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**Research Interest:** Strategic management, strategic planning in public and nonprofit organizations, time management, business plan, managerial decision-making, urban waste management.

**Publications, seminars, workshops:**

**A. Textbooks and other books**

1. *“Hidden Champions in Dynamically Changing Societies, (Critical Success factors for market leadership)”*. Coauthor. Published by Springer Nature, Switzerland AG **2021**. ISBN 978-3-030-65450-4, <https://doi.org/10.1007/978-3-030-65451-1>
2. *“The Intergenerational Family Businesses as a Stress Management Instrument for Entrepreneurs”*, Vol. 1, February 2020, Publisher: Academic Publisher University of Ruse “Angel Kanchev”, ISBN: 978-954-712-794-4
3. *“Strategic Management, Concepts, Theories and Cases”*, Fourth Edition, PEGI Publishing House, September 2019, ISBN 99927-688-5-1.
4. *“Advanced Strategic Management, A multidimensional Overview”*, PEGI Publishing House, October 2018, ISBN 978-9928-233-18-9
5. *“Case Studies from Albanian Businesses”*, Practical Textbook, second edition, October 2016.
6. *“Hidden Champions in CEE and Turkey”*, Research undertaken from CEEMAN in Cooperation with Emerald Insight. Published by Springer Science+Business Media, November 2013. ISBN 978-3-642-40503-7.
7. *“Case Studies from Albanian Businesses”*, Practical Textbook, October 2012.
8. *“ABC of Public Administration, Collection of papers for the Association of Municipalities in Albania, funded by SIDA”*, October 2012.
9. *“The Economy 12”*, textbook for high school students, 2011, coauthor.
10. *“The education for career”*, textbook for high school students, 2011
11. *Strategic Leadership, concepts, cases and practices”* Coauthor, 2011
12. *“Strategic Management, Concepts, Theories and Cases”*, Third Edition, 2010.
13. *Managerial Decision Making”*, Third Edition, 2010
14. *“Managerial Decision Making, problems and cases, 2009*
15. *“Strategic Planning for Public and not for profit organizations”*, 2003 (for MPA students).
16. *“Strategic Management, Concepts, Theories and Cases”*, (500 p) 2000.

17. “*Secrets and strategies for a successful business*”, co-author (the part of author 130 Ps) 1998.
18. “*Management tool dynamics of enterprises*”, co-author, (the part of author 125 Ps), 1998.
19. “*Managerial Decision-Making, Cases and Problems*”, (200p) 1998.
20. “*Managerial Decision Making*”, 300p, 1997.
21. “*Strategic Management, Theory*”, co-author (the part of author 160 p.) 1995.
22. “*Strategic Management, Concepts and Cases*”, co-author (the part of author 230 p.) 1994.

### **B. Monographs**

1. “*The Business, Management and his Role in the Transition Period*”, 1997 (100 Ps).
2. “*Raising the awareness of the Public opinion on the Women’ role as partner in the economic, political and social life of the community*”, Tirana, 2002.

### **C. Articles in Albanian Reviews**

1. “*Business Bankruptcy in Albania, An Analysis of Financial Reports for 3 Industries*”, Albanian Socio-Economic Review, nr 4, 2018, www.acer.org.al. Print ISSN: 2222-5846, online ISSN: 2312-5349, Published by Albanian Centre for Economic Research, Tirana.
2. “*The Importance of Entrepreneurship Will: Regional Survey*”, Albanian Socioeconomic Review, Nr 2 (82), 2015, Published by Albanian Centre for Economic Research, Tirana.
3. “*The Comparative Empiric Research on the Decision-making Styles in Public and Private Organizations*”, Albanian Socioeconomic Review, Nr 1 (78), 2014, Published by Albanian Centre for Economic Research, Tirana.
4. “*Barriers to innovation and Public Policies in Albania*” Scientific Bulletin, Universiteti Ismail Qemali”, Vol. 1, No 2, ISSN 2310-6719, 2014.
5. “*Impact of External Environment through application of PEST Analysis*”, Albanian Socio Economic Review, Tirana University, Faculty of Economy, Tirana 2013, E. Pulaj, Prof.Dr. V.Kume. ISSN 2222-5846.
6. “*Challenges in Milk Processing Sector in Albania (Tirana Region)*”, Albanian Socioeconomic Review, Nr 4 (77), 2013, Published by Albanian Centre for Economic Research, Tirana.
7. “*Characteristics of Managers in Albania and their impact in practices of managing*” *Ekonomia dhe Biznesi*, nr 3, 2010, Published by Fakulteti Ekonomise, Tirana.
8. *Faculty of Economy, a Pioneer among Master programs in Albania: Challenges and problems*” *Economy and Business*, Nr 2, 2008, Review of the Faculty of Economics, Tirana University.
9. “*Performance Measuring in Public Sector - BSC Method in the Case of Local Government*”, *Economy and Business*, Nr 3, 2008, Review of the Faculty of Economics, Tirana University.
10. “*Toward e low carbon economy in Adriatic area*”, *Economic Development and European Integration*, Nr1, 2008, Tirana, Albania.
11. “*Transition and Cultural Changes at the Banking Sector*”, *Economy and Business*, Nr 3, 2006, Review of the Faculty of Economics, Tirana University.
12. “*Evaluating performance of Public Administration*”, *Economy and Business*, Nr 2, 2005, Review of the Faculty of Economics, Tirana University.
13. “*Empirical Study of Albanian Culture Dimensions*”, *Economy and Business*, Nr.3, 2005, Review of the Faculty of Economics, Tirana University.
14. “*The role of E’Government in transition countries, the case of Albania*”, *Economy and Business*, NR. 3, 2003, Tirana.

15. "The Government, the market and the civil sector, the demand for productive partnership", *The Economy and Transition*, Nr. 4, 2003.
16. "The cash system reduction, importance and his components", *Economy and Business*, NR. 1, 2003
17. "Strategic Management, it's a frill or need for Albanian businesses", *Economy and Business*, NR. 4, 2002.
18. "MBA Diploma: A two year investing that would transform your future" - *The Economy and Business Review*, NR. 2, 2001.
19. "Strategic orientation, and business firm's performance" – *The Economy and Business Review*, NR. 1, 2001.
20. "Albanian managers, active players in the transition process" – *The economic Review*, NR. 1, 2001.
21. "Strategic Orientation and the performance of Business firms" – *The Economy and Transition*, Nr.1, 2001.
22. "Production competence and Business strategy. Do they impact in the Business Performance? – *The Economy and Transition*, NR 2, 2000.
23. "International Integration of Albanian Economy" - *Social and Economic Development of Albanian Lands and their Regional and European Integration*, November 1999.
24. "Management transformation and its perspectives" – *The Economy and Transition*, NR 1, 2000.
25. "Strategic Categories and Quality Management in Albanian Businesses" – *The Economy and Transition*, NR 3, 1999.
26. "Marketing Research in Small Businesses" – *The Economy and Transition*, NR 4, 1998.
27. "The Efficiency of Investments and ROI in the Wood Industry" - *Economic problems review* - March 1988.
28. "Competitive Advantages and Effective Strategies in the Small Manufacturing Firms" - *The Economy and Business*, NR 4, 1997.
29. "Albanian Woman and Her Role in the National Economy during the Transition Period" - *Economy and Business review*, NR 3, 1997.
30. "Management Characteristics in the Woman Owned Firms" - *The economy and transition*, NR. 2, 1997.
31. "The Management Practices Dynamics in the East Europe, the Case of Albania". - *The Economy and Transition review*, NR. 3. 1997.
32. "The Increasing of Management Role as A Request of The Transition Period" - *The Economy and Business*, NR 4, 1997.
33. "Strategic Management and the Transition Economy in Albania" - *The economy and transition*, review NR 1 (6), June 1996.
34. "Distinctive Competence: Strategy for Survival" - *The economy and transition*, review - April 1995.
35. "Factors of a Successful Business"- *Agricultural Business review*, July 1995.
36. "Business Strategies in SME" - *The economy and transition*, review NR 3 -June 1995.
37. "The Efficiency of Production on the Timber Industry" - *Economic problems review* - March 1991.
38. "The Size of Enterprise in Albanian Timber Industry". *Economic problems review* - January 1991.
39. "Statistical Models for Studying the Behaviour of Firm". - *Economic problems review* - February 1990.

#### **D. Articles Abroad**

1. "Business Improvement Districts: A Comparative Analysis Of The Legal Framework And Economic/Social Impact Among Different Countries", August 2023, DOI:[10.1007/978-3-031-34059-](https://doi.org/10.1007/978-3-031-34059-)

8.4, n book: *Global, Regional and Local Perspectives on the Economies of Southeastern Europe* (pp.75-90)

2. "Megatek: "Do it right, do it yourself", *Emerald Insight, Emerging Markets Case Studies Collection*, <https://www.emerald.com/insight/content/doi/10.1108/EEMCS-05-2017-0100/full/html> ISSN: 2045-0621, Publication date: 24 July 2019, Coauthor, vol. 9 no. 2, DOI:<https://doi.org/10.1108/EEMCS-05-2017-0100>.
3. "The Relation Between Information Technology And Innovation Process In Software And Not Software Industries In Kosovo", *Informatologia Journal*, Published by Institute for Information Sciences, <https://www.scopus.com/authid/detail.uri?authorId=56671397200>, [https://hrcak.srce.hr/index.php?show=toc&id\\_broj=17379](https://hrcak.srce.hr/index.php?show=toc&id_broj=17379), ISSN 1330-0067, Croatia. 51, 2018.
4. "A comparative review of financial performance and management differences among Albanian corporations", *Midwestern Business and Economic Review*, November 52, Fall 2017, ISSN 1045-9707, Midwestern State University, Texas, USA. <https://mwsu.edu/academics/business/centers/mber/index>
5. "Strategic Management, a Frill or Need – an Empirical Study of Albanian and Macedonian Businesses", *Scientific Annals of Economics and Business* 63 (2), 2016, 273-289 DOI: 10.1515/aicue-2016-0021, ISSN: 2068–8717. <http://saaic.feaa.uaic.ro/index.php/saaic>
6. "Strategy and Innovation – an empirical study of Albanian SME-s", *Public Economic Series*, Bamberg Economic Research Group, Bamberg 2016. ISBN: 978-3-943153-25-5.
7. "Riding the waves of change: Story of Brunes Ltd.", *Emerald Insight, Emerging Markets Case Studies Collection*, <http://www.emeraldinsight.com/doi/full/10.1108/EEMCS-04-2015-0061>, ISSN: 2045-0641 vol: 6, issue 2, May 2016. Impact Factor, 1.469. <http://ideas.repec.org/eme/jespps.html>.
8. "Tendencies and Characteristics of Financial Distress: An Introductory Comparative Study among three industries in Albania", *ATINER, Athens Institute for Education and Research, Athens Journal of Business and Economics*, vol. 2, issue 2, pp. 167-180 (<http://www.athensjournals.gr/business/2016Greece>).
9. "The bridge over, action in troubled water: swim or sink?" Coauthor, Vasilika Kume, Dragana Zivkovic, Svetoslava Enimaneva. *Journal of Entrepreneurship & Innovation*, Issue 7, November' 2015. <http://jei.uni-ruse.bg/>.
10. "Further Analysis of the Characteristics for Financial Distress - A Qualitative Approach." Coauthor, Zhaklina Dhamo, Vasilika Kume. *Journal of Entrepreneurship & Innovation*, Issue 7, Year VII, November' 2015. <http://jei.uni-ruse.bg/>
11. "Albania "Which Way Forward?" *Emerging Markets Case Studies Collection*, ISSN: 2045-0621, <http://www.emeraldinsight.com/toc/eemcs/5/7>, vol: 5, issue: 7, 2015, Impact Factor, 1.469. <http://ideas.repec.org/s/eme/jespps.html>.
12. "Beyond organizational diagnosis, comparisons between Albania and Kosovo, case of tax directorate", *Administration and Public Management Review*, B+ Category Review. The review is CNCSIS certificated, Code 714/2008, ISSN 1583-9583, Vol. 2015, nr. 24. Impact Factor 0,304. <https://ideas.repec.org/s/rom/rampas.html>.
13. "Programming an entrepreneur", *Academic Journal of Interdisciplinary Studies*, Vol. 4 No. 1, Supl. 1, March 2015, Italy, ISSN 2281-4612 (online) ISSN 2281-3993 (print), <http://mcser.org/journal/index.php/ajis/index>
14. "The Skills for Effective Decision Making of Public Administrators", *Business Excellence and Management Journal (BEMAN)*, Volume 5, issue 1, March 2015, Coauthor. The journal is indexed in the following databases and directories: REPEC (*Econpapers, Ideas, Socionet*), *Ulrich's Periodicals*

Directory, <http://beman.ase.ro/>, Simple impact factor 0.034,  
<https://ideas.repec.org/s/rom/beemann.html>.

15. "The Impact of Generic Competitive Strategies on Organizational Performance. The Evidence from Albanian Context". *European Scientific Journal* <http://eujournal.org/index.php/esj/issue/view/202>, Vol. 11, Nr. 28, (2015) ESJ October Edition, Coauthor (Enida Pulaj, Vasilika Kume, Amali Cipi). Impact Factor: 1.2875, ([www.jifactor.com](http://www.jifactor.com)).
16. "Clusters in Milk Processing Sector in Albania", *Journal of Entrepreneurship and Innovation (JEI)*, Issue 6, Year VI, November' 2014, ISSN 1314-0175, Coauthor Sadete Patushi, Vasilika Kume <http://fbm.uni-ruse.bg/jei>
17. "Innovation management: types, management and innovation performance in Albania", *European Scientific Journal (ESJ)*, ISSN: 1857 - 7881 (Print), ISSN: 1857 - 7431 (Online), Vol 10, No 7 (2014), ESJ's Index Copernicus Impact Factor, ICV 2013 = 8.25. <http://eujournal.org/index.php/esj/article/view/2980>.
18. The development of clusters as a way to increase competition in Business (Case of Milk Processing Industry in Tirana)". *European Scientific Journal*, Vol 10, nr 13, May 2014, Coauthor, Index Copernicus Impact Factor, ICV, = 8.25, ISSN: 1857 - 7881 (Print) e - ISSN 1857- 7431, <http://eujournal.org/index.php/esj>.
19. "Importance of innovation for SME growth: evidence from Albania" *International Journal of Research in Commerce, Economics and Management*, Volume No. 4 (2014), ISSUE No. 03 (March), ISSN 2231-4245, Dorjana Feimi & Vasilika Kume, Index Copernicus Publishers Panel, Poland with IC Value of 5.09. <http://ijrcm.org.in/>
20. "Basic Tools and Frameworks for Analysing and understanding competitiveness within industry", *European Centre for sustainable Development*, <http://www.ecsdev.org/index.php/publications>, ISSN 2239-5938, Nr. 3 2014.
21. "How the Albanian External Environment Affect the Construction Industry" *Annales Universitatis Apulensis Series Oeconomica*, September 2013, <http://ideas.repec.org/s/alu/journal.html>, Coauthor. Impact Factor: 0.048 <http://ideas.repec.org/s/eme/jespps.html>
22. "Entrepreneurial Characteristics Amongst University Students in Albania" *European Scientific Journal* <http://eujournal.org/index.php/esj/article/view/1144>, June 2013, Coauthor, Index Copernicus Impact Factor, ICV, 2011 = 5.09 , <http://eujournal.org/index.php/esj>
23. "Measuring Market Concentration of Construction Industry", *European Scientific Journal*, Vol 9, 2013, Coauthor (Enida Pulaj, Vasilika Kume). Impact Factor: 1.2875, ([www.jifactor.com](http://www.jifactor.com))
24. "The Competitive Analysis. The Appropriate Instrument towards a Successful Development", *European Scientific Journal* <http://eujournal.org/index.php/esj/issue/view/81> , June 2013, Coauthor (Enida Pulaj, Vasilika Kume). Impact Factor: 1.2875, ([www.jifactor.com](http://www.jifactor.com))
25. "Has the Bologna Process Improved Master Education Standards? Perspectives of Albanian Employers" *Serbian Journal of Management*, 8(1), 2013. <http://www.sjm06.com/>,
26. "Stefani & Co and Albanian Beer Industry", Published in "Ecch the Case for Learning", <http://www.ecch.com/educators/products/view?id=114107>, Cranfield University, Wharley End, 2013. Impact factor, 0.51, <http://ideas.repec.org/top/top.series.simple10.html>
27. "RESITA NETWORK - Academic Entrepreneurship and Innovation Network of South Eastern European Universities: an example of successful networking in entrepreneurship and innovation at academic level", *Serbian Journal of Management*, <http://www.sjm06.com/>, 2013.

28. "Is it worth investing in getting a master's degree as per Bologna Process standards? *Annals "EFTIMIE Murguía" Resita Beam II - ECONOMIC STUDIES*, ISSN 1584-0972, 2012  
<http://www.analefseauem.ro/upload/arhiva-revista/2012>, Impact Factor 0.051,  
<http://ideas.repec.org/top/top.journals.simple.html>
29. "Albanian "Business Angels", *Entrepreneurship and Innovation Journal*, <http://fbm.uni-ruse.bg/jei/>, November, Issue 4, 2012
30. "AGNA GROUP", <http://www.bmda.net/BMDA/resources/library/bussines-cases>, 2012,
31. "VASILI?" EMERALD Emerging Markets Case Studies Collection, ISSN: 2045-0621,  
[http://www.emeraldinsight.com/products/case\\_studies/index.htm](http://www.emeraldinsight.com/products/case_studies/index.htm), 2011, Impact Factor, 1.469.  
<http://ideas.repec.org/s/eme/jespps.html>
32. "Gazi: What's next?" EMERALD Emerging Markets Case Studies Collection,  
[http://www.emeraldinsight.com/products/case\\_studies/index.htm](http://www.emeraldinsight.com/products/case_studies/index.htm), ISSN: 2045-0621, 2011, Impact Factor, 1.469. <http://ideas.repec.org/s/eme/jespps.html>
33. Innovation Management in the Insurance Sector in Albania, Ruse, Bulgaria, *E-REVIEW*, November 2010. (<http://fbm.uni-ruse.bg/jei/index-articles-2010.html>)
34. Relationship between higher education and the labour market demand in Albania: analysis and strategic alternatives", *Annals "EFTIMIE Murguía" Resita Beam II - ECONOMIC STUDIES*, ISSN 1584-0972, 2010 [http://www.analefseauem.ro/upload/arhiva-revista/2010/Volum\\_2010.pdf](http://www.analefseauem.ro/upload/arhiva-revista/2010/Volum_2010.pdf). Impact Factor 0.051,  
<http://ideas.repec.org/top.journals.simple.html>
35. "Strategic Management Aspects in Albanian Companies" *Anale Ştiinţifice ale Universităţii "Alexandru Ioan Cuza" Iaşi*, October 2010, (<http://econpapers.repec.org/article/aicjournal/>), Impact Factor 0.061,  
<http://ideas.repec.org/top/top.journals.simple.html>
36. "SME-S - A Key Factor for Economic Growth and Employment" Ruse, Bulgaria, *E-REVIEW*, July, 2009. (<http://fbm.uni-ruse.bg/jei/index-articles.html>), Impact Factor 0.051,  
<http://ideas.repec.org/top/top.journals.simple.html>
37. "E-Government in Albania" published in *NISPAcee*, Vol.9, nr.4, 2005.
38. "National strategy in E-Government in Albania, Challenges and Achievements" published in *Journal of Pan-Pacific Business Association*, China, Shanghai, 23-28 May 2005.
39. "What about the leader in Albania Reality", *Journal for East European Management Studies*, NR 4, 2003, Germany.
40. "The Establishment of a Democratic Staff Recruitment System in Public Administration in Albania" published in *NISPAcee*, Vol.9, nr.4, 2002.
41. "Business and Management in Albania", *Journal for East European Management Studies*, NR 2, 2002, Germany.
42. "Trade Unions in Transition Economies: New roles and challenges (The case of Albania)", *Vth Chemintz East Forum*, 2001, Germany.
43. "Albania, an ex-communist country during the transition period" – *Journal for East European Management Studies*, NR 2, 2000, Germany.
44. "Woman's Role as Owner/Manager in the Framework of Albanian Business" - *Journal for East European Management Studies*, NR. 4, 1997, Germany.

45. *"An Assessment of Desired Job Characteristics: An Analysis of Albanian and American University Student Utilizing Content Theories of Motivation (co-author)" - Southwest Review of International Business Research, Mars 1-3 1995, USA.*

### ***E. Presentations in conferences***

#### ***In Country***

1. *"A Study of Strategy Implementation Expressed through Skanderbeg Principles of War"*, paper hold in the International Conference "Challenges and Opportunities of a Contemporary Economy in the Focus of Knowledge and Science" Tirana – Albania, December 13-14, 2019.
2. *"The Skills of Effective Decision Making for Public Administrators"*, paper hold in the 5th International Conference: "Information Systems and Technology Innovations: projecting trends to a New Economy" Tirana, Coauthor, Tirana, June 6-7, 2014.
3. *Source of information and types of innovation activity in Albania firms". The third International Scientific Conference "Insights in Finance, Economics and Business Research and the Challenges of the New Millennium"*, Tirana, December, 2014
4. *Managing services innovation in Albania: Banking Sector and Telecommunication". 7<sup>th</sup> Annual International Conference on Business and Society in a Global Economy, Athens, Greece, ISSN 2241-2891, 2013.*
5. *"DNA of Public Organizations" paper hold in the 5th INTERNATIONAL CONFERENCE: "Information Systems and Technology Innovations: projecting trends to a New Economy" Tirana, Coauthor, Tirana, June 6-7, 2014*
6. *"Basic tools and frameworks for analysing and understanding competitiveness and their application within the industry"*, paper hold in the International Economy & Business Doctoral Students Conference, December 2012
7. *"Characteristics of Managers in Albania"*, Paper hold in the International Conference: "Economic and Social Challenges 2010", Organized by the Faculty of Economy, Tirana University, December 10-11, 2010
8. *"Albanian Future Managers and the New Environment" 28-30 October 2009. 1<sup>st</sup> Regional Human Resource Management, "The Human Side of Management" Organized from GENESIS Group, Tirana, Albania. Paper, May 2009.*
9. *"Strategic Management in Albanian Businesses" paper hold in international Conference "Challenges of Management during Transition", organized by the Department of management, Economic Faculty, UT, 28-29 May 2009, Tirana.*
10. *"Challenges of Albanian Integration in BE" paper hold in international Conference "Financial and Management Problems in Albania, organized by the Faculty of Economy, Modena University and GEA College, 18-20 April, 2009, Tirana.*
11. *"Partnership and Alliances – A success Story from the Faculty of Economics"*, paper held in the 16<sup>th</sup> CEEMAN Annual International Conference: "Management Education for the Realities of Emerging Markets", 25-27 September, 2008, Tirana Albania.
12. *"Challenge of Performance Measurement in public Sector and BSC Technique" paper held in the International Conference "Economic and Social Challenges and Problems", organized by the Faculty of Economics, December 2008.*
13. *"Toward a Low Carbon Economy in Adriatic Area", paper held in the International Conference "Economic Development and European Integration - Realities and Challenges" organized by AQUILAFALC, 8 September, 2008.*



14. "Opinions about the future of energy sector", paper held in the seminar "For a low carbon economy in the Adriatic Area", organized by the Faculty of Economics, UT in cooperation with Aquilafalc, Italy. 2008
15. "Faculty of Economy, in Vanguard for the Master Programme in Albania, the Challenges and Problems", the V<sup>th</sup> Conference of the University Rectors in Balkan, the Process of Bologna and the Research. Mars 2008.
16. "Reflections on the spirit of entrepreneurship", presentation hold in the Conference "Increasing the entrepreneurial spirit in Universities", organized by the Faculty of Economics, Tirana University, 09. 12, 2005
17. "Improving business environment in Albania" presentation hold in the 4<sup>th</sup> conference of Bank of Albania "Albanian Economy: Performance and Policy Challenges, September 11-12, 2003.
18. "Economic instruments for Cash reduction", Presentation holds in the Scientific Conference: "Development and Management of Economic Potentials in Transition, II", organized by Faculty of Economics, Tirana and Nebraska University. 2003
19. "Increasing awareness of public opinion for woman's role in the economic, political and social life of the community". Presentation in the conference "Women, new visions", November, 2002.
20. "Aspects of Albanian Business Management", presentation hold in the Scientific Conference: "Development and Management of Economic Potentials in Transition", organized by Faculty of Economics, Tirana and Nebraska University. 2002.
21. "Economic Instruments for the Environment", presentation hold in the workshop: Innovation of the National Plan of the Environment Activity, January 23, 2001.
22. "International Integration of Albanian Economy" – presentation hold in the Scientific Conference: Social and Economic Development of Albanian Sites and their Regional and European Integration, September 2000.
23. "Albanian Business and the Role of Women as a Manager/Owner" – presentation hold in the Conference organized by the Faculty of Economics and Business in co-operation with Athens University – December 1996.
24. "Competitive Advantages and Alternative Strategies for the Success and Survival of Firms". Presentation held in the Conference organized by the Faculty of Economics, Tirana. 1994

#### **Abroad**

1. **"BUSINESS IMPROVEMENT DISTRICTS: A COMPARATIVE ANALYSIS OF THE LEGAL FRAMEWORK AND ECONOMIC/SOCIAL IMPACT AMONG DIFFERENT COUNTRIES", INTERNATIONAL CONFERENCE ECONOMIES OF THE BALKAN AND EASTERN EUROPEAN COUNTRIES, AUGUST 2023, PART OF THE [Springer Proceedings In Business And Economics](https://link.springer.com/chapter/10.1007/978-3-031-34059-8_4) BOOK SERIES (SPBE). [https://link.springer.com/chapter/10.1007/978-3-031-34059-8\\_4](https://link.springer.com/chapter/10.1007/978-3-031-34059-8_4)**
2. "Managing Service Innovation in Albania: Banking Sector and Telecommunication", ATINER Conference Paper Series No: CBC2013-0884, May 2023, [https://www.researchgate.net/publication/370628373\\_Managing\\_Service\\_Innovation\\_in\\_Albania\\_Banking\\_Sector\\_and\\_Telecommunication](https://www.researchgate.net/publication/370628373_Managing_Service_Innovation_in_Albania_Banking_Sector_and_Telecommunication)
3. "Mon Chéri: A Friendly Work Environment That Makes Everyone Feel at Home". SIM 2021: 16th International Symposium in Management, Innovation and Entrepreneurship in Challenging Global Times, 22-23 October 2021, Timisoara, Romania. <https://sim2021.eu/>
4. "Leadership of Hidden Champions" - Hidden Champions Conference - Innovation Initiatives for Global Market Leaders, <http://www.bmda.net/BMDA/members-area/>, Hangzhou, China, October 2018
5. "A comparative study of Bankruptcy Law: The Albanian case", - Tenth Scientific International Conference, Organized by Globus College, Prishtina, 20 May, 2017, <https://www.facebook.com/events/186708758476813>.



6. “*Comparative analysis of the factors influencing SME failure in Serbia and Albania*”, - International Conference, IMKSM 2017, Serbia, Bor, June 2017, [http://media.sjm06.com/2017/05/Book-of-Proceedings\\_IMKSM171.pdf](http://media.sjm06.com/2017/05/Book-of-Proceedings_IMKSM171.pdf).
7. “*Financial Performance and Management Differences: A Comprehensive Study on Causes of Financial Distress for Albanian Businesses*” – International Academic Conference, Organized by the West East Institute, Rome 14-16 November, 2016. <https://www.westeasinstitute.com/proceedings/2016-rome-presentations/>
8. *SME's Failure, Comparative Analysis and Research*”, FIKUSZ 2016 — Symposium for Young Researchers, Celebration of Hungarian Science 2015, Budapest, 13th November 2016. <http://kgk.uni-obuda.hu/sites/default/files/Proceedings-of-FIKUSZ-2015-final.pdf>
9. “*Cost of Financial Distress: A Comparative Study among three industries in Albania*“, Athens Institute for Education and Research , 10<sup>th</sup> Annual International Symposium on Economic Theory, Policy and Applications, 20-23 July 2015, Athens, Greece. [www.atiner.gr/2015/2015ECO.doc](http://www.atiner.gr/2015/2015ECO.doc).
10. “*Programming an entrepreneur*”, the 4-th, International Conference of Social Sciences, Bucharest, 27-30 February 2015. <http://icss4.euser.org/>
11. “*Determinants of Entrepreneurial Intention among University Students: Case of Albania.*” Author: Elona Garo, V. Kume, S. Basho, EduRe'15 VIRTUAL CONFERENCE - March 16-17, 2015, <http://edure.org/index.html>. The paper has been awarded as BEST RESEARCH PAPERS, <http://edure.org/Awards.html>.
12. “*An analysis of factors affecting failure of SMEs*”, International May Conference on Strategic Management - IMKSM2015, 29-31 May 2015, Bor, Serbia. [http://media.sjm06.com/2012/11/Book-of-Proceedings\\_IMKSM15.pdf](http://media.sjm06.com/2012/11/Book-of-Proceedings_IMKSM15.pdf)
13. “*Challenges in Milk Processing Sector in Albania (Tirana Region)*”, International Conference on Strategic Management, (IMKSM2014), Bor, Serbia, May 2014, [http://media.sjm06.com/2012/11/IMKSM14\\_Book-of-Proceedings1.pdf](http://media.sjm06.com/2012/11/IMKSM14_Book-of-Proceedings1.pdf).
14. “*The factors hindering innovation at Albania enterprises: banking sector and telecommunication*”, ABSRC 2014 Venice, March 26-28, 2014. Dorjana Feimi, Vasilika Kume. <http://www.absrc.org/conference-program-venice-2014.html>.
15. “*Managing Service Innovation in Albania: Banking Sector and Telecommunication*” ATINER CONFERENCE PAPER SERIES No: CBC2013-0884, Athens Institute for Education and Research, ISSN 2241-2891 , 23/1/2014, [www.atiner.gr/papers.htm](http://www.atiner.gr/papers.htm)
16. “*The integration of Albania economy into the global markets*”, the international conference on globalization September 10-12, 2013 – Ostrava, Czechia: Political factors of economic growth and regional development in transition economies conference, <http://conference.osu.eu/globalization/>
17. “*The competitive analysis - the appropriate instrument towards a successful development*’ paper hold in the 1<sup>st</sup> Annual International Interdisciplinary Conference, Aiic 2013, 24-26 April 2013, Azores Islands, Portugal. Enida Pulaj (Brakaj), Vasilika Kume, <http://www.aiiconference.net/index.php/en/aiic-2013-proceedings>
18. “*Integrating Entrepreneurship and Strategic Management activities to gain growth and firm’s wealth*”, paper held in the Fourth International Conference of GLOBE University, Kosovo, November 2012
19. “*An Employers’ Assessment to the Bologna Process Masters’ Quality – The Albanian Case*”, Vasilika KUME, University of Tirana, Zhaklina DHAMO, International Conference, University of Podgorica, <http://www.gallery.ef.ac.me/agenda.pdf>, 2012
20. “*Barriers to SME-s Growth from the perspective of Albanian Managers*”, paper held in the Fourth International Conference of GLOBE University, Kosovo, November 2011.
21. “*The SME Strategy and Strategic Leadership: Case Study – SME Strategy of Novo BRdo Municipality 2011-2013*”, paper held in the Fourth International Conference of GLOBE University, Kosovo, November 2011.

22. *"Hidden Champions in a Changing Environment"* paper hold in the Scientific Conference, organized by CEEMAN, Vienna, November 2011. [www.ceeman.org/hidden-champions](http://www.ceeman.org/hidden-champions),
23. *"Innovation Management in the Insurance Sector in Albania"* paper hold in the Scientific Conference Rouse 29-30 October 2010 of RESITA university network at Ruse University, Bulgaria ([http://fbm.ru.acad.bg/jei/pokana\\_ruse\\_resita\\_2010.pdf](http://fbm.ru.acad.bg/jei/pokana_ruse_resita_2010.pdf)), <http://conf.ru.acad.bg/bg/docs/RU2010-Prog-KM.pdf>
24. *"Something about Albania- Culture and Development"*, Paper presented in the "Faculty of Applied Science" in Worms, November 2010.
25. *"Entrepreneurship and Innovation"*, Paper *"SME-S - A Key Factor for Economic Growth and Employment"* 27-30 June, 2009, Scientific Conference Rouse, Bulgaria.
26. *"Institution Profile and Faculty Development Priorities"*, presentation held in the 14<sup>th</sup> CEEMAN Annual Conference: "Creating Synergy between Business Schools and Business, 28-30 September 2006, Berlin.
27. *"E-government for a better service delivery to the citizens and more transparent, responsive governance"*. The 14th NISPAcee Annual Conference, "Public Administration and Public Policy in Emerging Europe & Eurasia: For Professionalism, Impartiality and Transparency", Ljubljana, Slovenia, May 11 -May 13, 2006.
28. *"National strategy in E-Government in Albania, Challenges and Achievements"* presentation held in the conference organized by Pan-Pacific Business Association, China, Shanghai, 23-28 May 2005.
29. *"SWOT analysis of Albania's integration in EU"*, presentation held in the conference organized by Bamberg University and German University in Hungary, Wittenberg, Germany, 20-25 April, 2005.
30. *"Development of Graduate Business Programs in Eastern Europe: The case of Albania"* Presentation holds in Pan-Pacific Conference XXI, organized by Pan-Pacific Business Association, May 26-28, 2004, Anchorage, Alaska, USA.
31. *"Trade Unions in Transition Economies: New roles and challenges (The case of Albania)"*, presentation hold in the Scientific Conference: "Human Resources Management in Transition", organized by the Vth Chemintz East Forum, Germany. 2001
32. *"An Assessment of Desired Job Characteristics: An Analysis of Albanian and American University Students, Utilizing Content Theories of Motivation (co-author)*. Paper hold in the Conference for International Research of Business, Oklahoma, March 1995.
33. *"Economic Transition in Albania"* - Presentation in the Women Balkans Conference - Thessaloniki - 5-11 November 1993.

#### **F. Research**

1. *"Hidden Champions in Dynamically Changing Societies and their Management and Leadership Development Needs"*, IEDC and CEEMAN exploratory study, 2018-2021
2. *"The intergenerational family businesses as a stress management instrument for entrepreneurs (INTERGEN)"*, within the scientific consortium INTERGEN, September, 2018 to August, 2020.
3. *"Hidden Champions in CEE and Turkey"*, Research undertaken from CEEMAN in Cooperation with Emerald Insight. Published by Springer Science+Business Media, November 2013. ISBN 978-3-642-40503-7
4. *"Opinions about the future of energy sector"*, paper held in the seminar *"For a low carbon economy in the Adriatic Area"*, organized by the Faculty of Economics, UT in cooperation with Aquilafalc, Italy.2008
5. *"The strategy of Tirana University in the framework of Bologna Declaration"*, study undertaken in the framework of a joint study of Tirana Rectorate, group of authors, 2007
6. *"Strategy for institutionalizing qualitative Poverty Monitoring"*, ordered by the Ministry of Finance and funded by World Bank, April-May 2005

7. “*Cluster Oriented practices in Albania- Food Industry Focus*”, study realized by the Institute: “Economy, business, community”, funding by SOROS Foundation. 2005
8. “*Strategic Development of Fier Region*” study realized in co-operation with UNDP, 2002.
9. “*The increasing awareness of the Public Opinion about the role of woman as a partner in Economic, Politic, and Social life of Community*”. Study prepared in co-operation with “The woman, new visions”, NGO, December 2002.
10. “*Successes and problems of Albanian Business*”, study prepared in co-operation with FEER, October 2002.
11. “*National Plan for Environment in Albania*”, study prepared by a working group, led by the Minister of Environment. 2002.
12. “*The diffusion of endemismi in Karavasta*”, study realized in collaboration with CUM, (Comunita delle Universita Mediterranee) in the framework of INTERREG II Italy-Albania, 2001.
13. “*Albanian Business and the Role of Women as A Manager/Owner*”, 1997.
14. “*An Assessment of Desired Job Characteristics: An Analysis of Albanian and American University Student Utilizing Content Theories of Motivation*” (co-author), study presented in the conference of the International Business Academy, Southwest U.S Region, April 1995.
15. “*Privatization And Development Strategies of Albanian Agriculture*”, study realized in co-operation with the University of Athens, 1994.
16. Study realized in collaboration with Wood Bureau, “*The Exploitation of Matured Forests in the Mountains far From Urban Centres*”, 1989.

#### **G. Other Experiences**

1. 2016-2021, *Dissertation Mentor*, “*Strategic Management in Albanian Banking Sector*”, Faculty of Economics, University of Tirana, defended by Altin Sholla.
2. 2014-2019, “*Causes and Symptoms of Bankruptcy: A Quantitative and Qualitative Analysis of Albanian Businesses*”, Faculty of Economics, University of Tirana, defended by Zhaklina Dhamo.
3. 2014-2018, *Mentor of Dissertation*, “*The role of strategic human resource management on SMEs performance: Case Study – KOSOVO, Osman Sejfiqaj, Universiteti St. Kliment Ohridski – Bitola.*
4. 2014-2018, *Mentor of Dissertation*, “*Barriers to growth of small businesses in Kosovo, Shaip Gashi, Universiteti St. Kliment Ohridski – Bitola.*
5. 2014-2017, *Mentor of Dissertation*, “*The impact of motivating factors in decision making process in Kosovo SME-s, (The case of Ferizaj region), Azis Rexhepi, UET, Tirana.*
6. 2013-2017, *Mentor of Dissertation*, “*Competitiveness of SME-s: A study of construction industry in Kosovo, Arbiana Govori, University St. Kliment Ohridski – Bitola.*
7. 2012-2015, *mentor of dissertation*, “*Determinants of entrepreneurial will of Albanian youth. Recommendations for an effective and responsible Education*”, prepared from Elona Garo.
8. 2012-2015, *mentor of dissertation*, “*Strategies of supply chain interruptions*”, prepared from Denisa Mamillo, UET.
9. 2014 and on, *mentor of dissertations, accredited by the Ministry of Education, FYROM ( three works in process)*
10. 2014 and on, *reviewer of Sage Publications, ESJ Journal, Serbian Journal of Management.*

11. 2012-2015, *Mentor of dissertation, "Cluster development as a way to increase business competitiveness" prepared by Sadete Patushi*
12. 2012-2015, *Mentor of Dissertation, "The determinants of entrepreneurial intention" prepared by Genti Shaqiri.*
13. 2012-2015, *Mentor of dissertation, "Managing new product development processes: an innovative approach to SME-s", prepared by Doriana Feimi.*
14. 2011-2014, *Mentor of Dissertation, "Competitive advantages in the construction Industry", prepared by Enida Pulaj.*
15. 2011-2014, *Mentor of Dissertation, "Competitive advantage and the value role in growth and success of SME-s", prepared by Ylvije Borici.*
16. 2010-2013, *Mentor of Dissertation, "Development strategies of SME-s in Kosovo", prepared by Enver Krasniqi*
17. *Reviewer of the book: "Comparative study regarding the training needs for development of entrepreneurial competences in the context of E.U post-integration" Funded by National Science Fund of Bulgaria and National Authority for Scientific Research of Romania. <http://uni-ruse.academia.edu/DanielPavlov/Books.>, January 2012*
18. 2008-2011, *Mentor of Dissertation, "Change Management in Business Organizations in Albania", prepared by Arjola Dergjini.*
19. 2007-2010, *Mentor of Dissertation, "Management of Agrobusiness Capacities in Korca Region", prepared by Aida Gabeta.*
20. 2007-2010, *Mentor of Dissertation, "Challenges of Albanian businesses in their way for change, with focus in export companies", prepared by Dolozeza Sinanaj*
21. 2006-2009, *Mentor of Dissertation, "Performance measuring and evaluating in Public Administration", prepared By Petrit Dollani.*
22. 2005-2008, *Mentor of Dissertation "E- Government in Albania", prepared by Nevila Baci.*
23. 1997-2000, *Mentor of Dissertation "Marketing of Service Sector in Albania", prepared by Liljana Elmazi*
24. 2003 and on, *lector in the French Long Distance Learning School, in the matter "Strategies"*
25. 2003, *Scientific advisor of the book, "Foreign financial aid in Albania", published by University Publishing House.*
26. 2003, *training course in Strategic Management, for students of Distance Learning School, a co-operation between Foreign Language Faculty, Tirana University, and French Universities.*
27. 1999 and on, *training courses in management for High school teachers, supported by FEER (Junior Achievement Union in Albania).*
28. 1994, *Scientific advisor of the book, "Quality Management", published by University Publishing House.*