

# Robert G. DelCampo

Anderson School of Management  
MSC05 3090  
1 University of New Mexico  
Albuquerque, NM 87131-0001

## Education

*Doctor of Philosophy*, Business Administration: Management (Organizational Behavior), W.P. Carey School of Business, Arizona State University; Tempe, Arizona. Dissertation Topic: Influences on and Determinants of Psychological Contract Evaluation in Hispanic Business Professionals. Graduated: May 2004.

*Master of Business Administration*, Human Resources, Anderson Graduate School of Management, University of New Mexico, Albuquerque, New Mexico. Graduated: May 2000.

*Bachelor of University Studies*, Cum Laude, Focus in Management, Emphasis in Psychology, Family Studies and Music, University of New Mexico, Albuquerque, New Mexico. Graduated: May 1999.

## Professional Experience

Interim Dean. University of New Mexico, University College, Albuquerque, New Mexico. 2018-present.

*Collaborative Accomplishments Include:*

- significant growth in number of students despite system wide decline
- launched certificate in Community Safety & Human Security
- launched Aging Studies Interdisciplinary Minor
- shepherded Global and National Security Degree Programs to solvency
- re-design of Bachelor of Liberal Arts degree
- launch of Bachelor of Integrative Studies and Innovation Degree
- launch of Certificate in Community Safety and Human Security
- creation of first ever Development Plan
- funding and development of “New ‘Bo” app for First Year Students
- redesign of First Year Experience coursework
- renaming and reframing of Exploratory Student Advisement
- awarded & deployed Mandela Washington Young African Leaders Institute (2018)
- cultivated, designed and executed degree programs with Tianjin Foreign Studies University (China); Yamanashi Gakuin University (Japan)

Executive Director. University of New Mexico, Innovation Academy, Albuquerque, New Mexico. 2015-present. (concurrent appointment)

*Accomplishments Include:*

- Developed and Funded micro-loan program for student entrepreneurs (Co-Op Capital)
- Extended Social Entrepreneurship Options during COVID-19 via “Pitch In Challenge”
- Created model for industry collaboration/challenges via “Dion’s Challenge”
- Raised full operational budget 2015-2020 totaling almost \$4M via private gifts
- Developed Partnership Intermediary Agreement (PIA) with Air Force Research Labs
- Developed and deployed Tech Nav Challenge for student Tech Transfer training

- Launched “Lobo Labs” Accelerator for student creative enterprise
- Exceeded goal for first semester student enrollment by 1340%
- Created cooperative program with Walt Disney Co. for sustainable financial model
- Developed “Minor in Innovation” currently under university consideration
- Identified and integrated over 130 courses for curricular inclusion
- Awarded grants and aided in development of 12 new courses
- Fulfilled terms of grant from Daniels Fund and applied for renewal of funding
- Finalist for City of Albuquerque “Mayor’s Prize for Entrepreneurship” 2015.
- Awarded City of Albuquerque “Mayor’s Prize for Entrepreneurship” 2016.
- Developed 2+1+2 5-year program in conjunction with Central New Mexico Community College for Associate, Bachelor and MBA

Interim Associate Dean for Innovation and Liberal Arts Education. University of New Mexico, University College, Albuquerque, New Mexico. 2016-2017. (concurrent appointment)

*Collaborative Accomplishments Include:*

- development of outcomes assessment plan for Liberal Arts & Integrative Studies
- creation of new introductory level (required) course for Liberal Arts students
- significant increase in Liberal Arts majors, number of graduates & credit hours produced

Interim Co-Director for Academic Engagement. University of New Mexico, Institute for Policy, Evaluation and Applied Research, Albuquerque, New Mexico. 2015-2016. (concurrent appointment)

*Accomplishments Include:*

- oversight, reporting and coordination for UNM Bureau of Business and Economic Research; Center for Education Policy Research; Data Bank and Geospatial and Population Studies Center
- secured contracts, grants and deployed funding across units
- shared large research projects across multiple centers within the university
- identified, hired and deployed research infrastructure staff
- created efficiencies in Research Faculty usage and availability
- creation of shared service model for university contract research centers

Professor. University of New Mexico, Anderson School of Management, Albuquerque, New Mexico. 2014-present. (concurrent appointment)

*Awarded Rutledge Endowed Professorship, 2010-2013, 2013-2016. 2016-2019. 2019-present.*

Associate Dean. University of New Mexico, Anderson School of Management, Albuquerque, New Mexico. 2012-2015.

*Collaborative Accomplishments Include:*

- Led school to first overall ranking in U.S. News & World Report MBA Rankings (Top 100 MBA Programs)
- Incubated and awarded \$2.4M Grant for Educational Leadership MBA with Woodrow Wilson Foundation; developed program curriculum
- Created partnership with National Hispanic Cultural Center for community Arts Management Program
- Developed “Living Learning Community” for dormitory floor dedicated to pre-business majors
- Developed Hispanic Leadership Certificate Program
- Created endorsement/sponsorship of Albuquerque Hispano Chamber of Commerce for

### *Hispanic Leadership Program*

- Developed Learning Community for admitted Anderson students combining Org. Behavior and Business Writing (6 credits)
- Reinvigorated 3/2 MBA program and increased enrollment over 100%
- Redesigned Anderson advising model to integrate underclass “pre-business” students
- Created social media presence and engagement of students including “Live Tweet Graduation” initiative
- Redesign and implementation of MBA curriculum overhaul
- Revision of Mission, Vision and Strategic Plan
- Collaborate and obtain funding for employer outreach and academic benchmarking from UNM Center for Development and Disability Partners for Employment Program

Associate Professor. University of New Mexico, Anderson School of Management, Albuquerque, New Mexico. 2010-2014.

*Awarded Rutledge Endowed Professorship, 2010-2013, 2013-2016.*

*Daniels Fund Business Ethics Fellow, 2011-2014.*

*Faculty Chair, 2011-2012.*

Assistant Professor. University of New Mexico, Anderson School of Management, Albuquerque, New Mexico. 2004-2010.

*Awarded Anderson School of Management Foundation Board Endowed Fellowship 2006-2009, 2009-2012.*

Research Associate/Instructor. Arizona State University, W.P. Carey School of Business, Department of Management, Tempe, Arizona. 2000-2004.

*Undergraduate Honors Thesis Director: Ettinger, A. 2004. “Big League Negotiations: The Development of the Major League Baseball Players Association.”*

Graduate Assistant. University of New Mexico, Anderson School of Management, Albuquerque, New Mexico. 1999- 2000.

Field Marketing Representative. NTN Communications; Albuquerque, New Mexico. 1999.

## **Editorial and Reviewing Experience**

### ***Editor-in-Chief***

Administrative Sciences. 2010-2014.

### ***Academic Editor***

Journal of Scientific Research and Reports. 2013-present.

### ***Associate Editor***

The Business Journal of Hispanic Research. 2006-2011.

*Inaugural Associate Editor*

*Aided in development of business sponsorship and development leading to major gifts*

International Journal of Diversity in Organizations, Communities and Nations. 2007.

### ***Editorial Board***

Employee Responsibilities and Rights Journal. 2015-present.  
Employee Relations. 2013-present.  
Journal of Human Resource and Sustainability Studies. 2013-present.  
International Journal of Management and Marketing. 2013-present.  
Journal of Basic and Applied Research International. 2014-present.  
iBusiness. 2012-present  
Challenges. 2011-present  
The Business Journal of Hispanic Research. 2011-2014.

### ***Consulting Editor***

Journal of Education for Business. 2009-present.

### ***Advisory Board***

International Advisory Board, Darwin International Institute for the Study of Compassion. 2016-2019.  
Wiley Publishing, Organizational Behavior Advisory Board. 2010-present.  
McGraw-Hill Higher Education, Taking Sides Academic Advisory Board. 2010-present.

### ***Reviewer***

Journal of Managerial Psychology. 2007-present. Employee Responsibilities and Rights Journal. 2013-present.  
Psychological Assessment. 2013-present.  
International Journal of Human Resource Management. 2013-present.  
Organizational Research Methods. 2007-present.  
National Science Foundation, Research Grant Proposals, 2004-present.  
Human Resource Management. 2005-present.  
Journal of Business Research. 2005-present  
Cross-Cultural Management. 2008-present.  
Journal of Education for Business. 2008-present.  
Journal of Business and Management. 2005-present.  
Asia Pacific Management Review. 2006-present.  
Journal of High Technology Management Research, 2001-present.  
Organizational Behavior and Human Decision Processes, 2004-present.  
Academy of Management Organizational Behavior Division, 2003-present.  
Academy of Management Gender and Diversity in Organizations Division, 2005-present.  
Western Academy of Management, 2004-present.  
Pearson/Prentice-Hall, 2007-present. Thompson/South-Western Learning, 2003-present.

### **Honors and Awards**

***Awardee, Top 100 Innovators in Education.*** 2021.  
***Nominee, Outstanding Staff Supervisor, UNM Staff Council.*** 2020.  
***Distinguished Alumnus, UNM University College. Bachelor of University Studies Program.*** 2014.  
***Winner, Emerald Literati Award for Outstanding Publication in Cross-Cultural Management.*** 2009.  
***Winner, Outstanding Faculty Member. UNM Accessibility Resource Center.*** 2012.  
***Fellow, Southwest Hispanic Research Institute (SHRI).*** Elected 2012.  
***Rutledge Endowed Professor of Management.*** 2010-2013, 2013-2016.  
***Anderson School of Management Foundation Board Fellowship.*** 2006-2009, 2009-2012.  
***Bill Daniels Business Ethics Fellowship.*** 2011-present.

**“Fifteen People who Will Change Albuquerque in 2008”.** *Albuquerque: The Magazine*, December 2007/January 2008.

**Winner, University of New Mexico Student Organization Advisor of the Semester.** Spring 2009.

**Winner, Society for Human Resource Management Superior Merit Award.** 2008-2009, 2009-2010, 2010-2011 for Student Chapter Excellence.

**Winner, UNM’s Favorite Professor.** *UNM Daily Lobo*, 2011.

**Visiting Professor, ITESM, Chihuahua Campus, Chihuahua, Mexico.** Summer, 2007.

**Nominee, University of New Mexico Outstanding Teacher of the Year Award.** 2006-2007, 2007-2008, 2008-2009, 2009-2010, 2010-2011, 2012-2013.

**New Mexico Business Weekly: “40 under 40: Top Young Professionals”.** 2007.

**Finalist (one of 15), Academy of Management, Newman Award for Outstanding Paper Based on a Dissertation.** 2005.

**Finalist, Best Symposium, Work-Family Conflict.** Academy of Management Annual Meetings, New Orleans, LA. 2004.

**Winner, Best Symposium, Diversity and Mentorships: The mentoring relationships and experiences of racial minorities and women.** Academy of Management Annual Meetings, Seattle, WA. 2003.

**Joan and David Lincoln Summer Grant Program for the Integration of Ethics into the Curriculum;** This grant supports the “Speaking of Ethics: Integrating offenders into the ethics classroom”. 2003.

**HR Doctoral Consortium,** selected to represent Arizona State University at 2003 Academy of Management Human Resources Doctoral Student Consortium.

**OB Doctoral Consortium,** selected to represent Arizona State University at 2002 Academy of Management Organizational Behavior Doctoral Student Consortium.

## **Professional Affiliations**

Member, Academy of Management, 2000-present.

Member, American Psychological Association, 2004-present.

Member, Society for Industrial and Organizational Psychology, 2002-present.

Member, National Society of Hispanic MBAs, 2006-present.

Member, Human Resource Management Association of New Mexico (HRMA-NM), 2008-present.

Member, Academy of Business Education, 2007-present.

Member, Phi Beta Kappa, 1999-present.

Member, Golden Key National Honor Society, 1997-present.

## **Grants Received and Pending**

National Science Foundation. ADVANCE at UNM: Institute for Diversity and Equity Across STEM (IDEAS) Total Award Amount: \$3,358,126 Total Award Period Covered: 7/1/16-3/30-21. Senior Personnel.

National Science Foundation. Innovation Corps-Site Program, University of New Mexico Total Award Amount: \$446,496 Total Award Period Covered: 8/20/17-8/19/22. Principal Investigator.

National Science Foundation. Innovation Corps-Site Program, 2020 Supplemental Funds. Total Award Amount: \$92,543 Award Period Covered: 6/1/20-12/31/20. Principal Investigator.

National Science Foundation. BPINNOVATE: Intersectionality in Building STEM Entrepreneurship Capacity: Rurality, Indigeneity, and Technology. Total Award Amount: \$982,347 Award Period Covered: 9/1/21-8/31/24. Principal Investigator. PENDING.

Economic Development Agency, U.S. Department of Commerce. Scaling Pandemic Resilience Through Innovation and Technology. Total Award Amount: \$432,092 Award Period Covered: 4/1/21-3/31/24. Principal Investigator. PENDING.

Venture Well. Tech Navigator Challenge. Total Award Amount: \$30,000 Award Period Covered: 10/1/20-4/30/21. Principal Investigator. PENDING.

Department of Justice & United States Attorney. Project Safe Neighborhoods. Total Award Amount: \$152,632 Award Period Covered: 10/15/20-9/1/21. Principal Investigator.

New Mexico Gas Company. Economic Development Award. Total Award Amount: \$200,000 Award Period Covered: 7/1/16-6/30/17. Principal Investigator.

New Mexico Gas Company. Economic Development Award. Total Award Amount: \$50,000 Award Period Covered: 7/1/17-6/30/18. Principal Investigator.

New Mexico Gas Company. Economic Development Award. Total Award Amount: \$50,000 Award Period Covered: 7/1/18-6/30/19. Principal Investigator.

New Mexico Gas Company. Economic Development Award. Total Award Amount: \$30,000 Award Period Covered: 7/1/19-6/30/20. Principal Investigator.

Economic Development Agency, U.S. Department of Commerce. University Center Program. Total Award Amount: \$564,000 Award Period Covered: 9/1/19-8/31/24. Co-Principal Investigator.

Economic Development Agency, U.S. Department of Commerce. University Center Program, 2020 Supplemental Funding. Total Award Amount: \$272,727 Award Period Covered: 9/1/20-8/31/22. Co-Principal Investigator.

National Science Foundation. I-Corps Team Grant: Class Bucks Total Award Amount: \$50,000 Award Period Covered: 10/1/20-4/30/21. Principal Investigator.

National Science Foundation. USC NSF I-Corps Hub. Total Award Amount: \$300,000 Award Period Covered: 10/1/20-9/30/25. Senior Personnel. PENDING.

Sandia National Laboratories. Sandia Design Dash 2020. Total Award Amount: \$47,501. Award Period Covered: 4/13/20-6/30/20. Principal Investigator.

New Mexico Department of Indian Affairs. Native Women Entrepreneurship. Total Award Amount: \$150,000. Award Period Covered: 9/3/19-7/31/20. Principal Investigator.

Sandia National Laboratories. Sandia Design Dash. Total Award Amount: \$25,000. Award Period Covered: 4/21/19-5/10/19. Principal Investigator.

United States Department of Justice & 2<sup>nd</sup> Judicial District. International District Community Based Crime Reduction. Total Award Amount: \$214,500. Award Period Covered: 1/1/19-10/31/21. Principal Investigator.

McCune Charitable Foundation. NACA Startup Course Pilot Grant. Total Award Amount: \$6,000.

Award Period Covered: 3/12/18-6/29/18. Principal Investigator.

Nusenda Credit Union Foundation. Co-Op Capital Capacity Grant. Total Award Amount: \$30,000. Award Period Covered: 7/1/18-6/30/19. Principal Investigator.

City of Albuquerque/Albuquerque Community Foundation. Lobo Labs Pre-Accelerator Program Total Award Amount: \$50,000 Total Award Period Covered: 12/1/16-11/30/17. Principal Investigator.

Kellogg Foundation. Stronger Families Through Economic Opportunities. Total Award Amount: \$249,250. Award Period Covered: 4/1/17-3/31/20. Principal Investigator.

PNM Foundation. Centennial Grant. Total Award Amount: \$10,000. Award Period Covered: 6/1/17-1/1/18. Principal Investigator.

## Peer Reviewed Journal Articles

Intindola, M., Jacobson, R.P., Jacobson, K.J. & **DelCampo, R.G.** (2015). "Machismo in Organizations: Individual Predictors & Context-Dependent Outcomes." Employee Responsibilities and Rights Journal. Vol. 28 No. 2 p. 113-131.

**DelCampo, R.G.**, Cook, A. & Arthur, M. M. (2013). "Cultural Differences in Work-Family Policies and Perceptions of Organizational Support." Employee Responsibilities and Rights Journal Vol. 25 No. 1. p. 23-39.

**DelCampo, R.G.**, Jacobson, K.J.L., Palacios, S.T. & Blancero, D.M. (2013). "A Portrait of Mexican-Americans at Work: Discrimination, Identity and Job Satisfaction in First and Second Generation Mexican-Americans" Journal of the Academy of Business and Economics. Vol. 13 No. 4. p. 45-52.

**DelCampo, R.G.**, Rogers, K.M. & Hinrichs A.T. (2011). "The interface of work-family conflict and racioethnicity: An analysis of Hispanic Business Professionals." Employee Responsibilities and Rights Journal. Vol. 23 No. 1. p. 55-71.

**DelCampo, R.G.**, Jacobson, K.J., Van Buren, H.J. & Blancero, D.M. (2011). "Comparing Immigrant and U.S. Born Hispanic Business Professionals: Insights on Discrimination." Cross-Cultural Management. Vol. 18 No. 3. p. 327-350.

Arthur, M. M., **DelCampo, R.G.** & Van Buren, H.J. (2011). "The impact of gender differentiated golf course features on women's networking." Gender in Management. Vol. 26 No. 1. p. 37-56.

Blancero, D. M., **DelCampo, R.G.** & Marron, G. (2010). "Just Tell Me! Fairness of Alternative Dispute Resolutions." Industrial Relations. Vol. 49 No. 4. p. 524-543. (#1 SSCI Ranked Impact Factor ISI Journal 2009/2010)

**DelCampo, R.G.**, Rogers, K.M. & Van Buren, H.J. (2010). "A Mockumentary as a Mock-experience: Using 'The Office' to Solidify Understanding of Organizational Behavior Topics." Journal of Organizational Behavior Education. Vol. 3 No.1. p. 25-40.

**DelCampo, R.G.**, Rogers, K.M. & Jacobson, K.L. (2010). "Integrating Racioethnicity and Psychological Contract Fairness: Hispanic perceptions and process." Journal of Managerial Issues.

Vol. 22 No. 2. p. 220-238.

Duran, L., **DelCampo, R.G.** (2010). "The Influence of Family Obligations on the Job Performance of Professional Hispanic Women." The Business Journal of Hispanic Research. Vol. 4 No. 1. p. 18-21.

Taylor, B., **DelCampo, R.G.** & Blancero, D.M. (2009). "The Relationship between Work-Family Conflict/ Facilitation and Psychological Contract Fairness among Hispanic Business Professionals." Journal of Organizational Behavior. Vol. 30 No. 5. p. 643-664.

Arthur, M. M., Van Buren, H.V & **DelCampo, R.G.** (2009). "Distance to the flag: The impact of American Politics on perceptions of women's golfing abilities." American Journal of Economics and Sociology. Vol. 68 No. 2. p. 518-539.

Blancero, D.M., **DelCampo, R.G.**, Gao, T. & Lewis, P. (2009). "Insights on Hispanic Business Professionals, Perceived Organizational Support and Psychological Contracts: Report from a large-scale national study." International Journal of Business Research. Vol. 9 No. 4. p. 106-111.

Hom, P.W. & **DelCampo, R.G.** (2009). "Developing Multimedia Cases for Undergraduate Education in Organizational Behaviour." Journal of the Academy of Business Education. Vol. 10 No. 1. p.163-176.

**DelCampo, R.G.** & Thomas, D. (2009), "Mexican-American Entrepreneurship and social networks: A review and vision for the future." International Journal of Business Research. Vol. 9 No. 6. p. 120-127.

**DelCampo, R.G.** , DelCampo, D.S. & DelCampo, R.L. (2009). "Work, Family, and Personal Fulfillment Issues of Professional and Working-Class Hispanic Women." The Business Journal of Hispanic Research. Vol. 3 No. 1. p.48-52. Reprinted in Hispanic MBA Magazine. Spring, 2010.

**DelCampo, R.G.** & Blancero, D.M. (2008). "Perceptions of Psychological Contract Fairness of Hispanic Professionals." Cross Cultural Management. Vol. 15 No. 3. p.300-315. **Winner 2009 Emerald Literati Award for Outstanding Publication.**

**DelCampo, R.G.**, Blancero, D.M. & Boudwin, K.M. (2008). "Hispanic professionals after September 11<sup>th</sup>: A move toward 'American' identification." Cross-Cultural Management. Vol. 15 No. 1. p.20-29.

Blancero, D.M., **DelCampo, R.G.** & Marron, G.F. (2008). "Ready or Not: *Hispanic Millennials Are Here*". The Business Leaders of the Future." The Business Journal of Hispanic Research. Vol. 2 No. 1. p.50-60.

Blancero, D.M. & **DelCampo, R.G.** (2007), "Retaining Hispanic Talent: Fairness, Flexibility, Family and Organizational Support." The Business Journal of Hispanic Research." Vol. 1 No. 2. p.10-18.

Blancero, D.M., **DelCampo, R.G.** & Marron, G. (2007). "Hired for Diversity yet Rewarded for Conformity: Hispanics in Corporate America." The Business Journal of Hispanic Research. Vol. 1 No. 1. p.12-25.

**DelCampo, R. G.**, Van Buren, H.J. & Blancero, D.M. (2007). "The Social Networks of Hispanic Elite Professionals: Do Density and Ethnic Identity Matter for Career Success?" The Business Journal of



Hispanic Research. Vol. 1 No. 1. p. 70-77.

**DelCampo, R.G.** (2007). "Awareness and evaluation of Hispanic Professional Workplace experience: discrimination, status and fairness issues." International Journal of Diversity in Organizations, Communities and Nations. Vol. 7 No. 1. p.23-28.

**DelCampo, R.G.** (2007). "Understanding the Psychological Contract: A direction for the future." Management Research News. Vol. 30 No. 6. p. 432-440.

**DelCampo, R.G.** (2007). "Cross-cultural Evaluation of the Psychological Contract: Insight on Racioethnicity and Equity Sensitivity." Review of Business Research. Vol. 7 No. 4. p.109-113.

Blancero, D.M., **DelCampo, R.G.** & Marron, G.F. (2007). "Perception of Fairness of Psychological Contracts by Hispanic Business Professionals: An Empirical Study in the United States." International Journal of Management. Vol. 24 No. 2. p.364-375.

**DelCampo, R.G.** (2007) "The impact of personality factors on employee perceptions of the psychological contract." International Journal of Management. Vol. 24 No. 1. p. 43-52.

**DelCampo, R.G.** & Hinrichs, A.T. (2006). "A Touch of Class: Differences and Similarities in Work and Family Balance and Family Relationships in Professional and Working-Class Hispanics." Journal of Business and Management. Vol. 12 No. 1. p.71-81.

**DelCampo, R.G.** (2006). "Cultural Strength as a Moderator of the Relationship between Person-Organization Fit and Turnover Propensity." International Journal of Management. Vol. 23 No. 3. p.465-469.

## **Books**

**DelCampo, R.G.** (2012). Influences on and Determinants of Psychological Contract Evaluation. Saarbrucken, Germany: Lambert Academic Publishing.

Blancero, D.M. & **DelCampo, R.G.** (eds.) (2012). Hispanics @ Work: A Collection of Research, Theory and Application. Hauppauge, NY: Nova Science Publishers.

**DelCampo, R.G.** (2012). Human Resource Management: DeMYSTiFieD. New York, NY: McGraw-Hill.

**DelCampo, R.G.**, Haggerty, L., Haney, M.J. & Knippel, L. (2012). Managing the Multi-Generational Workforce. Surrey, United Kingdom: Gower Publishing.

**DelCampo, R.G.**, Boudwin, K.M. & Hines, S.L. (2008). "THAT'S WHAT SHE SAID!" A Guide to using "The Office" to Demonstrate Management Parables, Organizational Behavior and Human Resource Management Topics in the Management Classroom. Dubuque, IA: Kendall/Hunt.

**DelCampo, R.G.** (2009). Instructors Resource Manual: Managing Human Resources, 6<sup>th</sup> Edition. supplement to L.R. Gomez-Mejia, D.B. Balkin & R.L. Cardy. Managing Human Resources, 6<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall

**DelCampo, R.G.** (2005). Instructors Resource Manual: Managing Human Resources, 5<sup>th</sup> Edition. supplement to L.R. Gomez-Mejia, D.B. Balkin & R.L. Cardy. Managing Human Resources, 5<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall

## Other Publications

**DelCampo, R.G.** (2013). "Preface" The Reluctant Mentor, L. Sauder & J. Porter.

**DelCampo, R.G.** (2011). "Administrative Sciences: An International Journal on the Science of Administration." Administrative Sciences. Vol. 1 No. 1. p.1-2.

**DelCampo, R.G.** , DelCampo, D.S. & DelCampo, R.L. (2010). "Work, Family, and Personal Fulfillment Issues of Professional and Working-Class Hispanic Women." Hispanic MBA Magazine. Spring, 2010. *Reprint of article from: The Business Journal of Hispanic Research*. Vol. 3 No. 1. p.48 -52.

**DelCampo, R.G.** (2009), "Latin America" Encyclopedia of Business in Today's World (ed. C. Wankel). Thousand Oaks, CA: Sage.

Figueroa, M. & **DelCampo, R.G.** (2008), "Beyond the Sky's Limit: From Farm Worker to the Upper Reaches of the Professional World: The Journey of Luis Nogales." The Business Journal of Hispanic Research. Vol. 1 No. 2. p.28-40. (Editorial Review).

**DelCampo, R.G.** (2008), "Abstracts of Papers to be Presented at Inaugural NSHMBA Research Forum: An Introduction." The Business Journal of Hispanic Research. Vol. 2 No. 2. p.64.

**DelCampo, R.G.** (2007). "Work family conflict within Hispanic-American families." The Business Journal of Hispanic Research. Vol. 1 No. 1. p. 97-99. (Editorial Review)

Blancero, D. M. & **DelCampo, R.G.** (2005). "Latinos in the Workplace: Experiences with Mentoring and Perceived Discrimination." Employment Relations Today. Vol. 32 No. 2. p.31-39. (Editorial Review)

**DelCampo, R.G.** & Blancero, D.M. (2003). "Latinos in Corporate America." Hispanic MBA Magazine. Spring, 2003 (invited); reprinted in: "The Multicultural Advantage: Power Moves for People of Color" Vol. 3 No. 5. (Editorial Review)

### *Textbook Supplements*

**DelCampo, R.G.** (2011). Using The Office in Teaching Organizational Behavior. Hoboken, NJ: John Wiley & Sons.

**DelCampo, R.G.** (2011). "Companion Website" to accompany DuBrin, A. Human Relations, 11<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall.

**DelCampo, R.G.** (2009). Video Guide: Managing Human Resources, 6<sup>th</sup> Edition. supplement to L.R. Gomez-Mejia, D.B. Balkin & R.L. Cardy. Managing Human Resources, 6<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall.

**DelCampo, R.G.** & Haney, M.J. (2008). "Companion Website" to accompany DuBrin, A. Human

Relations, 10<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall.

**DelCampo, R.G.** & Boudwin K.M. (2006). “PowerPoint Slide Supplements” to accompany Hill, C. & Jones, G. Strategic Management, 1st Edition. New York, NY: Houghton Mifflin.

**DelCampo, R.G.** & Hinrichs, A.T. (2005). “Personal Response System supplement to accompany Organizational Behavior: A Strategic Approach” to accompany M. Hitt, C. Miller & A. Colella. Organizational Behavior: A Strategic Approach. Hoboken, NJ: John Wiley & Sons.

Hinrichs, A.T & **DelCampo, R.G.** (2005). “PowerPoint Slide Supplement” to accompany L.R. Gomez-Mejia, D.B. Balkin & R.L. Cardy. Managing Human Resources, 5<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall

**DelCampo, R.G.** & Pepper, M.B. (2003). “Films to supplement the Human Resource Classroom” to accompany L. Gomez-Mejia; D. Balkin & R. Cardy. Managing Human Resources, 4<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall.

## **Papers Under Review**

**DelCampo, R.G.** & Blancero, D.M. “The impact of work and family demands on life role salience and perceptions of work-family conflict and facilitation.” Under review at *International Journal of Human Resource Management*.

## **Conference Presentations and Proceedings**

### *Papers in Proceedings*

**DelCampo, R.G.**, Leach, G. (2021). “Silicon Valley: Using Popular Culture to Spark Interest in Entrepreneurship” *Proceedings of OPEN2021*. (refereed)

**DelCampo, R.G.**, Porter, T.J. & Rodriguez, R.J. (2018). “Creating an Innovation Program at an Urban University” *Proceedings of OPEN2019; Washington, D.C.* March 2019. (refereed)

**DelCampo, R.G.** & Porter, T.J. (2017). “The Development of a Meta-Curricular Innovation Program” *Proceedings of the Society for the Advancement of Management; Orlando, FL*. March 2017. (refereed)

**DelCampo, R.G.** (2015). “The Impact of Work and Family Demands on Life Role Salience and Perceptions of Work - Family Conflict and Facilitation” *Proceedings of the Society of Business Research; Orlando, FL*. March 2015. (refereed)

**DelCampo, R.G.**, Jacobson, K.J.L., Palacios, S.T. & Blancero, D.M. (2013). “A Portrait of Mexican-Americans at Work: Discrimination, Identity and Job Satisfaction in First and Second Generation Mexican-Americans” *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October 2013. (refereed)

Jacobson, R. P., Jacobson, K.J.L. & **DelCampo, R.G.** (2013), “Expectations for ‘Family-Oriented’ Organizations among Hispanics: The Influence of Machismo Values.” *Proceedings of the 2012*

*Society for Advancement of Management Conference Las Vegas, NV*. March 2012. (refereed)

Duran, L.R., **DelCampo, R.G.**, Vaillancourt, K.T., DelCampo, R.L. & DelCampo, D.S. (2009). “Comparing strategies for work-family balance and personal fulfillment of working-class and professional Latinas.” *Proceedings of The National Society of Hispanic MBAs Conference & Career Expo, 2<sup>nd</sup> Annual Research Forum, Minneapolis, MN*. October 2009. (refereed)

Jacobson, K.J.L., Jacobson, R.P. & **DelCampo, R.G.** (2009). “The perils of machismo in organizations.” *Proceedings of The National Society of Hispanic MBAs Conference & Career Expo, 2<sup>nd</sup> Annual Research Forum, Minneapolis, MN*. October 2009. (refereed)

Boudwin, K.M., **DelCampo, R.G.** & Van Buren, H.J. (2009), “A Mockumentary as a Mock-experience: Using ‘The Office’ to Solidify Understanding of Organizational Behavior Topics.” *Proceedings of The 2009 Meeting of the Eastern Academy of Management, Hartford, CT*. May 2009. (refereed)

**DelCampo, R.G.** & Thomas, D. (2009). “Mexican-American Entrepreneurship and social networks: A review and vision for the future.” *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October 2009. (refereed)

Blancero, D.M., **DelCampo, R.G.**, Gao, T. & Lewis, P. (2009). “Insights on Hispanic Business Professionals, Perceived Organizational Support and Psychological Contracts: Report from a large-scale national study.” *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October 2009. (refereed)

DelCampo, D.S., **DelCampo, R.G.** & DelCampo, R.L. (2008). “Work, Family, and Personal Fulfillment Issues of Professional and Working-Class Hispanic Women.” *Proceedings of The National Society of Hispanic MBAs Conference & Career Expo, Inaugural Research Forum, Atlanta, GA*. October 2008. (refereed)

**DelCampo, R.G.**, DelCampo, R.L. & DelCampo, D.S. (2007). “Understanding Work, Family, and Personal Issues for Latina Women.” *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October 2007. (refereed)

**DelCampo, R.G.** (2007). “Cross-cultural Evaluation of the Psychological Contract: Insight on Racioethnicity and Equity Sensitivity.” *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October 2007. (refereed)

**DelCampo, R.G.** (2007). “Awareness and evaluation of Hispanic Professional Workplace experience: discrimination, status and fairness issues.” Presented (Virtually) at: *Proceedings of The Seventh International Conference on Diversity in Organizations, Communities and Nations, Amsterdam, The Netherlands*. \* July 2007. (refereed)

\*note: *The International Journal of Diversity in Organizations, Communities and Nations* serves as the proceedings for outstanding submissions and also appears under the “Scholarly Publications” heading.

**DelCampo, R.G.**, Blancero, D.M. & Boudwin, K.M. (2006). “Hispanic professionals after September 11<sup>th</sup>: A move toward ‘American’ identification.” *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October 2006. (refereed)

## ***Presentations***

**DelCampo, R.G. (2015).** *“Research to Guide Employment Practices in New Mexico and the Nation.”*  
*Presented at: 2015 Southwest Conference on Disability, Albuquerque, NM.*

Blancero, D.M. Marron, G.F. & **DelCampo, R.G.** (2015). “I Don’t Remember Learning That: An Assessment of Learning in an Integrative Business Course.” Presented at: 2015 Academy of Management Annual Meetings, Vancouver, BC.

**DelCampo, R.G.** (2015). “The Impact of Work and Family Demands on Life Role Salience and Perceptions of Work - Family Conflict and Facilitation” Presented at: Society of Business Research; Orlando, FL.

Blancero, D.M., **DelCampo, R.G.** & Taylor, B. (2014), “The impact of work and family demands on life role salience and work-family conflict/facilitation.” Presented at: the Annual Meeting of the Academy of Management, Philadelphia, PA.

**DelCampo, R.G.** (2014), “If these walls could talk: Tales of proven experiential exercises.” Presented at: the Academy of Management Teaching and Learning Conference, Philadelphia, PA.

Mathis, C. J., Horn, D., **DelCampo, R. G** & Randle, N. (2013), “The role of roles in examining gender differences: an examination of femininity and family importance in work-to-family conflict.” Presented at: the Annual Meeting of the Southern Management Association, New Orleans, LA.

**DelCampo, R.G.**, Jacobson, K.J.L., Palacios, S.T. & Blancero, D.M. (2013). “A Portrait of Mexican-Americans at Work: Discrimination, Identity and Job Satisfaction in First and Second Generation Mexican-Americans” Presented at: the International Association of Business & Economics; Las Vegas, NV. October 2013.

Blancero, D.M. & **DelCampo, R.G.** (2012), “Work-Family Conflict/Facilitation & Stress: Examination of Hispanic Business Professionals.” Presented at: 2012 Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.

Jacobson, R. P., Jacobson, K.J.L. & **DelCampo, R.G.** (2012), “Expectations for “Family-Oriented” Organizations among Hispanics: The Influence of Machismo Values.” Presented at: 2012 Society for Advancement of Management Conference Las Vegas, NV.

**DelCampo, R.G.** & Kagan, M.S. (2011)., “Job Search Behavior in a Time of Economic Instability.” Presented at: The 9<sup>th</sup> International Academy of Management and Business Conference, Orlando, FL.

Duran, L.R., **DelCampo, R.G.**, Vaillancourt, K.T., DelCampo, R.L. & DelCampo, D.S. (2009). “Comparing strategies for work-family balance and personal fulfillment of working-class and professional Latinas.” Presented at: National Society of Hispanic MBAs Conference & Career Expo, 2<sup>nd</sup> Annual Research Forum, Minneapolis, MN.

Jacobson, K.J.L., Jacobson, R.P. & **DelCampo, R.G.** (2009). “The perils of machismo in organizations.” Presented at: National Society of Hispanic MBAs Conference & Career Expo, 2<sup>nd</sup> Annual Research Forum, Minneapolis, MN.

Berglund, D., DelCampo, R.L., DelCampo, D.S. & **DelCampo, R.G.** (2009). “The Changing Landscape of American Women: Work, Family and Personal Fulfillment.” Presented at: National

Council on Family Relations 71<sup>st</sup> Annual Conference, San Francisco, CA.

Boudwin, K.M., **DelCampo, R.G.** & Van Buren, H.J. (2009). "A Mockumentary as a Mock-experience: Using 'The Office' to Solidify Understanding of Organizational Behavior Topics." Presented at: Annual meetings of the Eastern Academy of Management, Hartford, CT.

**DelCampo, R.G.** & Thomas, D. (2009). "Mexican-American Entrepreneurship and social networks: A review and vision for the future." Presented at: Annual meetings of the International Academy of Business and Economics, Las Vegas, NV.

Blancero, D.M., **DelCampo, R.G.**, Gao, T. & Lewis, P. (2009). "Insights on Hispanic Business Professionals, Perceived Organizational Support and Psychological Contracts: Report from a large-scale national study." Presented at: Annual meetings of the International Academy of Business and Economics, Las Vegas, NV.

Arthur, M. M., **DelCampo, R.G.** & Van Buren, H.J. (2008). "The impact of gender differentiated golf course structures on women's networking abilities." Presented at: Academy of Management Meetings, Anaheim, CA.

**DelCampo, R.G.**, Mathis, C.J. & Boudwin, K.M. (2008). "Work-Family Balance and Social Support: An analysis of Impacts on Employee Loyalty." Presented at: Academy of Management Meetings, Anaheim, CA.

Mathis, C.J., **DelCampo, R.G.** & Cates, D.A. (2008). "Gender-Role Orientation of Employees: Understanding the Relationships among Social Support, Work-Family Balance, and Job Performance." Presented at: Academy of Management Meetings, Anaheim, CA.

DelCampo, D.S., **DelCampo, R.G.** & DelCampo, R.L. (2008). "Work, Family, and Personal Fulfillment Issues of Professional and Working-Class Hispanic Women." Presented at: National Society of Hispanic MBAs Conference & Career Expo, Inaugural Research Forum, Atlanta, GA.

**DelCampo, R.G.** & Thomas, D. (2008), "Mexican-American Entrepreneurship: A review and vision for the future." Presented at IC<sup>2</sup> Institute Conference: An American Story: Mexican American Entrepreneurship & Wealth Creation, Austin, TX.

**DelCampo, R.G.** & Boudwin, K.M. (2007). "Work-family conflict and racioethnic identification: An analysis of Hispanic Business Professionals." Presented at: Academy of Management Meetings, Philadelphia, PA.

**DelCampo, R.G.** (2007). "Awareness and evaluation of Hispanic Professional Workplace experience: discrimination, status and fairness issues." Presented (Virtually) at: The Seventh International Conference on Diversity in Organizations, Communities and Nations, Amsterdam, The Netherlands July 2007.

**DelCampo, R.G.**, DelCampo, R.L. & DelCampo, D.S. (2007). "Latina Women: Understanding Work, Family, and Personal Issues." Presented at: National Council on Family Relations, Pittsburgh, PA November 2007.

**DelCampo, R.G.** (2005). "Psychological Contract Fairness and Status Judgments: An

Analysis of Hispanic Professionals.” Presented at: Academy of Management Meetings, Honolulu, HI August 2005. *Finalist (one of 15), Newman Award for Outstanding Paper Based on a Dissertation.*

**DelCampo, R.G.,** DelCampo, R.L. & DelCampo, D.S. (2005). “Satisfaction with Family Life in Working Class Mexican and Anglo Americans.” Presented at: National Council on Family Relations, Phoenix, AZ November 2005.

**DelCampo, R.G.** (2005). “Acculturation, Racioethnic Identity and the Psychological Contract: An Analysis of Hispanic Business Professionals.” Presented at: Western Academy of Management, Las Vegas, NV April 2005.

**DelCampo, R.G.,** DelCampo, R.L., DelCampo, D.S. & Blancero, D.M. (2004). "A Touch of Class: Differences and Similarities in Work and Family Balance and Family Relationships Between Professional and Working-Class Hispanics.” Presented at: Academy of Management Meetings, New Orleans, LA August 2004. *Finalist, Best Symposium.*

**DelCampo, R.G.** & Hom, P.W. (2004). “Speaking of Ethics: Virtually Integrating Offenders into the Classroom through Multimedia Presentation.” Presented at: Academy of Management Meetings, New Orleans, LA August 2004.

Hom, P.W. & **DelCampo, R.G.** (2004). "Nothing Endures but Change: Assessing Dynamic Effects of Turnover Causes.” Presented at: Academy of Management Meetings, New Orleans, LA August 2004.

DelCampo, R.L., DelCampo, D.S. & **DelCampo, R.G.** & Blancero, D.M. (2004). “Work and Family Balance, Family Relationships, and Job Satisfaction Among Dual Earner, Working Class Mexican-Americans.” Accepted for presentation at: American Psychological Association, Honolulu, HI, July 2004.

Blancero D.M. & **DelCampo, R.G.** (2003). “Unfair Psychological Contracts and Discrimination: An Analysis of Hispanic Professionals.” Presented at: Academy of Management Meetings, Seattle, WA, August 2003.

Blancero, D.M. & **DelCampo, R.G.** (2003). “Latinos in the Workplace: Experiences with Mentoring and Perceived Discrimination.” Presented at: Academy of Management Meetings, Seattle, WA, August 2003. *Winner, Best Symposium.*

Hom, P.W. & **DelCampo, R.G.** (2003). “Developing Multimedia Cases for Undergraduate Education in Organizational Behavior.” Presented at: Academy of Management Meetings, Seattle, WA, August 2003.

Hom, P.W., **DelCampo, R.G.** & Griffeth R. (2003). “Testing the Dynamic Effects of Turnover Antecedents Using Second-Order Latent Growth Modeling.” Presented at: 18<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference; Orlando, FL, April 2003.

**DelCampo, R.G.** (2003). “Cross-cultural evaluation of the psychological contract: insight on racioethnicity and equity sensitivity.” Presented at: 24<sup>th</sup> Annual Industrial and Organizational Psychology and Organizational Behavior Graduate Student Conference; Akron, OH, March 2003.

**DelCampo, R. G.** (2002). "The Influence of Culture Strength on Person-Organization Fit and Turnover." Presented at: 23rd Annual Industrial and Organizational Psychology and Organizational Behavior Graduate Student Conference; Tampa, FL, March 2002.

## Works-in-Progress

Blancero, D.M. & **DelCampo, R.G.** "Perceived Organizational Support and Psychological Contract Evaluation in Hispanic Business Professionals." For submission to: Journal of Managerial Issues.

Blancero, D.M. Marron, G.F. & **DelCampo, R.G.**, "I Don't Remember Learning That: An Assessment of Learning in an Integrative Business Course." For submission to: Journal of Management Education.

Jacobson, R.P., Jacobson, K.J.L. & **DelCampo, R.G.** "Machismo values influence Hispanics' expectations for "family-oriented" organizations." For submission to: International Journal of Human Resource Management.

**DelCampo, R.G.**, Jacobson, K.J.L., Mathis, C.J. & Rogers, K.M., "Work-Family Balance and Social Support: An analysis of Impacts on Employee Loyalty." For submission to: Journal of Vocational Behavior.

Lee, A., Blancero, D.M., & **DelCampo, R.G.** "Organizational Justice: A Mediated Model from Individual Well Being and Social Exchange Theory Perspectives." For submission to: Academy of Management Journal.

## Research Interests

Under-represented workforce segments, particularly the plight of the Hispanic worker; gender issues at work; work-family conflict; psychological contracts; organizational justice; fairness and idiosyncratic work agreements

## Courses Taught

Arizona State University-W.P. Carey School of Business

<u>Course</u>	<u># Students</u>	<u>Mean</u>	<u>Semester</u>
(by students) 1=outstanding; 1-5 scale			
MGT 311:			
Human Resource Management	30	<b>1.04</b>	Summer 2001
MGT 352:			
Human Behavior in Organizations (OB)	37	<b>1.09</b>	Summer 2002
MGT 410:			
*Responsible Leadership	57	<b>1.00</b>	Fall 2002
MGT 410:			
*Responsible Leadership	42	<b>1.00</b>	Spring 2003
MGT 320:			
Managing People in Organizations (OB)	45	<b>1.03</b>	Fall 2003
MGT 410:			
*Responsible Leadership	15	<b>1.00</b>	Summer 2003



MGT 410:

\*Responsible Leadership

44

1.00

Spring 2004

additional guest lecturing experience in Graduate Organizational Behavior (MBA core)

University of New Mexico-Anderson School of Management

<b>Course</b>	<b># Students</b>	<b>Mean</b>	<b>Semester</b>
(by students) 6=outstanding; 1-6 scale			
MGT 306: Organizational Behavior & Diversity	33	<b>5.9</b>	Fall 2004
MGT 306: Organizational Behavior & Diversity	39	<b>5.9</b>	Fall 2005
MGT 306: Organizational Behavior & Diversity	41	<b>5.9</b>	Fall 2005
MGT 306: Organizational Behavior & Diversity	33	<b>6.0</b>	Fall 2006
MGT 306: Organizational Behavior & Diversity	45	<b>5.9</b>	Fall 2006
MGT 306: Organizational Behavior & Diversity	42	<b>5.9</b>	Fall 2007
MGT 306: Organizational Behavior & Diversity	45	<b>6.0</b>	Fall 2007
MGT 306: Organizational Behavior & Diversity	44	<b>6.0</b>	Fall 2008
MGT 306: Organizational Behavior & Diversity	45	<b>5.9</b>	Fall 2008
MGT 464: Human Resource Management	26	<b>6.0</b>	Fall 2004
MGT 464: Human Resource Management	16	<b>6.0</b>	Spring 2005
MGT 464: Human Resource Management	37	<b>5.9</b>	Spring 2006
MGT 464: Human Resource Management	40	<b>6.0</b>	Spring 2007
MGT 457/566: *Diversity in Organizations	35	<b>6.0</b>	Spring 2005
MGT 457/566: *Diversity in Organizations	30	<b>6.0</b>	Spring 2006
MGT 457/566: *Diversity in Organizations	30	<b>6.0</b>	Spring 2007
MGT 457/566: *Diversity/Human Relations (Grad)	10	<b>5.7</b>	Spring 2005
MGT 457/566: *Diversity/Human Relations (Grad)	10	<b>5.9</b>	Spring 2006
MGT 457/566: *Diversity/Human Relations (Grad)	16	<b>5.9</b>	Spring 2007
MGT 457: *Diversity in Organizations	37	<b>5.9</b>	Spring 2008
MGT 566: *Diversity in Organizations (Grad)	9	<b>6.0</b>	Spring 2008

(changed course evaluation system beginning Fall 2008 5=outstanding; 1-5 scale)

MGT 306: Organizational Behavior & Diversity	45	4.9	Fall 2008
MGT 306: Organizational Behavior & Diversity	45	4.9	Fall 2008
MGT 306: Organizational Behavior & Diversity	63	4.8	Fall 2009
MGT 306: Organizational Behavior & Diversity	42	4.9	Fall 2009
MGT 457: Diversity in Organizations	30	4.9	Spring 2009
MGT 566: Diversity & Human Relations (Grad)	13	5.0	Spring 2009
MGT 457: Diversity in Organizations	45	4.9	Spring 2010
MGT 566: Diversity & Human Relations (Grad)	42	5.0	Spring 2010
MGT 457: Diversity in Organizations	41	4.9	Spring 2011
MGT 566: Diversity & Human Relations (Grad)	41	5.0	Spring 2011
MGT 306: Organizational Behavior & Diversity	42	4.9	Fall 2011
MGT 306: Organizational Behavior & Diversity	44	5.0	Fall 2011
MGT 457: Diversity in Organizations	42	5.0	Spring 2012
MGT 566: Diversity & Human Relations (Grad)	41	4.9	Spring 2012
MGT 707: Executive Leadership (Executive MBA)	41	4.9	Summer 2012
MGT 457: Diversity in Organizations	25	5.0	Fall 2012
MGT 566: Diversity & Human Relations (Grad)	22	4.9	Fall 2012
MGT 457: Diversity in Organizations	25	5.0	Spring 2013
MGT 566: Diversity & Human Relations (Grad)	22	4.9	Spring 2013
MGT 457: Diversity in Organizations	38	4.8	Fall 2013
MGT 566: Diversity & Human Relations (Grad)	26	5.0	Spring 2014
MGT 457: Diversity in Organizations	41	4.9	Fall 2014
MGT 457: Diversity in Organizations	42	4.8	Fall 2015
MGT 566: Diversity & Human Relations (Grad)	19	5.0	Spring 2016
MGT 457: Diversity in Organizations	39	4.9	Fall 2016
MGT 706: Managing People in Organizations (Grad)	xx	xx	Summer 2017
MGT 706: Managing People in Organizations (Grad)	18.	4.9	Summer 2018
MGT 706: Managing People in Organizations (Grad)	14	4.9	Summer 2019

\*=new courses developed

## Professional Development Programs Delivered and Developed

Creating a Caring, Inclusive and Just Work Community

Diversity Training

Transformational Leadership

Mentoring

Managing a Diverse Workforce

Current State of Latinos in the Workplace

Work-Life-Family Balance

## Select Invited Presentations

**DelCampo, R.G. (2020).** “Utilizing Entrepreneurial Supports for Career Transition” New Mexico Adult Education Association; Albuquerque, NM, September 2020.

**DelCampo, R.G. (2020).** “UNM and the innovationAcademy” New Mexico Native American Dreamkeepers; Las Cruces, NM, June 2020.

**DelCampo, R.G. (2020).** “Generational Dynamics” Fermi National Accelerator Laboratory; Batavia, IL, April 2020.

**DelCampo, R.G. (2019).** “Working with the UNM innovationAcademy” Yamanashi Gakuin University; Kofu, Japan, May 2019.

**DelCampo, R.G. (2019).** “Innovative Organizations and Resources” Osaka Prefecture University; Osaka, Japan, May 2019.

**DelCampo, R.G. (2019).** “Creating Value for College Entrepreneurs” NAIOP New Mexico; Albuquerque, NM, March 2019.

**DelCampo, R.G. (2019).** “Generational Issues in Multi-Generational Businesses” American Booksellers Association Annual Meeting; Albuquerque, NM, January 2019.

**DelCampo, R.G. (2018).** “Leading from the Front or the Back” Nusenda Federal Credit Union; Albuquerque, NM, October 2018.

**DelCampo, R.G. (2018).** “Emerging Leader Training” American Society of Radiologic Technologists; Albuquerque, NM, September 2018.

**DelCampo, R.G. (2018).** “Diversity Management” Academic Science Education & Research Training, UNM Biomedical Research, Albuquerque, NM, August 2018.

**DelCampo, R.G. (2018).** “Leading a Multi-Generational Workforce” Albuquerque Economic Development, Albuquerque, NM, July 2018.

**DelCampo, R.G. (2018).** “Adaptive Leadership and Creating a Culture of Innovation” Office of Student Affairs, University of Nebraska-Lincoln, Lincoln, NE, June 2018.

**DelCampo, R.G. (2018).** “Multi-Gen Workshop” Anderson School of Management Executive and Professional Education, Albuquerque, NM, May 2018.

**DelCampo, R.G. (2018).** “Innovative Organizations and Resources” Tianjin Foreign Studies University, Tianjin, China, May 2018.

**DelCampo, R.G. (2018).** “Strategic Planning” Mandy’s Farm, Albuquerque, NM, March 2018.

**DelCampo, R.G. (2017).** “Diversity Training” Goodwill Industries of New Mexico, Albuquerque, NM, August 2017.

**DelCampo, R.G. & Sanchez, G.R. (2017).** “An Infrastructure for Institutional Compassion” Darwin International Institute for the Study of Compassion, Shrewsbury, UK, May 2017.

**DelCampo, R.G. (2016).** “Multigenerational Recruiting for Public Enterprise” U.S. Forest Service; Albuquerque, NM, November 2016.

**DelCampo, R.G. (2016).** “Developing sustainable enterprise in Rural Mexico” UNM Global Education Office; Summer Program for Latin American College-Age Entrepreneurs, 2-week mentoring engagement; Albuquerque, NM, July 2016.

**DelCampo, R.G. (2015).** “innovationAcademy” Rainforest 2: UNM Economic Development Summit; Albuquerque, NM, October 2015.

**DelCampo, R.G. (2015).** “A study of New Mexico employment practices for people with disabilities” Customized Employment Symposium, UNM Center for Development and Disability; Albuquerque, NM, September 2015.

**DelCampo, R.G. (2015).** (Featured Speaker) “The Millennial Market-Clients, Children or Lost Cause?” Presented at Meeting of the New Mexico Estate Planners Commission; Albuquerque, NM, April 2015.

**DelCampo, R.G. (2014).** “Millennials and the Changing Workforce” New Mexico Defense Lawyers Association; Albuquerque, NM, December 2014.

**DelCampo, R.G. (2014).** “Hispanic Professionals: Fairness and Discrimination” New Mexico Hispanic Bar Association; Albuquerque, NM, October 2014.

**DelCampo, R.G. (2014).** (Keynote Speaker) “Integrating Millennials: The Multi-Generational Workforce” University of New Mexico, College of Pharmacy, Experiential Education CPE Program; Albuquerque, NM, September 2014.

**DelCampo, R.G. (2014).** “Multi-Generational Workforce Issues” Santa Fe Estate Planning Council; Santa Fe, NM, September 2014.

**DelCampo, R.G. (2014).** “Mentoring, Networking and Hispanic Professionals” United Way of Central New Mexico, Hispano Philanthropic Society; Albuquerque, NM, June 2014.

**DelCampo, R.G. (2014).** “Challenges of the Multi-Generational Workforce: From the GI Generation to the Millennials” US Marshall’s Office; Albuquerque, NM, June 2014.

**DelCampo, R.G. (2014).** Commencement Address, University of New Mexico, University College, May 2014.

**DelCampo, R.G. (2014).** (Keynote Speaker) “Managing the Multi-Generational Workforce: From the GI Generation to the Millennials” Association of American of Medical Colleges Annual Meeting; Coral Gables, FL, April 2014.

**DelCampo, R.G. (2014).** “Hispanic Experience with Mentoring, Networking and Leadership” Presented at 2014 HEP/CAMP Student Leadership Conference; Santa Fe, NM, February 2014.

**DelCampo, R.G. (2013).** (Keynote Speaker) “Millennial Management” Presented at TriCore Labs Leadership Development Institute; Albuquerque, NM, December 2013.

**DelCampo, R.G. (2013).** “The Multi-Generational Workforce” National Society of Hispanic MBAs, New Mexico Chapter, Albuquerque, NM, June 2013.

**DelCampo, R.G. (2013).** (Keynote Speaker) “Delayed Gratification and Success” University of New Mexico Greek Graduation, Albuquerque, NM, May 2013.

**DelCampo, R.G. (2013).** “Competitive Advantage Through Generational Sensitivity” Presented to Intel Corporation Finance Group, March 2013.

**DelCampo, R.G. (2013).** “Women at work” Panelist. Anderson School of Management, Albuquerque, NM, March 2013.

**DelCampo, R.G. (2013).** “Generational Workforce Issues” Presented at the National Association of Women Business Owners, New Mexico Chapter; Albuquerque, NM, March 2013.

**DelCampo, R.G. (2013).** “Hispanic Experience with Mentoring, Networking and Leadership” Presented at 2013 HEP/CAMP Student Leadership Conference; Santa Fe, NM, February 2013.

**DelCampo, R.G. (2012).** “Creating an Inclusive Multicultural Workplace” Presented at University of New Mexico Children’s Campus; Albuquerque, NM, September 2012.

**DelCampo, R.G. (2012).** (Keynote Speaker) “Multi-Generational Workforce Issues in Family Business” Presented at the 6<sup>th</sup> Annual New Mexico Family Business Alliance Symposium; Albuquerque, NM, September 2012.

**DelCampo, R.G. (2012).** (Featured Speaker) “Organizational Behavior and Human Resource Management for Auxiliary Services” Presented at the NACAS-West Annual Conference; Albuquerque, NM, June 2012.

**DelCampo, R.G. (2012).** (Featured Speaker) “The Hispanic WorkFORCE” Presented at National Society of Hispanic MBAs-New Mexico Chapter; Albuquerque, NM, June 2012.

**DelCampo, R.G. (2012).** (Featured Speaker) “Managing the Multi-Generational Workforce” Presented at Anderson School of Management EMBA Alumni Reunion; Albuquerque, NM, April 2012.

**DelCampo, R.G. (2012).** (Keynote Speaker) “Employment and Education Across Generations” Presented at the 3<sup>rd</sup> Annual Joint Conference of NMCDA and NMCCEE; Albuquerque, NM, March 2012.

**DelCampo, R.G. (2012).** (Featured Speaker) “Managing the Multi-Generational Workforce” Presented at Anderson School of Management Alumni Weekend; Albuquerque, NM, March 2012.

**DelCampo, R.G. (2012).** (Featured Speaker) “Millennials and Family Business: How Can it Work?” Presented at the New Mexico Family Business Alliance; Albuquerque, NM, February 2012.

**DelCampo, R.G. (2012).** (Featured Speaker) “Diversity in the Workplace: Challenges and Opportunities.” Presented at the University of New Mexico Health Sciences Center Staff Mentorship Program; Albuquerque, NM, January 2012.

**DelCampo, R.G. (2011).** (Featured Speaker) “Integrating Millennials into the Workplace.” Presented to Job Service Employer Connection (JSEC) of Albuquerque, NM, July 14, 2011.

**DelCampo, R.G., Hood, J.N. & Jacobson, K.J.L. (2011).** (Featured Presenters) “Organizational Human Resource Practices and Inclusion of People with Disabilities.” ACCESS Means Business Inaugural Conference, Albuquerque, NM, June 2011.

**DelCampo, R.G. (2011).** (Featured Speaker) “Generational Issues: Integrating Millennials.” Presented to the United States Forest Service, National Teleconference Staff Presentation, June 2011.

**DelCampo, R.G. (2011).** (Keynote Speaker) “Health Science Generational Issues.” Presented to the University of New Mexico Health Science Center; Domenici Center, Albuquerque, NM, May 24, 2011.

**DelCampo, R.G., Hood, J.N. & Taylor, S. (2011).** “Creating an Ethical Organizational Culture.” Presented at the Bill Daniels Teaching Business Ethics Conference; Santa Fe, NM, May 7, 2011.

**DelCampo, R.G. (2011).** (Featured Speaker) “Generational Issues.” Presented at the University of New Mexico Health Sciences Center Staff Mentorship Program; Albuquerque, NM, January 2011.

**DelCampo, R.G. (2010).** Wiley Faculty Network Workshop, November 3, 2010, “Using *The Office* to teach Management and OB topics.”

**DelCampo, R.G. (2010).** (Featured Speaker) “Success-ion Planning: Preparing for the Millennial Influx.” Presented at Meeting of the New Mexico Estate Planners Commission; Albuquerque, NM, November 2010.

**DelCampo, R.G. (2010).** “Using *The Office* to teach Business Ethics.” Presented at the Bill Daniels Teaching Business Ethics Workshop; Albuquerque, NM, October 2010.

**DelCampo, R.G. (2010).** (Keynote Speaker). SHRM Southwest Central Regional Student Conference; Albuquerque, NM, March 2010.

**DelCampo, R.G. (2008).** (Featured Speaker) “The Millennial Workforce: Management and Retention.” Presented at Meeting of the New Mexico Estate Planners Commission; Albuquerque, NM, November 2008.

**DelCampo, R.G. (2008).** (Keynote Speaker) “A Research Perspective on Hispanic Mentoring and Networking.” Albuquerque Hispano Chamber of Commerce Board of Directors Retreat; Albuquerque, NM, June 2008.

**DelCampo, R.G. (2008).** (Featured Speaker) “They're Coming Fast: The Millennial Workforce-Retention Through Understanding.” Presented at Meeting of the Albuquerque Chapter of Credit Unions; Albuquerque, NM, May 2008.

**DelCampo, R.G. (2007).** (Executive Forum, Featured Speaker) “Research that makes a difference: Meet the editors of *The Business Journal of Hispanic Research*.” Presented at 18<sup>th</sup> Annual NSHMBA Conference; Houston, TX, October 2007.

**DelCampo, R.G. (2007).** (Featured Speaker, sponsored by BMW) “Effective Mentoring Relationships.” Hispanic Executive Summit; Orlando, FL, April 2007.

**DelCampo, R.G. (2007).** (Featured Speaker) “A Research Perspective on Hispanic Leadership.” NSHMBA-NM Kickoff Event; Hispanic Leadership Series; Albuquerque, NM, March 2007.

**DelCampo, R. G. (2006).** Wiley Faculty Network Workshop, February 17, 2006; virtual presentation/facilitation of discussion on use of ‘clicker’ technology in the classroom.

Blancero, D.M. & **DelCampo, R.G. (2006).** (Featured Speaker, sponsored by P & G) “A Status Report: Today's Hispanic Work life.” Presented at 17<sup>th</sup> Annual NSHMBA Conference; Cincinnati, OH, October 2006.

**DelCampo, R.G. (2004).** (Featured Speaker, sponsored by Pitney Bowes) "The New Hispanic Workforce: Challenges and Trends." Presented at 15<sup>th</sup> Annual NSHMBA Conference; Fort Worth, TX, October 2004.

**DelCampo, R.G. (2003).** "Hispanic Workers: Status, Discrimination and Work Agreements." Presented at NSHMBA Western Region Leadership Meeting; Phoenix, AZ, August 2003.

**DelCampo, R.G. (2003).** “Unfair Psychological Contracts: An Analysis of Hispanic Business Professionals.” Presented at: 7<sup>th</sup> Annual Summit del Sol; Tempe, AZ, April 2003.

**DelCampo, R.G. (2002).** “Psychological Contracts: An Individual Difference Perspective.” Presented at: 6<sup>th</sup> Annual Summit del Sol; Tucson, AZ, April 2002.

## **Selected Press**

**KRQE 13.** “UNM offering class to help businesses during COVID-19 outbreak” March 25, 2020

**Albuquerque Journal.** “UNM launches business recovery course“ March 23, 2020

**Albuquerque Journal.** “Students win \$20,000 in new 'Pitch Deck' competition” December 3, 2019

**Native Business Magazine.** “Native Women Lead & UNM Innovation Academy to Support Native Women-Owned Businesses” September 23, 2019

**Albuquerque Journal.** “UNM bustling with tech transfer activity” August 26, 2019

**UNM Mirage Magazine.** “Mirage Spring 2019: Innovation Hub & Whiz Kid” February 25, 2019

**New Mexico Newsport.** “Student Entrepreneur Thrives in Albuquerque” April 4, 2018

**Albuquerque Journal.** “UNM I-Corps pumps out marketable products” March 19, 2018

**Albuquerque Journal.** “Students to market lab technology in first-of-its-kind contest” March 12, 2018

**New Mexico Newsport.** “Student celebrates growing entrepreneur community” February 15, 2018

**KRQE 13.** “Young Albuquerque entrepreneur featured in national documentary” February 2, 2018

**PBS Newshour.** “New Mexico invests in young entrepreneurs to kickstart its sluggish economy” January 25, 2018

**KOB 770.** Quality New Mexico. January 2018.

**Technology Transfer Tactics.** “December 2017 Issue” December 20, 2017

**Albuquerque Journal.** “Emera lays out \$1 Min NM innovation grants” December 6, 2017

**Albuquerque Journal.** “New navigators will help guide NM entrepreneurs” October 12, 2017

**Albuquerque Journal.** “UNM student teams win \$34,000 to market new technologies” October 9, 2017

**Albuquerque Journal.** “Dream to reality: Lobo Rainforest building bustling” October 9, 2017

**KOB 770.** The Jeffrey Candelaria Radio Show. October, 2017

**Tech Transfer Central.** “University of New Mexico to launch I-Corps site with \$444,000 NSF grant” August 16, 2017

**Albuquerque Business First.** “InnovateABQ's Rainforest Building gets cash fueled boost” August 9, 2017

**Albuquerque Journal.** “Grant will help UNM foster business startups” August 8, 2017

**Daily Lobo.** “Lobo Rainforest housing development ready for move-in” August 1, 2017



**KRQE 13.** “UNM offering class to help businesses during COVID-19 outbreak” March 25, 2020

**Albuquerque Journal.** “UNM launches business recovery course“ March 23, 2020

**Albuquerque Journal.** “Students win \$20,000 in new 'Pitch Deck' competition” December 3, 2019

**Native Business Magazine.** “Native Women Lead & UNM Innovation Academy to Support Native Women-Owned Businesses” September 23, 2019

**Albuquerque Journal.** “UNM bustling with tech transfer activity” August 26, 2019

**UNM Mirage Magazine.** “Mirage Spring 2019: Innovation Hub & Whiz Kid” February 25, 2019

**New Mexico Newsport.** “Student Entrepreneur Thrives in Albuquerque” April 4, 2018

**Albuquerque Journal.** “UNM I-Corps pumps out marketable products” March 19, 2018

**Albuquerque Journal.** “Students to market lab technology in first-of-its-kind contest” March 12, 2018

**New Mexico Newsport.** “Student celebrates growing entrepreneur community” February 15, 2018

**KRQE 13.** “Young Albuquerque entrepreneur featured in national documentary” February 2, 2018

**PBS Newshour.** “New Mexico invests in young entrepreneurs to kickstart its sluggish economy” January 25, 2018

**KOB 770.** Quality New Mexico. January 2018.

**Technology Transfer Tactics.** “December 2017 Issue” December 20, 2017

**Albuquerque Journal.** “Emera lays out \$1 Min NM innovation grants” December 6, 2017

**Albuquerque Journal.** “New navigators will help guide NM entrepreneurs” October 12, 2017

**Albuquerque Journal.** “UNM student teams win \$34,000 to market new technologies” October 9, 2017

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**Tech Transfer Central.** “University of New Mexico to launch I-Corps site with \$444,000 NSF grant” August 16, 2017

**Albuquerque Business First.** “InnovateABQ's Rainforest Building gets cash fueled boost” August 9, 2017

**Albuquerque Journal.** “Grant will help UNM foster business startups” August 8, 2017

**Daily Lobo.** “Lobo Rainforest housing development ready for move-in” August 1, 2017

**KOB 4.** “KOB tours the Lobo Rainforest” July 28, 2017

**KRQE 13.** “UNM puts finishing touches on Lobo Rainforest” July 28, 2017

**Albuquerque Journal.** “Lobo Rainforest wrap-up” July 10, 2017

**Albuquerque Journal.** “Deep dive into entrepreneurship” July 6, 2017

**Albuquerque Journal.** “innovationAcademy ignites groundswell” June 24, 2017

**Albuquerque Journal.** “Creative Startups teams with UNM iA” June 6, 2017

**Albuquerque Business First.** “iA student uses crowdfunding to raise \$1M” May 30, 2017

**Albuquerque Journal.** “Back To Earth raises \$1,000,000” May 26, 2017

**WERA 96.7.** Washington D.C. You’re Hired: “Generations”. February 2017

**Albuquerque Journal.** *Lobo Rainforest building rising at Innovate ABQ.* February 17, 2017

**Albuquerque Business First.** *Big-name tenant confirms it's coming to Innovate ABQ.* February 17, 2017

**UNM Daily Lobo.** *Graduation rates, staff morale discussed at Board of Regents meeting.* February 15, 2017

**Albuquerque Journal.** *Gas Co. 's parent firm pumps \$5M into NM economic development.* December 15, 2016

**Albuquerque Business First.** *See who racked up \$200K in grants from Mayor's Prize for Entrepreneurship.* November 11, 2016

**Living Cities Blog.** *2 + 1 + 2 = A Pipeline for Education.* November 10, 2016

**Albuquerque Journal.** *Four share Mayor’s Prize.* November 10, 2016

**Albuquerque Journal.** *Six student startups finish in the money.* November 8, 2016

**UNM Daily Lobo.** *Students Find Opportunity at Internship Fair.* September 7, 2016

**Albuquerque Journal.** *Students flock to entrepreneurial classes.* July 21, 2016

**KOAT ABC 7.** *Crews begin work on student housing/innovationAcademy.* July 12, 2016

**Albuquerque Business First.** *Rainforest Building Breaks Ground.* July 12, 2016

**Albuquerque Journal.** *Building to break ground.* July 7, 2016

**KRQE CBS 13.** *UNM accepts Disney credits.* April 19, 2016

**Daily Lobo.** *Job Fair makes connections.* March 29, 2016

**The Morning Brew.** *First phase of building to break ground.* March 28, 2016

**Albuquerque Journal.** *Preparations made to launch construction.* March 28, 2016

**Albuquerque Journal.** *InnovateABQ announces student housing.* March 29, 2016

**Albuquerque Journal.** *Live, work, play at InnovateABQ.* March 28, 2016

**The Morning Brew.** *University students to pitch at competition.* March 15, 2016

**Albuquerque Journal.** *A Boost for Startups.* November 16, 2015

**KNME PBS 5.** *New Mexico in Focus.* November 6, 2015

**Albuquerque Journal.** *UNM's Innovation Academy takes off.* November 5, 2015

**Albuquerque Business First.** *Finalists for Mayor's Prize for Entrepreneurship revealed.*  
November 4, 2015

**Albuquerque Journal.** *UNM offers popular shark tank course.* November 1, 2015

**Daily Lobo.** *New Mexico business leaders gather with UNM students to discuss local 'business ecosystem'.* October 27, 2015

**NM Newport.** *Startup school taking off.* September 13, 2015

**NM Newport.** *UNM prof to direct new academy.* September 11, 2015

**KASA Fox 2.** *KASA Morning Show.* September 23, 2015

**KRQE News 13.** *Unique UNM program aims to teach students about innovation, creativity.*  
August 25, 2015

**KKOB 770.** *Performance Excellence USA.* August 2, 2015

**Albuquerque Living Cities Initiative.** *On being innovative.* August 2015

**Kirtland Air Force Base Nucleus.** *AFRL hosts open house for community leaders.* July 8, 2015

**Albuquerque Journal.** *UNM project aims to develop entrepreneurial skills.* May 7, 2015

**Albuquerque Business First.** *Innovate ABQ's academic phase not waiting for construction.*  
April 30, 2015

**Daily Lobo.** *DelCampo selected as Innovate Academy's director.* February 24, 2015

**Albuquerque Business First.** *UNM administrators praise new Innovation Academy hire.* February 19, 2015

**Albuquerque Journal.** *UNM names director of Innovation Academy.* February 18, 2015

**KASA Fox 2: NM Style.** Promotion for “Multi-Generational Workforce” Speaking Engagement. June 2013

**KASA Fox 2: NM Style.** Promotion for “Can Women Have It All” Panel. March 2013

**Psychology Today.** Interview/Profile. March/April 2013

**Human Resource Management International Digest.** *Book Review—“Managing the Multi-Generational Workforce”.* Volume 20, Issue 2, 2012

**Leadership & Organization Development Journal.** *Book Review—“Managing the Multi-Generational Workforce”.* Volume 32, Issue 6, 2011

**San Diego Union-Tribune.** *Fewer whites in workforce by end of decade.* March 4, 2012

**CNN.com.** *How one CEO bends the rules to get the most out of millennials.* July 21, 2011

**KOCO.com.** Oklahoma City. *Bosses Listening to Millennial Workers.* July 22, 2011

**Albuquerque Journal.** *Busy Signal.* June 26, 2011

**Albuquerque Journal.** *Working Through Differences.* June 19, 2011

**Arras People.** *Book Review—“Managing the Multi-Generational Workforce”.* April 11, 2011

**PM Toolbox.** *Book Review—“Managing the Multi-Generational Workforce”.* April 11, 2011

**Albuquerque Journal.** *Culture Clash.* November 28, 2010

**USA Today.** *Studies in Sexism 2008.* January 2, 2009

**Tucson Citizen.** *Women slowly gain on Corporate America.* January 2, 2009

**Soundview Executive Book Summaries.** *Linking on the Links.* October 31, 2008

**SHRM.org.** *Research: Low Expectations Limit Women’s Results.* October 7, 2008

**Forbes Life Executive Women.** *The Highest-Paid Women in Corporate America.* September 11, 2008

**The Globe & Mail.** *One More Gap in Pay Between Men and Women.* August 15, 2008

**Academy of Management Online.** *Low expectations are still high hurdles for women execs, studies find.* August 2008

**KOAT Action 7 News.** *Hispanic Baby Boom.* June 30, 2008

**Albuquerque: The Magazine.** *Fifteen People who will change Albuquerque.* December 2007/January 2008

**New Mexico Business Weekly.** *UNM professor working on new Hispanic business journal.* June 27, 2007

**New Mexico Business Weekly.** *40 Under 40: Top Young Business Professionals.* May 2007

**Albuquerque Journal.** *DelCampo named Associate Editor.* February 26, 2007

**Albuquerque Tribune.** *Death of a business haven.* February 21, 2007

**New Mexico Business Weekly.** *Biz research journal names UNM Prof as Editor.* February 1, 2007

## **Service to Professional Organizations**

GDO Division Junior Faculty Consortium, Invited Panelist, Academy of Management, 2014.

GDO Division Doctoral Consortium Mentor, Academy of Management, 2011.

Invited Discussant, Caucus, Academy of Management, “Management Research in Latin America: Getting Published Where You Want”, Montreal, PQ, Canada; August 2010.

Conference Co-Chair, NSHMBA Research Forum, National Society of Hispanic MBAs, Minneapolis, MN, October 2009.

Member, Academy of Management, Gender and Diversity in Organizations Division, Janet Chusmir Service Award Committee, 2009, 2010.

Chair, Interactive Paper Session, Academy of Management Gender and Diversity in Organizations Division, “Work-Family Conflict”, Chicago, IL; August 2009.

Conference Chair, NSHMBA Research Forum, National Society of Hispanic MBAs, Atlanta, GA, October 2008.

Member, Executive Advisory Board, New Mexico Chapter, National Society of Hispanic MBAs (2009-present).

Vice-President for Education and Research, New Mexico Chapter, National Society of Hispanic MBAs (2006-2009).

Member, Steering committee for the formation of New Mexico Chapter of the National Society of Hispanic MBAs (2005-2008). Chapter installed 2008.

Chair, Paper Session, Academy of Management Organizational Behavior Division, “Venus and Mars: Gender Dynamics in Organizations”, Philadelphia, PA; August 2007.

Discussant, Paper Session, Academy of Management Gender and Diversity in Organizations Division, Community and Organizational Climate Diversity: Enhancing Performance and Interpersonal Reactions”, Philadelphia, PA; August 2007.

Chair, Paper Session, Academy of Management Organizational Behavior Division, “Psychological Contract Fulfillment and Violation”, Atlanta, GA; August 2006.

Discussant, Paper Session, Academy of Management Gender and Diversity in Organizations Division, “Is Diversity ‘managed’ by Organizations or by Diverse employees?”, Atlanta, GA; August 2006.

**DelCampo, R.G.** (2002). “Predicting Success in the Workforce”. Literature Review commissioned by Arizona State University Undergraduate Curriculum Committee.

## **Committees & Other Service Activity**

### ***University-Level***

University of New Mexico Global National Security Policy Institute Advisory Committee (2020-present)

University of New Mexico Enrollment Management Committee (2020-present)

University of New Mexico Senior Vice-President for Finance Search Committee (2019).

University of New Mexico College of Nursing, Chair Bio-Behavioral Health Search Committee (2020)

University of New Mexico Higher Learning Commission Reaccreditation Committee (2015-2019)

University of New Mexico Promotion & Tenure Committee (2014-2017)

University of New Mexico Economic Development Council (2015-present)

University of New Mexico College of Population Health Steering Committee (2013-2014)

University of New Mexico New Student Orientation Steering Committee (2014-present)

University of New Mexico New Student Orientation Redesign Committee (2014)

University of New Mexico Global Education Advisory Committee (2013-2015)

University of New Mexico Provost’s Committee for Academic Success (2012-2015)

University of New Mexico Promoting Teaching Effectiveness Committee (2012-2015)

Faculty Advisor, Pay it Forward UNM (2011-2013)

University of New Mexico Claude Outstanding Senior Award Committee (2010-present)

University of New Mexico E-Mail Steering Committee (2010-2012)

University of New Mexico Special Admissions Committee (2006-2010)

University of New Mexico Greek Life Feasibility Task Force, appointed by President David J. Schmidly (2007-2008)

### ***College-Level***

Faculty Chair, Anderson School of Management (2011-2012)

Anderson School of Management Student Services Director Search Committee (2014)

Anderson School of Management Alumni Relations Coordinator Search Committee (2013)

Chair, Anderson School of Management Dean’s Advisory Review Committee (2011-2012)

Chair, Anderson School of Management Policy & Planning Committee (2011-2012)

Anderson School of Management Scholarship Committee (2010-2012)

Anderson School of Management Alumni Relations Coordinator Search Committee (2009)

Anderson School of Management Dean Search Committee (2008-2009)

Faculty Advisor, ASM Society for Human Resource Management (SHRM) (2007-2012)

Faculty Advisor, Alpha Kappa Psi Professional Business Fraternity (2008-2010)

Anderson School of Management Information Technology Committee (2008-2010)

Anderson School of Management Library Committee (2006-2008)

Anderson School of Management Information Technology Task Force (2006)

Anderson School of Management Hispano MBA Committee (2005-2007)

Anderson School of Management Classroom on Wheels 'COWS' Pilot Program Committee (2005)

### ***Departmental***

Anderson School of Management OB/HR Faculty Search Committee (2014)  
Anderson School of Management OB/HR Faculty Search Committee (2012-2013)  
Anderson School of Management Business & Society Faculty Search Committee (2011-2012)  
Anderson School of Management OB/HR Graduate Concentration Advisor (2010-present)  
Anderson School of Management HR Undergraduate Concentration Advisor (2010- 2015)  
Anderson School of Management Strategy Faculty Search Committee (2009-2010)  
Anderson School of Management Strategy Faculty Search Committee (2008-2009)  
Anderson School of Management Visiting Strategy Professor Search Committee (2008)  
Anderson School of Management Business Law Lecturer Search Committee (2007-2008)  
Anderson School of Management Business Ethics Lecturer Search Committee (2007-2008)  
Anderson School of Management OB/HR Faculty Search Committee (2006-2007)  
Anderson School of Management Visiting Strategy Professor Search Committee (2006)  
Anderson School of Management Business Ethics Search Committee (2005)  
Anderson School of Management General Lecturer Search Committee (2005)

### ***Ph.D. Dissertation Committees***

Kestell, V. Doctoral Dissertation Committee. University of New Mexico, Organizational Learning and Instructional Technology. (defended Spring 2005)  
Taylor, B. Doctoral Dissertation Committee. Touro University International, Organizational Behavior. (defended Spring 2007)  
Lewis, P. Doctoral Dissertation Committee. Touro University International, Organizational Behavior. (defended Summer 2007)  
Lee, A. Doctoral Dissertation Committee. Touro University International, Organizational Behavior. (defended Spring 2007)  
Waul, A. Doctoral Dissertation Committee. Touro University International, Organizational Behavior. (defended Spring 2007)

### ***Ph.D. Comprehensive Exam Committees***

Lovett, M. Comprehensive Exam Committee (Minor area: Management). University of New Mexico, Sports Administration. (defended/passed Fall 2008)

### ***Ronald E. McNair Scholar Post-Baccalaureate Achievement and Research Opportunity Program Mentor***

Gloster, D. (2011); Pena, N. (2010); Duran, L. (2009); Gutierrez, J. (2008)

### ***Undergraduate Honors Thesis Advisor***

Nakayama, H. (2011), Department of Psychology and Anderson School of Management

### ***Selected Non-Profit Boards of Directors***

Ronald McDonald House Charities of New Mexico, 2015-present. Chair, 2019-2020;  
Chair-Elect, 2018; Board Secretary, 2017.  
-Boardsource Certificate in Non-Profit Board Governance, 2017

National Hispanic Cultural Center Foundation, 2017-present. Vice-Chair, 2020; 2<sup>nd</sup> Vice-Chair, 2019.

Engineering the Future K-12 STEM Magnet Program, Industry Advisory Committee, 2018-present.

Partners for Employment, Center for Development and Disability, Executive Committee, 2014-2017.

City Alive-Leadership Team, 2018-2020; Executive Committee, 2018-2020; Co-Chair, Business Development & Commercialization Team, 2018-2020.

Living Cities-Albuquerque, Leadership Team Integration Initiative, 2016-2018; Implementation Team, 2015-2018; Culture of Entrepreneurship & Inclusion Table, 2014-2015.

Lambda Chi Alpha Housing Corporation, Vice-President of Finance, 2004 present.

## **Industry Consulting**

Past consulting work with Fortune 500 companies including (inquire for more detailed list of projects, firms)

- Intel
- Microsoft
- John Deere
- Daimler Chrysler
- ITT Technical Institute
- Ford
- United Airlines
- Home Depot
- Raytheon
- EDS

Expert Witness Testimony/Consultation/Report Preparation

John C. Wells, P.A., Albuquerque, NM; various consultation, multiple cases.

Paine, Hamblen, Coffin & Brooke, P.C., Spokane, WA; various consultation.

Faddoul, Cluff, Hardy & Reyna, P.C., Lubbock, TX; various consultation, multiple cases.