



## Curriculum Vitae

### Personal information

First name(s) / Surname(s) **Marjan I. Bojadjiev**  
Address 60 Treta Makedonska Brigada Blvd.,  
1000 Skopje, Republic of Macedonia  
Telephone(s) + 389 2 2 463 156  
E-mail(s) [provost@uacs.edu.mk](mailto:provost@uacs.edu.mk)  
Gender Male

### Education

Dates 2009  
Title of qualification awarded European Foundation for Entrepreneurial Research (EFER); European Entrepreneurship Colloquium (EEC)  
Name and type of organisation providing education and training Harvard Business School  
University of Maastricht  
Stanford University

Dates 2008  
Title of qualification awarded Harvard Business School executive education: European Education Colloquium for Participant-Centred Learning (EECPL)  
Name and type of organisation providing education and training Harvard Business School,  
Harvard University,  
Boston, Massachusetts,  
United States of America

Dates 2002 – 2005  
Title of qualification awarded PhD in Economics  
Principal subjects / occupational skills covered Organizational Behaviour, Strategic Management, Strategic Marketing, Managing Service Organizations, Non For Profit Management, Entrepreneurship  
Name and type of organisation providing education and training Institute of Economics,  
Ss. Cyril and Methodius University – Skopje,  
1000 Skopje, Republic of Macedonia

Dates 1995 – 2000  
Title of qualification awarded Master of Science (MSc) degree in Banking Marketing  
Principal subjects / occupational skills covered Organizational Behaviour, Strategic Management, Strategic Marketing, Managing Service Organizations, Non For Profit Management, Entrepreneurship  
Name and type of organisation providing education and training Faculty of Economics,  
Ss. Cyril & Methodius University,  
1000 Skopje, Republic of Macedonia

Dates 1994  
Title of qualification awarded Specialization degree in International Business Management  
Principal subjects / occupational skills covered International Business Management  
Name and type of organisation providing education and training University of Trieste,  
Trieste, Italy  
New York City University

Dates 1986 – 1991  
 Title of qualification awarded Bachelor of Science in Economics (Commerce)  
 Principal subjects / occupational skills covered Business Administration, Management, HRM, Marketing  
 Name and type of organisation providing education and training Faculty of Economics,  
 Ss. Cyril & Methodius University,  
 1000 Skopje, Republic of Macedonia

### **Certificates**

Dates 2011 – present  
 Title of qualification awarded Certified Management Consultant  
 Certificate provided by CMC Macedonia

### **Employment history**

Dates 2010 – present  
 Occupation or position held Rector at University American College Skopje (UACS)  
 Main activities and responsibilities Managing day to day operations, drafting strategic plan, monitoring activities, coordination with the academic staff at UACS  
 Name of employer University American College Skopje (UACS),  
 60 Treta Makedonska Brigada Blvd.,  
 1000 Skopje, Republic of Macedonia  
 Type of business or sector Higher education

Dates 2010 – present  
 Occupation or position held Full – time professor  
 Main activities and responsibilities Teaching courses on graduate level: Advanced Organizational Behavior and Leadership  
 Name of employer University American College Skopje (UACS),  
 60 Treta Makedonska Brigada Blvd.,  
 1000 Skopje, Republic of Macedonia  
 Type of business or sector Higher education

Dates 2007 – 2010  
 Occupation or position held Associate professor  
 Main activities and responsibilities Teaching courses on undergraduate level at the School of Business Economics and Management (SBE&M)  
 University American College Skopje (UACS),  
 60 Treta Makedonska Brigada Blvd.,  
 1000 Skopje, Republic of Macedonia  
 Name of employer  
 Type of business or sector Higher education

Dates 2008  
 Occupation or position held Senior researcher  
 Name of employer Euro – Balkan Institute Skopje

Dates 2006 – 2010  
 Occupation or position held CEO, Provost and Vice-Rector of University American College Skopje (UACS)  
 Main activities and responsibilities Managing day to day operations, drafting strategic plan, monitoring activities, coordination with the UACS faculty

Name of employer	University American College Skopje (UACS), 60 Treta Makedonska Brigada Blvd., 1000 Skopje, Republic of Macedonia
Type of business or sector	Higher education
Dates	2005 – 2006
Occupation or position held	Dean of the School of Business Economics and Management (SBEM), School of Business Administration at the time
Main activities and responsibilities	Developing, administering, and promoting academic programs and academic support functions of the University, including international programs; coordinating departments and programs within the University
Name of employer	University American College Skopje (UACS), 60 Treta Makedonska Brigada Blvd., 1000 Skopje, Republic of Macedonia
Type of business or sector	Higher education
Dates	2005
Occupation or position held	Assistant professor at the School of Business Economics and Management (SBEM), School of Business Administration at the time
Name of employer	University American College Skopje (UACS), 60 Treta Makedonska Brigada Blvd., 1000 Skopje, Republic of Macedonia
Type of business or sector	Higher education
Dates	2004 – 2005
Occupation or position held	Vice – President for Strategic Development
Main activities and responsibilities	Developing strategies, financial planning
Name of employer	Protekt M Manufacturing Industry Co. Ltd. 1000 Skopje, Republic of Macedonia
Type of business or sector	Import – export
Dates	2002 – 2004
Occupation or position held	Lecturer of Strategic Management and Marketing
Main activities and responsibilities	Teaching Strategic Management and Marketing courses
Name of employer	New York College Skopje 1000 Skopje, Republic of Macedonia
Type of business or sector	Higher education
Dates	1999 – 2004
Occupation or position held	CEO
Main activities and responsibilities	Managing day to day operations, drafting strategic plan, monitoring activities, drafting business policy, implementing Board's decision, collaboration with the Central bank
Name of employer	Makedonska Banka AD Skopje 1000 Skopje, Republic of Macedonia
Type of business or sector	Finance, Banking sector
Dates	1996 – 1999
Occupation or position held	CEO
Main activities and responsibilities	Negotiations with strategic partners, operations management, strategic long-term planning
Name of employer	Macedonian Savings House 1000 Skopje, Republic of Macedonia
Type of business or sector	Finance, Commerce

Dates 1993 – 1999

Occupation or position held Deputy General Manager

Main activities and responsibilities Managing day to day operations, negotiations with strategic partners, operations management, development and long term planning

Name of employer Inter Falco Holding Company  
123 Partizanski Odredi Blvd.,  
1000 Skopje, Republic of Macedonia

Type of business or sector Finance, Commerce

### Other project experience

Effective Communication and Teaching that Sticks

- For the purposes of Central Bank of the Republic of Macedonia

SME Development and Micro-credit Development for the Craftsman Association in Macedonia

- For the purposes of EBRD and IBRD

Development of Banking Practices and Technologies

- For the purposes of PHARE Program and Lloyds TSB

Development of Audit Techniques

- For the purposes of Bankakademie, Köln Germany and the Economic Institute Skopje

### Personal skills and competences

Mother tongue(s) **Macedonian**

Other language(s) **English, Serbian**

Self-assessment  
*European level (\*)*

**English**

**Serbian**

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient user	C2	Proficient user	C2	Proficient user	C1	Proficient user	C2	Proficient user
C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user

(\*) [Common European Framework of Reference \(CEF\) level](#)

Organisational skills and competences

- Coordination and administration of people, projects and budgets; at work, in voluntary work.
- Negotiation skills, disturbance handler, creating mission and vision, leading people.
- Excellent presentation skills developed through giving presentations to various audiences, in particular students and academic staff

Computer skills and competences

- Text processor, Spread-sheets
- Good command of the Microsoft Office™ tools

### Additional information

#### Awards and Recognitions

Teacher of the Year for Baccalaureate/Graduate Programs for ACBSP Region 8, awarded on part of the Accreditation Council for Business Schools and Programs on the 2012 Annual Conference (June 15<sup>th</sup> – June 18<sup>th</sup>)

The Accreditation Council for Business Schools and Programs (ACBSP) recognizes the significance of the classroom teacher to the mission of degree-granting institutions. It is for this reason that the Associate and Baccalaureate/Graduate Degree Boards of Commissioners have established a Teaching Excellence Award to recognize diverse individuals who exemplify excellence in teaching. Accreditation Council for Business Schools and Programs is the only specialized accrediting body for business schools that presents an award recognizing excellence in teaching open to the entire membership.

- Memberships** 2013- 2015  
President of the Rectors' Conference of Private Universities
- 2011 – present  
Member of the Academy of Management (AOM)
- 2011  
Editor in Chief of the Editorial Committee of the RESITA Network, Romania
- 2010 – 2011  
Member of the Editorial Committee of the RESITA Network, Romania
- 2008 – present  
Pro bono mentor for the Centre for Entrepreneurship and Executive Development Macedonia
- 2007 – 2009  
First Vice-President on the Board of Directors of the American Chamber of Commerce in Macedonia (AmCham Macedonia)
- 2006 – 2010  
Member of the Charity Committee at UACS
- 2006 – 2007  
Board member of the AmCham Association in Macedonia
- 1999 – 2004  
Member of the Cabinet of the President of Republic of Macedonia, on the Committee for Development of e-businesses *E-Macedonia for all*
- 2000 – present  
Member of the Managing Board at the Association of Economists of the City of Skopje
- 1999 – 2003  
Member of the Managing Board of the Macedonian Stock Exchange
- 1999 – 2003  
Member of the Managing Board of the Macedonian Banking and Insurance Association
- 1997 – 1999  
Member of the Board of Directors at the Regional Chamber of Commerce of the City of Skopje
- 1994 – 1999  
Chairman of the Board of Directors of the Macedonian Money Market
- 1994 – 1998  
President of the Association of Savings Houses- Chamber of Commerce of the City of Skopje

- Publications and Conference presentations** 2015  
Job Diagnostic Survey - Longitudinal Study on the Balkan Countries - Macedonia, Bulgaria and Kosovo. Krliu-Handjiski V., Bojadziev M., Tomovska-Misoska A., Stefanovska-Petkovska M., Krleska A., Petrovska I. Published in Journal of Management Research, Vol. 7 (4), pp. 39-53 ISSN 1941-899X.
- 2015  
Organizational alignment as a model for sustainable development in the public sector in the Republic of Macedonia. Limani A., Tomovska – Misoska A., Bojadziev M. Published in the Journal of Sustainable Development, Vol. 5 (12), pp.51-68, Integrated Business Faculty
- 2015  
Does participative management produce satisfied employees? Evidence from the automotive industry. Stefanovska – Petkovska M., Bojadziev M., Mucunski Z. Published in the Serbian Journal of Management, Vol. 10 (1), pp. 75-88

2015

Perceived work environment and job satisfaction among public administration employees. Bojadziev M., Stefanovska – Petkovska M., Tomovska – Misoska A., Stojanovska J. Published in the European Journal of Applied Economics, Vol. 12 (1), pp. 10-18, Singidunum University

2014

The role of participatory management in fostering job satisfaction among public administration employees. Stefanovska- Petkovska M., Bojadziev M., Velikj – Stefanovska V. Presented at the MSM 4<sup>th</sup> Annual Research Conference Global Business, Emerging Markets and Human Rights: Old Concerns or Fresh Hopes? Maastricht School of Management, Maastricht, the Netherlands

2014

Should I Become an Entrepreneur or an Employee: Dilemmas of Students in Macedonia and Slovenia? Dimitrova M., Vadjal J., Petrovska I., Bojadziev M. Published in the Acta Oeconomica Universitatis Selye, Vedecký recenzovaný časopis, Univerzita J. selyeho - Ekonomická fakulta, Komarno, Slovak Republic

2014

Testing Herzberg's Duality Theory: Analyzing Job Satisfaction Among State Administration Employees. Stefanovska- Petkovska M., Bojadziev M., Velikj – Stefanovska V. Published in the Book of Proceedings of the 10<sup>th</sup> International May Conference on Strategic Management – IMKSM 2014, pp. 277-286, Technical Faculty, University of Bor, Serbia, May 23 – 25, 2014

2014

Individual Differences on Job Stress and Related Ill Health. Stefanovska- Petkovska M., Velikj- Stefanovska V., Bojadziev M. Published in the Open Access Macedonian Journal of Medical Sciences (MJMS) – online, March 15; 7 (1), pp.147-153, Skopje, Macedonia

2013

Creating a market oriented organizational structure as a key to overcoming the financial crisis – a comparative study. Kastratovic E., Bojadziev M., Krlju-Handjiski V. Published in the 2013 Conference Volume of the Eighth annual international academic conference on European integration – OUT OF THE CRISIS: EU ECONOMIC AND SOCIAL POLICIES RECONSIDERED, pp. 377-396, University American College Skopje, Skopje, 2013

2012

The econometrics and the management (focus on HR costs and influencing). Krsteska K., Bojadziev M. Presented at the 8<sup>th</sup> May Conference on Strategic Management (MKSM012), Bor, Serbia, May 25 – 27, 2012

2012

Econometrics and Strategic (HR) management. Krsteska K., Bojadziev, M. Presented at the 8<sup>th</sup> May Conference on Strategic Management (MKSM012), Bor, Serbia, May 25 – 27, 2012

2012

Understanding Factors of Innovative Thinking in Advertising Agencies: Case of Macedonian, Slovenian and Serbian Advertising Agencies. Petrovska I., Tomovska-Misoska A., Bojadziev M. Presented at the 7<sup>th</sup> Annual International Conference on European Integration “Europe 2020: Toward Innovative and Inclusive Union”, Skopje, Macedonia, May 17, 2012

2011

Vox Organizationis – theoretical basis and methodological considerations in the development of an instrument for organizational culture. Bojadziev M., Tomovska-Misoska A., Stefanovska M., Nikolovska Z. Presented at the 14<sup>th</sup> International Conference on Social Values and Competitiveness Development in EU, Sofia, Bulgaria

2011

Rewarding structure for payment and motivation of managers in different levels. Bocevaska K., Bojadziev M. Published in the Book of Proceedings of the VII May Conference on Strategic Management With International Participation, University of Belgrade, Technical Faculty in Bor, Serbia, May 26 – 28, 2011

2011

Green Economics: Young Generations to Help Achieve Future Sustainability of Europe. Dimitrova M., Petrovska I., Bojadziev M. Published in 2011 Conference volume of the Sixth annual international conference on European integration: Constructing Europe as a Global Power – From Market to Identity?, pp. 161-176, University American College Skopje, Skopje, Macedonia, 2011

2010

The Challenges of Marketing Communication Strategy During the Global Economic Crisis in the Financial Industry. Petrovska I., Bojadziev M., Sekulovska N. Presented at the ECCF and published in the Proceedings of the International Conference: The Challenges to Economic Theory and Policy in the Aftermath of the Global Economic Crisis, Skopje, Macedonia, November 12 – 13, 2010

2010

Human Resource Management in a supportive role of Sustainable Development & Waste Management. Bocevska K., Bojadziev M. Paper presented at the 5<sup>th</sup> Symposium on Recycling Technologies and Sustainable Development, Serbia, September 12 – 15, 2010

2010

Work Place as Motivator – Comparative Study of Employees in Business and Public Administration in Macedonia and neighbouring countries. Bojadziev M., Mojsoska-Blazevski N., Boshnjakovska D., Stefanovska M., Krlju V., Janakievaska J., Saracini V. Presented and published in the Conference Proceedings of the Fifth Annual International Conference on European Integration: EUROPE AFTER THE LISBON TREATY, University American College Skopje (ISBN 987-9989-2673-2-1), Skopje, May 2010

2010

Theoretical Approach for Identifying the Links between the Strategic Human Resource Management and the Value of the Companies. Bocevska K., Bojadziev M. Presented at the VI May Conference of Strategic Management, University of Belgrade, Technical faculty, Department for management, Belgrade, Serbia

2009

The Human Resource Related Activities and Quality Function Deployment. Bocevska K., Bojadziev M. Presented at the 12<sup>th</sup> International Conference of the Research Centre on Dependability and Quality Management, (ICDQM-2009), Belgrade, Serbia

2009

Corporate Strategies in a Downturn. Bojadziev M., Barisin M. Presented at the International Conference: Current Issues in Management of Business and Society Development (in original: BIZNESA UN SABIEDRĪBAS ATTĪSTĪBAS VADĪBAS AKTUALITĀTES), Riga Latvia, 2009

2009

The Aspect of Human Resources Training and Development with Other Supporting Measurements Over the Total Sustainable Management. Bojadziev M., Krlju V. Presented at the 4<sup>th</sup> Symposium for Recycling Technologies and Sustainable Development, University of Belgrade, Belgrade, Serbia, November 3 – 6, 2009

2008

Survey of Decision Making Practices of Macedonian Managers. Bojadziev M., Barisin M., Milovanovic Z., Krlju V. Presented and published in the Book of Abstracts of the Third Annual Conference on European Integration: Globalization of the region: EU perspectives as a Challenge, University American College Skopje, Skopje, May 30, 2008

2007

Non for Profit Organizations and Institutions Effective Management. Bojadziev M., Krlju V. Paper not published.

2007

Organizational Culture as a Driving Force in Modern Organizations. Bojadziev M., Krlju V. Published in the Conference Proceedings of the Second International Conference on European Integration: Bringing Europe in: Different Mechanisms of Europeanization, (ISBN 978-9989-2673-2-1), pp. 116-

2006

Application of Herzberg Theory in the Emerging Market – The Example of Macedonia. Bojadziev M., Krlju V. Presented and published in the compilation of papers from the 1<sup>st</sup> International Conference: Changes Arising From the EU Member Candidate Status, University American College Skopje (ISBN 978-9989-2673-0-7), Skopje, Macedonia, 2006

2002

Research on the Elements of the Marketing Mix and the Opportunities for Introducing MCIF in Banking (Истражување на елементите на маркетинг миксот и можности за воведување на МЦИФ во банкарството). Bojadziev M. Published in the conference proceedings and presented at the conference: Research of the Domestic and Foreign Markets, Macedonian Marketing Association, Ohrid, Macedonia, march 7 – 8, 2002

2001

Marketing Strategies in Banking (Маркетинг стратегии во банкарството). Bojadziev M. Published in the conference proceedings and presented at the conference Macedonian Strategies for Market Presentation, Ohrid, Macedonia, June 1 – 31, 2001

2000

Factors Limiting the Application of Marketing in the Macedonian Banking System (Ограничувачки фактори за примена на маркетингот во банкарството во Република Македонија). Bojadziev M. Presented at the conference Factors Limiting the Application of Marketing in the Macedonian Industry, June 1 – 2, 2000