

Carlos Miguel Baldó O., PhD

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Education:

Universidad Pablo de Olavide, Seville, Spain

PhD, Dic 2015

Business Administration

Dissertation: The Client-Headhunter-Candidate relationship from the Agency Theory Perspective. "Cum Laude" distinction. December 21st 2015. Dissertation Chair: Prof. Ramon Valle-Cabrera.

Research Visit: Clarion University of Pennsylvania (January-April 2014), supervisor Prof. Miguel Olivás-Lujan.

Universidad Pablo de Olavide, Seville, Spain

Master in Research, October 2010

Management and Business Administration (concentration on HR)

Thesis: The Client-Headhunter-Candidate triad, a review of the Agency Theory.

Took courses and seminars with international distinguished scholars like: Dave Lepak (University of Massachusetts Amherst), Jaap Paauwe and René Schalk (Tilburg University), Johan Wiklund (Syracuse University), Shanthi Gopalakrishan (NJIT), Tauno Kekäle (Vaasa University of Applied Sciences), Chris Brewster (Henley Business School, University of Reading), Luis Gomez-Mejia (Notre Dame University), Maarten van Riemsdijk (Saxion University of Applied Sciences), among others.

Lynn University, Boca Raton USA

MBA, October 2006

International Business

Universidad Fermin Toro, Barquisimeto, Venezuela

BBA, September 1998

Business Administration Major in Management

Thesis: Strategic lines to improve the Loan Units respond, Union Bank Mid-West Area.

Academic Employment:

Assistant Professor of Management (Tenure Track)

- Business Department, Colorado Mesa University (August 2017 – Present).

Assistant Professor of Business Administration (Tenure Track)

- Department of Business & Computer Science, Everett Dobson School of Business and Technology, Southwestern Oklahoma State University (August 2016 – July 2017).

Assistant Professor of Business (Tenure Track)

- Business Department, Aquinas College Michigan (August 2015 – July 2016).

Instructor

- Department of Management and Marketing, Clarion University of Pennsylvania (August 2014 – July 2015).

Lecturer

- Graduate School, Universidad Fermín Toro Venezuela (January 2011- July 2014).

Lecturer

- Dirección de Extensión, Universidad Centro Occidental Lisandro Alvarado (2012-2014)

Research:

My primary research focuses on understanding the relations between Executive Search Firms, Clients and Candidates. For example, I have sought to understand how information exchange (asymmetries) have a positive or negative impact in the outcomes. In addition, this relationship has been analyzed using theories nonaligned with the reality; I suggest that Agency theory presents a more realistic approach, even in this triad.

Publications:

Papers:

- Hermans, M., Newburry, W., Alvarado-Vargas, M. J., **Baldo, C.**; Olivas-Lujan, M. R., Borda, A., Duran-Zurita, E.D.; Geleilate, J.M.G.; Guerra, M.; Lasio Morello, M.V.; Madero, S.M.; and Zwerg-Villegas, A.M. (2017). Attitudes towards Women's Career Advancement in Latin America: The Moderating Impact of Perceived Company International Proactiveness. *Journal of International Business Studies*. Volume 48, 90-112.
- **Baldó, C.**, (2014). *El perfil oculto del candidato ideal. Sobreponiéndose a la información asimétrica en búsquedas ejecutivas usando cazatalentos. [The ideal candidate's hidden profile. Overcoming asymmetric information on executive searches using headhunters]*. Peer Reviewed Journal: *Gestión y Gerencia* ISSN: 1856-8572, Volume 8 Number 2 May-August 2014.

Submitted Papers:

- Lira, M.V.; Pratt, W.; **Baldó C.** (2015). *Efectos de los cambios de marcas o nombres: Estudio empírico sobre el sector de seguros en Venezuela [Brands or names changes*

effects: An empirical study on the Venezuelan insurance sector]. Submitted for review January 2017.

- **Baldó, C.,** Aristeguieta-Trillos S., Hull, K. (2016). *The Dominican Universities and Colleges, a review of their missions and business scholarly production*. Initial review process for a Chapter proposal.
- **Baldó, C.,** Olivas-Luján, M., Valle-Cabrera, R., (2015). *Executive recruitment triads from an Agency Theory perspective*. Initial review process.

Working Papers:

- Evert, A., **Baldó, C.,** Trawick, S., *Taxonomies and corporate names differences in contestable markets: The case of Executive Search Firms*. On development.
- **Baldó, C.,** Olivas-Luján, M., Pratt, W. (2016). *Active or Passive candidate: An empirical test of candidate's conditions during executive search process using headhunters*. Scheduled for data analysis Q3 2017.
- **Baldó, C.,** Olivas-Luján, M., Pratt, W. (2015). *Information sharing, contract form and employability status: Explanations for informational asymmetries between Headhunter and Candidate*. Scheduled for submission by Q3 2017.
- Lira, M.V., Pratt, W., **Baldó C.** (2015). *Changes in corporate governance and ownership. A review of the Venezuelan government intervention in the insurance sector 2007-2013*. Scheduled for conferences and submissions by Q3 2017.

Peer-Reviewed Conference Papers and Presentations:

- **Baldó, C.,** Olivas-Luján, M., Pratt, W. (2015). *Information sharing, contract form and employability status: Explanations for informational asymmetries between Headhunter and Candidate*. Southwest Academy of Management meeting, Little Rock AR March 2017. Peer review extended abstract. (*)
- **Baldó, C.,** Aristeguieta-Trillos S., Hull, K. (2016). *The Dominican Universities and Colleges, a review of their missions and business scholarly production*. Dominican Colloquium, Grand Rapids, MI July 2016. Peer review paper.
- **Baldó, C.,** Olivas-Luján, M., Pratt, W. (2016). *Dynamic PCs and agency theory in the relationship between headhunters and candidates*. Bi-Annual Psychological Contract Small Group Conference, Dublin, Ireland July 2016. Peer-Reviewed extended abstract.
- Newberry, W., Alvarado-Vargas, M., Borda, A., **Baldó, C.,** Durán-Zurita, E., Galli, J., Guerra, M., Hermans M., Lasio, M., Madero, S., Olivas-Lujan M., Zwerg-Villegas, A. (2015). *Globalization capabilities and career opportunities and benefits in Latin American firms*. 41st European International Business Academy, Rio de Janeiro, Brazil. Peer-Reviewed conference paper. (*)

- **Baldó,C.**, (2013). *The ideal Candidate's Hidden Profile. Overcoming asymmetric information in executive recruitment using Headhunters*. 8th Iberoamerican Academy of Management Conference, Sao Paulo, Brazil. Peer-Reviewed conference paper.(*)
- **Baldó,C.**, (2013). *El perfil oculto del candidato ideal. Sobreponiéndose a la información asimétrica en búsquedas ejecutivas usando cazatalentos* (Spanish version). 9^{nas} Jornadas de Investigación y 3^{ras} Jornadas Internacionales de Investigación del DAC-UCLA, Barquisimeto Venezuela. Peer-Reviewed conference paper and Presentation. (*)
- Newberry,W., Alvarado-Vargas, M., Borda, A., **Baldó,C.**, Durán-Zurita, E., Galli, J., Guerra, M., Hermans M., Lasio, M., Madero, S., Olivas-Lujan M., Zwerg-Villegas, A. (2013). *Globalization capabilities and Perceived career opportunities from globalization in Latin America*. 73rd Annual Meeting of the Academy of Management, Orlando, USA. Peer-Reviewed conference paper. (*)
- Newberry,W., Alvarado-Vargas, M., Borda, A., **Baldó,C.**, Durán-Zurita, E., Galli, J., Guerra, M., Hermans M., Lasio, M., Madero, S., Olivas-Lujan M., Zwerg-Villegas, A. (2013). *The Impacts of Gender Role Perceptions and Global Mindsets on Attitudes towards Women's Career Advancement in Latin America*. Academy of International Business Annual Meeting, Istanbul Turkey. Also presented in the IberoAmerican Academy of Management Conference. Sao Paulo, Brazil. Peer-Reviewed conference paper.
- Newberry, W., Alvarado-Vargas, M., Borda, A., **Baldó,C.**, Durán-Zurita, E., Galli, J., Guerra, M., Hermans M., Lasio, M., Madero, S., Olivas-Lujan M., Zwerg-Villegas, A. (2013). *Perceived Career Opportunities and Benefits from Globalization in Latin America*. AIB Latin America Chapter Annual Conference, Puebla, Mexico. Peer-Reviewed conference paper. (*)
- **Baldó, C.** (2011). *The Triangular relation between Client-Headhunter-Candidate, a review of Asymmetric Information under the Agency Theory perspective*. VII IberoAmerican Academy of Management, Lima Peru. Also, presented at VIII International Workshop on HRM. Seville, Spain. Peer-Reviewed conference paper and Presentation. (*)

(*) denotes conference proceeding publication.

Other Conferences attended:

- OBTC 2017 Teaching Conference for Management Educators. Providence College. June 2017.
- 34th Annual Oklahoma World Trade Conference. Oklahoma City University. April 2017.
- 7th Annual Promoting Undergraduate Research Conference. University of Oklahoma. September 2016.
- A Global Compact for Sustainable development, Advancing Care for Our Common Home (Laudato Si'), University of Notre Dame, Mendoza College of Business. April 2016.

Other Presentations:

- Southwestern Oklahoma State University International Students, presentation: *What do all these people have in common? "Presumption of plagiarism". Iconic individuals investigated by plagiarism.* January 2017.
- Bar-S Food Company Training, presentation: *Cultural differences in a Worldwide Company*, SWOSU Business Enterprise Center, October 2016.

Grants and Source of Funding:

- Proposal Development Award (\$5557, 18) to develop a grant proposal to request funding to pre-professional student organizations at the School of Business.
- Organized Research Grant (\$4000) used for undergraduate research assistant, College of Professional and Graduate Studies, Southwestern Oklahoma State University September 2016.
- Summer Scholar Program (stipend \$1000), Aquinas College June-July 2016.
- Travel grant for the IberoAmerican Academy of Management Conference (€300), Lima Peru, December 2011.
- Graduate Scholarship (Room, board, health insurance and stipend, €3500), Universidad Pablo de Olavide, Seville Spain, October 2009-July 2010.

Teaching Experience:

Undergraduate:

- Organizational Behavior, Business Ethics Courses offered for Business majors and others (Colorado Mesa University). 2017-Current.
- Management, Business Ethics, International Management, Computer and Information access. Courses offered for Business majors and others (Southwestern Oklahoma State University). 2016-2017.
- Principles of Management, Fundamentals of Organizations for the Non- Business Majors, Principles of Marketing and Public Relations. Bachelor in Business and other majors (Aquinas College). 2015-2016.
- Principles of Marketing, Retail Management, Advertising Management. Bachelor in Business and other majors (Clarion University of Pennsylvania). 2014-2015
- Budget. Associate in Human Resources. (Instituto Universitario de Tecnología Antonio José de Sucre, Caracas, Venezuela). 1998.

Graduate:

- Advance Human Resources. Courses offered for MBA students (Southwestern Oklahoma State University). 2016-2017.

- International Business and Marketing. Master in Business Management. (Universidad Fermin Toro, Barquisimeto, Venezuela). From January 2011- August 2014.
- Marketing Management. Master in Business Management. (Universidad Fermin Toro, Barquisimeto, Venezuela). From January 2011 - August 2014.
- International Business Legal Issues. Postgraduate Legal Management, include course curriculum design. (Universidad Fermin Toro, Barquisimeto, Venezuela). From January 2013 - August 2014.
- Management and Organization of Strategic Communications (Advertising and IMC). Postgraduate Diploma Marketing Management. (Universidad Centro Occidental Lisandro Alvarado, Barquisimeto, Venezuela). From July 2012 - August 2014.

Courses created or reviewed:

- Advance Human Resources Management (MNGMT-5433) spring 2017. Created and adapted for face-to-face and online students with new textbook.
- Human Resources Management (MNGMT-3233) spring 2017. Created and adapted for online students with previous textbook.
- Managerial Ethics (MNGMT-4123) spring 2017. Adapting new methodology (movies) and program with Dr. Todd Wiggen.
- Digital Marketing (BUS-342) fall 2015. Created and adapted for face-to-face format.

Professional Employment:

Consultant

- Asesores Balor C.A. Venezuela (October 2010 – August 2014): Manage processes related to talent sourcing, targeting, attraction, and screening in multiple levels in retainer firm, specialize in Management to C level positions. Provide Organizational development consultancy, restructuring, and job description analysis to customers in wide variety of industries and leading firms (Manufacturing, Construction, Food and Beverages, Services) like AmBev, Jarden, United Distillers, Kraft Foods-Mondelez, Zurich Insurance, among others.

Controller-Partner

- Rhino Paper and Marketing, Fort Lauderdale, USA (2006-2008): Manage A/P, A/R, payroll, sales taxes, inventory, and banking for this provider of paper and business forms, and marketing / advertising services. Oversee the month and year-end accounting and financial closing process. Conduct financial analysis and reporting, and proactively provide budgetary oversight. Devise and institute standard operating procedures in accordance with accepted finance and accounting principles. Recognize and track revenue in the accounting

system. Implement and automate data retrieval for purchasing, logistics, and shipping to accelerate product delivery and reduce overhead.

Accounting Support

- Philips Medical Systems, Miramar, USA (2005-2006): Conducted ongoing analysis and monitoring of Latin American division projects, valued at approximately \$350,000 per project. Established administrative reporting of sales, incoming, and delivered projects for the manufacturing and distribution of medical equipment. Provided financial and accounting guidance for the Miami-based logistics department conducting intercompany purchases in support of Latin America customers. Ensured expenses and costs associated with shipping and receiving medical equipment were maintained for six plants.

Accounts Receivables Representative

- Coverall Cleaning Concepts, Boca Raton, USA (2004-2005): Established client relationships as part of collecting more than \$5 million monthly for this commercial janitorial cleaning company with accounts in New York, San Bernardino, and the South Florida region. Liaised between local office staff and the legal department to collect on delinquent accounts. Researched payment discrepancies.

Associate

- Trasncho.com, North Lauderdale, USA (2003-2004): Developed and implemented the financial and accounting system for this online US Hispanic market-focused entertainment magazine. Prepared the general ledger, P&L, payroll, and taxes. Monitored cash flow and managed banking relationships. Supervised the A/R and A/P functions.

Accountant

- Rhino Paper Products, North Lauderdale, USA (2000-2003): Led all accounting and financial activities including monitoring the general ledger, cash flow, and budgets. Developed and implemented treasury procedures. Conducted interest income / debt analysis, and prepared and analyzed cash flow forecasts and profitability trends.

Finance Manager

- Grupo C.H.B., Caracas, Venezuela (1998-2000): In charge of financial operation supervision related to a group of companies diversify in Construction, Catering, Real Estate, IT Services, and Advertising.

Business Executive

- Banco Union, Barquisimeto, Venezuela (1997-1998): Perform business development for multiple financial products. Loan Underwriter for Commercial, Residential, Manufacturing, and Agro industrial Credit Operations.

Selected Award and Honor:

- “Best Iberoamerican Paper”, Attitudes towards women's career advancement in Latin America: the impact of gender role perceptions and global mindsets, Co-Author, 8th Iberoamerican Academy of Management Conference, Sao Paulo, Brazil 2013.
- Best Innovation Project, Universidad de Jaen and Junta de Andalucía, Jornadas Doctorales Andaluzas, Jaen Spain 2011.

Service in Committees and other Governance groups

- Strategy Committee. Member (2016-current). School of Business and Technology. South Western Oklahoma State University.
- Accreditation Council. Member (2016-current). School of Business and Technology. South Western Oklahoma State University.
- Committee of Sustainability. Member (2016), Aquinas College.
- International Students Task force. Member (2016) Aquinas College.
- American Marketing Association Collegiate Chapter Advisor (2016), Aquinas College.

Service in Academic-Professional Organizations and Memberships:

- Academy of Management. Member. Reviewer for the Professional Development workshops, Annual meeting 2015.
- Academy of International Business. Member.
- Society of Human Resources Management. Member.
- Society of Advancement of Management. Member.
- Ibero American Academy of Management. Member.
- National Society of Hispanics MBA, USA. Lifetime member. President, South Florida Chapter 2008.
- Human Resources Management Venezuelan Association, Member.
- Southwestern Academy of Management. Reviewer for the 2017 meeting.

Undergraduate Research:

- Aditi Shrestha. Organized Research Grant 2016-2017. Plotting data on GIS Software.
- Shelby Trawick, Supervisor. Organized Research Grant 2016-2017. Poster and Paper developed: Executive Search: How Contestable Markets Affect Branding.

- Megan VanderBand, Supervisor. Summer Scholar Research Program. Paper developed: The Characteristics and Impacts of Headhunters and Businesses in the Local Labor Market of West Michigan. June-July 2016. Aquinas College.

Graduate Theses:

- Gabriela Mora, Master's Thesis Director. Defended and completed 2013. UFT Venezuela.
- Julio Pino, Master's Thesis Director. UFT Venezuela.
- Monica Gonzalez, Master's Thesis Director. UFT Venezuela. Defended and completed 2014. UFT Venezuela.
- Hassan Abboud, Master's Thesis Committee Member. Defended and completed 2012. UFT Venezuela.
- Leonardo Colmenarez, Master's Thesis Committee Member. Defended and completed 2013. UFT Venezuela.
- Giovanni Renalletta, Master's Thesis Committee Member. Defended and completed 2013. UFT Venezuela.
- Jenny Contreras, Master's Thesis Committee Member. Defended and completed 2013. UFT Venezuela.
- Johana Naime, Master's Thesis Examiner. UFT Venezuela.
- Yenny D'aquaro, Master's Thesis Examiner. UFT Venezuela.
- Adriana Cumana, Master's Thesis Examiner. UFT Venezuela.
- Dayanelys Briceño, Master's Thesis Examiner. UFT Venezuela.
- Ligia Romero Zambrano, Master's Thesis Examiner. UFT Venezuela.
- David Da Silva, Master's Thesis Examiner. UFT Venezuela.
- Gisell Barrera, Master's Thesis Examiner. UFT Venezuela.
- Gustavo Salazar, Master's Thesis Director. UFT Venezuela. Defended and completed 2015.
- Janet Maciel, Master's Thesis Director. UFT Venezuela.
- Maria Burgos, Master's Thesis Director. UFT Venezuela. Defended and completed 2015.
- Virginia Lira, Master's Thesis Director. UFT Venezuela. Defended and completed 2015.
- Esther Linarez, Master's Thesis Director. UFT Venezuela.
- Rafael Nunes, Master's Thesis Examiner. UFT Venezuela.
- Elsa Alvarez, Master's Thesis Examiner. UFT Venezuela.
- Miguel Alejos, Master's Thesis Examiner. UFT Venezuela.
- Rosario Caceres, Master's Thesis Examiner. UFT Venezuela.
- Iverick Cepeda, Master's Thesis Examiner. UFT Venezuela. Defended and completed 2014.

Community Service:

Lions Club, Weatherford, OK 2016-2017.

Weather Soccer Club, Weatherford, OK 2016-2017.

HALO (Hispanic American Leadership Organization) Chapter in formation, SWOSU, Weatherford OK 2016-2017.

Other Professional Education:

Florida International University, Miami Fl. USA. 2005

Certified Treasury Professional Program

Universidad Complutense de Madrid, Spain. 2006

International Business and Marketing Diploma (100 hours)

Languages:

Bilingual English-Spanish.

Basic French and Portuguese.

Note: Dual citizenship US and Venezuela.

Last Update: 8/30/2017.