Intercultural Leadership*, BSc Program (Summer Session, 2013)
- *ISTAO Istituto Adriano Olivetti, Ancona, Italy (2012; 2013)*
 - International Management; Leadership Development (MS program)
 - Negotiation; and Cross-Cultural Management (MS program)
 - Cross Cultural Management (Executive Ed Program)
- *University of Urbino, Urbino, Italy (2012)*
 - Seminar on Management Education (Ph.D., Program)
- *Institut fur Kommunikationsforschung, Luzerne, Switzerland*
 - Intercultural Leadership (2009).
- *Copenhagen Business School, Copenhagen, Denmark (2007)*
 - Organizational Behavior; MS, Int'l Summer Program)
 - Intercultural Leadership (MS Program, Int'l Summer Program)
- *Hebei Mishu College, Shijiazhuang, China (2005)*
 - International Business and Leadership (Keuka College: B.S. Program)
- *University of Wurtzburg, Fort Myers (2003; 2007)*
 - Challenge of Leadership (EMBA Summer Program)
- *GFS Wirtschaftsfachschule, Berlin, Germany (2001)*
 - International Business and Leadership (BS Business Program)

ONLINE INSTRUCTION*

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|-------------------------------------|------------------------------------|
| ▪ Challenge of Leadership | ▪ Intercultural Leadership |
| ▪ Business Strategy | ▪ International Business |
| ▪ Contemporary Issues in Management | ▪ Health Policy |
| ▪ Research Methods | ▪ Colloquium: Environmental Issues |
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*Courses developed and taught online using several different Learning Management Systems (LMS) for course delivery: Angel, Blackboard, Canvas, and Zoom

Training (Workshops and Seminars)

- Developed, conducted, and coordinated multiple executive training programs, professional development workshops, executive seminars, and comprehensive training programs for corporate and community customers.
- Programs ranged from a day long consultative workshops, to multiple mini-courses/seminars or as part of a larger organizational training program (6 months to a year).

Selected examples of executive workshop and seminar topics:

- Process Management/Mapping
 - Self-Assessment & MBTI
 - Leadership and Change
 - Managing for Quality
 - Customer Service (Multiple Seminars)
 - Conflict Resolution/Successful Negotiations
 - Cross Cultural Management
 - Employment Law/Regulations (multiple topics)
- (See Professional Consulting List of workshop clients)*

CURRICULUM DEVELOPMENT/PROGRAM ACCREDITATION

- Served as key resource and Assurance of Learning (AOL) member for Association to Advance Collegiate Schools of Business (AACSB) initial and re-accreditation efforts for FGCU, Lutgert College of Business
- Both led and served on Curriculum Committees at FGCU and NIU
- Assisted with Southern Association of Colleges and Schools (SACS) and State of Florida College and Program Reviews
- Led the development of technologically focused, MPA program (complete internet delivery) and health administration concentrations in MPA and MBA programs and developed initial submission for National Association of Schools of Public Administration (NASPAA) accreditation
- Assisted in the development of Northern Illinois University's (NIU), BS in Community Health program review proposal for Illinois Board of Higher Education
- Key participant in the development of joint Master of Public Health and Master of Nursing program proposal at NIU.
- Led the development of curriculum program for Paramedic/EMT courses and training program for hazardous material response

SCHOLARSHIP

Summary

- 77 published peer reviewed manuscripts/proceedings (51 manuscripts & 27 proceedings)
- 2 books
- 6 book chapters
- 77 peer reviewed professional presentations
- 20 invited presentations (Key Notes, etc)
- 7 non-peer reviewed publications (published book reviews/exerts, letters to editors, etc)

Journal Articles

Bardy, R. & Rubens, A. (2022). The COVID-19 Pandemic and the Public Goods of Knowledge: Is there enough Internet Governance. *L'industria, Rivista di Economia e Politica Industriale (one of Europe's oldest publications in Economic Studies)*. Expected publication: April-June, 2022 Issue.

- Akolgo-Azupogo, H., Rubens, A., & Bardy, R. (2021). Soft Skills and Development Economics: Constraints from an African Perspective. *Journal of African Studies and Development*, Vol. 13 (1), July-September 2021. pp. 47-58 DOI: 10.5897/JASD2021.0625.
- Bardy, R., Akolgo-Azupogo, H., & Rubens, A. (2021). Applying land governance knowledge in Northern Ghana: A case study on creating communities of practice between tribal leaders and government. *Land Use Policy*, Vol 107, August 2021, Article 105493. <https://doi.org/10.1016/j.landusepol.2021.105493>.
- Rubens, A., Schoenfeld, G., Schaffer, B., & Leah, J. (2020). Using Industry Analysis and Manager Interviews for Career Planning: A Classroom Exercise *E-Journal of Business Education and Scholarship of Training*, Vol 14, Issue 1, pp 108-127.
- Bardy, R. & Rubens, A. (2019). The Societal Impact of Internet Usage: A Public Goods Perspective. *Business Ethics and Leadership*, Vol. 3, Issue, 2, pp. 63-71.
- Rubens, A., Ferenciková, and Bardy, R. (2019). How to transcend from a local subsidiary into the global leadership position of your industry: the case of Whirlpool Slovakia. *Transnational Corporation Review*, Vol. 11, Issue 2, pp. 120-132.
- Bardy, R., Rubens, A., & Akolgo-Azupogo, H. (2018). The African Way Towards a Sustainable Future: Integrating Indigenous Wisdom and Academic Knowledge. *Journal of African Studies and Development*, Vol. 10, Issue 2, pp 8-18.
- Renaldi, C., Cavicchi, A., Spigarelli, F., Lacchè L, & Rubens, A., (2018). HEIs and Smart Specialization Strategy: From Third Mission to Sustainable Development Co-creation. *International Journal of Sustainability and Higher Education*, Vol. 19, Issue 1, pp 67-84.
- Rubens, A, Schoenfeld, G, Leah, J, & Schaffer, B. (2017). Self-Awareness and Leadership: Developing an Individual Strategic Professional Development Plan in an MBA Leadership Course. *International Journal of Management Education*, Volume 16, pp 1-13.
- Bardy, R., Rubens, A., & Eberle, P. (2017). Soft Skills and Job Opportunities of Migrants: Systemic Relationships in the Labor Market. *Journal of Business Ethics and Leadership*, Volume 1, Issue 4, pp 5-21.
- Bardy, R, Rubens, A., & Eberle, P. (2017). Building Intellectual Capital for Sustainable Development: Combining Local Wisdom and Advanced Knowledge. *E-Learning Journal for Knowledge Management*, Vol. 15, Issue 3, pp 159-169.
- Rubens, A., Spigarelli, F., Cavicchi, A., and Renaldi, C. (2017). Universities Third Mission and the Entrepreneurial University and the Challenges they bring to Higher Education Institutions. *Journal of Enterprising Communities: People and Places in the Global Community*, Vol. 11, Issue 3, pp 354-372.
- Massaro, M., Rubens, A., Bardy, R., & Bagnoli, C. (2017). Antecedents to Export Performance and How Italian and Slovenian SME's Innovate During Times of Crisis. *Journal of Eastern European and Central Asian Research*, Vol. 4, No. 1, pp 26-59.
- Rubens, A, Leah, J., and Schoenfeld, G. (2016). Using Biographies to Develop Leadership Skills. *Journal of the Academy of Business Education*. Volume 17, Issue 1 (Spring), pp 116-133.
- Bardy R, Rubens A and Pelzmann G. (2016). Using an Intellectual Capital Statement to Deploy Knowledge Management: The Example of an Austrian Chamber of Agriculture. *The Electronic Journal of Knowledge Management*, Volume 14 Issue 1, pp 45-59.

- Mucelli, A, Micozzi, A., Rubens, A., & Jackson, G. (2015). Italian Industrial Districts in the Marche Region: A Model of Transformation and Change. *Journal of Business Cases and Applications*. Volume 15 (January), pp 1-23.
- Bardy, R., Rubens, A. and Massaro, M. (2015). The Systemic Dimension of Sustainable Development in Developing Countries. *Journal of Organizational Transformation and Social Change*. Volume 12 (1). pp 22-41.
- Bardy, R. Rubens, A. & Jackson, G. (2013). Contributing to Changes of Social Order in Emerging Nations: The Spillover Effects of Foreign Direct Investment. *Journal of International Management Studies*. Volume 8 (1), pp 47-58.
- Kennedy, T. Bardy, R. & Rubens, A. (2012). Economic Growth and Welfare: How Foreign Direct Investment Contributes to Improving Social Order in Less Developed Countries. *Journal of Organizational Transformation and Social Change*. Volume 9 (2), pp 185-205.
- Mathews, C., Fornaciari, C., & Rubens, A. (2012). Understanding the Use of Feature Films in Classroom Learning. *American Journal of Business Education*, Volume 5 (5), pp 563-574. (Recognized as most downloaded publication since its publication: 1,380 downloads; Award given in March 2016)
- Borgia, D., Rubens, A., & Jones, T. (2012). Using Reverse Mergers to Take Chinese Companies Public on U.S. Securities Markets: The Case of China AutoStar. *Journal of Financial Education*. Spring/Fall, Volume 38, Issue 1 / 2, pp 11-35.
- Rubens, A., Jackson, G., & Andrews, C (2011). Conducting a Feasibility Study and Assessing Success of a Business Incubator: An Applied Study. *Journal of Applied Management and Entrepreneurship*, Volume 16, Number 2, pp 42-59.
- Borgia, D., Bonvillian, G., & Rubens, A (2011). A Case Study of U.S. University, College of Business Partnerships: Form, Process, Opportunities, and Challenges. *Journal of Management Policy and Practice*, Volume 12, Issue 1, pp 98-107.
- Jackson, G. & Rubens, A. (2010). Regional Economic Development: A Case Study of Business Incubator Networks. *Economic Development Journal*, Fall, Volume 9, pp 42-49.
- Kauanui, S., Thomas, K., Rubens, A. Sherman, C. (2010). Entrepreneurship and Spirituality: A Comparative Analysis of Entrepreneur's Motivation. *Journal of Small Business and Entrepreneurship*. Volume 23, Issue 4, pp 621-635.
- Jackson, G. & Rubens, A. (2010). Future Economic Growth: Should Business Incubation be Part of Your Overall Economic Development Strategy. *Florida Economic Research Network*, Spring 2010, pp 18-20.
- Bardy, R. & Rubens, A. (2010). Is there a Transatlantic Divide? Reviewing Peter F. Drucker's Thoughts on Ethics and Leadership of U.S. and European Managers. *Management Decision*, Volume 48, Issue 4; pp 528-540.
- Rubens, A., Bonvillian, G., & Jackson, G. (2009). Case Study of University Contract Consulting: Lessons Learned and Direct and Indirect Benefits. *Applied Research in Economic Development*, Volume 6, Issue 1; pp 25-34.
- Bardy, R., & Rubens, A. (2009). Business Ethics and Legal Environment of Business in the U.S. and in Continental Europe. *Journal of Business Disciplines*. 1527-151X Volume X, Issue 1, pp 49-76.
- Bardy, R. & Rubens, A. (2009). A Comparative View of Business Ethics and Governance in the U.S. and Continental Europe and How They Will Change in These Challenging Times. *International Review of Information Ethics* (Special Edition: Business Intelligence Meets Moral Intelligence), Volume 10, January 2009, pp 25-34. (Paper was used in development of UNESCO's Code of Ethics for Information Societies).

- Rubens, A., Ritchie, W., Jones, T. & Weeks, S. (2008). Development of Motorsports Facility: Positive or Negative Externalities on Surrounding Residential Property Values. *Journal of Real Estate Practice and Education*, Volume 11, Issue 1, pp 95-107.
- Ritchie, W., Elias, L., & Rubens, A. (2006). A Process for Validation of a Customized Scale to assess 'Work Environment' in Government Organizations: A Mixed Method Approach, *Review of Public Personnel Administration*, Volume 26, Issue 4; pp 382-389.
- Ritchie, W., Anthony, W., & Rubens, A (2004). Individual Executive Characteristics: Explaining the Divergence Between Perceptual and Financial Measures in Nonprofit Organizations. *Journal of Business Ethics*, Volume 53, Issue 4, pp 267-281.
- Rubens, A. & Wimberley, E. (2004). Contrasting the American College of Healthcare Executives' Code of Ethics with Undergraduate Health Administration Students' Values and Ethical Decision Choices. *Hospital Topics*, Volume 82; Issue 3, pp 10-18.
- Wimberley, T. & Rubens, A. (2001). Management Support Organization/University Partnership in Non-profit Education, Training, and Consultation: Assessing Demand and Preferences. *Social Science Journal*, Volume 38, Issue 4, pp 1-8.
- Rubens, A. & Halperin, M. (1998). Mentoring in Health Service Organizations: Implications for Female Healthcare Executives. *Hospital Topics*, Volume 74, Issue 4, pp. 23-28.
- Rubens, A., Oleckno, W., & Ciesla, J. (1998). Attitude and Behavior of College Students Regarding Organ Donation. *College Student Journal*, Volume 32, Issue 2, pp. 167-178.
- Ciesla, J., Piane, G., & Rubens, A. (1998). A State-Wide Survey of Nonpharmacologic Hypertension Therapy in Community-Dwelling African-American Elders. *Journal of Health Care for the Poor and Underserved*, Volume 9, Issue 1, pp. 62-75.
- Piane, G., Rydman, R., & Rubens, A. (1997). Learning Style Preferences of Public Health Students. *Journal of Medical Systems*, Volume 20, Issue 6, pp. 377-384.
- Rubens, A. (1996). Racial and Ethnic Differences Among University Students Regarding Organ Donation. *Journal of National Medical Association*, Volume 8, Issue 10; pp. 417-421.
- Rubens, A., Stoy, W., & Piane, G. (1995). Using Interactive Videodisc to Teach and Test Advanced Airway Management. *Prehospital and Disaster Medicine*, Volume 10, Issue 4, pp. 251-258.
- Rubens, A., Oleckno, W., & Papaeliou, L. (1995). Establishing Guidelines for the Identification of Occupational Injury: A Systematic Approach. *Journal of Occupational and Environmental Medicine*, Volume 32, Issue 7, pp. 151-159.
- Rubens, A (1993). Workplace Statistics Can't Cut to the Heart. *Occupational Health and Safety*, Volume 62, Issue 8; pp. 64-69.
- Rubens, A. (1992). IVD Technology, Its Role in Health Care Education. *Computers in Healthcare*, pp. 42-46.
- Rubens, A. (1991). ET Intubation: The Minimum for ACLS Airway Management Training. *Prehospital and Disaster Medicine (Editorial)*, Volume 6, Number 4, pp. 491-492.
- Janeira, C., Merlin, M. & Rubens, A. (1991). Differentiation and Management of Wide-Complex Tachycardia. *Emergency*, Volume 23, Number 9, pp. 44-47,58.
- Rubens, A & Merlin, M (1991). Practical CPR May Ease New-Student Anxieties. *Occupational Health and Safety*, Volume 60, Number 8, pp. 28-32.
- Rubens, A. (1991). Testing Airway Management Skills: Interactive Videodisc Courseware vs ACLS Instructor. *Respiratory Care*, Volume 36, Number 8, pp. 849-856.
- Rubens, A. (1991). Geriatric Emergencies. *Emergency Medical Services*. Volume 20, Number 7, pp. 22-26,57.

- Rubens, A. (1991). Tips for Communicating with the Elderly. *Firehouse Magazine*. p. 86.
- Rubens, A. (1990). Seeing Eye to Eye. *Journal of Emergency Medical Services*, Volume 16, Number 12, p. 71.
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Book

- Bardy, R., Rubens, Saner, R., & Yiu, L.(2021): Public Goods, Sustainable Development and the Contribution of Business . Cambridge Scholars Publishing
ISBN: 1-5275-6310-3; ISBN13: 978-1-5275-6310-0
[Public Goods, Sustainable Development and the Contribution of Business – Cambridge Scholars Publishing](#)
- Bardy, R, Massaro, M., & Rubens, A. (2014). Sustainable Development in the Developed World: A Holistic Approach to Decode the Complexity of a Multi-Dimensional Approach. Business Systems Laboratory Publications. ISBN 1494325195 ([Sustainable Development in the Developing World: A Holistic Approach to Decode the Complexity of a Multi-Dimensional Topic \(Business Systems\) \(Volume 4\): Bardy, Roland, Massaro, Maurizio, Rubens, Arthur: 9781494325190: Amazon.com: Books](#))
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Book Chapters

- Rubens, A, Borgia, D., & Bardy, R. (2018). *China's Worldwide Influence as a Disruptive Economy*. Book Chapter (Chapter 5), in Gary Bonvillian, Editor, The Savvy Investor's Guide for Doing Business in China, Marquette Book Publishing. ([The Savvy Investor's Guide for Doing Business in China: Gary Bonvillian, Gary Bonvillian: 9781732719705: Amazon.com: Books](#))
- Azupogo, H., Bardy, R. & Rubens, A. (2017). *Leapfrogging to the Fourth Mission in Higher Education: A New Ghanaian College Creates Sustainability Approaches and Community Engagement*, Book Chapter (Chaper 14), in: Developing Sustainability Mindset in Higher Education. Editors Kerul Kassel and Isabel Rimanoczy. Routledge, Greenleaf Publishing. [Developing a Sustainability Mindset in Management Education - 1st Edit \(routledge.com\)](#)
- Kauanui, S, Thomas, K, Rubens, A, & Sherman, C (2016) *The Spiritual Entrepreneur*. In The Spiritual Challenge in Management Editor: Ramnath Narayanswamy (Paper given at Indian Institute of Management International Conference). Cambridge: Cambridge University Press.
- Kauanui, S, Thomas, K, Sherman, C, Rubens, A (2014) *Entrepreneurship and Spirituality*. In Handbook of Research in Religion and Spirituality at Work. Editors: Mustafa Ozbilgun, Yochanan Altman, and Dave Miller. Edward Elgar Publishing.
- Wimberley, T, & Rubens, A (1999) *Like plugging the holes in a Colander: Health Policy and Provision in the United States, circa 2000*. In Handbook of International Health Care Systems. Editors, E. Wimberley, and K Tai. Marcel Dekker Publishers. [Table of Contents: Handbook of international health care systems / \(villanova.edu\)](#)
- Rubens, A, Oleckno, W, & Papaeliou, L (1996) *Establishing Guidelines for the Identification of Occupational Injuries: A Systematic Appraisal*. In 1996 Workers' Compensation Year Book. Horsham, PA: LRP Press, Part I, pp. 206-213.
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Proceedings (Published)

- Rubens, A., Ferenčíková S. (2018): Whirlpool Slovakia Transformation from a local manufacturer to a Leader in the Whirlpool Worldwide Network. *Academy of Business – Central and Eastern Europe 5th Annual Conference*. Krakow, Poland, Sept 12-14, 2018.
- Bardy, R. & Rubens, A. (2017). Building Intellectual Capital for Sustainable Development: Combining Local Wisdom and Advanced Knowledge. *European Conference on Intellectual Capital, 9th Annual Conference*. Lisbon, Portugal, April 6-7, 2017.
- Bardy, R. & Rubens, A. (2017). Soft skills and job opportunities of migrants: Systemic relationships in the labor market. *BSLAB SYDIC International Workshop*. Rome, Italy, January 23-24, 2017.
- Bardy, R, Rubens, A, & Pelzmann, G. (2015). Using an Intellectual Capital Statement to Enhance Knowledge Management and Organizational Strategy. *16th European Conference on Knowledge Management (ECKM) 2015*, Udine, Italy, September 3-4, 2015
- Bardy, R., Rubens, A. and Massaro, M. (2014). *The Systemic Dimension of Sustainable Development in Developing Countries*. Business Systems Lab, 2nd International Symposium, Rome Italy, January 21-24, 2014.
- Bardy, R., Rubens, A. and Massaro, M.(2013). *Social Sustainability and Equitable Economics: The Contribution of Transnational Engagement in Less Developed Countries*. Europe International Business Academy (EIBA), Bremen, Germany. December 12-14, 2013
- Bardy, R., Rubens, A., and Massaro, M.(2013). *Measuring Social Capital and Well Being: Essential Components of Achieving Sustainable Development in Less Developed Countries*. Academy of International Business, Southeast Chapter, Atlanta, GA. October 25-27, 2013
- Bardy, R, Rubens, A & Massaro, M. (2012). Social Sustainability in Emerging Markets and the Business Case for Equitable Economics: Can the Poorest Countries be Rescued. *Academy of International Business, SE, Annual Conference* Fort Lauderdale, FL, Oct 31-November 2, 2012 (Best Thematic Paper Award Finalist).
- Rottig, D & Rubens, A. (2012). A Conceptual Model of Strategic Leadership and Employee Perception of Inequity. *Academy of Management Annual Meeting*, Boston, MA August 7-10, 2012 (Published in *AOM Best Paper Proceedings* and nominated for International Management Division “Best Paper” in OB / HRM / OT)
- Rubens, A, & Schoenfeld, G. (2011). Using Biographies to Develop Leadership Skills. *Academy of Business Disciplines*, Fort Myers, FL, November 10-12, 2011
- Rubens, A & Jackson, G. (2010). Feasibility Assessment for a Business Incubators: A Case Study. *Academy of Business Disciplines Annual Conference 2010*, Fort Myers, FL, November 2010.
- Bardy, R & Rubens, A. (2010). Contextualizing Information Ethics: Business Relations in Europe and the U.S. and the Accountabilities of Exchanging Information. *EDem 10 Conference: 4th International Conference on eDemocracy 2010*. Danube University Krems, May 6-7, 2010.
- Borgia, D, Bonvillian, G, & Rubens, A (2009). Challenges and Lessons Learned: A Case Study of Experiences with Establishing Partnerships with Chinese Universities. *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jacksonville, FL.
- Borgia, D, Rubens, A, & Jones, T. (2009). Using a Reverse Merger to Take Chinese Companies Public on U.S. Securities Markets: The Case of China AutoStar; *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jacksonville, FL.

- Kauanui, S, Rubens, A, Sherman, C., & Thomas, K. (2009). A Research Path: Following Spirituality and Its Role in Creating Sustainable Entrepreneurship. *Academy of Management, Annual Meeting, 2009*; Symposium: Management, Spirituality, & Religion Section, Chicago, IL, Aug 7-11, 2009.
- Drew, Stephen and Rubens, A (2008). The Involvement of Boards in Strategic Decision Making Process: A Study in the Health Care Industry. *Israel 2nd Annual Strategy Conference*, Tel Aviv, Israel, Dec 2008
- Rubens, A, Drew, Stephen, & Andert, D. (2008). Pilot Study of Health Care Boards Involvement in Strategic Decision Making. *Southern Management Association Annual Conference, 2008*. St. Pete, FL Oct 2008.
- Bardy, R and Rubens, A. (2006). Business Ethics and Legal Environment of Business in U.S. and Continental Europe. *Academy of Business Disciplines*, Fort Myers, FL, Nov 9-11, 2006.
- Rubens, A and Bonvillian, G. (2005). Using Traditional Research Methods for University Consulting in the Community. *Academy of Business and Public Administration*, Dallas, Tx. May 2005 (Selected as “best research paper at conference”).
- Wimberley, E & Rubens, A. (2004). Development and Findings of Social Capital Community Benchmark Survey. *Southern Gerontological Society*, Atlanta, Georgia, April 2004.
- Wimberley, E & Rubens, A. (2004). Development and Findings of Social Capital Community Benchmark Survey. *Western Social Science Association Annual Conference*, Salt Lake City, Utah, April 2004.
- Rubens, A. (2002). Assessing Health Administration Student’s Values and Ethical Choices. *Academy of Business Education*, Key West, Florida, September 2002
- Bonvillian, G, and Rubens, A. (2002). Using Research Methods for Executing University Consulting in the Community: A Case Study. *Academy of Management*, Quebec City, Canada, August 2002.
- Rubens, A and Bonvillian, G (2002). A Case Study of University Contract Consulting. *Hawaii International Conference on Business*, Honolulu, Hawaii, June 2002
- Bonvillian, G, and Rubens, A. (2001). Utilizing Traditional Research Methods for Executing University Contract Consulting in the Community: A Case Study. *International Conference on the University as Citizen*, Tampa FL, February 2001
- Duffus, L, Wells, L, & Rubens, A. (2000). The Personal Strategic Marketing Plan as an Element of the Introductory Marketing Course: Students Perspective on its Usefulness. *Academy of Business Disciplines*, November 2000.

Book Reviews, Letters to the Editors and Invited Special Topics Papers (Published)

- Bardy, R., Rubens, A., Saner, R., & You, L. (2021). Business and the Sustainable Development Agenda. Book Exert. *Stanford Social Innovation Review*. 28, September 2021. https://ssir.org/books/excerpts/entry/business_and_the_sustainable_development_agenda
- Ciesla, J & Rubens, A: "Longest, B: Health Policy Making in the United States." Ann Arbor: Health Administration Press." (Book Review) *Journal of Health Administration and Education*. 1996; 3(2): pp. 357-358.
- Rubens, A, Hargarten, S, & Oleckno, W: Comparison Between Emergency Department and Inpatient E-codes. (Letter to the Editor). *Academic Emergency Medicine*. 1996; 3(3): pp. 87-89.
- Rubens, A, Oleckno, W, & Papaeliou, L: Guidelines for the Establishments of Occupational Injury (Letter to the Editor). *Journal of Occupational and Environmental Medicine*. 1995; 37(11): p. 1261.

- Rubens, A: Injury Prevention: Mandatory Reporting of External Cause of Injury. *Viewpoint*. 1992; 26 (2): pp. 10-11.
- Rubens, A.: Communicating with the Elderly Person. *Viewpoint*. 1992; 26 (5): p. 3.
- Rubens, A: Health Care Reforms: The Political Issue for the 90s. *Viewpoint*. 1991; 24 (1): p. 1.
-

Training Manuals (Published)

- Rubens, A, Ricci, E, Saxton, J, Malloy, S, Housley, S, & Stoy, W: Emergency Care for the Elderly (Instructor's, Paramedic, and First Responder's Training Manuals). Alzheimer's Disease Research Foundation, Pittsburgh, PA, 1990.
- Rubens, A, Ricci, E, Saxton, J, Malloy, S, Housley, S, & Stoy, W: Emergency Care for the Elderly for Emergency Care Personnel Training Program. Chicago, IL:
-

Under Review and Works in Progress

Under Review

- Akolgo-Azupogo, H., Bardy, R., & Rubens, A. (2022). The Role of Tribal Leaders/Traditional Leaders in Regulating Land Use and Biodiversity among the Gurune Speaking People of the Upper East Region of Ghana. *Advances in Environmental and Engineering Research*.
- Bardy, R., Rubens, A. Saner, R., & Yiu, L. (2021): Crisis Management, Public Goods and Sustainable Development: The Need for Global Cooperation. *Atlantic Economic Journal*.
- Rubens, A. & Bardy, R.. (2021): The Changing Role of Business and Public Goods. *Atlantic Economic Journal*.
- Bardy, R. & Rubens, A. (2021). The Responsibility of Businesses towards Public Goods and Economic Development. *Atlantic Economic Journal*.

In Progress:

- Rubens, A., Ferenciková S., Bardy, R.: Business Students' Attitudes and Perceptions toward Business Ethics in U.S. and Slovakia (Journal TBD)
- Rubens, A., Bardy, R., & , Ferenciková, S.: How Religiosity and Political Affiliation Relate to Business Students' Attitudes and Perceptions toward Business Ethics in the U.S. and Slovakia. (Journal TBD)
-

PRESENTATIONS (Selected Listing)

Invited Keynotes (Most Recent)

- Rubens, A. Intercultural Leadership. Leadership in Motion. Astana, Dhaka, Bangladesh, December 3, 2020.
- Rubens, A. Globalization and the Need to Focus on Quality. Inaugurazione Corsi di Laurea (AA, 2015/2016), Università di Macerata, Fondazione Angelo Colocci, Nov 10, 2015.
- Rubens, A. Brief Review: Public Expenditures in the U.S. and Trends in Education and Health Care. Sussidiarietà e Spesa Pubblica: Rapporto sulla Sussidiarietà 2014/2015. Fondazione Angelo Colocci. November 12, 2015.
-

Professional Conferences/Special Sessions (Selected)

- Saner, R., Bardy, R., Rubens, A., & Yiu, L. (2021): Written Statement Presented on: Public Goods for Recovering from Covid-19 and Successfully Implementing SDGs: Statement submitted and presented at the: U.N. Economic and Social Council, High Level Political Forum (HLPF) [High-level Political Forum .: Sustainable Development Knowledge Platform \(un.org\)](#): Geneva, Switzerland, July 13-16, 2021.
- Bardy, R., Rubens, A. Saner, R., & Yiu, L. (2021): “Public Goods, Sustainable Development and the Contribution of Business” (Plenary Session); and “The Internet, a Public Good in the COVID-19 Pandemic: Do we need more Internet governance?”(Plenary Session). *International Atlantic Economic Society, 91st International Atlantic Economic European Conference*, May 19-21, 2021. (Virtual Attendance).
- Bardy, R., & Rubens, A. (2021): The Internet, A Public Good in the COVID-19 Pandemic: Do we need more Internet Governance? Paper Presentation at: *International Atlantic Economic Society, 91st International Atlantic Economic European Conference*, May 19-21, 2021. (Virtual Attendance).
- Bardy, R., Rubens, A. Saner, R., & Yiu, L. (2020): Public Goods, Sustainable Development and the Contribution of Business. Roundtable in *International Institute of Administrative Sciences (IIAS) 2020 Annual Conference: Public Governance for Climate Action*, Brussel, Belgium, December 15-18, 2020 (Virtual Attendance).
- Bardy, R., Rubens, A., & Ferenčíková, S. (2019). The Public Good of Internet Usage and how Soft Skills can Bridge the Digital Divide. *TAKE-Theory and Application in Knowledge Management Annual Conference*. Vienna, Austria, July 3-5, 2019. (Conference Track Co-Coordinator)
- Rubens, A., Ferenčíková, S. and Bardy, R. (2018). Investment success story in Central and Eastern Europe: The model case of Whirlpool Slovakia. *86th International Atlantic Economic Conference Annual Conference*. New York, NY, October 11-14, 2018.
- Rubens, A., and Ferenčíková S., (2018): Whirlpool Slovakia Transformation from a local manufacturer to a Leader in the Whirlpool Worldwide Network. *Academy of Business – Central and Eastern Europe 5th Annual Conference*. Krakow, Poland, September 12-14, 2018.
- Rubens, A., (2017). The Entrepreneurial University. Roundtable with: Hvorecky, J., Šablatureva, L., Racz, F., and Rosik, M. “SME’s and Knowledge Management”. *12th Annual Workshop on Knowledge Management.*, Trenčín, Slovakia, Oct 12, 13., 2017.
- +Saner, R., *Bardy, R., *Rubens, A, Yiu, L., Vaughan-Whitehead, D., Baburoglu, O., Carr, S., Parker, J., Arrowhead, J., & Cohen, R. (2017). Interrelationship of Business and Public Goods. *Academy of Management, Annual 77th Meeting*, Panel Symposium (Sponsor: Organizations and the Natural Environment (ONE) Division). Selected for “All Academy Theme Program”, Atlanta, GA, Aug 4-8, 2017. +Chair; *Symposium Organizers
- Rubens, A, Schoenfeld, G, Schaffer, B. & Leah, J, (2017). Self-Awareness and Self-Directed Learning in MBA Leadership Courses: The Utilization of Individual Strategic Professional Development Plans. Paper presentation at *Academy of Management 77th Annual Meeting*, Atlanta, GA, Aug 4-8, 2017.
- Bardy, R. & Rubens, A. (2017). Building Intellectual Capital for Sustainable Development: Combining Local Wisdom and Advanced Knowledge. *European Conference on Intellectual Capital, 9th Annual Conference*. Lisbon, Portugal, April 6-7, 2017.

- Bardy, R. & Rubens, A. (2017). Soft skills and job opportunities of migrants: Systemic relationships in the labor market. *International Atlantic Economic Conference (IAEC) 82nd Annual Conference*. Berlin, Germany, March 22-25, 2017.
- Bardy, R., Valentinov, V., Rubens, A. & Akolgo-Azupogo, H. (2017). Building Intellectual Capital for Sustainable Development in a Ghanaian Rural Community: Engraining Local Wisdom into the Knowledge Base. *World Organization of Systems and Cybernics (WOSC)*, Rome, Italy, January 26-27, 2017.
- Bardy, R. & Rubens, A. (2017). Soft skills and job opportunities of migrants: Systemic relationships in the labor market. *BSLAB SYDIC International Workshop*. Rome, Italy, January 23-24, 2017.
- Bardy, R. & Rubens, A. (2016). Soft skills and Cultural Background: Do Migrants' diverse abilities enhance Workplace Conditions. *European International Business Society (EIBA) 42nd Annual Conference*. Vienna, Austria, December 2-4, 2016.
- Rubens, A. & Drew, S. A Softer Side to Management: A Review on how to Create Shared Values and Strategies that Result in Competitive Advantage and Greater Financial Performance. *International Management Research Academy/Indian Institute of Management International Conference 2015*. Bengaluru (Bangalore), India. December 16-18, 2015.
- Bardy, R., Massaro, M., Rubens, A., Bagnoli, C. Does Internationalization theory apply in contingencies? How Italian and Slovenian SMEs react to pressures in their home markets. Paper presented at *European International Business Academy (EIBA) 41st Annual Conference*. Rio de Janeiro, Brazil, December 1-3, 2015.
- Bardy, R., Rubens, A., & Pelzmann, G. Using an Intellectual Capital Statement to Enhance Knowledge Management and Organizational Strategy. Paper presented at *16th European Conference on Knowledge Management (ECKM) 2015*, Udine, Italy, September 3-4, 2015
- Massaro, M., Bardy, R., & Rubens, A. What Fosters SME Internationalization: A Cross Border Study on Italian and Slovenian Manufacturing of SMEs Entering Foreign Markets. *Business Systems Lab, International Symposia*, Perugia, Italy, January 21-23, 2015
- Massaro, M., Bardy, R., Rubens, A., & Bagnoli, C. What Fosters SME Internationalization: A Cross Border Study on Italian and Slovenian Manufacturing of SMEs Entering Foreign Markets. *AIB SE Annual Conference*. Miami, FL October 23-25, 2014
- Bardy, R., Massaro, M., and Rubens, A. An ROI of Public Goods: Connecting Business Performance and its Usage of the Commons: Connecting Business Performance and its Usage of the Commons. Paper presented at: *International Atlantic Economic Society Annual Conference*. Savannah, GA, October 12-15, 2014.
- Bardy, R., Rubens, A. and Massaro, M. The Systemic Dimension of Sustainable Development in Developing Countries. Paper presented at the *Business Systems Lab, 2nd International Symposium*, Rome Italy, January 21-24, 2014.
- Bardy, R., Rubens, A. and Massaro, M. Social Sustainability and Equitable Economics: The Contribution of Transnational Engagement in Less Developed Countries. Paper presented at *Europe International Business Academy (EIBA)*, Bremen, Germany. Dec. 12-14, 2013
- Bardy, R., Rubens, A., and Massaro, M. Measuring Social Capital and Well Being: Essential Components of Achieving Sustainable Development in Less Developed Countries. *Academy of International Business, Southeast Chapter*, Atlanta, GA. October 25-27, 2013
- Bardy, R., Rubens, A & Massaro, M: Social Sustainability in Emerging Markets and the Business Case for Equitable Economics: Can the Poorest Countries be Rescued. Accepted for presentation at *Academy of International Business, SE, Annual Conference* Fort Lauderdale, FL, Oct 31-November 2, 2012(*Best Thematic Paper Award Finalist*)

- Rottig, D & Rubens, A: A Conceptual Model of Strategic Leadership and Employee Perception of Inequity. *Academy of Management Annual Meeting*, Boston, MA August 7-10, 2012 (Finalist for International Management Division (IMD) Skolkvo Best Paper Award; published in “*best paper proceedings*”; and nominated for IM Division Best Paper.
- Rubens, A & Bardy, R: Contributing to Changes of Social Order in Emerging Nations: The Responsibility Spillovers of Foreign Direct Investment. Paper submitted for presentation at the *Academy of Management Annual Meeting*, Boston, MA August 7-10, 2012
- Kauanui, S, Sherman, C, Thomas, K, Perkins, K, & Rubens, A. The Spiritual Entrepreneur. *Indian Institute of Management International Conference*. Bangalore, India, January 9-11, 2012
- Rubens, A & Bardy, R: Contributing to Changes of Social Order in Emerging Nations: The Responsibility Spillovers of Foreign Direct Investment. Paper submitted for presentation at the *Academy of International Business, Southeast Chapter Annual Conference 2011*, Orlando, FL. October 26-28, 2011 *Business Disciplines*, Fort Myers, FL, November 10-12, 2011 (*Best Presentation in Session*)
- Rubens, A & Jackson, G: Feasibility Assessment for a Business Incubators: Case Study. Paper presented at the *Academy of Business Disciplines Annual Conference*, Fort Myers, FL, November 2010.
- Bardy, R & Rubens, A: Contextualizing Information Ethics: Business Relations in Europe and the U.S. and the Accountabilities of Exchanging Information. *EDem 10 Conference: 4th International Conference on eDemocracy 2010*. Danube University Krems, May 6-7, 2010.
- Bardy, R & Rubens, A: Is there a Transatlantic Divide? Reviewing Peter F. Drucker’s Thoughts on Ethics and Leadership of U.S. and European Managers. Paper presented at *First Global Peter F. Drucker Forum: Managing for the Future, 2009*. Vienna, Austria, November 19-20, 2009
- Borgia, D, Bonvillian, G, & Rubens, A: Challenges and Lessons Learned: A Case Study of Experiences with Establishing Partnerships with Chinese Universities. Paper presented at: *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jax., FL
- Borgia, D, Rubens, A, & Jones, T: Using a Reverse Merger to Take Chinese Companies Public on U.S. Securities Markets: The Case of China AutoStar; Paper presented at *Academy of International Business, Southeast Chapter*, October 28-30, 2009, Jacksonville, FL.
- Kauanui, S, Rubens, A, Sherman, C., & Thomas, K: A Research Path: Following Spirituality and Its Role in Creating Sustainable Entrepreneurship. *Academy of Management, Annual Meeting, 2009*; Symposium: Management, Spirituality, & Religion Section, Chicago, IL, Aug 7-11, 2009.
- Drew, Stephen and Rubens, A: The Involvement of Boards in Strategic Decision Making Process: A Study in the Health Care Industry. Presented at *Israel 2nd Annual Strategy Conference*, Tel Aviv, Israel, Dec 2008
- Rubens, A, Drew, Stephen, & Andert, D: Pilot Study of Health Care Boards Involvement in Strategic Decision Making. Presented at *Southern Management Association Annual Conference, 2008*. St. Pete, FL Oct 2008.
- Bardy, R and Rubens, A: Business Ethics and Legal Environment of Business in U.S. and Continental Europe. Paper accepted for Publication at *Academy of Business Disciplines*, Fort Myers, FL, Nov 9-11, 2006.
- Rubens, A and Bonvillian, G: Using Traditional Research Methods for University Consulting in the Community. Paper accepted for presentation at *Academy Association of Business and Public Administration*, Dallas, TX. May 2005 (“best research paper”).

- Wimberley, E & Rubens, A: Development and Findings of Social Capital Community Benchmark Survey. *Western Social Science Association Annual Conference*, Salt Lake City, Utah, April 2004.
- Rubens, A: Assessing Health Administration Student's Values and Ethical Choices. Paper accepted for presentation. *Academy of Business Education*, Key West, Florida, September 2002
- Rubens, A and Azcarate, C: Using a Multi-Disciplinary Model to Community Dispute. Poster accepted for presentation at *Academy of Business Education*, Key West, Florida, September 2002
- Bonvillian, G, and Rubens, A: Using Research Methods for Executing University Consulting in the Community: A Case Study. Paper accepted for presentation at *Academy of Management Annual Conference*, Quebec City, Canada, August 2002.
- Rubens, A and Bonvillian, G: A Case Study of University Contract Consulting in the Community: Paper accepted for presentation at *Hawaii International Conference on Business*, Honolulu, Hawaii, June 2002
- Bonvillian, G, and Rubens, A: Utilizing Traditional Research Methods for Executing University Contract Consulting in the Community. Paper accepted for presentation at *International Conference on the University as Citizen*, Tampa FL, February 2001
- Duffus, L, Wells, L, & Rubens, A: The Personal Strategic Marketing Plan as an Element of the Introductory Marketing Course: Students Perspective on its Usefulness. Paper accepted for presentation at *Academy of Business Disciplines*, November 2000.

GRANTS/RESEARCH

- As Associate Director of the *Regional Economic Research Institute (RERI)* and Director of *Sponsored Programs and Projects (SPP)* for the Center for Leadership and Innovation (CLI), and as a *Private Consultant* I have created, administered, and staffed programs that focused on short and long-term executive and professional programs, consultative services, research evaluation, and organizational assessments for corporate and community customers in Southwest Florida and beyond.

Selected Listing of Funded Projects conducted through FGCU's CLI and RERI

Developed externally funded contracts and served as lead or co-lead investigator on over 50 funded projects which generated revenues in excess of \$1.5 million (See selected list of funded projects below), 1999-present.

- Workforce Assessment, Regional Alliance of EDOs, businesses, and educational institutions to assess future workforce needs in region (2016)
- Regional Economic Repository, Alliance of EDOs, Newspaper, and Business to develop website and office to respond to economic development opportunities (2014-2015)
- Regional Economic Website/Monthly Report, Regional Alliance (2012-2015)
- Golisano Children Hospital Economic Impact Study, Lee Memorial Hospital (2012)
- SW Florida Women's Study, Women's Fund of Southwest Florida (2012)
- Business Climate Survey (Quarterly Report), Southwest Florida (2012-present)
- Calusa Nature Center Benchmark Survey, Lee County (2011-2012)
- Economic Impact Study: Lee Memorial Health System (2011)
- Feasibility Study: Regional Incubators Network in Southwest Florida (2009-2010)
- Economic Impact Study, Florida Gulf Coast University (2008)
- Portability Amendment I & II, Florida Real Estate Association (2007)

- Economic Impact Study of Southwest Florida Health Industry (2007)
- Immokalee, Florida Master Plan (Economic Impact for Immokalee, FL), 2006
- Feasibility Study for Non-Profit Historical Home (Burroughs' Home, Ft. Myers, FL), 2005
- Consultation: Economic Development Agency (EDA) Grant Application (Fort Myers, Business Incubator), 2005
- Comprehensive Review of Permitting in Collier County, 2005-2006
- Strategic Feasibility Market Analysis (Fort Myers Business Incubator), 2004
- Market Analysis: Fort Myers-Cape Coral MSA, 2004
- Community Benchmark Survey (Collier County Social Capital Benchmark Survey), 2003
- Strategic Planning and Business Development (Collier County Airport Authority), 2003
- Business and Passenger Survey (Southwest Florida Regional Airport), 2003
- Law Enforcement Staffing Study (Charlotte County Sheriff's Office), 2003
- Commercial Travel Public Opinion Survey (Naples Airport Authority), 2003
- Customer Satisfaction Survey (Lee County Department of Community Development), 2003
- Bonita Bay Properties (45 Focus Group Assessments), 2003
- Strategic Assessment and Process Mapping (Barron Collier Company, Naples, FL), 2003
- Strategic Planning/Customer Climate Survey (Okeechobee Health Department), 2002
- Multi-Phase/Multi-Approach Study to Evaluate Proposed Motorsports Facility in Immokalee, Florida (Economic Impact Study; Residential Impact Study; Ambient Noise Study; and Community Facilitation), 2001
- Leadership Assessments; Customer Surveys; Organizational Audits; Feasibility Studies; Benchmark Surveys; Community wide citizen surveys, etc. conducted from 1999-2001

Other Grants/Research

- Secured grant and funding for over \$3.5 million from Economic Development Administration (EDA) for Southwest Florida Enterprise Center in Fort Myers, FL
- Wrote and managed \$1 million USDA grant for Community Empowerment Zone
- Received multiple mini-grants (\$10,000 or less) through FGCU's Faculty Grant Program, Office of Research and Sponsored Project e.g., summer grants, teaching assistant stipends, etc.
- From 1996-2006, served as "standing member" of review panel for the National Institute of Health (NIH), Center for Scientific Research (CSR), Health, Risk Prevention and Health Behavior Sections for R01 and Small Business Innovation Research (SBIR) grants (R43 and R44)
- Chair and member of University's Grants and Research Team, 2001-2003; 2010-2011
- Standing member of University's Institutional Review Board (IRB), 2002-2015
- Serve as standing member of privately funded IRB Review Team for Accel-e-media, Washington, DC (conduct IRB reviews for public and private organizations and agencies)
- Have served as P.I., co-P.I., program coordinator, and research consultant on multiple grants and research programs with funding from federal, state, university, foundation and private sources (1990-1997): NIH, NIA, Illinois Department of Public Health, Alaska DOH, Loyola University, Hartford Hospital, Mercy Medical Center, University of Wisconsin, Department EM, University of Pittsburgh, Presbyterian University Hospital, Alzheimer Disease Foundation, Benedum Geriatric Center, LifeLink of Southwest Florida, etc.

SERVICE

Academic Committees (Selected List)

Florida Gulf Coast University (University, College, Department)

College of Business, Graduate Curriculum, Chair (2016-2017)
College of Business, Undergraduate Curriculum, Member (2013-2017)
University, Internal Review Board Committee, Member (2000-2017)
University, Undergraduate Appeals Committee, Member (2007-2015)
Department, Search Committees (Chair & Member) (1999-2017)
College of Business, Promotion and Peer Review, Member (2011-2013)
College of Business, Assurance of Learning (AACSB), Member (2009-2012)
University, Faculty Affairs, College of Business, Member (2011-2013)
University, Grants and Research Committee, Chair (1999- 2002); Member (2011-2013)
College of Business, Peer Review, Member (2007-2009)
University, Salary Equity & Compression/Inversion Study, Member (2008-2009)
University, Student Affairs, Member (2002 – 2007)
University, Leadership Committee, Member (1999 – 2002)
Administrative Process Committee, South. Assoc. for Colleges and Schools (SACS)(1996-1999)
University Grants and Research, College of Professional Studies, Member (1996 – 1998)
University Teaching Incentive Program Award, Member (1999)
University Faculty Affairs Committee, Co-Chair (Merit, & Promotion), Member (1996-1997)
Collective Bargaining Committee, Co-Chair (University and State), Member (1996-97)

Northern Illinois University (1991- 1996)

Public and Community Health Programs. Curriculum Committee (1991- 1996)
Gerontology Program, Leadership Award Advisory Committee (1993)
Graduate School, Council Fellowship Committee (1993-1995)
University Allocation Subcommittee (1994-1996)
University, HIV/AIDS Prevention Committee (1994-1996)
NIU Chapter, Illinois Public Health Association, Faculty Advisor (1992-1996)

Community/State Memberships

Florida

Southwest Florida Quality Network, Executive Board Member (2000-2005)
Smart Growth Task Force, Community Character Committee, Facilitator (2000-2002)
Southwest Florida Chamber of Commerce, Member (1999-2004)

Illinois/Pennsylvania:

Northern Illinois Community Health Outreach Program (1991- 1996)
Illinois Department of Public Health, Injury Surveillance Task Force (1991-1993)
Illinois Department of Public Health, Organ Transplantation Task Force (1994-1996)
Illinois Public Health Association, Injury Section, Membership Committee (1991-1996)
Disaster Medical Assistance Team (DMAT) (1990-1992)
APHA, ICEHS and Health Administration Scientific Program Committee (1994)

Professional Associations

- Academy of International Management, Member (2008 -)
 - Academy of International Management-Regional-SE Chapter, Member (2008 -)
 - Organizational Behavior Teaching Society, Member (2002 -)
 - Academy of Management, Member (1997-)
 - Southern Management Association, Member (1999-)
 - American Society for Public Administration, Member (1997- 1999)
 - Association of University Programs in Health Administration, Member (1994-2001)
 - American College of Health Care Executives, Faculty Associate (1994-2001)
 - American Public Health Association (APHA), Member (1988 - 1999)
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Professional Conference Service

- European Conference on Knowledge Management (Panelist & Discussant, 2015)
 - Academy of International Management, Southeast (Session Chair 2013)
 - Academy of Management (Session Chair, 2010)
 - Southern Management Association (Session Chair, 1999)
 - American Public Health Association (Session Chairs, 1990-1995)
 - American College of Health Care Executives, Faculty Associate (1994-2001)
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Boards Memberships

- *Accel-e-media, Inc.*, Washington, DC, Internal Review Board (IRB) Member ([Ethics Review Board | HML IRB Research & Ethics | United States \(healthmedialabirb.com\)](#)); (2009-present)
 - *Southwest Florida Enterprise Center* (Business Incubator), Board Member (2009-2015) (Currently advisor and consultant to Center)
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Editorial Reviews

Journal (Editorial Board)

- Journal of Welfare, Policies, and Management (JWPM)
Member of the Scientific Committee (2015-present)
- The Electronic Journal of Knowledge Management
Review Board Member (2016 – present)

Book Publishers (Book Proposals and Final Book Submission)

- Pearson Publisher
- McGraw Hill Publisher
- Sage Publishers
- Emerson-Adams Press
- Jones and Bartlett Publishing Company

Journal (Conference Papers and Manuscripts) (Ad-Hoc Reviews)

- International Journal of Management Education (2019 – present)
 - Electronic Journal of Knowledge Management (2017 – present)
 - EuroMed Academy of Business (2014- present)
 - Academy of International Business (2010-present)
 - Journal of Entrepreneurship and Small Business (2012-present)
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- Western Case Writers Association (2008-present)
- Journal of Managerial Issues (2005-present)
- Journal of Management Education (2000-present)
- Southern Management Association (1999-present)
- Academy of Management (2001-present)
- Journal of Environmental and Occupational Medicine (1995-1996)
- American Public Health Association (1991-1996)

Grant Reviews (Study Section Review Panel)

- National Institute of Health, Small Business Innovation Research (Standing Member) 1996 – 2006
- National Institute of Health, Risk Prevention and Health Behavior (Ad Hoc), 1999 – 2005

Membership on Dissertation Committees

Patabendi Maddumage Sajeewa Amantha, DBA: “Factors that Influence the Internationalization of Australian SMEs to China”, Deakins University, Faculty of Business and Law, (Dr. Jane Menzies, Chair), External Examiner. 2018.

White, David, Ph.D.: “Assessing the Differences in Opinion Regarding Gratuities in Law Enforcement.” Northcentral University, School of Business and Technology Management. 2007

Laud-Price, Kaye, Ph.D.: “The Effects of Infant Crying on the Heart Rate, Blood Pressure, and Distress Levels of Women High and Low in Physical Child Abuse Potential,” Department of Psychology, Northern Illinois University, 1996.

Hutchinson, Kim Childers, Ph.D.: “Factors that Predict Health-Promoting Lifestyle Behaviors Among African-American Adults,” Department of Educational Psychology, Northern Illinois University, 1995.

CONSULTING

Independent Private Consultant, Naples, FL (2007 – Present)

- Serve as independent private consultant where I provide training, research and consultative services to public and private organizations and agencies.

University Research Consultants, Inc. Naples, FL, (1997-2007)

- President and Owner of University Research Consultants (URC),
- URC was a private, for-profit consultant group (university faculty and outside consultants)
- Provided executive training, research, and management consulting to government, health, and business organizations. Clients included small (10 persons) to large (over 1,000 employees) businesses and organizations.

SOS Technologies of Western Pennsylvania (1988 -1991) and **SOS Technologies of North Florida** (1997-1998).

- Private Sub-Contractor Trainer and Researcher
- Sub-contractual agreement where I provided consultation and health and wellness training
- Customer base consisted of 750 mediums to large businesses. Developed course outlines, and marketing strategies. Coordinated all workshops and seminars and supervised activities at regional health and safety trade shows and managed staff of 15 instructors and marketing personnel.

Professional Consultations (Partial Listing)

Millennium Health, Washington, DC
Executive Title Company, Fort Myers, FL
Lee County Sheriff's Office, Fort Myers, FL
Community Foundation of Collier County
Lee Memorial Health System, Fort Myers, FL
Loyola Medical Center, Maywood IL
Mercy Hospital, Aurora, IL
Illinois Depart. Of Public Health, Springfield, IL
Aristec Chemical, Clairton, PA
Pittsburgh Rehab. Institute, Pittsburgh, PA
Pori International, Weirton, WV
Westin William Penn Hotel, Pittsburgh, PA
Naples Health Care System, Naples, FL
Charlotte County Sheriff's Office (FL)
Collier County Airport Authority (FL)
Bonita Bay Development, Bonita Springs, FL
Pacific Collier, Immokalee, FL
Bricken & Associates, San Diego, CA
Lee County Government, Fort Myers, FL
National Institute of Health, Washington, DC
City of Fort Myers (FL)
FGS (Berlin, Germany)
University of Wurtzberg (Germany)
ISTAO, Ancona, Italy
UniMC and UMacerata (Italy)

Moorings Park, Naples, FL
Collier County Government, Naples, FL
Hope Hospice, Fort Myers, FL
Florida Council on Aging, Tallahassee, FL
Collier County Airport Authority, Naples, FL
Rams Fie, Gaithersburg, MD
Fox Chapel School District, Pittsburgh, PA
Head Start, Pittsburgh, PA
Pittsburgh Job Corp., Pittsburgh, PA
Lockley Manufacturing, Newcastle, PA
Allegheny Community College, Pittsburgh, PA
Mayview State Hospital, Bridgeville, PA
Allyn International (GE Affiliate), Fort Myers, FL
Naples Municipal Airport, Naples, FL
Florida's Department of Health
Barron Collier Company, Naples, FL
Southwest Florida International Airport (FL)
Lee County Government, Fort Myers, FL
Keuka College, Keuka, NY
Armstrong College, Oakland, CA
Rinker Material, Bonita Springs, FL
Florida Real Estate Association
Hebei Mishu College (China)
Automa, Inc. (Ancona, Italy)
City U, VSM (Bratislava, Sk)

Areas of Consultative/Research Expertise

- Organization and Community Focus Groups; Nominal Grouping Sessions
- Workplace Satisfaction Surveys and Comprehensive Organizational Assessments
- Economic Impact Studies (IMPLAN and Fiscal Forecast Models)
- Market Research Analysis
- Employee & Customer Service Questionnaires
- Individual and Group Leadership Skills and 360 Benchmarking
- Development of Performance Appraisal Sys. And Executive Counseling
- Development and Assessment of HR Functions
- Myers Briggs Type Indicator (Certified Instructor)
- Individual Self-Assessment Scales
- Organizational Benchmark Surveys and Organizational Performance Audits
- Development of Quality Improvement Standards and Systems in Organizations
- Process Management and Mapping
- Public Opinion Surveys (Phone and Self-Administered)
- Strategic Facilitation (Assistance and Development of Strategic Plan)
- Business Plan Development
- Edge Training and Assessment Tools Provider (Knowledge for Leaders, Edge 360 for Leaders, Edge 360 for Teams, Leatherman Leadership Questionnaire and other Edge Products)

OTHER PROFESSIONAL EXPERIENCE

Health Care and Health Services Industry

I worked for several years in the health care industry. My jobs ran the gamut from: Director of emergency medical service (EMS) at a Naval Submarine Base (Kings Bay, Georgia); Flight Medic (Life Flight, Baptist Hospital, Jacksonville, FL); Paramedic (ER), University of Florida, Hospital in Jacksonville; Paramedic, Florida Community College at Jacksonville (urban and rural EMS); Mental Health Counselor, DePaul Mental Health Unit (30 Bed, In-patient Psy Unit (St. Vincent Medical Center, Jacksonville, FL); and Program Director for developmentally disabled adults, Volunteers of America (non-profit), Jacksonville, FL.

Hospitality and Travel

For a number of years, I worked in the hospitality industry and travelled extensively. Hospitality positions ranged from being the Auditor for Restaurants, Bars, Room Service, and Special Events at the Amsterdam Hilton Hotel, to being the elevator operator at Algonquin Hotel in NYC, to being a gourmet waiter and bellman in several large corporate hotels; e.g. Sheraton, Hilton, etc. During these years, I primarily lived in the Netherlands, and traveled extensively in Europe, Africa, and Asia. While traveling, I developed a private import/export venture where I imported gems and jewelry from Sri Lanka and India and marketed them in Europe.

EDUCATION

1990	Doctorate, Public Health (Health Services Administration) University of Pittsburgh
1982	Master, (Public Administration) University of North Florida
1980	Master of Science, (Health Services/Counseling) University of North Florida
1979	Bachelor of Arts, (Sociology/Political Science) University of North Florida
1988-Present	Attended multiple continuing education workshops and seminars in Leadership, Management, and Distance Learning. Certified training in Leadership Development, 360 Assessment, and as Myers Briggs Type Indicator (MBTI®) Counselor.

LANGUAGES

Dutch – Spoken, Fair; Written/Reading, Basic; French – Spoken, Basic; Written/Reading, Fair
Spanish – Spoken, Basic; Written/Reading, Fair; Italian – Spoken, Basic; Written/Reading, Basic

REFERENCES

Provided on Request