

HUGO A. DECAMPOS

email: hugo.decampos@wayne.edu

315 Prentis Building • 5201 Cass Avenue • Detroit, Michigan 48202

Mobile: 248-943-5802

EDUCATION

- Michigan State University** Dec 2014
Ph.D. Business Administration
Major: Operations and Sourcing Management
Minor: Logistics
- Thunderbird, School of Global Management** Dec 2000
Master of International Management
- Arizona State University** Dec 2000
Master of Business Administration
- Brigham Young University** Aug 1998
BS Mechanical Engineering

EMPLOYMENT HISTORY

- Wayne State University – Assistant Professor – Detroit, MI** Jan 2015 to Present
- SCM3600 – Introduction to Operations and Supply Chain Management
 - Teaching Score out of 5.0 (2 sections each semester)
 - 2016 Fall: 4.8 and 4.4
 - 2016 Winter: 4.8 and 4.8
 - 2015 Fall: 4.7 and 4.6
 - 2015 Winter: 4.7 and 4.6
 - SCM4991 – Sustainable Supply Chain Management – Brazil Travel Abroad Win 2016 and 2017
 - Detroit – 1st half semester class instruction - tripartite curriculum: 1) business sustainability, 2) basic Portuguese instruction, 3) international political economy studies of Brazil. This prepares class for the trip
 - Brazil 12-day trip – company tours and university visits/networking in Rio de Janeiro, São Paulo and Manaus
- Wayne State University – Instructor – Detroit, MI** May 2013 to Dec 2014
- SCM3600 – Introduction to Operations and Supply Chain Management
 - Teaching Score out of 5.0 (2 sections each semester)
 - 2014 Fall: 4.7 and 4.5
 - 2014 Winter: 4.8 and 4.2
 - 2013 Fall: 4.2 and 4.1
- Michigan State University – Research Assistant – East Lansing, MI** Fall 2009 to Spring 2013
- Advisor – Steven A. Melnyk
- Michigan State University – Instructor – East Lansing, MI**
- SCM470 – Supply Chain Application and Policy (capstone course) Sum 2012, Sum 2013
 - SCM371 – Procurement and Supply Management Sum 2010, Fall 2010, Sum 2012, Sum 2013
 - SCM303 – Introduction to Supply Chain Management Sum 2010
- General Motors – Asia Pacific Purchasing Director, Electrical – Shanghai, China** Jul '07 – Aug'09
- Responsible for \$1.5B in purchases for GM Asia Pacific – all electrical components (wiring, electronic modules, radios, displays, batteries, sensors, switches, horns, instrument clusters, etc.).
 - Managed purchasing teams in Korea, China, Thailand, Australia and India (46 persons)
 - Key activities: Budget attainment, supplier development strategies, supplier relationship/negotiations, sourcing strategies, HR strategies, developing local talent, resolve operational issues, encourage low cost country sourcing within the Electrical organization and help mentor these suppliers to success
- General Motors – Global Commodity Manager, Electronic Modules and Batteries - Shanghai, China** Jun '05 – Jun '07
- \$1.6B APV
 - Managed global team of 20 buyers globally (USA, Canada, Sweden, Germany, Brazil, China, Australia, Korea, India, Thailand)

- Key activities: Budget attainment, supplier development strategies, supplier relationship/negotiations, sourcing strategies, HR strategies, developing local talent, resolve operational issues, encourage low cost country sourcing within the Electrical organization and help mentor these suppliers to success

General Motors – Manufacturing Material Supervisor – Oklahoma City, OK May '04 – May '05

- Rotational development assignment
- Managed 20 UAW employees – material department
- Responsible to maintain, implement and improve GMS lean material flow processes in the body shop from dock to storage to line-side delivery point

General Motors – Sr. Buyer and Global Team Leader, Switches & Horns – Troy, MI Jan '03 – Apr '04

- \$324M APV
- Assisted the Global Commodity Manager in developing and executing sourcing and supplier strategies, solving operational issues and driving budget performance
- Globalized the various regional switch teams (GME, GMDAT, GMHolden's, GMNA, GMLAAM) into one global team with one common global strategy

General Motors – Buyer, Wiring – Pontiac, MI April '02 – Dec '02

- Ran sourcing process for future programs including supplier negotiations on pricing, terms and conditions
- Assisted Global Team Leader and Global Commodity Manger in developing and executing supplier strategies

GM – International Logistics – Europe Specialist – Warren, MI Jan '01 – March '02

- Responsible for the GM supply chain from European manufacturing locations to all North American assembly plants
- Negotiated and contracted rates for all sea containers
- Managed 3PL supplier relationship and contract
- Took leadership role in resolving supply chain issues that put assembly plants at risk

GM – International Logistics Intern – Detroit, MI May - Aug 2000

- Developed and implemented new lean buffer stock management process for 100% of internationally imported parts – reduced obsolete inventory by 75% on average of piloted programs

PUBLICATIONS

- "Supply chain design: Issues, challenges, frameworks and solutions", Steven A. Melnyk, Ram Narasimhan and Hugo A. DeCampos *International Journal of Production Research* (2014), Volume 52, Issue 7
- "Supplier rationalization: A Sourcing decision model", Srinivas Talluri, Hugo A. DeCampos and Tomas Hult, *Decision Sciences Journal* (2013) Volume 44, Issue 1

WORKING PAPERS

- DeCampos, H., Fawcett, A., Fawcett, S., Cultural and structural forces: A potentially symbiotic or dysfunctional relationship in the journey towards supply chain collaboration. Status: Under 1st round review at *Transportation Management Journal*
- DeCampos, H., Fawcett, S., Melnyk, S. Asymmetrical joint action expectations and integrated NPD performance: A multi-case study. Status: Final editing in preparation for April 2017 submission.
- DeCampos, H., Narayanan, S., Rosales, C., Structural and infrastructural complexity: The moderating role of lean in achieving firm financial performance through diversification. Status: Data analysis complete and written up. Paper 80% written overall with target submission for May 2017.
- DeCampos, H., Ettl, J., Melnyk, S., Calantone, R. The pursuit of interfirm interoperability and NPD performance in powertrain-related development projects in the auto industry. Status: Rejected in 2016 at JSCM, major re-write underway – 60% complete for summer 2017 submission.
- Narasimhan, R., DeCampos, H. Open innovation: Aligning supply chain innovation partners with firm strategy. Status: conceptual paper 60% complete for summer 2017 submission.
- DeCampos, H., Talluri, S., Melnyk, S., Ettl, J., Fawcett, S. The emergence of asymmetrical joint action expectations: A conceptual model. Status: project on hold until other papers above submitted.
- DeCampos, H., Lee, J. Facilitators and Inhibitors to Buyer-Supplier Relationship. Status: Data collection (7 case studies) completed, conducting qualitative analysis of transcripts. Status: project on hold until other papers above submitted.

- DeCampos, H. Purchasing 2.0: An investment portfolio approach to managing supplier outcomes. This paper is an extension of the DSJ paper, *Supplier rationalization: A Sourcing decision model* published in 2013. Status: project on hold until other papers above submitted.

REFEREED PUBLICATIONS IN CONFERENCE PROCEEDINGS

- “Forms of Innovation and Beyond”, Proceedings of the 21st Annual North American Research Symposium on Purchasing and Supply Chain Management, March 17-18, 2011, San Diego, CA, with Steven A. Melnyk, John E. Ettlie and Stanley E. Fawcett
- “Open Innovation: Aligning Innovation Partners with Firm Strategy”, Proceedings of the 21st Annual North American Research Symposium on Purchasing and Supply Chain Management, March 17-18, 2011, San Diego, CA, with Ram Narasimhan
- “Cultural and structural forces: A potentially symbiotic or dysfunctional relationship in the journey towards supply chain collaboration”, Proceedings of the CSCMP 2011 European Research Seminar, June 8, 2011, Barcelona, Spain, with Amydee M. Fawcett, Stanley E. Fawcett and David Closs

NON-REFEREED RESEARCH PRESENTATIONS AT CONFERENCE

- “Structural and infrastructural complexity: The moderating role of lean in achieving firm financial performance through diversification”, POMS 2017, May 5-8, 2017, Seattle, WA
- “Interoperability in the supply chain: A conceptual framework of a firm's latent capacity to integrate with the supply chain”, DSI 2015, November 21-24, 2015, Seattle, WA
- “Asymmetrical Joint Action Expectations, Interoperability and Innovation Performance”, POMS 2015, May 7-11, 2015, Washington, D.C.
- “Rethinking the Supplier Strategies for Innovation: A Grounded Theory Approach”, DSI 2013, November 16-19, 2013, Baltimore, MD
- “Supply Chain Impact of Increased Models”, China General Chamber of Conference - USA, 2013 Annual Automotive Summit, Detroit Athletic Club, Detroit, Michigan. November 11, 2013
- “Asymmetrical Collaboration Expectations and Supply Chain Innovation Performance: A Theoretical Analysis”, POMS 2012 – Twenty Third Annual Conference, April 20-23, 2012, Chicago, IL, with Steven A. Melnyk, Stanley E. Fawcett, and John E. Ettlie
- “Supplier Rationalization”, POMS 2012 – Twenty Third Annual Conference, April 20-23, 2012, Chicago, IL, with Srinivas Talluri and Tomas Hult
- “Panel: Innovation and the Supply Chain”, POMS 2011 - Twenty Second Annual Conference, April 29 – May 2, 2011, Reno, NV, with Steven A. Melnyk, Stanley E. Fawcett, and Elliot Bendoly
- “In Pursuit of Supplier Uniqueness”, DSI 2011, November 18-22, 2011, Boston, MA, with Srinivas Talluri

AWARDS/SPECIAL PROGRAMS

2017 Wayne State University Research Grant – competitive award	Summer 2017
2016 Sue Garr Innovative Teaching Award	October 2016
2012 George and Marion Plossl Dissertation Fellowship – Runner Up award of \$1,000	October 2012
General Motors – Strategic MBA Rotational Program	January 2001
<ul style="list-style-type: none"> • Management development program within Global Purchasing/Supply Chain (GPSC). GM hired approximately 2 individuals per year into this program. 	
Thunderbird, School of Global Management	January 2000
<ul style="list-style-type: none"> • 1 Semester full tuition merit-based scholarship 	
National Society of Hispanic MBAs	November 1999
<ul style="list-style-type: none"> • Awarded one of top 3 annual scholarships – flown to annual convention to be awarded scholarship 	

Brigham Young University

August 1992

- Merit-based scholarship

Boy Scouts of America

- Eagle Scout
- Wood Badge

OTHER

- Languages: English (native), Portuguese (fluent), Spanish (intermediate)
- Interests: international travel, family time, classical music (play violin), playing/coaching soccer, camping, backpacking, mountaineering, cycling, scouting leadership