

**Jorge Haddock**  
College of Management

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Boston, MA 02125-3393  
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## BIOGRAPHICAL SKETCH AND PROFESSIONAL ACTIVITIES

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November 15, 2017

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**Jorge Haddock** serves as professor in the College of Management at the University of Massachusetts Boston. Previously he served as dean of the College. Under his leadership the College has embarked in an ambitious strategic plan that focuses on increased graduate enrollment, philanthropy and global rankings.

Previously, as dean of the School of Management at George Mason he led the transformation of the School into one of the nation's most rapidly advancing business schools. The School achieved record levels of philanthropy and advancement within national rankings (increased *U.S. News* "Best Undergraduate Business Programs" ranking 16 spots to #72, was listed for the first time on the "Best Part-time MBA" and "Best Online Graduate Business Program" lists raising to #59.)

Prior to joining Mason, Dr. Haddock was dean of the Robins School of Business at the University of Richmond. As dean, he led the Robins School to unprecedented heights within *BusinessWeek*, achieving recognition as 12<sup>th</sup> among undergraduate and 14<sup>th</sup> in U.S. graduate business programs, respectively. He was successful in cultivating alumni and parent support, completing an \$18 million campaign (for which he raised \$12 million in 2 years), underwriting the expansion of academic facilities for the Robins School.

While at Rensselaer Polytechnic Institute, Dr. Haddock moved through the ranks attaining the rank of tenured, full professor in *engineering* and later serving as the associate dean of the Lally School of Management and Technology. It was at Rensselaer that he recognized a passion for academic leadership, building partnerships across disciplines, bringing an entrepreneurial spirit to his work.

Dr. Haddock continues to hold leadership positions in numerous professional and civic organizations including AACSB. He has served in several for-profit and not-for-profit boards.

Dr. Haddock received the Minority Business Leader Award from *The Washington Business Journal*. He also has received both the Outstanding Young IE Award and the Excellence for Minority Advancement Award from IIE, the Martin Luther King, Jr. Faculty/Staff Award, the Darrin Counseling Award and RAA Teaching Award at Rensselaer, and the Hispanic Educator of the Year Award both in New York State and the Commonwealth of Virginia.

Dr. Haddock has authored or co-authored more than 100 publications over a wide-spectrum of topics ranging from basic and applied technical research to pedagogy and leadership. His most recent book is titled, *Creating Global Business Leaders: Business Education at the Intersection of Innovation, Technology, and Globalization*.

The U.S. and New York State governments, as well as many corporations, have funded his research. Dr. Haddock has also been a consultant to many companies including Mackie Designs, CSX World Terminals, Peavey, Baxter, Citicorp, Citibank (Wall Street), Michelin and Cedel. He is a co-inventor of the patent, *Method of System for Providing Credit Support to Parties Associated with Derivative and Other Financial Transactions*.

Dr. Haddock earned a B.S. in Civil Engineering from the University of Puerto Rico, M.S. in Management Engineering from Rensselaer and Ph.D. in Industrial Engineering from Purdue.

Dr. Haddock has been married to his wife, María, for 37 years and together they have two children, Angelique and Alex, and two grandsons, Desmond and Cameron.

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## RESUME

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**Jorge Haddock  
Dean and Professor  
College of Management**



Selected recent accomplishments include:

### **Fundraising**

- Raised \$12 million in two years to complete the capital campaign for the construction of the \$18M, 33,000-square-foot addition to the Robins School of Business building
- Raised over \$3 million at George Mason University
- Sustained fund-raising levels while pursuing the major College initiative—the naming of the College

### **Other**

- Launched new master's level programs and new locations (e.g., Bayside, 1 Beacon Street)
- Launched a new master's degree in cyber security management and re-established our master's in real estate development
- Expanded online offerings including the creation of an online Executive MBA and business minor
- Established two new research centers and re-launched the Center for Real Estate Entrepreneurship
- Quintupled fundraising levels resulting in a named professorship, the Mason Student Venture Fund, and the establishment of the Gunston Business Scholars program,
- Increased our *U.S. News* "Best Undergraduate Business Programs" ranking 16 spots to #72
- Listed for the first time on the *U.S. News* "Best Part-time MBA" and "Best Online Graduate Business Program" lists raising to #59
- Delivered distinctive non-degree executive education programs in leadership

### **Publications**

Over 100 publications and manuscripts

- One book, nine book chapters and monographs
  - 26 refereed journal articles published or accepted for publication
  - 36 proceedings publications
  - 45 technical reports and scholarly publications
    - Authored a chapter in a nationwide book published by Aspatore Books entitled *Inside the Minds: Business School Leadership Strategies: Top Deans Offer Keys to Success*. The official release date when the book will be available from bookstores nationwide is February 2007.
    - Authored *Creating Global Business Leaders: Business Education at the Intersection of Innovation, Technology, and Globalization* (Aspatore Books, Boston, MA, 2007)
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- Authored *Creating Business Leaders: Business Education at the Intersection of Innovation, Technology, and Globalization*, AACSB e-newsletter, Dean's Corner, (Premier accrediting agency for collegiate schools of business distributed to over 40,000 business school deans and educators around the world), May 2008.
- Co-authored (with Robert Grosse), *North and South, BizEd* (AACSB publication distributed to over 40,000 business school deans and educators around the world), May/June 2012

**Research Grants and Contracts**

20 research projects totaling approximately \$5M in funding, including 16 authored or co-authored proposals approved and funded totaling approximately \$2M

**Patent Number 5,802,499**

Co-inventor, *Method of System for Providing Credit Support to Parties Associated with Derivative and Other Financial Transactions*

**Editorship in 3 major journals and reviewer for over 15 journals****Over 100 professional and public lectures****Teaching**

Over 20 different courses taught at the graduate and undergraduate levels including course in the Executive MBA<sup>1</sup> and Distance Education

**Student Thesis and Dissertation Supervision**

15 PhDs, 24 Masters

**Selected Honors and Awards**

- **Tau Beta Pi**, 1982
- **Special University Chapter Award**, Faculty Advisor, Institute of Industrial Engineers, University of Puerto Rico Chapter, 1982
- **Outstanding Young Industrial Engineer Award, IIE, 1990** in recognition of outstanding characteristics in leadership, professionalism and potential in the field
- **Delmar W. Karger Award in Decision Sciences and Engineering System**
- **Martin Luther King, Jr. Award** in recognition of outstanding service and continuous contributions to the advancement of the minority student engineering efforts at Rensselaer, 1992
- **Centennial Certificate**, The American Society of Engineering Education (ASEE), "for exceptional contribution to ASEE and the Profession of Engineering," 1993

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<sup>1</sup> Excellent student evaluations

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- **David M. Darrin Counseling Award** to recognize a faculty member who has made an unusual contribution in the counseling of students, has generously shared time and talent with students, and has demonstrated special concern for the welfare of students both in and out of the classroom, Rensselaer Polytechnic Institute, 1993
- **IIE Excellence for Minority Advancement Award, IIE, 1994** for the innovative development of programs/projects directed to the advancement of women, minorities, or people with disabilities within the field of *industrial engineering*.
- **RAA Teaching Award**, Rensselaer Alumni Association (RAA), 1995, for outstanding teaching at Rensselaer.
- **New York State Hispanic Educator of the Year** for contributions in teaching, research and leadership in education
- Inducted, **Golden Key International Honor Society**, honorary member on October 19, 2006
- Inducted, **Beta Gamma Sigma Honor Society**, May, 2009
- Inducted, **Phi Beta Delta International Scholars Honor Society**, April, 2009
- Hispanic Education Award, Virginia Hispanic Chamber of Commerce, May 2009, Richmond, VA
- Inducted, **The Honor Society of Phi Kappa Phi**, January 2011
- Recognition, for being pioneers and critical partners in *Educación a su Alcance*, a campaign that will impact Latino families in the Washington, DC Metropolitan Area for years to come, October 2011, Arlington, VA
- 2013 Minority Business Leader Award, Washington Business Journal, March 21, 2013, Washington, DC

## **Board Memberships**

## **Community Service**

- The Community Foundation (2006-2009)
  - Venture Richmond (Vice Chair) (2006-2009)
  - Richmond Forum (2006-2009)
  - Virginia Hispanic Chamber of Commerce (2006-)
  - New Generations Federal Credit Union (2007-2008)
  - Fairfax County Chamber of Commerce (2009-)
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- United Way Worldwide, Audit Committee, Alexandria, Virginia (2010-)
- Member, Board of Trustees, George Mason University Foundation, July 2011-
- Founding Member, Mason Korea LLC, Songdo, South Korea Campus, Fairfax, VA, 2012-
- Commissioner, City of Fairfax Economic Development Authority, Fairfax, VA, 2012-

### **Corporate Service**

- Millennium Bankshares Corporation and Millennium Bank (2010-2011)

### **Other Community Service**

- Served on a Circuit City Panel at the conclusion of a 3-Day Training Event for Circuit City Innovation Teams on January 29, 2006.
  - Served as a judge for the 2006 Better Business Bureau of Central Virginia's Torch Awards.
  - Featured Speaker at the South Richmond Rotary Club on January 18, 2007.
  - Speaker at Kiwanis Club Meeting on November 6, 2006.
  - Served on the Selection Committee and was a speaker at the World Affairs Council's Virginia Global Business Ambassador Awards Reception on April 16, 2007.
  - Participated in a Richmond Public School Teaching Recruiting Trip to New York on March 24, 2007 sponsored by Venture Richmond, resulting in over 274 resumes.
  - Served on the SCHEV OFA Final Review panel for 2007-2008.
  - Keynote speaker at 6th Annual Hispanic Heritage Month Networking Reception, George Mason University, on October 5, 2009.
  - Served on the State Council of Higher Education for Virginia (SCHEV) Final Selection Committee for the 2010 Virginia Outstanding Faculty Awards (OFA) sponsored by Dominion Foundation, November-December, 2009.
  - Featured speaker at Fairfax County Chamber of Commerce Board meeting, January 2010.
  - Member, Selection Committee, Greater Washington Government Contractor Awards, Fairfax County Chamber of Commerce, July 16, 2010-.
  - Honorary Co-Chair, First Annual Mid-Atlantic Venture Summit, November 3, 2010.
  - Chair, Advisory Board, Greater Washington Hispanic Chamber of Commerce, Washington, DC, July 2011-.
  - Member, Economic Development Authority, City of Fairfax, VA, November 2012-.
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### **Selected Professional Service**

- Keynote Speaker at the *Virginia Business* CFO of the Year Awards Banquet held on June 29, 2006.
- Speaker at Westhampton College Government Association (WCGA) Senate Meeting on November 8, 2006.
- Participated in the review process for the 2007 Academy of Management Annual Meeting to be held in Philadelphia August 3-8, 2007.
- Member, Executive Advisory Committee for the Faculty of Economics and Administrative Sciences at Kadir Has University in Istanbul, Turkey in January 2008. Will also serve as a member of the Executive Advisory Committee.
- Reviewer, *International Journal of Production Research*, (October 2009).
- Capella University, External Consultant Reviewer, PhD, Organizations and Management, General Specialization Curriculum, December 2009.
- 2010 Awards Judging Panel, Business Achievement Awards, Canadian Embassy, Washington, D.C., July 11, 2010.
- Executive Member, Advisory Board of the College of Business Administration (COBA), American University in the Emirates, Dubai International Academic City, Dubai UAE, October 2012-.
- Member, Hispanic Scholarship Fund, Boston Advisory Council, 2016-

### **Selected Service to AACSB and EFMD**

- Member, Advisory Committee member for the AACSB International Associate Deans and Data Management Conference held December 7-9, 2006, in Charlotte, North Carolina.
  - Member, AACSB Peer Review Team for Villanova University, February 2007. \
  - Mentor, AACSB, numerous universities, 2007-
  - Co-facilitator at the AACSB International Continuous Improvement Conference in Baltimore, Maryland, October 1, 2009, entitled: *Responding to the Continuing Global Economic Impact on Business Schools*.
  - Member, AACSB Peer Review Team for Ithaca College, November 2009.
  - Member, AACSB Peer Review Team for Susquehanna University, February 2010.
  - Member, AACSB Initial Accreditation Peer Review Team for Centrum Católica Business School, Lima, Perú, August 2010.
  - Member, MAACBA, Ad Hoc Committee of new AACSB certification process, October 2010-
  - Member, AACSB Peer Review Team for Millsaps Else School of Management, November 2010.
  - Member, AACSB's Pre-Accreditation Committee (PAC), September, 2011-June 2012.
  - Member, AACSB Initial Accreditation Peer Review Team for Telecom School of Management, Paris, France, November 2011.
  - AACSB Mentor, University of Bahrain, Manama, Bahrain, 2012-.
  - AACSB Consultant, ICESI, Cali, Colombia, 2012-.
  - AACSB Consultant, University of Puerto Rico-Mayaguez, 2011-2013
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- Member, AACSB's Initial Accreditation Committee (IAC), July, 2012-2015 (Co-Chair, 2014-2015).
- Board Member, MAACBA (Mid-Atlantic Association of Colleges and Business Administration), October 2011-2013.
- Chair, AACSB Peer Review Team for Universidad Adolfo Ibañez, Santiago de Chile, January 2012.
- Latin American and Caribbean Council, AACSB, January 2012-2015
- Chair, AACSB Peer Review Team for University of Missouri, Kansas City, February 2012.
- Chair, AACSB Peer Review Team for Towson University, March 2013.
- Co-Facilitator (with Maria Baltar), *Business Accreditation Q&A*, Mexico City, September 27, 2013.
- Co-Facilitator (with Carlos Alcérreca), *Business Accreditation Seminar*, Mexico City, September 27-28, 2013.
- Chair, AACSB Peer Review Team for Bucknell University, October 2013.
- Member, AACSB's Policy on Accreditation Committee (PAC), January 2014-2015.
- Chair, AACSB Peer Review Team for Portland State University, October 2014.
- Chair, AACSB Peer Review Team for Colorado State Colorado Springs University, January 2015.
- Member, AACSB's Initial Accreditation Committee (IAC), July 2015-.
- Member, AACSB Peer Review Team for Turabo University, March 2016.
- Second Vice-President, North Eastern Business Deans Association (NEBDA), 2016-
- Co-Facilitator, New Deans Seminar, AACSB, Denver, CO, June 2016.
- Co-Facilitator, Aspiring Leaders Seminar, PhD Project and AACSB, Tampa, FL, June 2016.
- Co-Facilitator (with Brad McBride), *Business Accreditation Seminar*, Mexico City, August 2016.
- Board of Governors, Beta Gamma Sigma, Business Honor Society, 2017-
- Co-Facilitator, New Deans Seminar, AACSB, Toronto, Canada, June 2017.
- Co-Facilitator, Aspiring Leaders Seminar, PhD Project and AACSB, Tampa, FL, June 2017.
- Chair, 2017 EFMD GN Americas Annual Conference, IESE Host, New York City, NY November 29 - December 1, 2017

### Major Presentations

- Presented the paper "*On Globalization, Innovation and Technology*" at the Symposium on "The International Center for Renewable Energy & Turbulence/Aerospace" held at the University of Turabo in Caguas, PR on June 1, 2007.
  - Presented "*Creating Global Business Leaders*" as featured speaker at Magisterial Conference, Inter American University, Bayamón Campus, PR, November 30, 2009.
  - The Future of Business Education SOM @ GMU Future Directions, Universidad de los Andes, Bogotá, Colombia, April 2, 2010
  - 2010 Awards Judging Panel, Business Achievement Awards, Canadian Embassy, Washington, D.C., June 11, 2010
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- Keynote speech, Salvadorian Caucus, 4th Annual Gala, Washington, D.C., November, 2010
  - Panel Moderator, BIE Grant Panel on Consulting in China, Fairfax County Chamber of Commerce, Mason Inn, Fairfax, VA, September 29, 2010
  - Panel Moderator, Executive Leadership, Hispanic MBA Conference and Career Expo, Chicago, IL, October 21, 2010
  - Haddock, J. and Fernando D'Alessio, "Technology Opportunities and Challenges in Global Transformational Leadership Education, " AACSB Deans Meeting, Phoenix, AZ, February 11, 2011
  - Keynote Speaker, Management of Change Conference, Industry Advisory Council (IAC), May 15-17, 2011, The Heritage, Hot Springs, VA
  - Commencement Speaker, Universidad del Turabo, June 7, 2011, San Juan, PR
  - Panel Moderator, Fairfax County Chamber Voices Event- Global Economic Outlook, Tysons Corner, VA, September 19, 2011
  - Biz Talk With Josh Smith Thursday, Hispanic Businesses and Their Impact on the Global Economy, September 1, 2011, Fairfax, VA
  - Keynote speech, *Educación a su Alcance* (a campaign that will impact Latino families in the Washington, DC Metropolitan Area), Telemundo, October 13, 2011, Arlington, VA
  - Keynote Speech, Transformational Leadership: Context Learning, CLADEA 2011, October 20-23, San Juan, PR
  - Webinar: Persevering Through Tough Economic Times (with Michael A. Diamond and John A. Elliott), AACSB, October 3, 2010, worldwide
  - Participant, Panel Discussion on "Globalization of Business Education: Promises and Challenges" sponsored by TiE-DC, Washington, DC, May 14, 2012
  - Participant, Panel Discussion on "The Crossroads of Global Entrepreneurship Education," Georgetown University, Washington, DC, October 5, 2012
  - Speaker, Transformational Leadership (with the Vanto Group), Executive Education Program, October 12, 2012, George Mason University, Fairfax, VA
  - Speaker (with Virginia Lasio), "El impacto de la investigación en el desarrollo regional y global," October 22, 2012, Lima, Perú
  - Moderator, "Imports and the U.S. Consumer Product Safety System," World Trade Center (WTC) Institute, Embassy Night program, October 4, 2012.
  - Speaker, "Value of Accreditation," AACSB's 2013 Annual Deans Conference, January 23-25, 2013, San Antonio, TX
  - Speaker, Executive Leaders Radio, January 3, 2013, Tysons, VA
  - Speaker (with Randy Boxx and Mark Rice), "Preparing for the Future of Accreditation: Participants, Learning and Teaching, and Academic and Professional Engagement," AACSB Deans Conference, January 24, 2013, San Antonio, TX
  - Speaker (with Roy Hinton), "Transformational Leadership" U.S. Mint, Treasury Executive Institute, US Department of Treasury, February 5, 2013, Washington DC
  - Speaker, "Transformational Leadership," The Vision Series, George Mason University, April 1, 2013, Fairfax, VA
  - AACSB Peer Review Team for Towson University, March 2013.
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- Co-Facilitator (with Maria Baltar), *Business Accreditation Q&A*, Mexico City, September 27, 2013.
- Co-Facilitator (with Carlos Alcérreca), *Business Accreditation Seminar*, Mexico City, September 27-28, 2013.
- Panelist, Plenary Session 1: North American Business Schools as success models: What can we learn? Eduniversal World Convention, Harvard University, Boston, MA, October 12-15, 2015.
- Panelist, Influence of Higher Ed on Workforce Development, *Boston Business Journal* and College of Management breakfast discussion, November 12, 2015.
- Panelist, Symposium: Canada-Massachusetts Business Symposium, Bridgewater State University, February 2017

### **Alumni Events**

- Speaker at two alumni receptions in Northern Virginia on November 14 and 15, 2006. One was held in McLean, Virginia, and the other in Bethesda, MD.
- Speaker at an Alumni Luncheon held in Norfolk on November 3, 2006.

### **Selected Duties**

- Partnering with the Dean and the Director of MBA Admissions as well as relevant RPI organizations to meet our school objectives for MBA recruiting;
  - Coordinate the development of a strategic plan and roadmap for MBA placement, including cooperation with the MBA Placement Director, the MBA Student Services Director, and the faculty Placement Committee;
  - Serve as school-wide "champion" for diversity issues, related to both student and faculty recruitment;
  - Serve as the coordinator for initiating new faculty research initiatives, including working closely with faculty to identify new sources of government, corporate and foundation funding to support business/management research;
  - Serve as project leader for orchestrating a Lally School-led global consortium of several management schools focused on management of innovation and technological entrepreneurship;
  - Working with the Director(s) of the UG, MBA and PhD programs with respect to course scheduling, program activities, and to enhance coordination with the relevant Rensselaer counterparts in enrollment, placement, AACSB accreditation, graduate affairs across campus;
  - Lead the organization and implementation of the Distinguished Speakers Series and the Distinguished Speakers Committee;
  - Management of the adjunct faculty recruitment and hiring by the Lally School in conjunction with the Dean;
  - Collaboration with the communications and marketing director at the Lally School to coordinate the school wide Creativity Committee to enhance communications and idea generation in support of the brand building activities of the Lally School.
  - Primary liaison to the Lally School Hartford Department and also school "champion" for programs related to education for working professionals (EWP);
  - Manage all IT-related activities in support of academic and administrative endeavors.
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**Extensive service to the university** including Director of DSES Undergraduate Programs, Chairperson of Task Force for Multicultural Affairs Position and Chairperson of Affirmative Action Advisory Committee

**Extensive service to professional organizations** including Director of Operations Research Division, Institute of Industrial Engineers (Award of Merit, VEQTOR to Excellence Program) and President of the IIE Capital Berkshire Chapter #102 (Three-Star Award of Excellence)

**Selected Consulting Experience**

- a) FIEMEX, Toluca, Mexico, (2004 –2005), transformational trainings to create a culture of responsibility, urgency and ownership to become the leading soda production and distribution company in Mexico
  - b) Mackie Designs, Seattle (2000-2001), a worldwide distribution logistics model and ERP applications
  - c) CSX World Terminals, Charlotte, North Carolina, (2000), a generic simulation model for port operations
  - d) Peavey / Crest Electronics, Paramus, New Jersey and Meridian, Mississippi, Just-In-Time inventory system, process improvement, work instructions, Interim Plant Manager
  - e) Cedel, Luxembourg, optimization module for Real-Time Transactions Systems
  - f) Cedel, Luxembourg, optimization module for General Credit Support System (GCSS) and optimization of \$345 billion asset allocation problem.
  - g) Golub Corporation/Price Shopper, New York Capital Region, simulation of cashier operations
  - h) Baxter Pharmaceutical, Carolina, Puerto Rico, simulation modeling, animation and analysis of packing operation
  - i) Citibank, Wall Street, New York, model development of international markets for Worldwide Securities Services
  - j) Michelin Tires, Greenville, South Carolina, Simulation modeling and analysis using the SIMAN simulation language
  - k) Operations Group, Citibank, N.A. San Juan, Puerto Rico, computerized information analysis for check cashing schedules from other banks
  - l) Baxter-Travenol Laboratories, Maricao, Puerto Rico, development and implementation of computerized decision support system for product mix determination
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