

EMERIC SOLYMOSSY, Ph.D.

4711 Forest Rd.
Davenport, IA 52807

H:(563) 359-7177, O: (309) 762-9481 xt. 249
e-mail: E-Solymossy@wiu.edu
<http://faculty.wiu.edu/E-Solymossy/>

Experienced educator / entrepreneur, dedicated to integrating theory and practice through application-oriented course development in leadership and business planning, emphasizing “entrepreneurism” in a global context.

EDUCATION

<u>UNIVERSITY</u>	<u>DATE</u>	<u>DEGREE</u>	<u>SUBJECT</u>
Case Western Reserve University	1998	Ph.D.	International Entrepreneurship & Business Policy & Strategy
			Dissertation Topic: Dimensions of Entrepreneurship (factors influencing success) Committee: Robert D. Hisrich (Co-Advisor), Bo Carlsson (Co-Advisor), Leonard Lynn, David Bowers.
Colorado State University	1994	M.B.A.	Executive Business Administration
Century University	1991	B.S.	Engineering
Marquette University	1969		Liberal Arts

ACADEMIC POSITIONS (Not including Guest and Visiting Positions – identified below)

2007 – Present	Professor, Western Illinois University, Quad Cities Campus, Illinois
2002 – 2007:	Associate Professor, Western Illinois University, Quad Cities Campus, Illinois
1998 – 2002:	Assistant Professor, Western Illinois University, Quad Cities Campus, Illinois
1997 – 1998:	Instructor, Case Western Reserve University, Cleveland, Ohio

COURSES DEVELOPED / TAUGHT (Alphabetically listed)

Entrepreneurship / Small Business Management / E-Commerce

- E-Commerce Certificate – On-Line, US-EU Consortia
- Entrepreneurship – Graduate level: Case Western Reserve University
- Entrepreneurship – Undergraduate: Pristine University, Kosovo
- Entrepreneurship & International Marketing – Graduate level; IMC / Central European University, HU
- Small Business Management / Entrepreneurship: 1999 - Present; Western Illinois University - Quad Cities
- Technology Entrepreneurship – Interdisciplinary, team taught – Western Illinois University

International Business

- International Entrepreneurship – Graduate level: International Management Center / CWRU, Hungary
- International Management – Graduate level: Case Western Reserve University
- International Management: Western Illinois University – Quad cities
- U.S. Business Culture – On-Line, US-EU Consortia

Management / Org. Behavior / Human Resource Management

- Appraising & Developing Employees: Western Illinois University - Quad Cities
- General Business – Graduate level: Veszprém University (Hungary)
- Goal Setting / Performance Management – Executive Education: Western Illinois University – Quad Cities
- Human Resources: (Undergraduate and graduate level) Western Illinois University - Quad Cities
- Leadership: Western Illinois University - MBA
- Management: Augustana College
- Managerial Decision Making; Western Illinois University
- Operations Management: International University – Vienna (Austria)
- Organization Theory & Structure: Western Illinois University - Quad Cities
- Principles of Management: Western Illinois University
- Speed reading for managers and professionals – Western Illinois University – Quad Cities

Policy / Strategy

- Policy – Graduate level: Case Western Reserve University
- Strategic Management – Graduate level; Western Illinois University - Quad Cities
- Strategic Management – Post Graduate Executive Education; Veszprém University, (Hungary)

Research Methods

- Quantitative Methods – Adv. Statistical Methods – Post Graduate, Doctorate Level, Case Western Reserve Univ.
- Research Methods – Quantitative and Qualitative: Western Illinois University - MBA
- Structural Equation Modeling – Post-Doctorate, intensive seminar, Western Illinois University

INTERNATIONAL EXPERIENCE - VISITING PROFESSOR / GUEST LECTURER / ADVISOR

International University – Viena, Austria (2005)
Fundación Libertad / Fundación Cicreo - Rosario, Argentina (2004)
Ryazan State Agricultural Academy – Ryazan, Russia (2003)
Pristina Summer University – Kosovo (2003)
Panamericana University – Mexico City and Guadalajara (2003)
Asia Pacific Economic Cooperative – Moscow (2002)
Universidad JFK – San Isidro, Buenos Aires, Argentina (2001)
Facultad de Ciencias Económicas de Rosario, Rosario, Argentina (2001)
ITESM - de Monterrey, Guadalajara, Mexico (2000)
CDC – Samara, Russia (2000)
International Management Center - Budapest, Hungary (1996, 1997, 1999)
Vladimir State Pedagogical University - Vladimir, Russia (1999)
Miskolc University - Miskolc, Hungary (1996)
Cheboxary State University - Cheboxary, Russia (1996)
Veszprém University - Veszprém, Hungary (1996)

PROFESSIONAL / PRACTICAL EXPERIENCE (Pre-Academic)

Entrepreneur / Owner / General Manager

- A & E Electric Inc.; Casper, WY., Chairman, C.E.O. of electrical engineering / construction and maintenance firm doing business in a 5 state area
- A & E Petroleum Systems; Casper, WY.. Founder, Owner, General Manager. Installation of retail and bulk petroleum dispensing and storage systems, including environmental remediation services
- Custom Electronics; Casper, WY. Owner, General Manager. Electronic premises protection systems: design, installation and service.
- E'Lectra; Owner, manager of electrical engineering and estimation services.
- A-1, Grand Junction; Co., Owner, manager of warehousing and self-service storage facility (purchased as turn-around, subsequently sold).
- Redlands Video and Tan; Owner, manager of convenience store, video rental and tanning salon (purchased as turn-around, subsequently sold).
- Allusion: Owner, manager of multi-media presentation and support services.

Strategic Management

- CMTS / Denver International Airport; Denver, Co.. Deputy Resident Engineer - Specialty Electronics: Supervise, Manage and administer contracts for the design and installation of electronic systems on behalf of CMTS under contract to the City / County of Denver. Plan, coordinate and handle interface with all facilities and parties.
- Modern Electric Company; Casper, WY.. Vice-President, Chief Estimator / Project Mgr / Sales Manager: Responsible for electrical systems designs, sales, marketing, cost control. Involved in strategic diversification and growth demonstrated by creation of a separate non-union division and electronics company, including monitoring costs and performance.

SELECTED WRITINGS AND RESEARCH

Solymossy, Emeric. 2007 "Entrepreneur and Organization: Symbiotic Evolution" in *Entrepreneurship and Business In The Regional Economics*, D. Ribeiro, M.A. Galindo, & J. Guzman Editors, Springer-Science, forthcoming.

Solymossy, Emeric, and Safet Merovci. 2006 *Ndërmarrësia (Entrepreneurship)*, Universiteti I Prishtinës Press Prishtine [ISBN 9951-00-060-6]

Solymossy, Emeric. 2005 "Entrepreneurship In Extreme Environments: Building An Expanded Model," International Entrepreneurship and Management Journal, V1:2

Solymossy, Emeric, H.M. Shane, E. Knod, M. Harris, 2005. "Managing The Labor Shortage: An Impending SME Crisis?" I.C.S.B. Conference, Washington D.C. June 15-18.

Solymossy, Emeric, 2003 *Dr. E's Primer on Entrepreneurship*. Initial publication by ATA, Amsterdam. 2nd Edition being self-published. Currently in English and Albanian, Russian and Spanish translations.

Solymossy, Emeric, 2002 **Cultural Values are Key to Understanding Russia's Small Business Environment**, *Transition Report (World Bank)*, 13:2, pp 14-16

Solymossy, Emeric and Atilio Penna. "Sustainable Growth for the Small Business: A Theory of Organizational Transition" Featured Paper, Small Business Advancement National Center Newsletter, Issue 203-2001 (re-print of conference paper) <http://www.sbaer.uca.edu/research/usasbe/2001/pdf/papers/Volume2/079.pdf>

Solymossy, Emeric and J.K. Masters, 2001 **Ethics Through an Entrepreneurial Lens: Theory and Observation**, *Journal of Business Ethics*. vol 38:3, pp. 227-241

Solymossy, Emeric, and Atilio Penna, 2001 **Entrepreneur and Organization: Contingencies of Successful Organization Transition**, *Journal of Applied Management and Entrepreneurship*, 6:3, pp 69-80.

Solymossy, Emeric, and Atilio Penna, 2001 **Sustainable Growth for the Small Business**, USASBE / SBIDA annual conference proceedings.

Solymossy, Emeric, 2000 **Entrepreneurial Dimensions: The Relationship of Individual, Venture, and Environmental Factors to Success**, Dissertation Abstract. *Entrepreneurship, Theory & Practice*, 24:2, pp. 79-80

Solymossy, Emeric, 2000 **Bearing Changes, (A Case Study in International Supply Chain Management)** in *Case Book - Supply Management Cases*, pp. 167-176, National Association of Purchasing Managers / John Deere Corp.

Solymossy, Emeric, 2000 **Knowledge Networks: Differences and Performance Effects**, *Journal of Small Business Strategy*, 11:1, pp. 14-25

Solymossy, Emeric, 1999. **Differences in the Knowledge Networks of SME Firms**, awarded "best empirical paper" at the Joint United States Association of Small Business and Entrepreneurship & Small Business Institute Director's Association Joint National Conference, San Antonio, TX, February, 2000.

Solymossy, Emeric, 1999. **Facilitating an International Agenda**, presented at the Joint United States Association of Small Business and Entrepreneurship & Small Business Institute Director's Association Joint National Conference, San Antonio, TX, February, 2000.

Solymossy, Emeric, 1999. **Knowledge as a Resource – Networks Do Matter: A Study of Western Illinois SME Firm's Networking Activities**. *Rural Research Report*, Vol 11: 1, pp. 1 - 8, Illinois Institute of Rural Affairs

Solymossy, Emeric, 1999. "; ,O*J>'D@>@ ED*ED44'H: VHE@' International Entrepreneurship, pp. 222-231 in Fedin, Sergei V. & Irene B. Teslenko, *Entrepreneurship*, Vladimir State Pedagogical Univ., Vladimir, RU

Solymossy, Emeric, 1998. **Entrepreneurial Attitudinal Orientation: A Refinement and Empirical Assessment**, presented at the Academy of Management, 1998 Conference, San Diego, CA

Solymossy, Emeric, 1998. **Determinants of Success in Emerging Organizations**, presented at the 18th Annual Strategic Management Conference, Nov., 1998, Orlando, FL.

Jangowicz, D, L. Zgoda, E. Solymossy, and R.D. Hisrich. 1988. **Business Ethics In A Post Command Economy: A Study Of US And Polish Entrepreneurs**, Case Western Reserve University, Cleveland, OH, unpublished working paper,

Ross, Gayle and Solymossy, Emeric, 1998. **Instructor's Manual for Hisrich, Robert D. and Michael P. Peters, Entrepreneurship: Starting, Developing and Managing a New Enterprise**, 4th ed., Irwin, Boston, MA.

Hisrich, R.D, G. Fülöp, E. Solymossy, and K. Szegedi 1997, Üzleti etika a magyar kisvállalkozások gyakorlatában, (Business Ethics in Hungarian Small Business) *Vezetéstudomány (Management)*.

Solymossy, Emeric, 1997. **Push / Pull Motivation: Does it Matter in Terms of Venture Performance?**, pp. 204-217, in P.D. Reynolds, W.D. Bygrave, N.M. Carter, P. Davidsson, C.M.Mason, and P.P. McDougall, (eds), *Frontiers in Entrepreneurship Research*, Babson College, Boston, MA

Solymossy, E., Hisrich, R.D., 1996. **Entrepreneurial Ethics: The Impact of Accountability and Independence**, pp. 667-668 in Reynolds, P.D., S. Birley, J.E. Butler, W.D. Bygrave, P. Davidsson, W.B. Gartner, P.P. McDougall, (eds), *Frontiers of Entrepreneurial Research*, Babson College, Babson Park, MA.

Danis, W., A. Gross, R. Hisrich and E. Solymossy: 1996, **Hungarian Enterprises: Marketing in Transition**, in Ullmann, A. (ed) *Privatization and Entrepreneurship: the Managerial Challenge in Central and Eastern Europe*, pp. 219-239, International Business Press, New York, NY.

Solymossy, E., Füstös, J., 1996. **Szervezeti Értékrend Kialakítása - Egyéni Értékelés: (Building Organizational Value: Valuing the Individual)**, *Ipar-Gazdaság (Journal of Economics and Industry)*, Vol 1-2; pp. 31-39.

Solymossy, Emeric, 1996. **Venture Capital and Entrepreneurial Activity: Implications for Hungary**, Proceedings, International Computer Science Conference, pp. 1-11.

Solymossy, Emeric, 1996. **Technological Systems: Insight Into Hungarian Industries in Transition**, Proceedings, Magyar Marketing M helyek Második Kerekasztal Konferenciája (Hungarian Marketing Association, Second Roundtable Conference), pp. 120 - 142.

Solymossy, Emeric: 1987, **Purchasing**, *Supervisor Training Series, Associated Builders and Contractors*, Washington, D.C.

INVITED CONFERENCE PRESENTATIONS (non-published)

Chaos and Turbulence in Transition Economies: Opportunities (or NOT) for Entrepreneurship in Transition Economies. Western Academy of Management, Alyeska, Alaska, April 1 – 4, 2004

The Magic of Entrepreneurship, Plenary Presentation, CEPI International Conference, Moscow, March 20-21, 2002

Technological Systems: Eastern European Indications, Forecasting of Economic Development in Russia During Transition Conference, 1996. May 21, Cheboxary, Russia.

The Role of University / Industry Partnerships in Technology Transfer, Nemzetközi Környezetvédelmi és Innovációs Konferencia (International Environmental Protection and Innovation Conference), 1996, June 4 - 6, Veszprém, Hungary.

Magyar Befektet Tőke Gyengeségek: Kreatív Kapcsolat Lehetőségek (Weaknesses in Hungarian Venture Capital: Opportunities for Creative Partnerships) Nemzetközi Környezetvédelmi és Innovációs Konferencia (International Environmental Protection and Innovation Conference), 1996, June 4 - 6, Veszprém, Hungary.

RESEARCH WORK IN PROGRESS

Organizational Transition: Cross-cultural, longitudinal study of the processes of transitioning entrepreneurially managed firms to functionally structured. Collaborative research with Dr. Atilio Penna, JFK University, Buenos Aires, Argentina, with a 5 to 10 year horizon. It is being delayed in Argentina due to their current socio-economic situation

Intra-organizational value chains: Increasing the efficiency of growing organizations by focusing on value-adding activities and aligning those activities with the strategic values of the organization.

Valuing knowledge, a long-term study exploring the differences between applied and potential knowledge, as well as the value (and rewards) assigned to potential knowledge.

PROFESSIONAL ASSOCIATIONS and AWARDS (alphabetically)

Academy of International Management
Academy of Management
Member Entrepreneurship Division; International committee
Member International Management Division
Best Empirical Paper: Joint USASBE / SBIDA Conference 2000
Beta Gamma Sigma (Honorary Fraternity in Business)
City of Davenport: High Performance Work Team – Customer Service
Excellence in Teaching with Technology award: 2007
Excellence in University and Community Service award: 2006
Fulbright Senior Specialist (Entrepreneurship) Candidate: 2005 – 2010
Metropolitan Who's Who Among Executives and Professionals, "Honors" Edition, 2007/2008
Outstanding Young Men of America
President's Citation: Rotary
Paul Harris Fellow, Rotary International,
United States Association for Small Business and Entrepreneurship:
Former V.P. of Electronic Communication (Webmaster)
Past President -International Division (co-founder of division)
Who's Who (West, Midwest, and International editions since 1980s)

PROFESSIONAL AND CIVIC LEADERSHIP ROLES (alphabetically)

Advisor: WIU-QC Management Society
Advisor: Habitat for Humanity – Quad Cities Affiliate
Ambassador: Quad Cities Chamber of Commerce
Board of Directors: Small Business Development Center, BHCC (Moline)
Board of Directors / VP Electronic communications: USASBE
Board of Directors / President: Associated Builders & Contractors - Wyoming
Board of Directors: ABC National, management education committee
Board of Directors: Natrona County Economic Development Committee & Advisory board
Board of Directors: Natrona County Business Incubator
Board of Directors / Secretary, treasurer: Panorama Improvement District
Board of Directors: Redlands Rotary
Board of Directors: Western Illinois University Library Leadership Board
Board of Directors: Wyoming Centennial Corporation: Tourism co-chairman
Chair: WIU-QC Faculty Council 2005 - 2007
Committee Chairman: Rotary District 544, 545 GSE Chairman (Coordinated and handled logistics and arrangements for 6 week professional exchanges with Africa, Australia, Brazil, England, France, Switzerland.)
Committee Chairman: Casper Rotary, Scholarship Committee
Committee Chairman: Boy Scouts of America, Mesa District Advancement Committee
Editorial Board: ABC National; Supervisor training series (developed in conjunction with Clemson University)
Editorial Board: International Entrepreneurship and Management Journal (IEMJ)
Quad Cities Chamber of Commerce: Leadership Academy, Ethics Instructor
Quad Cities Chamber of Commerce, Work to School Committee
Quad Cities Chamber of Commerce, Youth Leadership Academy Committee
Quad Cities Manager's Association, Scholarship Committee
Scoutmaster: Boy Scouts of America

LANGUAGE SKILLS

English: Professional (Fluent: conversational, writing and reading)
Hungarian: Professional (Fluent: conversational, writing and reading)
German: Basic (Functional adequacy)
French: Basic (Minimal adequacy)
Spanish: Basic (Minimal adequacy, improving with training)
Russian: Basic (Minimal - core language)
Albanian: Basic (Minimal - core language)