

JOSE-LUIS (JOE) CASTRO IGLESIAS

Assistant Professor of Management
University of South Carolina Aiken
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EDUCATION

Doctor of Business Administration (DBA), Specialization: Strategy 2017
University of Florida

Dissertation: *Failing to Pull the Plug: The Role of CEO Regulatory Focus in Divestment in the U.S. Retail Industry*

Committee Co-Chairs: Dr. Debanjan Mitra and Dr. Gwendolyn Lee

Master of Science in Organizational Behavior 2014
New York University

Completed two semesters (3.8 GPA); Withdrew to pursue doctoral studies.

Master of Business Administration (MBA) 2002
Mackenzie University, Sao Paulo, Brazil

Thesis: *The Influence of Strategic Alliances in the Development of Organizational Competencies: Evidence from High Technology Firms in Brazil*

Bachelor of Science in Psychology, Minor in Applied Statistics and Data Analytics 2010
Kennesaw State University, Kennesaw, GA

Bachelor of Business Administration 1993
UNIFACS, Salvador, Brazil

ACADEMIC APPOINTMENTS

University of South Carolina Beaufort, 2018-2024
Tenure-Track Assistant Professor of Management
Department of Business Administration

Viterbo University, *Tenure-Track Assistant Professor of Management* 2016-2018
College of Business and Leadership

University of Wisconsin-La Crosse, *Associate Lecturer of Management* 2015-2016
College of Business Administration

Kennesaw State University, *Foreign Language Instructor* 2008-2010
College of Humanities and Social Sciences

Ibirapuera University, *Clinical Professor of Management* 2003
College of Business, Sao Paulo, Brazil

UniABC University, *Clinical Professor of Management* 2001-2003
College of Business, Santo Andre, Brazil

HONORS, AWARDS, AND GRANTS

- 2022 Student Organization Advisor of the Year – University of South Carolina Beaufort
- 2021 Sea Islands Institute Research Grant, University of South Carolina Beaufort. “Hispanic Community in the Low Country.” Amount: \$ 4,917.39
- 2016 Outstanding Reviewer Award – Midwest Academy of Management

TEACHING INTERESTS

Undergraduate and graduate courses in business and management such as Strategic Management, Entrepreneurship, Principles of Management, International Business, Organizational Behavior, Business Research Methods, and Healthcare Management.

RESEARCH INTERESTS

Strategic Change, Entrepreneurship, Management Education, International Business, and Environmental, Social, and Governance topics.

REFEREED PUBLICATIONS

Iglesias, J.L. (2023). "Resisting pulling the plug: the role of CEO regulatory focus and board independence in store closure activity," *International Journal of Organizational Analysis* (ABDC rating “B”), Vol. 31, No. 6, pp. 2081-2102. <https://doi.org/10.1108/IJOA-06-2021-2789>

Iglesias, A. E., & **Iglesias, J. L.** (2022). “Strategic consensus in top management teams: The role of status hierarchy, firm performance, and a culture of dissent.” *American Journal of Management*, Vol. 22, No. 1, pp. 57-67. <https://doi.org/10.33423/ajm.v22i1.5160>

Iglesias, J.L. (2022). “Empowering waste pickers in Brazil: A case study of reverse logistics.” *International Journal of Business and Management Studies*, Vol. 3, No. 8, pp. 20-24. <https://doi.org/10.56734/ijbms.v3n8a4>

RESEARCH UNDER REVIEW

Iglesias, A.E., Maksimov, V., **Iglesias, J.L.**, Cannella, A., Yu, T. “Two sides of the same coin: Examining resource-based and rivalry-restraint logics of scope expansion in geo-product markets,” *Journal of Business Research*.”

Iglesias, J. L. “How can you use analytics to challenge your management students? A classroom activity using Tableau.” *Journal of Organizational Behavior Education*

WORK IN PROGRESS

Iglesias, J.L., Iglesias, A.E. “Young at heart: The effect of subjective age and temporal focus on entrepreneurial intentions.”

Iglesias, J.L. “Examining economic development and Hispanic entrepreneurial activity: Evidence from the Low Country of South Carolina.”

Iglesias, J.L., Kratky, R. “Healthcare perceptions of the Hispanic community in the Low Country.”

Iglesias, A.E., **Iglesias, J.L.** “Interactive effects of gender, harasser’s position status, and ambivalent sexism on perceptions of workplace sexual harassment,”

Iglesias, J.L., Hinestroza, M. Hanashiro, D., Teixeira, M.L. “A cross-national investigation of the role of entrepreneurs’ strategic mindsets in the attitude toward corporate social responsibility.

Skinner, L., **Iglesias J.L.** The impact of dividend decisions on firm performance: A case study of the Standard and Poor’s Index of 500 companies.

Shartouny, M., **Iglesias, J.L.** “Celebrity endorsements: A marketing golden goose.”

Diaz, V., **Iglesias J.L.** “The impact of research & development investment on net sales: A case study of Apple.”

REFEREED CONFERENCE PRESENTATIONS

- “Interactive effects of gender, harasser’s position status, and ambivalent sexism on perceptions of workplace sexual harassment” (with A.E. Iglesias), *2024 International Conference on Psychology*, Athens Institute for Education and Research, Greece.
- “Visualizing Drivers of Job Satisfaction using Tableau” (with A.E. Iglesias), *2023 MOBTS Conference*, Jacksonville, FL.
- “Integrating analytics into management courses: A hands-on introduction to Tableau” (with A.E. Iglesias), *2022 MOBTS Conference*, Pomona, CA.
- “Managerial strategic profiles and attitude toward corporate social responsibility: A cross-national investigation” (with D. Hanashiro, M.L. Teixeira, M. Hineostroza, M. Loureiro), *2021 Western Academy of Management Conference (Virtual)*.
- “Young at heart: The effects of subjective age and temporal focus on entrepreneurial intentions” (with A.E. Iglesias), *2020 Western Academy of Management Conference* [accepted paper but canceled due to COVID-19 Pandemic].
- “Employee attitudes toward organizational change: A cognitive and social psychological perspective,” *2016 Western Academy of Management Conference*, Portland, OR.
- “Mixed Signals: The Interactive Effects of Share Repurchases and Scope Decisions on Abnormal Returns,” *2016 Midwest Academy of Management Conference*, Fargo, ND.

TEACHING EXPERIENCE

- **USC Beaufort:** Strategic Management, Business Research Methods, Organizational Behavior, Principles of Management and Leadership, Introduction to Healthcare Management, Healthcare Operations Management
- **Viterbo University:** Entrepreneurship, Principles of Management, Strategic Management, International Business, Managerial Statistics
- **University of Wisconsin-La Crosse:** Strategic Management, Crisis and Contingency, Principles of Management Thought
- **Ibirapuera University:** New Venture Creation, Management of Organizations
- **UniABC University:** Entrepreneurship, Consumer Behavior

SERVICE

University of South Carolina Beaufort

- Advisor for Business Majors
- Founder and Advisor of the USCB Business Club (recruited students, organized the leadership team, secured funding, launched fundraising initiatives), 2018-Present
- Advisor of the USCB Honors Society, Gamma Beta Phi. 2022-Present
- Member of the Student Research and Scholarship Day Committee, 2018- Present
- Member of the Pilot Reorganization Committee, 2020-Present
- Member of the Academic Integrity Committee, 2019-2021

Viterbo University

- Advisor for Business Majors
- Founder and Advisor for the International Business Club at Viterbo University
- Led students to international business events in other cities
- Member of the Diversity Committee, Viterbo University
- Member of the Assessment Committee

Other institutions

- Advisor for Business Majors Internships, UW-La Crosse
- Member of the Assessment Committee, UW-La Crosse
- Participated in the Management Department's hiring efforts (3 positions): UW-La Crosse
- Trained and advised foreign language tutors, Kennesaw State University
- Advisor for undergraduate honors theses, Ibirapuera University

Professional and Community Service

- Reviewer, MOBTS Conference
- Reviewer, Western Academy of Management Conference
- Reviewer and Session Chair, Midwest Academy of Management Conference
- Reviewer, Academy of Management Annual Meetings
- Mentor for SCORE Association (Counselors to America's Small Business)

PROFESSIONAL MEMBERSHIPS

- Management and Organizational Behavior Teaching Society (MOBTS)
- Western Academy of Management (WAM)

INDUSTRY EXPERIENCE

Management Consultant, Brazil and US 2011-2015

- Certified Mentor for SCORE Association - Counselors to America's Small Business
- Participated in the restructuring of the New Orleans SCORE Chapter;
- Provided advice to entrepreneurs and small business owners on business start-up and marketing plans in Louisiana;
- Participated in the Entrepreneur Growth Conference as a SCORE mentor;
- Consulted with Brazilian real estate firms on construction/rental property businesses in New Orleans

Management Consultant, Sao Paulo, Brazil 2000-2004

- Consulted with small business firms on marketing and organizational change
- Designed and delivered corporate training for midsize firms

Carbinox S.A., manufacturer of industrial stainless steel products, Brazil 1999-2000 *Chief Strategy Officer*

- Restructured and integrated sales, finance and logistics departments
- Designed and implemented the marketing department
- Recruited and trained marketing and sales teams
- Managed organizational change projects (implementation of ERP systems and restructuring of work processes)

Insight Consultoria Empresarial, management consulting firm, Brazil 1995-1999 *Founder and Senior Consultant*

- Consulted with small business firms on organizational change and restructuring
- Consulted with government of municipalities in Northeast Brazil on development

- projects in public health and education
- Consulted with FIAT Brasil on total quality management
- Designed and delivered professional development training for SEBRAE – Brazilian Service of Support to Micro and Small Enterprises (equivalent to the US Small Business Association)

Focus Marketing de Relacionamento, direct marketing consulting firm, Brazil 1993-1995
Marketing Analyst, Operations Manager

- Consulted with client organizations on market research
- Designed direct marketing campaigns

LANGUAGES AND CITIZENSHIP

- Fluent in English, Portuguese, and Spanish
- U.S. Citizen and Brazilian-Spanish Dual Citizen