
Fernando Garcia, D.B.A.
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Education

D.B.A. Kennesaw State University, 2016.

Title: *Dissertation Title: Setting the Stage for Individual Ambidexterity in Organizations: The Effects of Context and Individual Regulatory Mode on Explorative and Exploitative Behavior*

A.B.D. Kennesaw State University, 2015.

M.B.A. Kennesaw State University, 2009.

B.S. Dalton State College, 2005.

B.S. Universidad Nacional de Ingenieria, 1992.

Title: *Vaso Regulador Seccion A Proyecto Majes, Arequipa*

ACADEMIC APPOINTMENTS/SIGNIFICANT WORK EXPERIENCE

Courses Taught

Courses from the Teaching Schedule: Business Statistics (Bachelors), Fundamentals of Computer Applications (Bachelors), Independent Study in Management (Bachelors), Project Management (Bachelors), Special Topics in Management (Bachelors), The Environment of Business (Bachelors)

Non-Academic Experience

School of Business Academic Internship Coordinator, Dalton State College (January, 2010 - July, 2011), Dalton, Georgia.

Information Systems Specialist/Student Services Professional, Dalton State College (January, 2006 - December, 2009), Dalton, Georgia.

Field Operations Manager, Pro Arq S.A. Architects & Engineers (January, 1998 - December, 2002), Lima, Peru.

Plant Engineer and Supervisor, Sigma Constructores S.A. (January, 1994 - December, 1997), Lima, Peru.

Estimator / Evaluator, Asociacion Ken - AKEN (January, 1992 - December, 1994), Lima, Peru.

Paid Service Experience

2019-2020 - 2022-2023: Dalton State, Coordinator, Office of International Education

Special Awards, Fellowships, and other Honors

Award

2020-2021: Faculty Excellence Award in Service, Dalton State College.

2020-2021: Faculty Excellence Award in Scholarship & Professional Development, Dalton State College.

2019-2020: Faculty Excellence Award for Scholarship and Professional Development, Dalton State College.

PROFESSIONAL ACTIVITIES

Intellectual Contributions Grid: Years: 2023, 2022, 2021, 2020, 2019

Category	BDS	AIS	TLS	Total
Articles in Peer-Reviewed Journals		3	4	7
Articles-in-Progress (All)	1	1	2	4
Publications of Non-refereed or Invited Papers		4		4
Paper Presentations (Refereed)		1		1
Research Report, Non-Refereed		1		1

Refereed Articles

Applied or Integrative/application Scholarship

Garcia, F., Guidice, R. M., & Mero, N. P. (2022). The Interactive Effect of Person and Situation on Explorative and Exploitative Behavior. *Journal of Management and Organization*, 28 (6), 1235-1255.

Garcia, F., Hammontree, M. C., Helms, M. M., & Duarte, P. (2022). Adaptations of multinational subsidiaries for surviving host country crises: A case study of Venezuela. *International Journal of Business and Emerging Markets*, 14 (4), 396-414.

Rutti, R., Garcia, F., & Helms, M. (2021). Entrepreneurship in Peru: A SWOT Analysis. *International Journal of Entrepreneurship and Small Business (CTP)*, 42 (3), 369-396.

Teaching and Learning Scholarship

Garcia, F., Helms, M. M., & Smith, S. R. (2024). Measuring employee empowering and ownership under accountability pressure: the case of J&J industries. *The CASE Journal*, 20 (1), 226-249.

Garcia, F., Helms, M. M., & Smith, S. R. (2024). Measuring employee empowerment and ownership under accountability pressure: The case of J&J Industries. *The CASE Journal*, 20 (1), 226-249.

Garcia, F., Smith, S. R., Burger, A., & Helms, M. (2023). Increasing Global Mindset Through Collaborative Online International Learning (COIL): Internationalizing the Undergraduate International Business Class. *Journal of International Education in Business*, 16 (2), 184-203.

Garcia, F., Smith, S. R., Burger, A., & Helms, M. M. (2023). Increasing Global Mindset Through Collaborative Online International Learning (COIL): Internationalizing the Undergraduate International Business Class. *Journal of International Education in Business*, 16 (2), 184-203.

Non-Refereed Articles

Applied or Integrative/application Scholarship

Garcia, F. (2020). Bringing Speakers Virtually as a HIP Practice During COVID-19. *Dalton State Digest*, 2 (1), 7.

Garcia, F. (2021). Wright School of Business Collaborative Online International Program. *Dalton State Digest*, 3 (1), 4-5.

Garcia, F. (2022). The Latino Community Needs Assessment Project. *Dalton State Digest*, 4 (1), 14-15.

Non-Refereed Proceedings

Applied or Integrative/application Scholarship

Garcia, F., & Littlefield, J. (2020). Latino Needs Assessment Grant. *Latin American Association*.

Presentations of Refereed Papers

International

Garcia, F., Duarte, P., Hammontree, M. C., & Helms, M. (2019-2020). *Adaptations of Multinational Subsidiaries for Surviving Host Country Crises: A Case Study of Venezuela*. 2019 International Conference on Higher Education & Industry, Atlanta, Georgia.

Research Reports

2021-2022: Garcia, F., Latino Community Needs Assessment., submitted to Latin American Association.

Consulting Experience

2021-2022: Latin American Association (LAA), Community Needs Assessment (CNA) of the Hispanic Community,

Project Manager for the CNA research project. The DSC research team conducted a CNA. DSC completed the methodology (research design, including survey instrument design and focus groups design; sampling; data entry and data analysis from surveys and focus groups; preparing a comprehensive finding report with a summary of findings, conclusions, etc.). The LAA helped find the subjects for the focus groups and administer the survey through community partners in metro Atlanta, Gainesville and Dalton. Data collection both qualitative and quantitative was completed in spring and summer 2021. Data analysis was completed in fall 2021. Final report was submitted to the LAA on Dec 7, 2021.

2020-2021: Latin American Association (LAA), Community Needs Assessment (CNA) of the Hispanic Community,

Project Manager for the CNA research project. The DSC research team will conduct a CNA. DSC will devise the methodology (research design, including survey instrument design and focus groups design; sampling; data entry and data analysis from surveys and focus groups; preparing a comprehensive finding report with a summary of findings, conclusions, etc.). The LAA will find the subjects for the focus groups and administer the survey through community partners in metro Atlanta, Gainesville and Dalton.

Grants

Research

2020-2021: Littlefield, J. & Garcia, F., LAA grant proposal, Principal Investigator, Latin American Association.

Papers Under Review

Garcia, F., Helms, M. M., Smith, S. R., & Burger, A. (2023). "From the fourth industrial revolution to the natural revolution: The next step for the AJE Group," 1st revise and resubmit to *The CASE Journal*.

Garcia, F. (2022). "Individual Ambidexterity and Performance Outcomes: The Moderating Role of Self-regulation," Initial submission to *International Journal of Business Performance Management*.

Working Papers

Garcia, F. & Helms, M. (2023). "The Latin American Association Research Project," targeted for The CASE Journal.

Hammontree, M. C., Marshall, V., & Kim, D. (2023). "Georgia Hispanic population needs assessment (Co-investigator)," targeted for The Journal of Applied Reserach in Higher Education.

Other Professional Growth and Development Activities

Other Professional Development

2022-2023: Webinar. USG Money Monday. Planning for Financial Security - Investment Planning. Mon, Apr 17, 2023.

2022-2023: Webinar. Workshop on HSA's From Safety Net to Nest Egg. Presented by Webster Bank. Thu, Nov 3, 2022.

2022-2023: Training. BOR visit training online via Teams, Thu, Sep 22, 2022.

2022-2023: Training. BOR visit training in-person, Thu, Oct 6, 2022.

2022-2023: WSOB Faculty Friday. WSOB Faculty Friday with the Provost, Assistant Provost, Student Success, and Advising Center. Event took place at DSC Library on Fri, Oct 14, 2022.

2022-2023: Perspectives Instructor training. Faculty Learning Community (FLC) for perspectives instructor. Fall 2022 series. Event took place on campus on Mon, Oct 17.

2022-2023: Perspectives Instructor training. Faculty Learning Community (FLC) for perspectives instructor. Fall 2022 series. Event took place on campus on Mon, Sep 26.

2022-2023: Perspectives Instructor training. End of semester training for perspectives instructors teaching Fall 2022. Event took place on campus on Mon, Dec 12, 2022.

2022-2023: Perspectives Instructor training. Spring 2023 training for fall 2023 semester. Event took place on 04/21/23.

2022-2023: DSC Bold Talks. "Teaching & Practicing Self-Care: The Benefits for Faculty, Staff, and Students," by Natalie Johnson. Friday, March 24, 2023.

2022-2023: DSC Bold Talks. "Student Self Examination: Using Flip in the classroom," by Jennifer Randall. Friday, March 24, 2023.

2022-2023: DSC Bold Talks. "Exam Review Ideas for Required Core Courses," by Ken Ellinger. Friday, March 24, 2023.

2022-2023: DSC Bold Talks. "Translating and Transitioning" - Round Table by Forrest Blackbourn, Carl Gabrini, Lydia Postell, Gregory Smith, Jerry Drye, & Barbara Tucker. Friday, March 24, 2023.

2022-2023: DSC Bold Talks. "Slido: A Free Tool for Anonymous Student Engagement," by Chunk Fink. Friday, March 24, 2023.

2022-2023: DSC Bold Talks. "Flipped Classroom Implementation (and Un-implementation) in Chemistry," by Eric Crisp. Friday, March 24, 2023.

2021-2022: DSC Bold Talks. "Stories Connect the Theory to Real Life," presented by William Taylor. Friday, March 25, 2022.

2021-2022: DSC Bold Talks. "Promoting Student Success through Accounting Bootcamps," presented by Carl Gabrini. Friday, March 25, 2022.

2021-2022: DSC Bold Talks. "Reading is an Act of Seeing: Transforming Student Experience through Visualization Techniques," presented by Leslie Harrelson. Friday, March 25, 2022.

2021-2022: DSC Bold Talks. "Increasing Impact: Scaffolding and Metacognition," presented by Jennifer Randall. Friday, March 25, 2022.

2021-2022: DSC Bold Talks. "Cultivating Resilience and Emotional Intelligence to Support Student Success," presented by Amy Burger and Ray Smith. Friday, March 25, 2022.

2021-2022: DSC Bold Talks. "Supplemental Instruction at Dalton State: Contributing to Roadrunner Success via Peer Facilitation," presented by Cameron Godfrey. Friday, March 25, 2022.

2021-2022: DSC Bold Talks. "QEP-ing Boldly: Your Role in Student Success and the Quality Enhancement Plan," presented by Barbara Tucker. Friday, March 25, 2022.

2019-2020: Course Design May 2020. The online course has five topics or modules called Day 1 through 4. The course covers online course structure, writing measurable learning objectives, writing open-ended

discussion prompts and expectations, and creating a learning plan for one online module. Delivered through GaVIEW. Instructor: Theresa Butori.

2019-2020: Workshop. Presented at a workshop on Study Abroad to Dalton State' advising team (2/13/20).

2019-2020: Workshop. RNL Consultants discussed enrollment management at DSC. 02/03/20.

Professional Seminars / Workshops

2019-2020: DSC Advanced Leadership Institute. Frist cohort of the DSC Advanced Leadership Institute. 2019-2020.

2019-2020: Case writing workshop. Case writing workshop facilitated by Dr. Susan Peters, editor of the Southeast Case Research Journal. 01/24/20.

SERVICE

Service to the Profession

Board Member: PRJ Editorial Review Board

2023-2024: Peruvian Journal of Management, Lima, Peru.

Invited Lecture

2022-2023: Universidad de Lima, Business School, Peru, Lima, Peru. I presented my research in international business to Dr. D. Lorena and Dr. V. Testa, both from Universidad de Lima's Graduate School of Business. Virtual event took place on Fri, Apr 28, 2023. The topic was, "Internatization processes in emerging countries," as part of the *Gestion e Internacionalicion de Empresas* course.

2022-2023: CENRUM Graduate School of Business, Lima, Peru. As a virtual visiting faculty, I presented to doctoral students at Peru's Centrum School of Business. Event took place on Sep 19, 2022. The topic was, "Strategy, Project Management, and Leadership," offered as part of the *Gerencia Estrategica y Liderazgo* course.

2021-2022: CENRUM Graduate School of Business, Lima, Peru. As a virtual visiting faculty, I presented to doctoral students at Peru's Centrum School of Business. Event took place on May 27, 2022. The topic was, "Strategy, Project Management, and Leadership," offered as part of the *Gerencia Estrategica y Liderazgo* course.

Organizer: Workshops

2021-2022 – 2022-2023: DSC Bold Talks, Dalton, Georgia.

Other Professional Service Activities

2021-2022: Latin American Association, Dalton and Atlanta, Georgia. Conducted four focus groups: two groups from the Dalton area and two groups fro the Atlanta area as part of the LAA's community needs assessment research. Focus groups were conducted online in collaboration with Professor Carolina Hammontree.

Presentation

2022-2023: DSC Hispanic Advisory Board, Dalton, Georgia. Presented the LAA CNA research findings to the DSC Hispanic Advisory Board meeting on Wed, Oct 19, 2022.

2020-2021: CENRUM Graduate School of Business, Lima, Peru. As a virtual visiting faculty, I presented my research to doctoral students at Peru's Centrum School of Business. Event took place on March 25, 2021. The topic was, "Research in Real Life," offered as part of the *Modern Management Systems* course.

Reviewer: Ad Hoc Reviewer

2019-2020: DSC Bold Talks, Dalton, Georgia. I reviewed four proposals that were submitted to the 2020 DSC Bold Talks. Reviews were submitted to the DSC Bold Talks chair, Calley Hornbuckle, on or before 2/18/20.

Service to the Community

Member of an Association

2020-2021 – 2021-2022: Georgia Hispanic Chamber of Commerce, I was appointed as one of the two Dalton State representatives at the Georgia Hispanic Chamber of Commerce. The other member is Vallarie Pratt. DSC membership at the GHCC started in March 2020. My membership started in April 2020.

Member: Board

2020-2021 – 2021-2022: Advisory Board for the Latin American Association (LAA)'s Board of Directors, An advisory board is a collection of individuals who bring unique knowledge and skills, which augment the knowledge, and skills of the formal board of directors in order to more effectively guide the organization. The advisory board does not have formal authority to govern the organization, that is, the advisory board cannot issue directives, which must be followed. Rather, the advisory board serves to make recommendations and/or provide key information and materials to the board of directors. The advisory board plays an important public relations role as well as providing the NWGA Director with a fresh perspective on programmatic issues.

Other Community Service Activities

2020-2021: Helped plan the LAA's *Avanzando Juntas* program, I was involved in the planning of the Latin American Association's (LAA) *Avanzando Juntas* program as part of the DSC team. This program aims to help Latina entrepreneurs or potential entrepreneurs to start or expand their own small businesses.

2019-2020: Helped create and print tag names for the Nov 1 Global Migration conference at Clayton State, Name tags were designed, printed, and shipped to Professor Raj Shasti prior to the Nov 1, 2019 conference. Organizer: Nine University Consortium of Georgia.

Speech / Presentation at a Community Meeting

2022-2023: LAA Community Needs Assessment Project Presentation, The Dalton State research team presented the findings of the LAA CNA project to the community. CNA Project was sponsored by the Latin American Association (LAA). Dalton State research team was composed by F. Garcia, V. Marshall, DK. Kim, C. Hammontree, and J. Littlefield. Event took place on Dalton State campus on Friday, Aug 26, 2022.

2022-2023: LAA-Mohawk Scholarship Day, Speaker representing Dalton State at the Latin American Association (LAA) Scholarship Day. Scholarship was sponsored by Mohawk Industries. Event was hosted at Dalton State on August 16, 2022.

Service to the Campus

School Assignments

Attendee: Meeting:

2019-2020: AACSB accreditation site visit - Meeting with the Assurance of Learning Committee

2019-2020: AACSB accreditation site visit - Meeting with junior WSOB faculty

2019-2020: AACSB accreditation site visit - Meeting with Faculty Development Committee

Chair:

2021-2022 – 2022-2023: WSOB Faculty Development Committee (FDC)

Member:

2021-2022: Search Committee for WSOB Lecturer Position

2021-2022: WSOB Promotion and Tenure Committee

Other Institutional Service Activities:

2020-2021: Letter of support - Dr. Vic Marshall's third-year review

2019-2020: Curriculum change proposal for the International Business minor

2019-2020: Provided interview on cultural differences between the U.S. and Peru

College Assignments**Attendee: Meeting:**

2019-2020: Dalton State's 'Amigos Latinos' meeting

Chair:

2023-2024: Faculty Development Committee

Faculty Advisor:

2021-2022: Co-advisor for the ALPFA club

Faculty Sponsor:

2022-2023: Fall 2022 study abroad fair

2021-2022: Offered study abroad fair in fall 2021

2020-2021: Offered first virtual study abroad program in spring 2021

Member:

2023-2024: WSOB Faculty Evaluation Committee

2023-2024: Promotion and Tenure Committee

2023-2024: Assurance of Learning Committee

Other Institutional Service Activities:

2022-2023: BOR October visit

2021-2022: Letter of Support - Igor Loza

2020-2021: Publication of a marketing piece for the MOU between DSC and Peru's PUCP University

2020-2021: Publication of a marketing piece for LAA's research grant

2020-2021: Helped organize the 2021 International Week

2020-2021: Translation of WSOB brochure to Spanish

2019-2020: Coordinated early return of Peru study abroad students due to COVID-19

2019-2020: Reviewer - Dalton State Foundation Scholarship Applications for Study Abroad

2019-2020: Scholarship Administrator - Dalton State Foundation Scholarships for Study Abroad

2019-2020: Coordination of the Fall 2019 study abroad fair on campus

Chair:

2021-2022 – 2022-2023: DSC International Education Committee (IEC)

2021-2022: Foundation Study Abroad Scholarship Review Committee

Member:

2022-2023: WSOB Tenure and Promotion Committee
2022-2023: WSOB Assurance of Learning (AOL) & Assessment
2022-2023: WSOB Faculty Evaluation Committee
2022-2023: DSC Faculty Excellence Award Subcommittee
2022-2023: Individual Review Committee for Carl Gabrini
2021-2022: Search Committee for the Director of the Mt. Campus
2021-2022: DSC Faculty Development Committee (FDC)
2021-2022: DSC Student Success Committee
2020-2021: DSC Diversity and Inclusion Subcommittee
2020-2021: DSC Diversity Committee
2020-2021: Search Committee for the Reference/Instructional Librarian
2020-2021: Latinx Achievement Scholarship review committee
2020-2021: Strategic Enrollment Planning - PLC team

University Assignments

Chair:

2023-2024: DSC Faculty Excellence Award Subcommittee

Member:

2023-2024: International Education Committee
2023-2024: DSC Faculty Development Committee
2023-2024: Faculty Welfare

State-wide Assignments

Other Institutional Service Activities:

2021-2022: Led the DSC team to materialize an MOU between DSC and UDEM University from Mexico

Writing Student Recommendations:

2020-2021: Cristina Jacinto
2019-2020 – 2020-2021: Romina Mendoza
2019-2020: Zach Middleton
2019-2020: Ngan (Jenny) Phan

Member:

2021-2022 – 2022-2023: USG Goes Global Curriculum Leadership Committee
2021-2022: Georgia Hispanic Chamber of Commerce

Memberships

Georgia Hispanic Chamber of Commerce, 2020 - Present
AOM Academy of Management, 2017 - Present
AACSB, 2016 - Present
Beta Gamma Sigma, 2016 - Present
SMA Southern Management Association, 2016 - Present
Colegio de Ingenieros del Peru, 1993 to Present

Last updated by member on 31-Mar-24 (08:48 AM)