
Jose Proenca, Ph.D.
Professor
Management
School of Business Administration
jproenca@widener.edu

Academic Background

Ph.D. University of Alabama at Birmingham - School of Business and School of Health-Related Professions, Birmingham, Alabama, 1993.

M.B.A. University of Bombay, Bombay, India

B.S. University of Bombay, Bombay, India, Pharmacy

WORK EXPERIENCE

Work Experience

Academic

Professor, Widener University, School of Business Administration (1992 - Present), Chester, Pennsylvania.

Research and Teaching Fellow, University of Alabama at Birmingham (1989 - 1992), Birmingham, Alabama.

Non-Academic

Marketing Manager, M S Pharmaceuticals (1983 - 1988), Goa, India.

Production Supervisor, Cosme Farma Laboratories (1980 - 1981), Goa, India.

TEACHING

Courses Taught

Courses from the Teaching Schedule: DEVELOPING YOUR MGT SKILLS, HUMAN RESOURCE MGMT, LEADERSHIP, Leading Organizations and People, MANAGEMENT OF CHANGE, MANAGING COMMUNITY HEALTH, MANAGING FOR RESULTS, MGT POL & STRAT, MHR Capstone, Managing Community Health, Managing for Results, ORG & ADM HLTH INST, ORG & ADM HLTH INST, ORG & MGT GLOB PERS, STRATEGIC PLANNING

Teaching Activities

Assurance of Learning - Teaching

2015 - *Ethics in BUS 605.*

Couse Engagement - experiential learning

2015 - *MGT 452.*

Course (New) - Creation/Delivery: Online

2016 - *BUS 675 Managing for Results.*

2016 - *HCM 661 - Community Health Management.*

2015 - MGT 622 Developing Management Skills.
 2015 - MGT 625 Management of Change.
 2014 - BUS 605 Leading Organizations and People.

INTELLECTUAL CONTRIBUTIONS

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	10			10
Articles-in-Progress (All)	4			4
Publications in Refereed Conference Proceedings	7			7
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	2			2
Presentations of Refereed Papers	23			23

Refereed Articles

Basic or Discovery Scholarship

Brannen, K., Young, T., Goldman, B., Patterson, B., & Proenca, J. (2017). Leading Nurses: Emotional Intelligence and Leadership Development Effectiveness. *Leadership in Health Services*.

Proenca, J. (2014). Perceived Organizational Support as a Moderator of Empowerment Practices. *Academy of Business Research Journal*.

Proenca, J. (2012). A model of antecedents, mediators, and moderators of satisfaction and turnover among service workers. *International Journal of Business and Social Science*.

Proenca, E. J. (2007). Team dynamics and team empowerment in health care organizations. *Health Care Management Review*.

Rosko, M. D., & Proenca, E. J. (2007). The impact of membership in different types of systems on hospital cost efficiency: Do methods matter? *Inquiry*.

Proenca, E. J., Rosko, M. D., & Dismuke, C. E. (2005). Service collaboration and hospital cost performance: Direct and moderating effects. *Medical Care*, 43 (12), 1-9.

Rosko, M. D., & Proenca, E. J. (2005). Impact of health network and health system use on hospital X-inefficiency. *Health Care Management Review*, 30 (1), 69-79.

Proenca, E. J. (2004). Ethics orientation as a mediator of organizational integrity in health services organizations. *Health Care Management Review*, 29 (1), 40-50.

Proenca, E. J., Rosko, M. D., & Zinn, J. (2003). Correlates of hospital provision of prevention and health promotion services. *Medical Care Research and Review*, 60 (1), 58-78.

Proenca, E. J. (2003). A stakeholder approach to community health management. *Journal of Health and Human Services Administration*, 26 (10), 10-34.

Refereed Proceedings

Basic or Discovery Scholarship

Proenca, J. (2008). Work-family Conflict and Attitudes of Nursing Assistants: Mediating and Moderating Effects. *Best Paper Proceedings of the 68th Annual Meeting of the Academy of Management*.

Proenca, E. J. (2002). Organization Support as Moderator of Empowerment in Health Care Workers. *Global Business and Technology Conference*.

Rosko, M. D., & Proenca, E. J. (2002). Impact of Network and System Use on Hospital X-Inefficiency. *Best paper proceedings of the 62nd Annual Meeting of the Academy of Management*.

Proenca, E. J., Rosko, M. D., & Zinn, J. (2001). Determinants of Network Use to Provide Hospital Services. *Best Paper Proceedings of the 61st Annual Meeting of the Academy of Management*.

Proenca, J. (1995). Are older workers really different? The effects of age, tenure, and education on the work preferences of registered nurses. *Proceedings of the Southern Management Association*.

Proenca, J. (1993). Hospital culture values and staff retention. *Best Paper Proceedings of the 53rd Annual Meeting of the Academy of Management*.

Proenca, J. (1992). The relationship between nurses' work experience and perceived importance of organization and job attributes. *Proceedings of the Southern Management Association*.

Chapters, Cases, Readings, Supplements

Cases

Antonucci, Y. L., & Proenca, E. J. (2000). Managing and Using Information Systems: A Strategic Approach. In Keri Pearlson (Ed.), *Comprehensive Case Overview: Stately Furniture and Decor*. John Wiley & Sons, Inc..

Chapters

O'Connor, S., & Proenca, E. J. (2009). Strategic Human Resources Management in Health Services Organizations. *Management of Organizational Culture*. Delmar Cengage.

Presentations of Refereed Papers

International

Proenca, J. (2015). *Work Engagement as a Mediator of Compassion in the Workplace*. Academy of Business Research Conference, New Orleans, Louisiana.

Proenca, J. (2014, March). *The impact of Job Enrichment on Employee Attitudes: A study of nursing assistants*. Academy of Business Research Conference, New Orleans, Louisiana.

Proenca, J. (2012, August). *Job Characteristics and Turnover Intent among Nonprofit Employees: Mediating and Moderating Effects*. Annual Meeting of the Academy of Management, Boston, Massachusetts.

Proenca, J. (2010). *Perceived Compassion Among Certified Nursing Assistants: A Study of Mediating Effects*. Annual Meeting of the Academy of Management, Montreal, Canada.

Proenca, J. (2010). *The Impact of Employee Involvement in Non-Profit Organizations*. Annual Meeting of the Academy of Management, Montreal, Canada.

Proenca, J. (2009). *How Empowerment Practices Work: The Role of Employee Confidence in Management*. Annual Meeting of the Academy of Management, Chicago, Illinois.

Proenca, J. (2008). *Work-family Conflict and Attitudes of Nursing Assistants: Mediating and Moderating Effects*. Annual Meeting of the Academy of Management, Anaheim, California.

Proenca, E. J. (2007, May). *Antecedents and moderators of burnout-related turnover*. European Academy of Management, Paris, France.

Rosko, M. D., Proenca, E. J., & Zinn, J. (2005, July). *Impact of Health System Structural Variation on Hospital Costs*. International Health Economics Association, Barcelona, Spain.

Rosko, M. D., Proenca, E. J., & Zinn, J. (2004, September). *The Impact of Membership in Different Types of Systems on Hospital Efficiency*. Conference on Strategic Issues in Health Care Management, St. Andrews, Scotland.

Rosko, M. D. & Proenca, E. J. (2004, May). *The Impact of Inter-Organization Collaboration on Hospital Cost: The Role of Environmental and Organizational Moderators*. European Academy of Management, St. Andrews, Scotland.

Proenca, E. J. (2002, June). *Organization Support as Moderator of Empowerment in Health Care Workers*. Global Business and Technology Conference, Rome, Italy.

National

Brannen, K., Young, T., Patterson, B., Krouse, A., & Proenca, J. (2015). *Developing Emotional Intelligence and Transformational Leadership in Nurse Leaders*. National Business and Economic Society Conference, Panama City, Panama.

Proenca, J. (2011). *How Involvement Keeps Employees Committed, Loyal, and Satisfied: A Study of Service Workers*. Academy of Business Research Conference, Las Vegas, Nevada.

Proenca, E. J. (2007, August). *Employee Responses to Hospital Restructuring: Mediating and moderating effects*. Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Proenca, E. J. & Carpenter, C. E. (2006, August). *Employee Involvement and Work-related Attitudes of Nursing Assistants: A Study of Mediating Effects*. 66th Annual Meeting of the Academy of Management, Atlanta, Georgia.

Proenca, E. J., Carpenter, C., & Goldman, B. (2005, August). *Job Demands, Burnout, and Turnover Intent Among Nursing Assistants: Mediating and Moderating Effects*. 65th Annual Meeting of the Academy of Management, Honolulu, Hawaii.

Proenca, E. J. (2004, August). *Perceived Organizational Support as Moderator of Empowerment Practices in Non-profit Organizations*. 64th Annual Meeting of the Academy of Management, New Orleans, Louisiana.

Proenca, E. J. (2004, August). *The Empowering Potential of Team Membership and Team Dynamics in Health Care Organizations*. 64th Annual Meeting of the Academy of Management, New Orleans, Louisiana.

Proenca, E. J. & Rosko, M. D. (2003, August). *Service Collaboration and Hospital Cost Performance: Direct and Moderating Effects*. 63rd Annual Meeting of the Academy of Management, Seattle, Washington.

Rosko, M. D. & Proenca, E. J. (2002, August). *Impact of Network and System Use on Hospital X-Inefficiency*. 62nd Annual Meeting of the Academy of Management, Denver, Colorado.

Proenca, E. J., Rosko, M. D., & Zinn, J. (2001, August). *Determinants of Network Use to Provide Hospital Services*. 61st Annual Meeting of the Academy of Management, Washington, District of Columbia.

Proenca, E. J. (2001, June). *The Role of Internet Technologies in the Health Care Industry: Determinants, Outcomes, and Moderators of Adoption by Health Care Organizations*. Conference on Business, University of Hawaii, Honolulu, Hawaii.

Working Papers

Proenca, J. (2010). "Work-family Conflict and Attitudes of Nursing Assistants: Mediating and Moderating Effects."

Proenca, J. (2010). "How Empowerment Practices Work: The Role of Employee Confidence in Management."

Proenca, J. (2010). "The Impact of Employee Involvement in Non-Profit Organizations."

Proenca, J. (2010). "Perceived Compassion Among Certified Nursing Assistants: A Study of Mediating Effects."

SERVICE

Service to the Institution

College Assignments

Chair:

2016-2017: Strategic Planning Committee

Member:

2016-2017: Curriculum and Academic Standards

2016-2017: Assessment and AOL Committee

2015-2016: Executive Committee

College Assignments

Member:

2015-2016 – 2016-2017: MBA Core Team

2015-2016: Curriculum and Academic Standards Committee

University Assignments

Member:

2016-2017: Campaign Planning Committee

Honors/Awards

Award

2015: Distinguished Graduate Teaching Award, Widener University.

2014: Distinguished Research Professor Award, Widener University.

2012: Distinguished Graduate Teaching Award, Widener University.

2008: Distinguished Graduate Teaching Award, Widener University.

2005: Distinguished Graduate Teaching Award, Widener University.

1999: Distinguished Graduate Teaching Award, Widener University.

1995: Distinguished Graduate Teaching Award, Widener University.