

**LEON FAIFMAN, Ph.D.**

lfafman@ut.edu

**EDUCATION**

- Florida Atlantic University, Boca Raton, Florida** December 2018  
Doctor of Philosophy in Business Administration – Management  
Dissertation: Acquisition of Private Firms  
Committee: Dr. Kimberly Ellis (Chair), Dr. Peggy Golden (co-Chair)  
Dr. Chandra Mishra, and Dr. Mingxiang Li
- Texas A&M University, Mays Business School, College Station, Texas** December 2012  
Master of Business Administration
- University of Derby, Haifa Campus, Haifa, Israel** April 2007  
Bachelor of Arts in Business Management with Honors

**ACADEMIC EMPLOYMENT HISTORY**

- The University of Tampa, Tampa, Florida** 2019 - Present  
*Assistant Professor of Management and Entrepreneurship*

Courses Taught:

- MGT 431 – Practical Strategic Assessment (Capstone)
- MGT 355 – The Art and Science of Negotiation
- MGT 350 – International Business
- MGT 330 – Principles of Management
- BAC 101/102 – First Year Seminar

Service Activities and Student Engagement:

- Student Advising
- Committee Service
- Founder and Faculty Advisor – Sykes College of Business Management Club

- Instructor of Management and Entrepreneurship*** 2018-2019

Courses Taught:

- MGT 431 – Practical Strategic Assessment (Capstone)
- MGT 350 – International Business
- MGT 333 – Principles of Management

- Florida Atlantic University, Boca Raton, Florida** 2013 - 2018

***Ph.D. Student and Research Assistant***

- working under Dr. Kimberly Ellis

***Ph.D. Student and Instructor*** - Courses Taught:

- MAN 4720 - Global Strategy and Policy (Capstone)
- ENT 4024 - Entrepreneurship

**REFERRED JOURNAL PUBLICATIONS**

Ellis, K., Lamont, B., Holmes, R., Ro, S., Faifman, L., DeGhetto, K., and Parola, H. 2017. Institutional Determinants of Ownership Positions of Foreign Acquirers in Africa. *Global Strategy Journal*. 8(2): 242-274

Ellis, K. M., Lamont, B. T., Reus, T. H., Faifman, L. 2015. Mergers and Acquisitions in Africa: A Review and an Emerging Research Agenda. *Africa Journal of Management*. 1(2): 137-171.

## CASES

Beyer, J., Faifman, L., Ho, E., Kuzenovic, M., Olian, L. 2014. lululemon case, in *Strategic Management: Concepts and Cases: Competitiveness and Globalization, eleventh edition*, Hitt, M., Ireland, R. D., Hoskisson, R. Cengage Learning, Stamford, CT, USA.

## MANUSCRIPTS CURRENTLY UNDER REVIEW

Liou, R., Faifman, L., Ellis, K. Protectionism and Ownership Strategy During Cross-Border M&As – R&R at *Management International Review*.

Faifman, L., Pittz, T., Kloepfer, K. What Do Entrepreneurs Want, and How Will They Exit? The Imprinting Effects of Entrepreneurial Experience – *American Journal of Entrepreneurship*

## REFEREED CONFERENCE PRESENTATIONS AND PROCEEDINGS

Faifman, L., Cox, Kevin. 2017. Entrepreneurial Experience, Entrepreneurial Motivation, and Choice of Exit Strategies – *Southern Management Association Proceedings*. 2017(1): 336.

-Presented by Faifman, L. at: *Southern Management Association, St. Pete Beach, Florida, USA*

Faifman, L., Ellis, K. M., & Golden, P. A. (2016). Cross-border M&A Effects of High Tech Status on Share of Ownership in Target Firms - *Academy of Management Proceedings*. 2016(1): 12230.

-Presented by Faifman, L. at: *Academy of Management Meeting, Anaheim, California, USA*.

Faifman, L., 2015. The Moderating Effect of Entrepreneurial Background on the Relationship between Entrepreneurial Motivation and Choice of Exit Strategies - *Academy of Business Research Conference, Boca Raton, Florida, USA*.

Faifman, L., 2015. Why Do Success Investors Overpay When Acquiring Entrepreneurial Firms- *Academy of Business Research Conference, Boca Raton, Florida, USA*.

Faifman, L. 2014. Determinants of Share of Ownership Acquired in Cross-Border Acquisitions of Israeli Firms - *Macro and Micro Foundations of Acquisitions in Volatile Industries Conference, Tel Aviv University, Tel Aviv, Israel*.

Faifman, L. 2014. Cross-Cultural Mergers and Acquisitions - *9th Global and Cross Cultural Management Ph.D. Workshop and Conference, Maastricht University, Maastricht, Netherlands*.

## WORKING PAPERS

Faifman, L., Ellis, K., Golden, P. Acquisition of Private Firms – targeting *Journal of Management*.

Faifman, L., Ellis, K., Ro, S., Golden, P. Cross-border M&A Effects of High Tech Status on Share of Ownership in Target Firms – targeting *Journal of International Management*.

Faifman, L., Golden, P., Ellis, K., Li, M. The Relationship between High-tech Status of the Target Firm, Share of Ownership Acquired, and M&A Performance – targeting *Journal of International Management*.

## UNPUBLISHED MANUSCRIPTS

Faifman, L., Golden, P., Ellis, K., Li, M. The Relationship between High-tech Status of the Target Firm, Share of Ownership Acquired, and M&A Performance

Faifman, L. Why Do Successful Investors Overpay When Acquiring Entrepreneurial Firms – Revision stage.

Faifman, L. The Effect of Long-term Orientation and Uncertainty Avoidance Dimensions of Culture on Acquisition Premiums in Cross-border Acquisitions.

Faifman, L., Understanding the Relationship between Culture and Cross-Cultural Negotiations Outcomes through Sources of Guidance and Event Meaning.

### **PROFESSIONAL SERVICE**

<b>Southern Management Association</b>	October 2017
- Session Facilitator: Multilevel Perspectives on Entrepreneurial Activity	
<b>Academy of Management</b>	August 2017
- Session Chair: Entrepreneurial Exit and Failure	
<b>Academy of Management</b>	August 2016
- Session Chair: New Venture & Exit	
<b>Academy of Management</b>	2015 – 2017
- Manuscript Reviewer	
<b>Southern Management Association</b>	2014 – 2017
- Manuscript Reviewer	

### **HONORS AND AWARDS**

<b>Southern Management Association</b>	
- Late Stage Doctoral Consortium	2016
- Early Stage Doctoral Consortium	2014
<b>Florida Atlantic University, Boca Raton, Florida</b>	
- Presidential Fellowship	2014
- Presidential Fellowship	2013
<b>Texas A&amp;M University, College Station, Texas</b>	
- Lowry Mays Scholarship	2012
- Lowry Mays Scholarship	2011

### **INDUSTRY EXPERIENCE**

**Amazon.com, Columbia, South Carolina – Fulfillment Center** May 2012 – August 2012  
*Operations MBA Intern – Pathways (Leadership Development Program)*

- Critically analyzed operations and metrics and identified opportunities for process improvement.
- Developed and re-structured four key processes, increasing productivity and capacity utilization.
- Led change to implement the newly developed processes across multiple management teams.

- Achieved 5% and 9% in productivity improvements of work processes.
- Achieved 4% improvement in storage capacity utilization, adding 25,000 cubic feet of storage.
- Financially validated \$450,000 in variable costs savings and \$150,000 in opportunity costs savings.

**Independent Consultant, Israel - Management Consulting** 2009 -2011

- Increased sales margins by developing effective CRM, B2B and B2C strategies.
- Led change in organizational structure and processes, and increased overall performance.
- Strategized to launch two new ventures with a start-up.

**Co-founder, Extreme Fitness, Israel - Military Preparation Organization** 2003 -2011

- Became the industry leader, prepared over 1,200 youths for military service in Special Forces.
- Planned and led 'Hell-weeks', marches, and adventure trips with groups of over 100 youths.
- Developed values, mental strengths, teamwork, leadership, and emotional intelligence.
- Developed the company's strategy, including growth, positioning, and diversification.

**Orange (Partner Communication), Israel - Telecommunications** 2010

**Small-Medium Enterprise Sales Manager**

- Managed and retained customer accounts through negotiations and B2B communications.
- Mentored four newly recruited sales managers.

**Israel Defense Forces, Airborne and Infantry Command, Israel** 2003 -2004

**Combat Medic, Chief Company Medic, and Staff Member - Sergeants Course**

- Treated soldiers in combat and training, making critical decisions in the field.
- Supervised and trained Company's combat medics; instructed first aid to Company's soldiers.

**REFERENCES**

**Dr. Kimberly Ellis (Dissertation Co-chair)**

Associate Professor  
 Management Programs Department  
 College of Business  
 Florida Atlantic University  
 Boca Raton, FL 33431  
 561-297-1279  
 kellis15@fau.edu

**Dr. Peggy Golden (Dissertation Co-chair)**

Professor Emeritus  
 Management Programs Department  
 College of Business  
 Florida Atlantic University  
 Boca Raton, FL 33431  
 561-297-4506  
 golden@fau.edu

**Dr. Chandra Mishra**

Professor  
 Management Programs Department  
 College of Business  
 Florida Atlantic University  
 Boca Raton, FL 33431  
 561-297-0251  
 cmishra@fau.edu