

## **ASGHAR ZOMMORODIAN**

### **PROFESSIONAL BACKGROUND**

#### **Education:**

Ph.D., Public Administration, University of Southern California (USC) Majoring in Organization Behavior, Organization Development and Change, and Comparative Public Administration

MPA, University of Southern California (USC)

M.A., Administrative Sciences, Tehran University, Iran

MBA Certificate, Cranfield Institute of Technology, England

B.A., English Literature and Language, Shiraz University, Iran

#### **Academic Appointments:**

1996-present Professor of Leadership and Public Policy, MA-Online Program, Union Institute & University, Vermont Academic Center, Montpelier, Vermont

More than 20 years of full-time and adjunct faculty appointments, teaching at leading universities and higher educational institutions: University of Southern California, University of Denver, Chapman University, and Union Institute & University in both graduate and undergraduate programs

Graduate teaching programs: Public Administration & Public Policy, MBA, Organizational Leadership, Systems Management, Human Resources Management

Undergraduate teaching programs: Organizational Leadership, Public Administration, Business and Human Resources, Organization and Management

#### **Professional Appointments:**

Program Coordinator, Training of Trainers program, USC

Director, MBA and MHR program Chapman University

Co-Coordinator, Union Institute & University, Los Angeles Academic Center

President and Sr. Consultant: IMG Management Consulting. Consultant to business and Industrial organizations in U.S. and abroad, conducting workshops in Strategic Management and TQM and consulting services

#### **International Experience:**

Fulbright Sr. Specialist at Romanian National School of Political Sciences and public Administration

Teaching Public Administration at China Northern University

Vice Chancellor for Academic Affairs, later Chancellor, State Management Training Center, Iran  
Coordinator of Masters Program in Human Resources and MBA Programs, Chapman University

Training Coordinator for all public agencies and departments, at the Civil Service Commission,  
Tehran, Iran

United Nations Consultant for Administrative Reform and Public Sector Training in several  
countries

United Nations Research Fellow / Consultant, doing a comprehensive survey on Management  
Training and Development Institutions in Germany, Switzerland, England, and the United States

### **Awards and Recognitions:**

2009 Sr. Specialist, Fulbright Sr. Specialists assigned to Romanian National School of Political  
Science and Public Administration.

2008 Nominated for Best Paper by Track Chair Award, American Society of Business and  
Behavioral Sciences (ASBBS).

2006 & 2002 Best Paper by Track Chair Award, American Society of Business and Behavioral  
Sciences (ASBBS).

2001 Outstanding Service as a Chair for Management Education Track, by (ASBBS).

1989-96 Biographical Listing: AMERICA'S WHO'S WHO: Industry, Finance & Education.

1977 Honorary Diploma by Center for Training and Development (student), University of  
Southern California: "SPECIALIST IN SYSTEMS ANALYSIS & TRAINING."

1974 Fellowship for Doctoral Studies at the University of Southern California.

1970 Cento Fellowship for study at the Cranfield Institute of Technology, England.

## **SCHOLARLY ACTIVITIES**

### **Interdisciplinary Scholarship:**

#### Selected Research and Publications

2010 Program Evaluation: Its Significance and Priority for Shaping and Modification of Public  
Policies: A Comparative Analysis (with Lucica Matie). Submitted at the 17th Annual meeting of  
American Society of Business and Behavioral Sciences, Feb. Awarded as one the Best Papers.

2009 Transformation / Innovation or Patchwork? Juxtaposition of Public Policy Process and  
the Role of Leadership in a Chaotic Environment: Is a New Paradigm in the make? *Romanian  
Journal of Theoretical and Applied Economics* Vol. XVI, No. 4 (533). Submitted to 16th Annual  
Meeting of American Society of Business and Behavioral Sciences.

2009 “Emerging Trends in Public Sector Responsibility and Leadership: Global and Comparative Analysis.” The 5th Transatlantic Dialog: The Future of Governance. George Mason University, Washington D.C. (Lucica Matie co-author)

2008 Innovative HRM: How HR Activities Can Be Embedded into the overall Strategic Thrust of the Firm. *ASBBS online Journal* Vol.4 No. 1; recipient of 2007 ASBBS Award of best paper by a track chair.

2008 Contextualism Revisited: Towards a More Ethical and Sustainable Leadership in the Global Context. *Romanian Journal of Theoretical and Applied Economics* No. 12 (529). Submitted to the International Conference: Leading the Future of the Public Sector: The Third Transatlantic Dialogue. Newark, Delaware (USA), May–June 2007.

2006 Chaos, Complexity and Corporate Transformation: Is Spirituality another Emerging Trend in the Corporate Transition Towards Development? ASBBS 14th Annual Conference.

2004 “Preliminary results on research on Nonprofit and Public-private partnerships: How Recent Management Innovations can help Increase their Productivity and Performance”; presented at the 12th Annual meeting of American Society of Business and Behavioral Sciences.

2004 Application of emerging trends in management and leadership for “nonprofit” organizations & Public-Private Partnership: A Sabbatical Research Project. The project looked at nonprofit organizations and public-private partnerships, challenges faced by them, and examined how and to what extent recent innovations in management like TQM, Reengineering, Learning Organizations, and the Team-based approach can help these organizations and programs for self-renewal.

2004 “Continuity & Discontinuity: Organizational Change Strategies,” presented at the 11th Annual meeting of American Society of Business and Behavioral Sciences (ASBBS).

2003 “The Application of 360 Degree Feedback and Evaluation in a Mentoring Program,” presented at the 10th Annual meeting of American Society of Business and Behavioral Sciences, Feb.; selected as the Best Paper by a Tack Chair.

2001 “Mentoring and Coaching Models as Applied to College Education Programs, Submitted to the 8th Annual Meeting of ASBBS National Conference, Los Angeles, California, February.

2000 “Emerging Trends in Management Development: Executive Coaching and Mentoring” Presented at the 7th Annual National Conference of American Society of Business and Behavioral Science (ASBBS), Las Vegas, Nevada.

### **Scholarship of Engagement, Service, and Social Action:**

Online Foundation Seminar for Public Policy and Leadership concentration, Master of Arts program, UI&U, Montpelier, Vermont.

Designed and taught three seminars for UI&U Interdisciplinary Ph.D. Program, 2005.

Several Online Courses on e-college for Undergraduate programs including Strategic Management, Human Resources Management, Organizational Behavior, Strategic Leadership,

Entrepreneurship, Organization Development and Change, Public and Non-profit Organization Management (2005).

Designed an online “Mentoring Model” for UI&U (a funded Research Project), 2004.

**Scholarship of Teaching and Learner Guidance:**

*Major Courses Taught:*

Graduate: Public Policy, Leadership, Systems Thinking and Systems Management, Strategic Human Resources, Strategic Management, Business and Entrepreneurship, Organizational Behavior and Development, Management of Change, Research Methodology and Design

Undergraduate: Organization Behavior, Strategic Management, Organizational Leadership, Human Resources, Capstone / Research

**AREAS OF EXPERTISE**

Organization Behavior and Leadership  
Organization Development and Change  
Public Policy and Administration  
Business and Strategic Management  
Program and Project Management  
Comparative Administration/International Development  
Adult and Self-Directed Learning  
Systems Theory and Management  
Management Training and Development/Executive Coaching  
Total Quality Management and Reengineering  
Human Resources Management

Rev. 3/10