

LEON FAIFMAN

EDUCATION

- Florida Atlantic University, Boca Raton, Florida** Expected December 2018
Doctor of Philosophy in Business Administration – Management
Dissertation: Acquisition of Private Firms – Proposal Defense July 2017
Committee: Dr. Kimberly Ellis (co-chair), Dr. Peggy Golden (co-chair)
Dr. Chandra Mishra, and Dr. Mingxiang Li
- Texas A&M University, Mays Business School, College Station, Texas** Dec 2012
Master of Business Administration
- University of Derby, Haifa Campus, Haifa, Israel** Apr 2007
Bachelor of Arts in Business Management with Honors

ACADEMIC EMPLOYMENT HISTORY

- Florida Atlantic University, Boca Raton, Florida** 2013 - 2018
Research Assistant – working under Dr. Kimberly Ellis
Instructor: MAN 4720 - Global Strategy and Policy (Capstone)
Most Recent Evaluation - Overall Effectiveness: 1.56, 1 being the highest. College average: 2.01
Instructor: ENT 4024 - Entrepreneurship
Most Recent Evaluation - Overall Effectiveness: 1.22, 1 being the highest. College average: 2.01

REFEREED 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.

REFEREED CONFERENCE PRESENTATIONS

- Faifman, L., Cox, Kevin. 2017. Entrepreneurial Experience, Entrepreneurial Motivation, and Choice of Exit Strategies – *Southern Management Association, St. Pete Beach, Florida, USA*
- Faifman, L., Ellis, K., Golden, P. 2016. Cross-border M&A Effects of High Tech Status on Share of Ownership in Target Firms - *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. Cross-border M&A Effects of High Tech Status on Share of Ownership in Target Firms – targeting *Journal of International Management.*

Faifman, L., Cox, Kevin. 2017. Entrepreneurial Experience, Entrepreneurial Motivation, and Choice of Exit Strategies – targeting *Journal of Small Business 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 Business Studies.*

Woods, J., Barreto, T, Faifman, L. The Interaction of TMT Heterogeneity and Crisis Response on Firm Performance - targeting *Strategic Management Journal.*

Faifman, L. Why Do Successful Investors Overpay When Acquiring Entrepreneurial Firms – Revision stage - targeting *Journal of Business Venturing.*

Faifman, L. The Effect of Long-term Orientation and Uncertainty Avoidance Dimensions of Culture on Acquisition Premiums in Cross-border Acquisitions - targeting *Journal of International Business Studies.*

Faifman, L., Understanding the Relationship between Culture and Cross-Cultural Negotiations Outcomes through Sources of Guidance and Event Meaning - targeting *Cross Cultural Management: An International Journal.*

PROFESSIONAL SERVICE

Academy of Management – Session Chair: Entrepreneurial Exit and Failure	Aug 2017
Academy of Management – Session Chair: New Venture & Exit	Aug 2016
Academy of Management – Manuscript Reviewer	2015 – Present
Southern Management Association - Manuscript Reviewer	2014 – Present
Texas A&M University, Mays Business School Consulting Club - Founder and President	2012

HONORS AND REWARDS

Southern Management Association

Late Stage Doctoral Consortium 2016

Early Stage Doctoral Consortium 2014

Florida Atlantic University, Boca Raton, Florida

Presidential Fellowship 2013, 2014

Texas A&M University, Mays Business School, College Station, Texas

Lowry Mays Scholarship 2011, 2012

PROFESSIONAL MEMBERSHIPS

Academy of Management (BPS, ENT, IM)

Southern Management Association

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 to identify 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

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

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 (Co-chair)

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Florida Atlantic University
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Dr. Chandra Mishra

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Dr. Peggy Golden (Co-chair)

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