

# Dr. Duane Helleloid

**Professor, and Pancratz Faculty Fellow**  
**School of Entrepreneurship and Management**  
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## EDUCATION:

- 1998            Ph.D. in International Business and Business Policy, The University of Washington, Graduate School of Business, Seattle, WA, USA
- 1986            Master of Science in Industrial Engineering with certificate for Outstanding Academic Achievement, Stanford University, Stanford, CA, USA
- 1984            Bachelor of Mechanical Engineering and Bachelor of Science in Economics cum laude, University of Minnesota, Minneapolis, MN, USA
- 1980            Associate of Arts with Honors, Rainy River Community College, International Falls, MN, USA

## EMPLOYMENT:

- 2011-present    Professor, University of North Dakota
- 2003-2011      Associate Professor, University of North Dakota  
Taught undergraduate and masters courses in Strategy, International Business, Organizational Behavior, Business Ethics, Principles of Management, Leadership, Technology Management
- 2018-2021      Department Chair, Management Department, University of North Dakota
- Fall 2015        Provided administrative leadership for the areas of Management, Entrepreneurship, Leadership, Supply Chain Management, Airport Management, Aviation Management
- 2006-2012
- 2001-2003      Teaching Professor, RH Smith School of Business, University of Maryland at College Park  
Taught MBA courses in Strategic Management, Global Strategy, and Industry & Competitor Analysis. Course coordinator for Strategic Management.
- 1999-2001      Assistant Professor, Towson University  
Taught undergraduate courses in Strategic Management, International Business, and Human Resource Management. Course coordinator for Strategic Management.
- 1996-1999      Visiting Assistant Professor, University of Connecticut  
Taught courses in Technology Management, International Business, and Strategic Management in evening and weekend MBA program. Taught undergraduate Organizational Behavior course.
- 1994-1995      Visiting Assistant Professor, Stockholm School of Economics
- 1995-2009      Visiting Faculty (Part-time), Stockholm School of Economics in Riga  
Taught master's course on Strategy & Organization in Multinational Firms, Executive MBA courses on Technology Management and Strategy, and undergraduate courses in International Economics, International Business, and Strategy. Received award as "Best Professor Ever" by the 1997 graduating class.
- Autumn 1995    Visiting Assistant Professor, Norwegian School of Management
- Spring 1998     Taught MBA and MSC courses on Technology Management, Strategic Management, and Strategy Implementation.
- 1990-94        Teaching and Research Assistant, University of Washington

Teaching assignments included Introduction to International Business, Entrepreneurship, and International Business in Developing Countries at the undergraduate level.

- 1988-90 Product Manager, Mechanical Design Division, Hewlett-Packard, Fort Collins, CO  
Responsible for five software programs used by mechanical engineers for product design. The programs were available in 11 different languages, with most sales originating in Europe.
- 1986-88 Sales Development Engineer, Mechanical Business Division, Hewlett-Packard, Seattle, WA  
Responsible for sales development and support for a family of mechanical engineering software programs.
- 1984-86 Research and Teaching Assistant, Stanford University, Stanford, CA  
Research Assistant on improving the product development process. Teaching Assistant for Managing Technology for Competitive Advantage, Project Management, and Industrial Accounting.

### **PUBLICATIONS:**

Katherine Campbell and Duane Helleloid, "Ann Hopkins and PwC: Critically Analyzing Culture, Leadership, Policies, and Reporting for Diversity and Inclusion." Issues in Accounting Education 1 February 2023; 38 (1): 185–199. <https://doi.org/10.2308/ISSUES-2021-115>

Duane Helleloid. "Buying Native Sovereignty." Journal of Business Ethics Education. Volume 19, pages 193-208, 2023. ISSN: 1649-5195

Katherine Campbell and Duane Helleloid. "Individual Decisions and the Public Trust: The PCAOB and KPMG." Journal of Business Ethics Education. Volume 19, pages 231-246, 2023. ISSN: 1649-5195

Katherine Campbell and Duane Helleloid, "Starbucks: Social Responsibility and Tax Avoidance," Journal of Accounting Education. Volume 37, Pages 38-60, 2016.

Duane Helleloid, Seong-Hyun Nam, Patrick Schultz, and John Vitton, "The U.S. Airline Industry in 2015." Journal of the International Academy for Case Studies. Volume 21, Number 5, Pages 113-125, 2015.

Duane Helleloid, "Market Entry in the U.S. Airline Industry." Entrepreneurial Executive. Volume 20, Number 1, Pages 43-51, 2015.

John Vitton, Seong-Hyun Nam, and Duane Helleloid, "The Rise and Decline of An American Icon: Montgomery Ward Company." Academy of Business Research Journal, Volume 1, Pages 7-25, 2015.

Katherine Campbell, Duane Helleloid, Patrick Schultz, and John Vitton, "Disclosing Information About Potentially Hazardous Toys at Mattel, Inc.." International Journal of Case Method Research and Application. Volume 24, Number 4, Pages 246-249, 2012.

Katherine Campbell and Duane Helleloid, "Conflict of Interest Policies and Information Efficiency." The Journal of Global Business Management. Volume 8, Number 2, Pages 94-97, 2012.

Katherine Campbell, Duane Helleloid, Patrick Schultz, and John Vitton, "Lockout at American Crystal Sugar." Journal of Business Case Studies. Volume 8, Number 6, Pages 595-600, 2012.

Katherine Campbell and Duane Helleloid, "Implications of IFRS Adoption on the Organization and Human Resource Management Practices of Global Accounting Firms." Journal of International Business Research. Volume 10, Number 1, Pages 109-116, 2011.

Patrick Schultz and Duane Helleloid, "Apple, Inc. and Greenpeace in 2008." Journal of Critical Incidents. Volume 3, Pages 42-49, 2010.

Duane Helleloid, "Brainier Babies?" Journal of Business Case Studies. Volume 6, Number 3, Pages 81-83, 2010.

Patrick Schultz, John Vitton, and Duane Helleloid, "Leadership Transition at 3M." Journal of Critical Incidents. Volume 2, Pages 50-57, 2009.

Patrick Schultz, John Vitton, and Duane Helleloid. "Reinvigorating Innovation at 3M in 2005." Business Case Journal. Volume 16, Number 1, Pages 55-83, 2009.

Katherine Campbell and Duane Helleloid. "Crisis Management at the National Institutes of Health." Journal of the International Academy for Case Studies. Volume 12, Number 1, Pages 111-118, 2006.

Katherine Campbell and Duane Helleloid. "SIA Catalogs." Business Case Journal. Volume 10, Number 1, 2003.

Katherine Campbell and Duane Helleloid. "An Exercise to Explore the Future Impact of New Technologies." Journal of Product Innovation Management. Volume 19, Number 1, 2002.

William Darrow, Algin King, and Duane Helleloid. "David vs. Goliath in the Hardware Industry: Generic Strategies and Critical Success Factors as Revealed by Business Practice." Mid-Atlantic Journal of Business. Volume 37, Numbers 2-3, 2001.

Katherine Campbell and Duane Helleloid. "Women's Undergarment Factory #8." Case Research Journal. Volume 21, Number 4, 2001.

Duane Helleloid. "Writing Cases in Emerging Market Economies." In Hans Klein, editor, Interactive Teaching and Learning Across Disciplines and Cultures. Boston, MA: World Association for Case Method Research and Application, 2001.

Katherine Campbell and Duane Helleloid. "A Misunderstanding over Preventive Maintenance." Journal of the International Academy for Case Studies. Volume 6, Number 1, Pages 102-107, 2000.

Katherine Campbell and Duane Helleloid. "VVH GMBH." Journal of the International Academy for Case Studies. Volume 5, Number 1, Pages 83-104, 1999.

Duane Helleloid. Instructor's manual for International Business by Charles W.L. Hill. Homewood, Ill: Irwin, 1994, 1996, 2000.

Duane Helleloid and Bernard L. Simonin. "Organizational Learning and a Firm's Core Competence." In Gary Hamel and Aime Heene, editors, Competence Based Competition. London: Wiley, 1994.

Steven C. Wheelwright and Duane Helleloid. "Honeywell Residential Division: New Product Development." Harvard Business School Case Study #9-689-035, 1989.

Paul S. Adler and Duane Helleloid. "Effective Implementation of Integrated CAD/CAM: A Model," IEEE Transactions on Engineering Management, Volume 34, Number 2, 1987.

**RECENT AND CURRENT SERVICE ACTIVITIES:**

Member, UND Senate, multiple years  
Member, UND Senate Budget Committee, September 2017 – August 2020  
Member, Senate Academic Standards Committee, May 2016 – August 2019  
Member, UND Strategic Planning Committee, AY 2016-2017  
Advisor for students participating in Eller and Templeton Ethics Case Competitions  
Bloomberg Businessweek Academic Advisory Board Member, September 2006–February 2021  
Member and Chair of College Promotions Committee, multiple years  
Member and Chair of College Curriculum Committee, multiple years  
Director of the Leadership Minor, approximately five years, non-consecutive

**SELECTED PAST SERVICE ACTIVITIES:**

President, Program Chair, Western Casewriters Association