

VERN L. GLASER

University of Alberta | Strategic Management and Organization Department
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EDUCATION

- University of Southern California, PhD, Management and Organization (2014)
- Duke University, MBA (2000)
- University of California at Los Angeles, BA, Economics (1992)

RESEARCH

Research Interests:

I study the question: how do organizations strategically change practices and culture? Most of my research revolves around three concepts associated with organizational efforts to change practices and/or culture: routines; conceptual devices such as analogies, arguments, or theories; and schemas.

- Topics of Interest: *Strategic Management; Organization Theory; Culture and Social Cognition; Institutional Logics; Strategy-as-Practice; Family Business; Technology Innovation and Entrepreneurship; Routines and Capabilities; Framing and Analogies; Performativity and Rationality; Strategic Change; Big Data and Analytics*

Journal Articles:

- Tim Hannigan, Richard F. J. Haans, Keyvan Vakili, Hovig Tchalian, Vern L. Glaser, Milo Wang, Sarah Kaplan, and P. Devereaux Jennings. *Topic Models in Management Research: Rendering New Theory from Textual Data*. Forthcoming in *Academy of Management Annals*. (2019)
- Luciana D'Adderio, Vern L. Glaser, and Neil Pollock. *Performing Theories, Transforming Organizations: A Reply to Marti and Gond*. *Academy of Management Review*. **44**(3) 1-4. (2019)
- Joel Gehman, Vern L. Glaser, Kathleen M. Eisenhardt, Dennis A. Gioia, Ann Langley, and Kevin G. Corley. *Finding Theory-Method Fit: A Comparison of Three Qualitative Approaches to Theory-Building*. *Journal of Management Inquiry*. **27**(3) 284-300. (2018)
- Vern L. Glaser. *Design Performances: How Organizations Inscribe Artifacts to Change Routines*. *Academy of Management Journal*. **60**(6) 2126-2154. (2017)

- Vern L. Glaser, Peer C. Fiss, and Mark T. Kennedy. *Making Snowflakes Like Stocks: Stretching, Bending, and Positioning to Make Financial Market Analogies Work in Online Advertising*. Organization Science. **27**(4) 1029-1048. (2016)

Book Chapters:

- Evelyn Micelotta, Vern L. Glaser, and Gabrielle Dorian. *Qualitative Research in Family Business: Methodological Insights to Leverage Inspiration, Avoid Data Asphyxiation, and Develop Robust Theory*. Forthcoming in the Handbook of Qualitative Research Methods for Family Business. (2019)
- Nina Eliasoph, Jade Lo, and Vern L. Glaser. *Navigation Techniques: How Ordinary Participants Orient Themselves in Scrambled Institutions*. Forthcoming in Research in the Sociology of Organizations. (2019)
- Trish Reay, Asma Zafar, Pedro Monteiro, and Vern L. Glaser. *Presenting Qualitative Research Findings: A Typology of Styles*. Research in the Sociology of Organizations. In Tammar B. Zilber, John M. Amis, Johanna Mair (ed.), The Production of Managerial Knowledge and Organizational Theory: New Approaches to Writing, Producing and Consuming Theory, Research in the Sociology of Organizations. **59** 201-216. Emerald Group Publishing Limited. (2019)
- Vern L. Glaser, Nathanael J. Fast, Derek J. Harmon, and Sandy E. Green, Jr. *Institutional Frame Switching: Institutional Logics and Individual Action*. In Joel Gehman, Michael Lounsbury, Royston Greenwood (ed.), How Institutions Matter! Research in the Sociology of Organizations. **48A** 35-69. Emerald Group Publishing Limited. (2016)

Dissertation:

- Vern L. Glaser. *Enchanted Algorithms: The Quantification of Organizational Decision-Making*. Marshall School of Business, University of Southern California. Los Angeles. (2014)

Manuscripts Under Review and Selected Working Papers:

- Vern L. Glaser, Mariam L. Krikorian and Peer C. Fiss. *Goal-Based Categorization: Dynamic Classification in the Display Advertising Industry*. Under Third Round Review at Organization Studies.

- Vern L. Glaser, Matthew Grimes and Joel Gehman. *Workhorse or Unicorn? How Entrepreneurs Use Venture Proofing to Deal with Conflicting Pressures to Customize and Scale*. Targeted for Administrative Science Quarterly.
- Omid Omidvar, Mehdi Safavi, and Vern L. Glaser. *Financial Crisis Under Microscope: The Dynamic Inertia of Credit Rating Routines*. Targeted for Organization Science.
- Vern L. Glaser, Richard Haans, Jochem J. Kroezen, and Patricia Thornton. *The Complexity and Centrality of Professional Schemas: Understanding the Influence of Institutional Logics*. Targeted for Organization Science.
- Vern Glaser and Christopher W. J. Steele. *Explorations in the Microsociology of Field-Configuring Events: The Cartographic Functions of Professional Conferences*. Targeted for Organization Science.
- Vern L. Glaser and Pursey Heugens. *Passing the Baton: How Family Firms Transfer Values across Generations*. Targeted for Journal of Management Studies.
- Nina Eliasoph, Jade Lo, and Vern L. Glaser. *Structured Ambiguity: How Meaning Emerges through the Faultlines of Institutional Logics*. Targeted for American Sociological Review.
- Hovig Tchalian, Vern L. Glaser, and Mark Kennedy. *Categorical Evolution or Revolution? How Organizations Promote Emergent Categories*. Targeted for Strategic Management Journal.
- Hovig Tchalian, Vern L. Glaser, Michael Lounsbury, and Tim Hannigan. *Mapping the Electric Vehicle Opportunity Space*. Targeted for Administrative Science Quarterly.
- Giuseppe Criaco, Anna Kravchenko, Jean-Luc Arregle, Marc van Essen, Pursey Heugens, and Vern L. Glaser. *Going Places: A Process Model of Family Firm Internationalization*. Targeted for Journal of Management Studies.
- Patrick Reid, Vern L. Glaser, Daniel S. Mason, and Marvin Washington. *Audiences, Artifacts and Routine Dynamics*. Targeted for Organization Science.
- Magdalena Cholakova and Vern L. Glaser. *Incubating Innovation: How Organizations Use Routines to Harness Conflict and Foster Innovation from Technology Transfers*. Targeted for Academy of Management Journal.

TEACHING EXPERIENCE

- Instructor, PhD Seminar in Strategic Management. (*Fall 2018*)
- Instructor, European Study Tour: Competitive Dynamics and Cultural Differences – Family Business and Entrepreneurship in European Governance Systems. University of Alberta. (*Winter 2015, Winter 2016, Winter 2017, Winter 2018, Winter 2019*)
- Instructor, Advising Family Business. University of Alberta (*Fall 2014, Fall 2015*)
- Instructor, Strategic Consulting for Family Business. University of Alberta (*Fall 2017, Fall 2018*)
- Instructor, Organization Strategy/Managing Organizations. University of Alberta. (*Fall 2015, Winter 2016, Fall 2016, Winter 2017, Fall 2017*)
- Instructor, Strategic Management. University of Southern California. (*Spring 2013*)
- Teaching Assistant, Strategic Management (for Professor Peer C. Fiss). University of Southern California. (*Spring 2012*)

HONORS AND AWARDS

- EFF-SAS Grant, “*Cultural Strategy: Theorizing the Creation of Value-Added Industries,*” with Joel Gehman (*2019-2020*)
- Society for the Advancement of Management Studies Grant, “*Workshop on Data Analysis Methods for Management Research,*” with Tim Hannigan (*2019*)
- MBA Association Excellence in Teaching Award (*2018*)
- H.E. Pearson Faculty Fellowship, “*Passing the Baton: How Family Firms Transfer Values across Generations*” (*2018-2019*)
- EFF-SAS Grant, “*Conference Ecologies: The Role of Key Events in the Evolution of Cultural Toolkits and Professions,*” with Christopher Steele (*2017-2018*)
- SSHRC Insight Development Grant, “*Big Data and the Rise of the Data Scientist,*” with Christopher Steele and Joel Gehman (*2016-2018*)
- Xerox Faculty Fellowship, “*Shifting Levels of Abstraction: The Role of Vertical Category Dynamics in Market Valuation.*” (*2014-2015*)

- Best Conference Paper Award Nomination, Strategic Management Society Annual International Conference, Madrid, Spain, *“Shifting Levels of Abstraction: The Role of Vertical Category Dynamics in Market Valuation Processes,”* with Mariam Krikorian and Peer C. Fiss. (2014)
- James S. Ford/Commerce Associates Ph.D. Fellowship, *“The Commensuration of Conflicting Logics: Competing Concepts of Rationality in the Online Display Advertising Industry.”* (2012)
- National Science Foundation Grant, *“Rhetoric and Resonance: Framing, Casuistry, and the Institutionalization of New Market Conceptions,”* PhD Students’ Research Development Workshop at the Atlanta Competitive Advantage Conference. (2012)
- Greif Entrepreneurial Research Award, *“The Commensuration of Conflicting Logics: Competing Concepts of Rationality in the Online Display Advertising Industry.”* (2012)
- Provost’s Fellow Travel Award, *University of California at Davis Qualitative Methods Workshop*, Davis, California. (2012)
- Best Conference Paper Award Nomination, Strategic Management Society Annual International Conference, Miami, Florida, *“The Role of Institutional Identities and Frames in Contracting,”* with Derek J. Harmon and Libby Weber. (2011)
- Best Paper Proceedings, Academy of Management Meeting, San Antonio, Texas, *“Rhetoric and Resonance: Framing Strategies for Institutionalizing New Market Conceptions,”* with Peer C. Fiss and Mark T. Kennedy. (2011)
- Faculty Research Award, Lloyd Greif Center for Entrepreneurship, *“Strategic Discourse and the Structuring of New Markets,”* with Peer C. Fiss and Mark T. Kennedy. (2011)
- Provost’s Fellow Travel Award. *“The Influence of Institutional Logics on the Effects of Incentives.”* 27th EGOS Colloquium, Gothenburg, Sweden. (2011)
- Provost’s Fellowship, University of Southern California. (2009)
- Fuqua Scholar, Duke University, Fuqua School of Business. (2000)
- Summa Cum Laude, University of California at Los Angeles. (1992)

CONFERENCE PAPERS AND PRESENTATIONS

- *Workhorse or Unicorn: How Entrepreneurs Create Theories of Scalability*. Invited Presentation, Aston University, Lüneberg, Germany. (2019). (with Matthew Grimes and Joel Gehman)
- *Workhorse or Unicorn: How Entrepreneurs Acquire Diverse Resources through Category Cycling*. Invited Presentation, Leuphana University, Lüneberg, Germany. (2019). (with Matthew Grimes and Joel Gehman)
- *Institutional Attention: Cultural Entrepreneurship and the Dynamics of Category Construction*. 16th West Coast Research Symposium on Technology Entrepreneurship, Seattle, Washington. (2018). (with Hovig Tchalian, Jeff Green, and Michael Lounsbury)
- *Trends in Rendering Theory with Topic Modeling*. Presentation for the Topic Modeling: A Hands-On Approach to Analysis and Theory Building PDW, Academy of Management Annual Meeting, Chicago, Illinois. (2018).
- *The Generativity of the Experimental Theory-Method Package*. Showcase presentations for the Experiments in Institutional Theory and Strategy Research PDW, Academy of Management Meeting, Chicago, Illinois. (2018).
- *Audiences, Artifacts, and Routine Dynamics in Women's Hockey*. 34th EGOS Colloquium, Tallinn, Estonia. (2018). (with Patrick Reid, Daniel Mason, and Marvin Washington)
- *Entrepreneurial Worlding*. Invited Presentation at Technical University of Berlin, Berlin, Germany. (2018). (with Matthew Grimes and Joel Gehman)
- *Analytics and Organizational Culture*. Academy of Management Specialized Conference: Big Data and Managing in a Digital Economy, Surrey, United Kingdom. (2018). (with Christopher Steele and Jennifer Sloan)
- *Incubating Innovation: How Organizations Theorize and Enact Complex Ecologies of Routines*. 33rd EGOS Colloquium, Copenhagen, Denmark. (2017). (with Magdalena Cholakova)
- *Structured Ambiguity: How Meaning Emerges through the Faultlines of Institutional Logics*. European Theory Development Workshop, Zurich, Switzerland. (2017). (with Nina Eliasoph and Jade Lo)

- *Learning Institutional Logics*. American Sociological Association Annual Meeting, Seattle, Washington. (2016). (with Jochem Kroezen and Patricia Thornton)
- *Promoting Novel Analytic Methodologies: The Strategic Construction of Uncertainties*. Academy of Management Meeting, Anaheim, California. (2016). (with Matthew Grimes)
- *What We Don't Know Makes Us Stronger: A Performative Perspective on Uncertainty in Entrepreneurship*. 32nd EGOS Colloquium, Naples, Italy. (2016). (with Matthew Grimes)
- *Passing the Baton: How Family Firms Transfer Values across Generations*. 2016 Theories of Family Enterprise Conference, Edmonton, Alberta. (2016). (with Pursey Heugens)
- *Entrepreneurship in Action: Reducing the Uncertainty of Innovation*. 13th West Coast Research Symposium on Technology Entrepreneurship, Seattle, Washington. (2015). (with Matthew Grimes).
- *Categorical Evolution or Revolution? How Organizations Promote Emergent Categories*. 31st EGOS Colloquium, Athens, Greece. (2015). (with Hovig Tchalian and Mark Kennedy)
- *Entrepreneurship in Action: Reducing the Uncertainty of Innovation*. 7th International Process Symposium, Kos, Greece. (2015). (with Matthew Grimes)
- *Learning Institutional Logics*. 4th Triennial Alberta Institutions Conference, Banff, Alberta. (2015). (with Jochem Kroezen and Patricia Thornton)
- *Enchanted Algorithms: How Organizations Use Algorithms to Automate Decision-Making Routines*. Academy of Management Meeting, Philadelphia, Pennsylvania. (2014)
- *Iron Cage or Toolkit? Explaining Deviance from Dominant Institutional Logics*. 30th EGOS Pre-Colloquium Paper Development Workshop: Experimental Research in Institutional Theory: Opportunities and Challenges, Rotterdam, The Netherlands. (2014). (with Jochem Kroezen and Patricia Thornton)
- *Algorithms and the Automation of Routines: An Empirical Investigation into the Use of Algorithms*. Sixth International Symposium on Process Organization Studies, Rhodes, Greece. (2014)

- *Crafting Consistency from Complexity: Tension-Smoothing Strategies in Everyday Interaction*. Journal of Management Studies Conference: Managing Organizational Complexity within and across Organizational Boundaries, Cambridge, United Kingdom. (2014). (with Nina Eliasoph and Jade Lo)
- *Individual Reactions to Institutional Complexity*. Academy of Management Meeting, Orlando, Florida. (2013). (with Nathanael J. Fast, Derek Harmon, and Sandy Green)
- *Enchanted Algorithms: The Dis-embedding of Organizational Decision-Making into Abstract Algorithms*. SSWO 2013: The Structure and Structuring of Work within and across Organizations, Montreal, Canada. (2013)
- *Crafting Consistency from Complexity: Institutional Logics in Everyday Interaction*. 29th EGOS Pre-Colloquium Paper Development Workshop: Bridging Perspectives on Societal Systems: Logics, Orders of Worth, Leitideen, Montreal, Canada. (2013). (with Nina Eliasoph and Jade Lo)
- *What's Your Level (of Abstraction)? Vertical Category Dynamics and Valuation in the Online Advertising Industry*. 29th EGOS Colloquium, Montreal, Canada. (2013). (with Mariam Krikorian and Peer C. Fiss)
- *Situated Motivation: How Institutional Logics Shape Individual Behavior*. Academy of Management Meeting, Boston, Massachusetts. (2012). (with Nathanael J. Fast and Sandy Green)
- *Framing, Contestation, and Emergence: Analogies and Category Construction in Online Advertising*. Academy of Management Meeting, Boston, Massachusetts. (2012). (with Peer C. Fiss and Mark Kennedy)
- *Enchanted Algorithms: Establishing Valuation Regimes in the Online Advertising Industry*. 28th EGOS Colloquium, Helsinki, Finland. (2012). (with Peer C. Fiss)
- *Rhetoric and Resonance: Framing, Casuistry, and the Institutionalization of New Market Conceptions*. PhD Students' Research Development Workshop at the 2012 Atlanta Competitive Advantage Conference, Atlanta, Georgia. (2012.) (with Peer C. Fiss and Mark Kennedy)
- *The Role of Institutional Identities and Frames in Contracting*. Strategic Management Society Annual International Conference, Miami, Florida. (2011). (with Libby Weber and Derek Harmon)

- *Rhetoric and Resonance: Framing Strategies for Institutionalizing New Market Conceptions*. Academy of Management Meeting, San Antonio, Texas. (2011). (with Peer C. Fiss and Mark Kennedy)
- *The Influence of Institutional Logics on the Effects of Incentives*. 27th EGOS Colloquium, Gothenburg, Sweden. (2011)
- *The Adoption of Strategy Practices: A Micro-Perspective Situated in the Online Advertising Industry*. Paper Development Workshop, 27th EGOS Colloquium, Gothenburg, Sweden. (2011)
- *The Role of Cultural Artifacts in Strategy Implementation*. 26th EGOS Colloquium, Lisbon, Portugal. (2010)
- *Strategy Tools: The Hidden Influence Behind Strategic Decisions*. Strategy-as-Practice Workshop: Talk, Text, and Tools in the Practice of Strategy. (2010)
- *Does Status Influence Contracting Practices? An Empirical Analysis*. Southern California Management Doctoral Student Conference (University of Southern California, University of California at Los Angeles, University of California at Irvine), Los Angeles, California. (2010)

OTHER ACTIVITIES

- Organizer and Faculty Mentor. Doctoral Student Workshop, 16th Annual West Coast Research Symposium. Seattle, Washington. (2018) (with Tim Hannigan, Joe Raffie, Tiona Zuzul, Shon Hiatt, Chuck Eesley, Ralph Heidl, and David Tan)
- Organizer and Presenter. "Technologies of Truth: The Challenges, Tactics, and Repercussions of Cultural Authority in Business Analytics." Panel Symposium at the Academy of Management Annual Meeting. Chicago, Illinois. (2018). (with Christopher W. J. Steele and Ryan Stice-Lusvardi)
- Organizer. "Advancing SAP Research—An Interactive Workshop for Doctoral & Early Career Scholars." Professional Development Workshop at the Academy of Management Annual Meeting. Chicago, Illinois. (2018). (with Christina Wawarta)
- Presenter. "Topic Modeling: A Hands-On Approach to Analysis and Theory Building." Professional Development Workshop at the Academy of Management Annual Meeting. Chicago, Illinois. (2018).

- Organizer. "Cultural Entrepreneurship and Strategy." Showcase Symposium at the Academy of Management Annual Meeting. Chicago, Illinois. (2018). (with Joel Gehman, M. Paola Ometto, and Jean-François Soublière)
- Presenter. "Experiments in Institutional Theory and Strategy Research." Showcase Presentation for the Professional Development Workshop at the Academy of Management Annual Meeting. Chicago, Illinois. (2018).
- Presenter. "Having a Successful Career: Getting a Job and Getting Started." 33rd EGOS Pre-Colloquium Pre-Colloquium PhD Workshop. Tallinn, Estonia. (2018). (with Mélodie Cartel and Santi Furnari)
- Organizer and Presenter. Doctoral Student Workshop, 15th Annual West Coast Research Symposium. Edmonton, Alberta. (2017) (with Joel Gehman, Shon Hiatt, Chuck Eesley, Ralph Heidl, and David Tan)
- Organizer. "Advances in Cultural Entrepreneurship: Looking Back and Moving Forward." Showcase Symposium, Academy of Management Annual Meeting. Atlanta, Georgia. (2017) (with Michael Mauskapf, M. Paola Ometto, and Jean-François Soublière)
- Organizer. "Strategy-as-Practice Meets Routine Dynamics." Professional Development Workshop, Academy of Management Annual Meeting. Atlanta, Georgia. (2017). (with Katharina Dittrich)
- Organizer. "Performativity and the Debate about the Relevance of Academic Theory for Practitioners." Professional Development Workshop, Academy of Management Annual Meeting. Atlanta, Georgia. (2017). (with Laure Cabantous)
- Organizer. "Experimental Research in Organization Studies." Professional Development Workshop, 33rd EGOS Pre-Colloquium Paper Development Workshop. Copenhagen, Denmark. (2017). (with Patrick Haack and Alex Bitektine)
- Presenter. "Having a Successful Career: Getting a Job and Getting Started." 33rd EGOS Pre-Colloquium Pre-Colloquium PhD Workshop. Copenhagen, Denmark. (2017). (with Sara Muhr and Mukti Khaire)
- Organizer and Faculty Mentor. Doctoral Student Workshop, 14th Annual West Coast Research Symposium. Seattle, Washington. (2016) (with Emily Cox Pahnke, Chuck Eesley, Joel Gehman, Benjamin Hallen, Shon Hiatt, Dan Olson, and David Tan)

- Presenter, "Being on the Market." OMT Doctoral Student Consortium, Academy of Management Annual Meeting. Anaheim, California. (2016)
- Organizer. "Theory-Method Packages: A Comparison of Three Qualitative Approaches to Theory Building." Showcase Symposium, Academy of Management Annual Meeting. Anaheim, California. (2016) (with Joel Gehman)
- Organizer. "Explorations in Performativity: Rationality in Action." Professional Development Workshop, Academy of Management Annual Meeting. Anaheim, California. (2016). (with Stella Pachidi and Christopher Steele)
- Organizer. "Experimental Research in Organization Studies: Pushing the Boundaries." Professional Development Workshop, 32nd EGOS Pre-Colloquium Paper Development Workshop. Naples, Italy. (2016). (with Magdalena Cholakova and Alexandre B. Bitektine)
- Organizer. "Developing a Research Agenda to Advance Perspectives on Performativity." Professional Development Workshop. Academy of Management Annual Meeting, Vancouver, British Columbia. (2015) (with Joel Gehman)
- Organizer. "Cultural Entrepreneurship in Action: Innovative Methods and Research Designs." Professional Development Workshop, Academy of Management Annual Meeting. Vancouver, British Columbia. (2015) (with Jochem Kroezen and Joel Gehman)
- Discussant. "Take a Walk on the Wild Side: Social Ontologies and Post-Legitimacy Theorizing about Social Structure." 31st EGOS Pre-Colloquium Paper Development Workshop, Athens, Greece. (2015)
- Discussant. "Experimental Research in Organization Studies: Pushing the Boundaries." 31st EGOS Pre-Colloquium Paper Development Workshop. Athens, Greece. (2015)
- Discussant. "Experimental Research in Institutional Theory: Opportunities and Challenges." 30th EGOS Pre-Colloquium Paper Development Workshop, Rotterdam, The Netherlands. (2014)

ACADEMIC SERVICE

- Member, Strategic Management and Organization Department Chair Selection Committee (2019)

- Representative at Large, AOM Strategy-as-Practice Interest Group (2017-2018; 2018-2021)
 - Participated in developing the Strategy-as-Practice application for division status at the Academy of Management (2018)
 - Active participant in the Membership Committee (2018-)
- Reviewing
 - *Academy of Management Review*
 - *Academy of Management Journal*
 - *Administrative Science Quarterly*
 - *Journal of Management Studies*
 - *Long Range Planning*
 - *Organization Science*
 - *Organization Studies*
 - *Research in the Sociology of Organizations*
 - *SAGE Handbook of Process Organizational Studies*
 - *Strategic Organization*
 - Academy of Management Annual Meeting
- Member, Academy of Management (AOM)
- Member, European Group for Organization Studies (EGOS)
- Member, Strategic Management Society (SMS)
- Member, Organization and Management Theory Division Communications Committee (2013-2015)
- University of Alberta
 - Strategic Management and Organization, Organizer, Weekly Paper Development Workshop (2015-2016) (with Joel Gehman)
- University of Southern California
 - Management and Organization, Organizer, Weekly PhD Student Seminars. (2011-2012)
 - Conference Coordinator, Southern California Management Doctoral Student Conference. (2011)
 - Marshall School of Business, Student Ambassador for incoming doctoral students. (2011)

COMMUNITY SERVICE

- President, Alberta Water Polo Association, Edmonton, Alberta. (2019-)
- Board Member, Alberta Water Polo Association, Edmonton, Alberta. (2017-2018)
- President, Edmonton Water Polo Club, Edmonton, Alberta. (2016-2018)

- Chairman, Community Services Commission, City of Tustin Parks and Recreation Department, Tustin, California (2009)
- Community Services Commissioner, City of Tustin Parks and Recreation Department, Tustin, California. (2005-2008)
- Board Member, Tustin Dolphins Swim Team, Tustin, California. (2005-2006)

PROFESSIONAL EXPERIENCE

- Red Hill Technology Solutions, Co-Founder and Partner, Fullerton, California. (2005-)
- Red Hill Advisors, Founder and President, Tustin, California. (2005-2009)
- Roebuck Consulting Group, Vice President, Tampa, Florida. (2003-2004)
- Cemex, Inc., Production Manager, Los Angeles, California. (2002)
- Cemex, Inc., Post-Merger Integration Team and Director of Operations Support, Houston, Texas. (2001)
- Southdown, Inc., Controller, Houston, Texas. (2000)
- Southdown, Inc., Operations and Customer Service Manager, Panama City, Florida. (1998-1999)
- Southdown, Inc., Territory Manager, Tampa, Florida. (1995-1997)
- ARCO Products Company, Financial Analyst, Los Angeles, California. (1992-1995)