

# ***CURRICULUM VITAE***

***Willem A. Hamel, Ph.D.***

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## ***Executive Summary***

Seventeen years of diversified and extensive management and leadership experience as the owner/operator of both a publishing house and printing plant. Published over 80 books, both hard and soft cover, within the industry. Proven ability to build a highly successful, profit oriented enterprise. Similarly, accumulated 23 years experience as the co-founder of the Association of Management (AoM) and the International Association of Management (IAoM) creating multiple divisions (20), journals (4) and organizing international, domestic, and regional conferences (25). As CEO/COO (business manager), full fiduciary responsibility was exercised for the negotiation and contracting of conference facilities (25), conference scheduling, publication, printing, promotion and distribution of quarterly journals (16 issues per annum), and annual conference programs totaling 23 and proceedings (averaging 480 issues for 20 divisions). Taught undergraduate and specifically graduate courses (46) in psychology, management, leadership, marketing, human resource management and entrepreneurship as an adjunct faculty member at various universities. Served 12 years in the position of psychologist within the Department of Defense supervising Transportation School training programs and Aviation Logistics Skill Qualification Testing (SQT) for enlisted military personnel.

## **EDUCATION**

**PhD, Industrial/Organizational Psychology**, Walden University, Naples, Florida, 1979.

**Dissertation:** *The Effects of Machiavellianism in Training and Development.*

**Advisors:** Robert W. Pitcher, Ph.D., Professor of Psychology, University of Wisconsin and Kerim E. Key, Ph.D., Professor of Business Management, Southeastern University, Washington, D. C.

**C. A. G. S., Certificate of Advanced Graduate Studies, Industrial/Organizational Psychology and Educational Administration and Management**, The College of William and Mary in Virginia, Williamsburg, 1975.

**M.Ed., Educational Administration and German Literature (*Francis I. DuPont Fellow*)**, The University of Virginia, Charlottesville, Virginia, 1973.

**B.A. (Cum Laude)**, Suffolk University. Major: German and English Literature. Minor: Secondary Education Administration, Boston, Massachusetts, 1970.

**German Literature**, Harvard University, Cambridge, Massachusetts, 1969.

**Audit (Gasthoerer), Industrial/Organizational Psychology**, The Freie University, Berlin, Germany, 1963-1967.

**Diploma**, German Language, Goethe Institute, Berlin, Germany, 1963-1965.

## **AREAS OF SPECIALIZATION**

**Publisher:** own, organize, structure, operate and manage both a publishing house and print plant; **Academic Management Association:** organize, structure, and implement strategic management, marketing and leadership for national and international conferences, membership and academic journal publications; **Psychologist (Behavioral Science):** professor of organization and human behavior psychology and leadership; **Teacher:** instructor of languages. **Trainer:** author, organize and implement management and leadership related seminars.

## PROFESSIONAL EXPERIENCE

### Publishing Experience

**1989 - present: Maximilian Press Publishers, Chesapeake, Virginia 23322**

**Publisher and President**

**Accomplishments:**

Equip and staff total publishing house and printing plant with required machinery and personnel such as: press operators, computer programmers, data clerks, editors, designers and general office assistance. Train personnel in the functional processes of industry publishing requirements and vendor services. As a result of these efforts, Maximilian Press Publishers has been successfully functioning in the marketplace for 17 years publishing some 80 secular and Christian books of various types. Concerning academic book publishing, success has been achieved in all aspects of manuscript generation, editing, print formatting, budgeting, production, subscription generation, advertising and distribution, inclusive of serving as the managing editor for the following Association of Management journals: *The Journal of Management Systems (JMS)*, *The Journal of Information Technology Management Systems (JITM)*, *Computer Science and Information Management (CSIM)*, and *the International Journal of the Association of Management (IJAoM)*. During a 17 year period 185 academic issues of these journals were released to academic libraries, institutions and individuals, in addition to 480 annual (23 years) conference proceedings. The initial years required the personal review of all submitted articles for both conferences and journal submissions related to management, education, technology and leadership categories, prior to releasing them for final approval by appointed academic scholars and AoM editors. Further activities included the preparation of publication contracts, application for copyrights, International Standard Book Numbers (ISBN), Library of Congress Catalogue Numbers (LCCN), bar codes, test formatting and cover design. To date the category of books published cover biographies, autobiographies, mystery, novels, poetry, horror, health and sports manuals, finance texts, philosophy, nonfiction and fiction books, true adventures and children's books with illustrations.

### Academic Management Association Experience

**1982 – present: Association of Management, Virginia Beach, Virginia 23464**

**Executive President and CEO**

**Accomplishments:**

Provide overall leadership, association governance, and direction to 2800 member professional organization of behavioral scientists and practitioners of management and management, education, technology, leadership and related disciplines in academia worldwide. Manage and supervise 20 divisions with 142 specialty tracks in strategy formulation and implementation of the Association's missions relating to annual national and international conferences (25 to date), Association marketing, manuscript solicitation and review, preparation of conference schedules, program development, conference arrangements, contract negotiations, budgeting and supervision of preparation of professional conference proceedings and journal publications. Major accomplishment and success factors: *The Journal of Management Systems (JMS)* ranked as a "first tiered" worldwide academic journal, number 21 in 2005 by Rainer & Miller's top 50 worldwide academic journal publications, and number 6 in 2003 by Peffers and Tang's top 25, and number 27 in 1999 by Whitman' et al. top 50 respectively **achieving recognition alongside other major tier one academic management journals**. Similarly, *The Journal of International Technology Management (JITM)* ranked in at number 36 in 2005 by Rainer & Miller's top 50, and number 38 in 1999 by Whitman's et al. placing it ahead of other major academic management and technology journals in "first tiered" worldwide position. Attaining "first tier" journal ranking is a major accomplishment complimenting the Maximilian Press Publishers and Association of Management joint relationship.

### Research Experience

**1986 – 1993: Army Aviation Logistics School, Department of the Army, Fort Eustis, Virginia**

**Personnel Psychologist, & Program Manager**

**Accomplishments:**

Provided program management and psychological test and measurement expertise to the Performance Based Management System (PBMS) soldier Skill Qualification Test (SQT). Conducted performance based assessments of aviation logistics soldiers: completed tests at various stages of their military rank and Military Occupational Specialty (MOS): directed the development and validation of test instruments designed to measure soldier effectiveness. Responsible for measured efficiency and job satisfaction test results, determined the continued development and implementation of skill level functions; directed the implementation of on-going procedures to enhance both efficiency

and effectiveness in combat and combat support arms. Program terminated at the commencement of Desert Storm/Desert Shield.

**1982 –1986: Army Transportation School, Department of the Army, Fort Eustis, Virginia  
Personnel Psychologist, Leadership Research Advisor**

**Accomplishments:**

The historical characteristics of leadership from 1900 through 1982 were personally researched and identified for use in the identification of applicable Army Transportation Corps officer leadership. Classified leadership characteristics manifested by American males within senior positions of leadership responsibility in both civilian and military environments. Completed two major research investigations: (1) Leadership Characteristics of Army Transportation Corps Officer, and (2) Educational/Cultural Profile of Enlisted Transportation Corps soldiers in multi-occupational specialties. Researched and developed a leadership/management indicator and leadership measurement performance appraisal thermometer for use as an officer, peer, and super ordinate leadership-rating instrument. Tasked to guide, advise and counsel interns in army doctrine governing specified directorates for the sustainability of US Army Transportation School operations. Assisted in the development of doctoral candidate curricula at Virginia Commonwealth University's School of Education for the purpose of enrolling interns in an Ed.D/Ph.D program.

**1981 – 1982: Defense Investigative Service, DOD Industrial Security Institute, Richmond, VA, P sychologist,  
Investigative Researcher**

**Accomplishments:**

Reviewed and evaluated industrial, facility, personnel, and document security systems to determine correspondence course development and implementation needs in support of national security educational training requirements for field operatives. Highlighted the processes and procedures of field investigators tasked to investigate potential employee background information via interviewing schools, churches, neighbors, relatives, employers, and etc. to determine and verify job applicants for security related positions within the US Government.

## **Training, Research, Assessment Experience**

**1974 – 1981 Wm. A. Hamel Associates, Virginia Beach, VA  
Consultant and Senior Principal**

**Accomplishments:**

Active within the training, research and assessment environments providing individual employee counseling, vocational educational testing and training to city governments, training programs for the Citizen Educational Training Act (CETA) and adult training. Designed and delivered organizational management seminars and workshops to both private and public sector organizations and individual seminar attendees.

## **Secondary School Teaching Experience**

**1971 – 1974: City of Virginia Beach Public Schools, Kempsville High, Va. Bch., VA  
Language Instructor**

**Accomplishments:**

Active in teaching German at the secondary school level to both gifted and average students. Students were educated and trained in the German language via the Schultz-Griesbach teaching method. Duplicated and supervised the direction and production of a foreign language student play patterned after Johann Wolfgang von Goethe's *Faust*: a retelling of the classic *Faust* and the crowning achievement of his literary output. Students were directed to rote learn the Berlin Harmonic rendition of the play in its totality thereby being able to perform in the German language to harmonic accompaniment. To wit, students duplicated a symphony orchestra, set designs, special effects, costumes, makeup, lighting, sound system and etc. The play was performed in 1973 to a sold out audience of parents, relatives, neighbors and personnel from the Consulates of Germany, Holland, and Belgium. The play was a resounding success. The lead actors and actresses went on to Harvard University, University of Virginia, Yale and the military academies; many of them received scholarships based on their demonstrated performance in the play. A major accomplishment was the introduction and teaching of four years of German in one full year, leaving room for poesy and literature acquisition thereafter.

## **University Studies**

**1970 – 1971 University of Virginia, Charlottesville, VA  
Francis I. DuPont Fellow and Instructor of German**

**Accomplishment:**

Taught introductory German to undergraduate students. See Education.

**1968 – 1970 Harvard and Suffolk Universities, Cambridge and Boston, Massachusetts  
University Undergraduate Student**

**Accomplishment:**

Completed four-year program in two and a half years. Graduated Cum Laude (See Education.)

**1964 – 1967 Goethe Institute and Freie University of Berlin, Germany  
Psychology and Language Student**

See Education.

## **Clandestine Intelligence Experience**

**1961 – 1963 Central Intelligence Agency, Viet Nam Cong Hoa  
CIA Paramilitary Officer and US Army Special Forces Field Advisor**

**Accomplishments:**

Served actively in the Vietnam Theater of operations as a Counter Insurgency Field Advisor and Paramilitary Officer to indigenous South Vietnamese forces in the Bien Hoa, Hoa Cam and Montagnard zones. Directed to assist in the development of village defense systems for indigenous personnel protection against enemy forces. Provided training to selected individuals in administrative and security measures. Trained and directed indigenous Vietnamese military forces (Viet Nam Special Forces and Vietnamese Ranger Airborne) in counter insurgency and guerrilla warfare in conjunction with 5<sup>th</sup> Group Special Forces "A" and "B" Team personnel at the Bien Hoa (Saigon) and Hoa Cam (Danang) Combat Training Bases. Also served as the Acting Executive Officer of the Hoa Cam Combat Training Base, Construction Supervisor, Bureau DaNang Headquarters complex; Supervisor, DaNang Airport Logistical Supply Depot; Construction Engineer, CIA Communications Center, DaNang; Director, US Special Forces Motor Rebuild Operation, and Provision-Armament Supply in DaNang; Field Advisor attached to US Special Forces units of the 5<sup>th</sup> and 3<sup>rd</sup> Groups, Vietnamese Ranger Airborne, Chinese Nungs and the 77<sup>th</sup> Vietnamese Special Forces combat units in CIA clandestine combat operations.

**1960 – 1961 Central Intelligence Agency, Florida Keys, Florida  
Operations Support Officer**

**Accomplishments:**

Provided CIA Paramilitary and US Army Special Forces and indigenous Cuban Freedom Fighters with combat support in the covert mission designed to overthrow Fidel Castro prior to the Bay of Pigs invasion. In addition, I worked with naval clandestine teams in determining suitable navigational systems and optional landing sites for a small invasion force of special operations specialists anticipated for departure from the abandoned British North Elbow Cay Lighthouse in the Atlantic.

## **ACADEMIC EXPERIENCE**

### **Courses Taught**

**1984 – 1987 Florida Institute of Technology (Fort Eustis, Virginia)  
Associate Professor, Graduate Adjunct Faculty**

**Accomplishment:**

- Strategic and Policy Management, Fall Semester 1989
- Program Management, Winter Semester 1988
- Program Management, Fall Semester 1987
- Psychological Behavior, Spring Semester 1987
- Organization and Management of Marketing, Winter Semester 1987
- Leadership Psychology, Fall Semester 1986
- Program Management, Summer Semester 1986
- Organizational Behavior and Practice of Management, Spring Semester 1986
- Organization and Management of Marketing, Winter Semester 1986
- Project Management, Fall Semester 1985
- Project Management, Summer 1985
- Organization and Management of Marketing, Spring Semester 1985
- Program Management, Winter Semester 1985
- Program Management, Fall Semester 1984
- Project Management, Summer Semester 1984

- Project Management, Spring Semester 1983

**1982 – 1984 St. Leo College (Fort Eustis, Virginia)**

**Associate Professor, Undergraduate Adjunct Faculty**

**Accomplishment:**

- Management Development, Fall Semester 1984
- Leadership Development, Summer Semester 1984
- Personnel / Human Resource Management, Summer Semester 1984
- Personnel / Human Resource Management, Spring Semester 1984
- Principles of Management, Spring Semester 1984
- Management of Personnel / Human Resources, Fall Semester 1983
- Leadership Development, Summer Semester 1983
- Psychology of Leadership, Summer Semester 1983
- Management of Human Resources, Spring Semester 1983
- Psychological Methods of Learning, Fall Semester 1982
- Methods of Social Research, Fall Semester 1982
- Organizational Behavior, Summer Semester 1982
- Psychology of Learning, Summer Semester 1982
- The Practice of Effective Research, Spring Semester 1982
- Human Behavior, Spring Semester 1982

**1986 Old Dominion University (Norfolk, VA)**

**Associate Professor, Graduate Adjunct Faculty (School of Business, MBA Program)**

**Accomplishment:**

- Organizational Behavior and the Practice of Management, Spring Semester 1986

**1983 - 1984 George Washington University (Hampton Branch)**

**Visiting Adjunct Professor**

**Accomplishment:**

- Personnel Psychology, Spring Semester 1984
- Organizational Behavior, Winter Semester 1984
- Designing and Managing Organizations, Fall Semester 1983

**1982 Virginia Community College System (Chesapeake Campus)**

**Assistant Professor, Undergraduate Adjunct Faculty**

**Accomplishment:**

- Consumer Psychology, Summer 1982

**1982 Virginia Community College System (Tidewater Virginia Campus)**

**Assistant Professor, Undergraduate Adjunct Faculty**

**Accomplishment:**

- Managing Time Effectively, Summer 1982
- Behavioral Psychology, Spring 1982

**1981 – 1982 University of Southern California (Eastern Region, Norfolk Naval Station)**

**Associate Professor, Graduate Faculty (Safety and Systems Management)**

**Accomplishment:**

- Psychological Factors in Systems Management, Winter 1982
- Psychological Factor in Systems Management, Fall 1981

**1981 Golden Gate University (Norfolk Naval Station)**

**Associate Professor, Graduate Faculty (School of Business)**

**Accomplishment:**

- Human Problems in Administration: Leadership and Management: Case Studies Concepts, Fall 1981

**1980 Norfolk State University (Norfolk, Virginia)**

**Assistant Professor, Undergraduate Adjunct Faculty (School of Business)**

**Accomplishment:**

- Statistical Analysis for Business Decisions, Fall 1980

**1979 – 1980**      **Old Dominion University (Norfolk, Virginia)**  
**Assistant Professor, Undergraduate Adjunct Faculty (Psychology Department)**

**Accomplishment:**

- Applied Psychology in Personnel Management, Winter 1980
- Organizational Behavior and the Practice of Management, Fall 1979
- Organizational Psychology, Fall 1979
- Psychological Implications of the Evaluation Process, Spring 1979

## **ACADEMIC JOURNAL MANAGEMENT EDITORSHIP**

**1988 – present**    The Journal of Management Systems (JMS)  
**1990 – present**    The Journal of Information Technology Management (JITM)  
**1996 – 1999**      The Journal of Computer Science and Information Technology (CSIM)  
**1991 – 1996**      The International Journal of the Association of Management (IAoM)  
**1990 – 1991**      The Journal of Management in Practice (JMiP)  
**1998 – present**    The Dissertation Research Journal (DRJ). The journal is currently on hold pending future appointments.

## **PRESENTATIONS & PUBLICATIONS**

Hamel, Willem A., The origins of Japanese Management, Human Resources Management and Organizational Behavior (HRMOB) Conference Proceedings, Clearwater, Florida, 1986.

Hamel, Willem A., Performance based management systems: filling army human resource demands in the future, Ninth Biennial Psychology in the DOD Symposium, US Air Force Academy, Colorado Springs, Colorado, 1984.

Klenke, K & Hamel, W. A. The effects of individual, task, and organizational variables on effort-performance expectancies, Southeastern Academy of Management, New Orleans, Louisiana, 1984

Klenke, K. & Hamel, W. Performance based measurement systems, paper presented at the 26<sup>th</sup> Annual Meeting of the Military Testing Association, Munich, Germany, 1984

Hamel, Willem A., Traditional American leadership characteristics, US Army Transportation Corps Conference Proceedings, Fort Eustis, Virginia, 1983.

Hamel, Willem A., Studies of leadership characteristics, 1900 – 1982: research report, presented to the Office of the Deputy Assistant Commandant, Educational Technology, The US Army Transportation School, Fort Eustis, Virginia, 1983.

Hamel, Willem A., The origins of Japanese Management, paper presented at the 25<sup>th</sup> Annual Military Testing Association Conference, Gulf Shores, Alabama, 1983.

Hamel, Willem A., Japan's quest for the management grail, paper presented at the 25<sup>th</sup> Annual Military Testing Association Conference, Gulf Shores, Alabama, 1983.

Hamel, Willem A., U. S. Army enlisted personnel competency concept, paper presented at the 43<sup>rd</sup> Annual Conference of the Academy of Management, Dallas, Texas, 1983.

## **CONSULTANT ACTIVITIES**

**1977 – 1981**      Conducted Commonwealth of Virginia *government management relations* activities for the City of Portsmouth (Employee Orientation Program and City Policy Handbook), July 1981; City of Virginia Beach (Career Decision-making Workshops & Vocational-Psychological Testing), January 1981; City of Portsmouth (Career Development and Educational Training Act, CETA), 1979 & 1980; The City of Norfolk (Supervisor-Management Training Program, 1978 – 1979; Psychological Research Associates, Norfolk, VA (psychological testing for returning military personnel evaluation and career counseling), 1977-1978; The Bank of Virginia and Farm Fresh Supermarkets (manager assessment programs), 1977 – 1978.

## **SEMINARS and WORKSHOPS CREATED and IMPLEMENTED**

**1977 – 1981** Designed, wrote, and implemented over sixty seminars and workshops addressing labor relations, employee development, management techniques, leadership, conflict management, motivation, career strategies, resource management, supervisory training, and communications in Tidewater, Virginia.

## **PROPOSALS AUTHORED and SUBMITTED**

**1977 – 1981** Tendered fifteen proposal addressing management and education to organizations such as: Tidewater Manpower Authority, Internal Revenue Service, US Department of Energy, Department of the Army Defense Supply Service, US Department of Agriculture, Virginia Employment Commission, City of Virginia Beach, US Environmental Protection Agency, City of Portsmouth, Virginia, and the Commonwealth of Virginia, Department of Personnel. Of these only four manifested.

## **PROFESSIONAL AFFILIATIONS**

The Association of Management  
The Academy of Management  
American Psychological Society

## **HONORS/AWARDS/DISTINCTIONS**

**1984 – 1987:** Human Resource Management and Organizational Behavior (HRMOB) high performance RAM Award.  
**1983 – 1985:** HRMOB Executive Board Award for Distinctive Performance  
Virginia Safety Association Keynote Speaker  
**1977** American Society for Training and Development (ASTD) Conference Development Award  
**1970 – 1971:** Francis I. DuPont Fellow, University of Virginia, Cum Laude, Suffolk University, Boston, Massachusetts

## **LICENSURE / CERTIFICATIONS**

### **Academic**

Virginia Commonwealth Secondary School Superintendent.  
Virginia Commonwealth Secondary School Principal  
Virginia Commonwealth Secondary School Teacher

### **Commercial**

Crane, Backhoe, and Dragline Heavy Equipment Operator, Charlotte, North Carolina.

## **LANGUAGES**

German: fluent  
Russian and Dutch: working knowledge

## **NOTE:**

Current professional business employment activities in the areas of journal publications and conferences, etc. can be transferred to another environment.