



**Paul Joseph Guglielmino**  
Associate Professor of Management (Ret.)  
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### **Accomplishments and Honors:**

- 2012 Doctoral Dissertation Juror, University of Paris, Paris, France
- 2012 Invited Lecturer, College of Business, North-West University, South Africa
- 2007-14 Review Board, International Journal of Self-Directed Learning
- 2009 Retired from Florida Atlantic University
- 2006 Review Board, Human Resource Development Quarterly University of Minnesota, St. Paul, MN.
- 2006 Review Board, Human Resource Management Journal, University of Michigan, Ann Arbor, MI
- 2004 Received "Tradition of Excellence Award," Port St. Lucie Campus
- 2002 Received the Second Malcolm Knowles Memorial Award in Self-Directed Learning for Lifelong Contribution to the Field.
- 2002 Reviewer, Journal of Managerial Issues, Pittsburg State University, Pittsburg, KS
- 1999 Awarded FAU Foundation International Travel Grant to the University of Paris.
- 1998 Selected *University Distinguished Teacher of the Year*, Florida Atlantic University
- 1997 Selected Centers of Excellence Advisory Board Member, Walt Disney World, Orlando, Florida.
- 1997 College Finalist, Excellence in Undergraduate Teaching Award Program.
- 1996 College Finalist, Excellence in Undergraduate Teaching Award Program.
- 1995 Received Teaching Incentive Program (TIP) Award for Outstanding Teaching.
- 1994 Awarded Tenure, Promoted to Associate Professor, Florida Atlantic University
- 1994 Inducted into Beta Gamma Sigma, a national honor society in business.
- 1993 Received The Coleman Award for Research Excellence in Entrepreneurial Education, 38th World Conference on Small Business, Las Vegas, NV., 1993.
- 1993 Selected for the International Directory of Business and Management Scholars, Harvard University, Graduate School of Business Administration.
- 1991 Received FAU Foundation International Research Grant.
- 1991 Elected to Phi Kappa Phi, an interdisciplinary national honor society.
- 1990 Received Florida Atlantic University's Outstanding Achievement Award.
- 1990 Elected to the Scientific Council, Centre d'Etudes de Populations de Pauvrete et de Politiques Socio-Economiques, Grand Duché de Luxembourg.
- 1990 Elected Delegate, Florida Governor's Conference on Library and Information Services.
- 1988 Elected to Phi Beta Lambda, Tau Gamma Chapter.

### **Named to:**

- 2012 Who's Who in the World
- 2006-12 Who's Who in America
- 1990 Who's Who in American Education.
- 1981 Who's Who in the South and Southwest.
- 1981 Dictionary of International Biography, Cambridge, England.
- 1981 Men of Distinction, Cambridge, England.
- 1980 Outstanding Young Men of America.

### **PRESENT AND FORMER MEMBERSHIPS:**

Academy of Management-Former Member  
 US Association for Small Business and Entrepreneurship-Former Member  
 Academy of International Business-Former Member  
 Academy of Entrepreneurship-Former Member  
 Southern Management Association-Former Member  
 Business Association of Latin American Studies-Former Member

**EDUCATION:**

Doctor of Education (Ed.D.)  
 The University of Georgia, Athens, Georgia;  
 Adult Education (Human Resource Development), 1978.

Master of Arts (M.A.)  
 The Henry Grady School of Journalism  
 The University of Georgia, Athens, Georgia;  
 Advertising-Public Relations, 1970.

Bachelor of Arts (B.A.) in English, 1964  
 The Citadel, Charleston, South Carolina.

**WORK EXPERIENCE:**

Co-Owner Guglielmino & Assoc.	7339 Reserve Creek Drive Port St Lucie, FL 34986	2005-Present
Associate Professor of Management	College of Business Florida Atlantic University	1994-2007
Associate Director, Center For Entrepreneurship	College of Business Florida Atlantic University	1996-2002
Assistant Professor of Management	College of Business Florida Atlantic University	1990-1994
Executive Director Stuart-James Research Center	College of Business, Florida Atlantic University	1986-1994
Director Division of Continuing Education	Florida Atlantic University	1977-1981
Assistant Director Of Public Relations	The Citadel	1968-1969
Marketing Analyst	Shell Chemical Co.	1966-1968
Captain	U.S. Army, Adjutant General Corp	1964-1970

## **PUBLICATIONS:**

### **Articles in Refereed Journals, Invited or Refereed Book Chapters and Refereed Electronic Publications (latest to earliest)**

- Guglielmino, P.J. and Guglielmino, L.M. (2012) Culture and self-directed learning readiness in twelve countries.
- Watlington, Shockley and Guglielmino, P.J. (2010). The High Cost of Leaving: An Analysis of the Cost of Teacher Turnover. *The Journal of Education Finance*, Summer, Vol. 36 No.1, 2010. The University of Illinois Press.
- Guglielmino, P.J. and Guglielmino, L.M. (2006). Culture, self-directed learning readiness and per capita income in five countries. *SAM Advanced Management Journal*. Vol. 71, No. 2.
- Guglielmino, P.J., & Guglielmino, L. M.(2003). Are your learners ready for e-learning? In Piskurich, G. (Ed.) *The American Management Association handbook of e-learning: Effective design, implementation and technology solutions*. New York: AMACOM.
- Guglielmino, L. M., & Guglielmino, P. J. (2003). Identifying learners who are ready for e-learning and supporting their success. In Piskurich, G. (Ed.). *Preparing learners for e-learning*. San Francisco: Jossey-Bass.
- Guglielmino, L. M., & Guglielmino, P. J. (2003). Becoming a more self-directed learner: Why and how. In Piskurich, G. (Ed.). *Getting the most from e-learning*. San Francisco: Jossey-Bass.
- Guglielmino, L.M., & Guglielmino, P.J. (2003). Self-directed learning and the learning organization. In Long, H. B. & Associates, *Current developments in E-learning and self-directed learning*. Boynton Beach, FL: International Self-Directed Learning Symposium Publications.
- Guglielmino, P.J., & Guglielmino, L. M.(2002). Learner characteristics affecting success in electronic distance learning. In Long, H. B., & Associates, *Twenty-first century advances in self-directed learning* Schaumburg, IL: Motorola University(CD-ROM).
- Guglielmino, L. M.,Mazmanian, P.E., Guglielmino, P.J., Hoban, J. D., & Pololi, L. (2002) L'aptitude a l'apprentissage autodirige d'etudiants en medecine: Uneanalyse preliminaire des donnees de trios facultes de medecine aux Etats-Unis (Self-directed learning readiness of medical students: A preliminary examination of data from three medical schools in the United States). In Carre, P. & Moisan, A. *La formation autodirigee: Aspects psychologiques et pedagogiques*. Paris, France:L'Harmattan.
- Guglielmino, L, Guglielmino, P. & Choy, S. (2001) Readiness for self-directed learning, job characteristics, and workplace performance: an Australian sample. In H.B. Long and Associates. Self-directed Learning and the Information Age (CD ROM Book Publication) Schaumburg, IL. Motorola University Press.
- Guglielmino, P. and Guglielmino, L. (2001) Managing in a world of change: moving towards a distributed learning model based on self-managed learning. SAM Advanced Management Journal, 66:3. pp. 36-43.
- Guglielmino, L., Guglielmino, P. & Durr, R. (2000). Learning contracts: A learning technique and a developmental process. In Piskurich, G., Beckschi, P. & Hall, B. (Eds.). *The ASTD handbook of training design and delivery*. (396-414). New York: McGraw-Hill.
- Guglielmino, P. and Guglielmino, L. (1998) Three studies of self-directed learning readiness in the Peoples Republic of China in H. B. Long's Developing Paradigms for Self-Directed Learning, pp 61-73.

Long, H.B. and Associates, Norman Oklahoma: Public Managers Center, College of Education, University of Oklahoma.

- Guglielmino, P. and Murdick, R.G. (1997) Self-directed learning: the quiet revolution in corporate training and development. SAM Advanced Management Journal, 62:3. pp 10-18.
- Guglielmino, P. and Klatt, L. (1996) Some innovative methods in entrepreneurship education. 1996 Research on Innovative Strategies and Entrepreneurship (RISE Proceedings), University of Jyvaskyla, Jyvaskyla, Finland.
- Guglielmino, P. , Guglielmino, L. and Zhao, S. (1996). A preliminary study of self-directed learning readiness in the people's republic of China. Chapter 10 in Huey B. Long and Associates Current Developments in Self-Directed Learning. Norman, OK: Public Manager's Center, University of Oklahoma.
- Durr, R., Guglielmino, L. & Guglielmino, P. (1996) Self-directed learning readiness skills and occupational categories. Human Resource Development Quarterly, 7:4.
- Guglielmino, P., Klatt, L. and Guglielmino, L. (1995). A Preliminary Examination of Cultural Differences in Worker Readiness for Self-Directed Learning in H.B. Long and Associates New Dimensions in Self-Directed Learning. Norman, OK: Public Managers Center, University of Oklahoma.
- Kitson, D., Lekan, D. and Guglielmino, P. (1995). "Self-Directed Learning Readiness Personality Correlates." Chapter 3 in H.B. Long and Associates New Dimensions in Self-Directed Learning. Norman, OK: Public Managers Center, University of Oklahoma.
- Durr, R., Guglielmino, L. and Guglielmino, P. (1994). "Self-Directed Learning Readiness and Job Performance at Motorola." Chapter 13 in H. B. Long and Associates, New Ideas About Self-Directed Learning. Norman, OK: Oklahoma Research Center for Continuing Professional and Higher Education, University of Oklahoma.
- Guglielmino, P. & Klatt, L. (1994) "Self-Directed Learning Readiness as a Characteristic of the Entrepreneur." Chapter 12 in H.B. Long and Associates, New Ideas About Self-Directed Learning. Norman OK: Oklahoma Research Center for Continuing Professional and Higher Education, University of Oklahoma. This paper won the Coleman Award for research excellence in entrepreneurial education at the 1993 38th World Conference on Small Business
- Guglielmino, P. & Zhao, S. (1993) A comparative study of learning style and performance in the Peoples' Republic of China and the United States. Competitiveness Review, 3:1.
- Guglielmino, P. & Roberts, D. (1992) A comparison of self-directed readiness in U.S. and Hong Kong samples and the implications for job performance. Human Resource Development Quarterly, 3:3.
- Guglielmino, P. & Guglielmino, L. (1992) The self-directed learner: A valued human resource of the 21st century. Chichester, England. Sundridge Park Management Review, 5:4, 32-39.
- Guglielmino, P. & Vichas, R. (1991) Self-directed learning skills in Honduras: A comparative study. Iberoamericana, Nordic Journal of Latin American Studies, Stockholm School of Economics, University of Stockholm. 21, 67-85.
- Guglielmino, P. & Guglielmino, L. (1988) "Self-Directed Learning in Business and Industry: An Information Age Imperative." Chapter 6 in Long, Huey and others. Self-Directed Learning: Application and Theory. University of Georgia Department of Adult Education.
- Guglielmino, P., Guglielmino, L. & Long, H. (1987) Self-directed learning readiness and performance in the workplace. Higher Education, 16, 303-317.

- Guglielmino, P. & Guglielmino L. (1984). Cuestionario para medir la predisposicion hacia el aprendizaje auto-dirigido, Revista Universidad EAFIT, 53. Enero-Febrero Marzo.
- Guglielmino, P. (1984) Desarrollando el alto nivel ejecutivo para la decada de los 80 y posteriormentes. Revista Universidad EAFIT, 53. Enero-Febrero Marzo.
- Guglielmino, P. & Carroll, A. (1984) La jerarquia de las habilidades administrativas: Desarrollo profesional futuro para administradores de manos medios. Revista Universidad EAFIT, 53. Enero-Febrero Marzo.
- Guglielmino, P. & Carroll, A. (1979). The hierarchy of management skills. Management Decision, 17. Cambridge, England.
- Guglielmino, P. (1978) Developing the top level executive for the 1980's and beyond. Training and Development Journal, 4.

### **Book Chapters, Monographs, Proceedings and Exercises**

- Guglielmino, L. & Guglielmino, P. (Reprint, 2005) Expanding Your Readiness for Self-Directed Learning: A Workbook for the Learning Preference Assessment . Los Alamos National Laboratory's Leadership Center, Professional Success Series on Self-Directed Learning, Los Alamos, California.
- Guglielmino, P. and Klatt, L. (1996). Toward a theory of entrepreneurship education. The Art & Science of Entrepreneurship Education: Volume IV.
- Guglielmino, L. and Guglielmino, P. (1995). "Practical Experience with Self-Directed Learning in Business and Industry Human Resource Development." Chapter 5 in R. Brockett and R. Hiemstra (Eds.), Overcoming Resistance to Self-Direction in Learning. San Francisco: Jossey-Bass.
- Guglielmino, P. & Guglielmino, L. (1992) "Assessing Your Learning Style." In Bernardin, H.J., Human Resources Management, An Exercise 12.2.
- Guglielmino, L. & Guglielmino, P. (1991) The Learning Preference Assessment Trainer Guide, Organization Design and Development, Inc., King of Prussia, Pennsylvania.
- Guglielmino, L. & Guglielmino, P. (1991) Expanding Your Readiness for Self-Directed Learning: A Workbook for the Learning Preference Assessment, Organization Design and Development, Inc., King of Prussia, Pennsylvania.