
R. Mitch Casselman, PhD

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[Google Scholar Profile](#)

Summary

Experienced academic with executive background, with a focus on innovation, building organizations and continuous improvement in all aspects of my career.

Award winning teaching record with consistently high teaching evaluations and an ability to teach across a wide range of subjects. Demonstrated record of creating and delivering leading edge courses with innovative pedagogical approaches, such as co-creation, with a strong emphasis on experiential learning and student mentoring. Extensive experience teaching at the executive, graduate and undergraduate levels in the USA, Australia, Canada, China, Italy and South America. Strong leadership in international travel course creation and delivery as well as project-based learning with corporate partners.

Cross-disciplinary researcher with a focus on knowledge & idea management, innovation, resource theory, and responsible business practices. Record of leading research agendas through research centers and faculty seminars. Research has been recognized at high-caliber international conferences and has been published in top tier international journals such as the *Journal of Knowledge Management*, *Journal of Business Ethics*, *Journal of Strategic Marketing*, *Technology Analysis & Strategic Management*, and, *Business Horizons*.

Strong and active commitment to service and administration. More than four years experience in combined academic and administrative leadership roles within the Dean's office of a dual accredited AACSB Catholic business school. Extensive private sector administrative skills built through general management and functional leadership roles in finance, human resources and administration. Former Chief Financial Officer managing budgets in excess of \$300 million. Served on the senior human resource leadership team for a multi-billion dollar technology firm. Have designed, developed and implemented information systems in university, corporate and government organizations. Strong focus on using technology to improve productivity and enhance communication & transparency. Experience negotiating complex financial transactions, managing international staff and driving forward initiatives from a position of influence.

Education

PhD, **University of Melbourne**, 2007.

Faculty of Economics & Commerce / Intellectual Property Research Institute of Australia
Supporting Areas of Emphasis: Strategic Management / Knowledge Management
Dissertation Title: The Impact of Knowledge Strategy and Knowledge Capability on
Organizational Performance

MA, **Carleton University**, 1997.

Major: Public Administration

BCom (Hons), **Carleton University**, 1985.

Major: Finance / Information Systems

Work Experience

Academic

Professor (tenured), Management

California State University, Chico, California, USA
August 15, 2021 – Present

Associate Professor, Management

California State University, Chico, California, USA
July 1, 2017 – August 15, 2021

Associate Professor (tenured), Management

St. John's University, Queens, New York, USA
July 1, 2014 – May 31, 2017

Director, Center for Global Business Stewardship

St. John's University, Queens, New York, USA
January 1, 2012 – May 31, 2017

Associate Dean, Learning & Innovation

St. John's University, Queens, New York, USA
July 1, 2014 – June 30, 2016

Director, Executive in Residence Program

St. John's University, Queens, New York, USA
March 1, 2015 – June 30, 2016

Assistant Professor, Management

St. John's University, Queens, New York, USA
September 1, 2010 - June 30, 2014

Associate Professor, Management

California State University, Chico, California, USA
July 1, 2007 - June 1, 2010

PhD Candidate / Sessional Lecturer / Tutor

University of Melbourne, Melbourne, Victoria, Australia
February 1, 2003 - May 1, 2007

Sessional Lecturer

University of Ballarat, Shenzhen, Guangdong, China
May 15, 2005 - July 15, 2005

Professional

Vice President, Finance

IceFyre Semiconductor, Kanata, Ontario, Canada
March 2001 - April 2002

- Responsible for the finance, human resource, information technology, legal, administrative and purchasing functions for this fabless semiconductor startup.

Chief Financial Officer

Digital Fairway Corporation, Ottawa, Ontario, Canada
January 2000 - March 2001

- Responsible for the finance, human resource and administration functions for this telecom software startup

Assistant Vice President, Business Management

Newbridge Networks Corporation, Kanata, Ontario, Canada
July 1994 - July 1999

- Had a series of leadership roles reporting to the top management team of a multi-billion dollar telecommunications equipment manufacturer
- Responsible for human resources, administration and financial planning for the Asia-Pacific region. Member of senior HR and Administration teams. Matrix responsibility for staff throughout Asia. Participated in merger & acquisition teams.
- Responsible for financial reporting and business management for two different Research & Development complexes (budgets in excess of \$300 million). Negotiated complex financial transactions.

Investment Analyst / Systems Analyst

Canadian Broadcasting Corporation. Ottawa, Ontario, Canada
July 1990 - July 1994

Manager of Operations

PC-Nova Productivity, Ottawa, Ontario, Canada
July 1987 - July 1990

Financial Analyst / Senior Financial Analyst

Bristol-Myers Pharmaceutical Group, Ottawa, Ontario, Canada
July 1985 - July 1987

Licensures and Certifications

Online Teaching Pedagogy Certificate, St John's University. (May 15, 2011)
Digital Measures Activity Insight Administrator (October 2015)
Go Virtual Summer Institute, California State University Chico (July 2020)

TEACHING

Award winning teaching record with consistently high teaching evaluations and an ability to teach across a wide range of subjects. Past record of creating and delivering leading edge courses with innovative pedagogical approaches, such as co-creation, with a strong emphasis on experiential learning. Extensive experience teaching at the executive, graduate and undergraduate levels in the USA, Canada, Australia, China, Italy and South America. Strong leadership in international travel course creation and delivery as well as project-based learning with corporate partners.

Teaching Interests

Strategic Management, Creativity & Innovation, International Business, Entrepreneurship, Ethics

Teaching Experience

California State University (Chico, CA)

Strategic Management

SEMINAR IN STRATEGIC MANAGEMENT, *MBA Capstone Class*, 8 courses.

APPLIED STRATEGIC DECISION MAKING, *Undergraduate Capstone Class*, 6 courses.

International Management

INTERNATIONAL BUSINESS IN LATIN AMERICA (Undergraduate), 1 course

INTERNATIONAL MANAGEMENT (Undergraduate), 3 courses

Design Thinking, Creativity and Innovation

MGMT OF CREATIVITY & INNOVATION (Graduate), 3 courses

St. John's University (Queens, NY; Rome, Italy)

Capstone Strategy Class

SEMINAR IN BUSINESS STRATEGY (Graduate), 14 courses.

EXECUTIVE IN RESIDENCE HONORS STRATEGY (Graduate), 7 courses.

MANAGERIAL STRATEGY AND POLICY, 5 courses.

International Strategy with South American travel component (Chile, Peru, Brazil, Ecuador, Argentina, Uruguay)

PRINCIPLES OF INTERNATIONAL BUSINESS, 4 courses.

SEMINAR IN GLOBAL BUSINESS POLICY, 3 courses.

INTERNATIONAL STRATEGY (Graduate), 4 courses.

Design Thinking, Creativity and Innovation

MGT OF CREATIVITY & INNOVATION (Graduate), 3 courses.

Other

PROJECT MANAGEMENT in NGOs (Graduate), 2 courses.

ENTREPRENEURSHIP, 2 courses.

ORGANIZATIONAL BEHAVIOR & CORP SOC RESP (Graduate), 5 courses.

METHODOLOGY OF BUSINESS RESEARCH / THESIS (Graduate), 2 courses

California State University (Chico, CA)

Capstone Strategy Class

SEMINAR IN APPLIED STRATEGIC DECISION MAKING, 14 courses.

Innovation & Change

CORPORATE ENTREPRENEURSHIP AND CHANGE, 4 courses.

University of Melbourne (Melbourne, Australia)

Organizational Learning

MANAGING ORGANIZATIONAL LEARNING (Graduate), 1 course.

MANAGING ORGANIZATIONAL LEARNING, 2 courses

University of Ballarat (Shenzhen, China)

Capstone Strategy Class

STRATEGY AND THE MANAGEMENT OF CHANGE (Graduate), 1 course.

Teaching Awards and Honors

Beta Gamma Sigma Honoree. Beta Gamma Sigma International Honor Society, St. John's Chapter. (May 4, 2016)

Senior Fellow, Center for Teaching and Learning, St. John's University. (September 1, 2013 - Present).

Technology Fellow, Center for Teaching and Learning, St. John's University. (September 1, 2011 - May 31, 2013).

Outstanding Teacher of the Year, Peter J. Tobin College of Business, St. John's University.
(May 15, 2013).

Dean's Certificate for Excellence in Teaching, University of Melbourne, Faculty of Economics and Commerce. (March 29, 2006).

RESEARCH

Cross-disciplinary researcher with a focus on knowledge & idea management, innovation, resource theory, and responsible business practices. Record of leading research agendas through research centers and faculty seminars. Research has been recognized at high-quality international conferences and has been published in top tier international journals such as the *Journal of Knowledge Management*, *Journal of Business Ethics*, *Journal of Strategic Marketing*, *Technology Analysis & Strategic Management*, and, *Business Horizons*.

Research Interests

Knowledge & Idea Management, Innovation, Resource Theory and Responsible Business Practices

Research Positions

Editorial Board, International Studies of Management and Organization (Taylor & Francis).

Co-Chair & Moderator, FutureWork Design Thinking Symposium, April 13, 2018, Chico, CA.

Co-Chair, 22nd International Vincentian Business Ethics Conference, October 22-24, 2015, New York, New York.

Director, Center for Global Business Stewardship, St. John's University, (January 1, 2012 – May 31, 2017)

Senior Vincentian Research Fellow, Vincentian Center for Church and Society, St. John's University. (September 1, 2013 – May 31, 2017).

Refereed Journal Articles

Stefanidis, A., Casselman, R.M., and Horak, S. (2023 – in press/early cite). Twenty-five years of management research on poverty: A systematic review of the literature and a research agenda, *Business Ethics, the Environment & Responsibility*.

Sama, L.M., Stefanidis, A. and Casselman, R.M. (2022). Rethinking Corporate Governance in the Digital Economy: The Role of Stewardship, *Business Horizons*, 65(5): 535-546.

Carroll, Ryall and Casselman, R.M. (2019). The Lean Discovery Process: the case of Raiserve, *Journal of Small Business and Enterprise Development*, 26(6/7): 765-782.

Coleman, Les and Casselman, R.M. (2016). Optimizing Decisions using Knowledge Risk Strategy, *Journal of Knowledge Management*, 20(5): 858-879.

- Casselman, R. M., Sama, L. M., Stefanidis, A. (2015). Differential Social Performance of Religiously-affiliated Microfinance Institutions (MFIs) in Base of Pyramid (BOP) Markets. ***Journal of Business Ethics***, 132(3): 539-552.
- Casselman, R. M., Yang, H., Liu, B. (2014). Typology of Capabilities (in Chinese). ***Science & Technology Progress & Policy***, 31(16), 1-6.
- Casselman, R. M., Cocozzelli, F. P., Sama, L. M. (2014). The Role of Microfinance in Post-Conflict Settings. ***Journal of Business, Peace and Sustainable Development***, 1(3), 31-72.
- Casselman, R. M., Sama, L. M. (2013). Microfinance, Mission Drift and the Impact on the Base of the Pyramid: A Resource-based Approach. ***Business and Society Review***, 118(4), 437-461.
- Sama, L. M., Casselman, R. M. (2013). Profiting from Poverty: Ethics of Microfinance in BOP. ***South Asian Journal of Global Business Research***, 2(1), 82 - 103.
- Quintane, E., Casselman, R. M., Reiche, B. S., Nyland, P. A. (2011). Innovation as a Knowledge-based Outcome. ***Journal of Knowledge Management***, 15(6), 928-947.
- Casselman, R. M., Gundlach, M. J., Morgan, J. F., Zivnuska, S. (2009). Legally Mandated Paid Sick Leave: Response Options for Businesses and Managers. ***Sam Advanced Management Journal***, 74(2), 13-22.
- Nadeau, J., Casselman, R. M. (2008). Competitive Advantage with New Product Development: Implications for Life Cycle Theory. ***Journal of Strategic Marketing***, 16(5), 401-411.
- Casselman, R. M., Samson, D. (2007). Aligning Knowledge Strategy and Knowledge Capability. ***Technology Analysis and Strategic Management***, 19(1), 69-81.

Conference Proceedings

- Carroll, Ryall and Casselman, R. Mitch, *The Lean Discovery Process: Reducing Time and Costs in New Product Development*, **2020 American Marketing Association Winter Academic Conference**, February 14-16, 2020, San Diego, CA, USA.
- Carroll, Ryall and Casselman, R. Mitch, *The Lean Discovery Process: the Case of raiserve* **Proceedings of the 52nd Annual Hawaii International Conference on Systems Sciences (HICSS-52)**, January 7-11, 2019, Wailea, HI, USA.
- Casselman, R.M.; Sama, L.M. and Flanagan, P. (eds.), **Proceedings of the 22nd International Vincentian Business Ethics Conference**, October 22-24, 2015, Manhattan, New York.
- Sama, L. M., Casselman, R. M. (2014). Ethical Foresight in Business: Interpreting Societal Cues for Better Ethical Management. **Proceedings of the 25th Annual Conference of the International Association for Business and Society (IABS)** (25th ed., vol. 2014, pp. 71 - 81). International Association for Business and Society (IABS).
- Casselman, R. M., Sama, L. M., Stefanidis, A. (2014). *The Multiple Perspectives of Stewardship: a Responsible Leadership Approach for the 21st Century*. **Proceedings of the 21st Annual International Vincentian Business Ethics**.
- Casselman, R. M., Sama, L. M., Stefanidis, A. (2014). *Religious versus Secular Microfinance Institutions (MFIs): An Examination of Their Social Performance in Base of Pyramid (BoP) Markets* (vol. 2014). Vancouver, British Columbia: **Proceedings of the 56th Annual Meeting**

of the Academy of International Business
<https://aib.msu.edu/publications/confproceed.asp>

Casselman, R. M. (2013). *Rethinking the Role of the Syllabus in a Digital Environment: Multimedia Publishing for Student Engagement*. **Proceedings of the 2013 Annual Meeting of the Southern Management Association**.

Sama, L. M., Casselman, R. M. (2013). *The Dark Side of Fair Trade in Base of Pyramid Markets: Critical Perspectives and a Case Study*. **International Association of Business and Society (IABS) Annual Conference**.

Casselman, R. M. (2013). *The Role of Microfinance Institutions in Post-Conflict Settings*. San Diego, California: **Proceedings of the 2013 Conference for Peace and Prosperity**.

Casselman, R. M., Sama, L. M. (2012). *A Microfinance Balanced Scorecard to Prevent Mission Drift*. **19th Annual International Conference Promoting Business Ethics**.

Casselman, R. M., Coleman, L. (2012). *Systemic View of Medical Risk Management*. **Administrative Sciences Association of Canada 2012 Annual Conference (ASAC 2012)**.

Sama, L. M., Casselman, R. M. (2011). *Microfinance, Mission Drift and the Impact on the Base of the Pyramid: Differentiating Capabilities of For-Profit and Not-for-Profit MFIs*. **CK Prahalad's Legacy: Business for Poverty Alleviation**. <http://www.sandiego.edu/prahalad/papers/>

Sama, L. M., Casselman, R. M. (2011). *Profiting from Poverty: Ethical Dilemmas for Microfinance Institutions (MFIs) in Base of Pyramid (BOP) Markets*. **18th Annual International Conference Promoting Business Ethics**.

Casselman, R. M., Samson, D. (2011). *Internal, Collaborative and Competitive Knowledge Capability*. Koloa, HI, USA: **IEEE 44th Annual Hawaii International Conference on Systems Sciences**.

Casselman, R. M., Samson, D. (2010). *A Typology of Organizational Capabilities*. Lake Tahoe, CA, USA: **Western Decision Sciences Annual Conference**.

Casselman, R. M., Samson, D. (2007). *The Impact of Knowledge Strategy on Performance in Large Australian Organizations* (pp. 2961-2966). Phoenix, Arizona: **Decision Sciences Institute Annual Conference**.

Casselman, R. M., Samson, D. (2005). *Beyond Tacit and Explicit: Four Dimensions of Knowledge*. Honolulu, HI, USA: **IEEE 38th Annual Hawaii International Conference on System Sciences**.

Casselman, R. M., Samson, D. (2004). *Aligning Knowledge Strategy and Knowledge Capabilities*. Governance, **Competence and Economic Organisation in the Knowledge Economy**.

Book Chapters, Monographs & Manuscripts

Casselman, R. M., Quintane, E., Reiche, R. S. (2006). *Reconceptualizing Innovation as a Social and Knowledge-Based Phenomenon* (pp. 47). Melbourne, Australia: University of Melbourne - IPRIA. <http://www.ipria.org/publications/wp/2006/IPRIAWP15.2006.pdf>

Casselman, R. M., Samson, D. (2004). *Beyond Tacit and Explicit: Four Dimensions of*

Knowledge (pp. 24). Melbourne, Australia: University of Melbourne - IPRIA.
<http://www.ipria.org/publications/wp/2004/IPRIAWP06.2004.pdf>

Research Presentations

Sama, L., Stefanidis, A., and Casselman, M. (2021). A Stewardship-based Model of Corporate Governance for the Digital Era, **International Association of Business & Society (IABS) Annual Conference**, June 3-6, 2021, Brussels, Belgium.

Casselman, R. Mitch (2021). Organizing for Knowledge in an Era of Artificial Intelligence: A Fish-Scale Model of Collective Omniscience. **Western Academy of Management (WAM 2021)** April 21-24, 2021, Virtual Conference

Casselman, R. Mitch (2020). Organizing for Knowledge in an Era of Artificial Intelligence: A Fish-Scale Model of Collective Omniscience. **Organization Science Winter Conference 2020**, March 5-7, 2020, Monterey, CA (Note: Paper Accepted but conference postponed).

Stephanidis, A., Casselman, R. M. and Horak, S. (2018). Twenty-five Years of Management & Organization Research on Poverty: A Systematic Review of the Literature and a Research Agenda. **25th Annual International Vincentian Business Ethics Conference**, October 25-28, 2018, New York, NY, USA.

Carroll, Ryall and Casselman, R. Mitch, *The Lean Discovery Process: the Case of raiserve*, **52nd Annual Hawaii International Conference on Systems Sciences (HICSS-52)**, January 7-11, 2019, Wailea, HI, USA.

Shukri, A. and Casselman, R. M. **2016 Academy of International Entrepreneurship Conference**. "Entrepreneurship Promoting Initiatives in MENA Region: Current Trends and Success Factors in a Turbulent Environment. Sydney, NSW, Australia. (September 2-3, 2016)

Casselman, R. M., Stefanidis, A., Gevorkyan, A., Carroll, W. R., Horak, S., Sama, L. M., Lu, V., **Poverty, Prosperity and the Purpose of Business - 9th International Conference on Catholic Social Thought and Business Education**, "A Review of the Business Models, Mechanisms and Solutions for the alleviation of Poverty," De La Salle University (Manila) and St. Thomas University. (February 26, 2015).

Casselman, R. M., Sama, L. M., Stefanidis, A., **The Impact of Business Ethics on Public Life - 21st IVBEC**, "The Multiple Perspectives of Stewardship: A Responsible Leadership Approach for the 21st Century," All Hallows College. (October 31, 2014).

Casselman, R. M., Cocozzelli, F. P., Sama, L. M., **Founder's Week Faculty Research Luncheon**, "The Role of Microfinance Institutions in Post-Conflict Settings," Vincentian Center for Church and Society, St. John's University. (September 23, 2014).

Sama, L. M., Stefanidis, A., Casselman, R. M., **Local Contexts in Global Business - 56th Annual Meeting of the Academy of Int'l Business**, "Religious versus Secular Microfinance Institutions (MFIs): An Examination of Their Social Performance in Base of Pyramid (BoP) Markets," Academy of International Business (AIB). (June 24, 2014).

Sama, L. M., Casselman, R. M., **Reclaiming the Societal Dimension - 25th Annual IABS Conference**, "Ethical Foresight in Business: Interpreting Societal Cues for Better Ethical Management," International Association of Business and Society (IABS). (June 20, 2014).

- Casselman, R. M., "A Multimedia, Multi-Platform Syllabus for Student Engagement," **Center for Teaching and Learning**, St. John's University (2013).
- Sama, L. M., Stefanidis, A., Casselman, R. M., "Differential Social Impact of Religiously Affiliated Microfinance Institutions (MFIs) in Base of Pyramid (BOP) Markets," **Vincentian Business Ethics Conference**. (2013).
- Casselman, R. M., "Rethinking the Role of the Syllabus in a Digital Environment: Multimedia Publishing for Student Engagement," **Southern Management Association Annual Conference**. (2013).
- Sama, L. M., Casselman, R. M., "The Dark Side of Fair Trade in BOP Markets: Critical Perspectives and a Case Study," **International Association of Business and Society (IABS) Annual Conference**. (2013).
- Casselman, R. M., Cocozelli, F. P., Sama, L. M., "The Role of Microfinance in Post-Conflict Settings," **2013 Peace and Prosperity Conference**. (2013).
- Casselman, R. M., Cocozelli, F. P., Sama, L. M., Leadership for Peace and Prosperity, "The Role of Microfinance in Post-Conflict Settings," **University of San Diego and the Institute for Economics & Peace**. (October 3, 2013).
- Sama, L. M., Casselman, R. M., "Boundary of the Firm Decision in the Base of Pyramid (BOP) Markets: Cross Sector Partnership Drivers in the Microfinance Industry," **Academy of Management Africa Conference**. (2012).
- Casselman, R. M., Sama, L. M., "An MFI Balanced Scorecard to Prevent Mission Drift," **19th Annual International Conference Promoting Business Ethics**. (October 2012).
- Casselman, R. M., Coleman, L., "Systemic View of Medical Risk Management," **Administrative Sciences Association of Canada 2012 Annual Conference (ASAC 2012)**. (June 2012).
- Casselman, R. M., "The Knowledge Based View as a Strategic Theory of the Firm: Contributions and Controversies," **Administrative Sciences Association of Canada 2012 Annual Conference (ASAC 2012)**. (June 2012).
- Casselman, R. M., Sama, L. M., "Microfinance, Mission Drift and the Impact on the Base of the Pyramid: A Resource-based Approach," **St. John's Faculty Research Forum**. (April 2012).
- Sama, L. M., Casselman, R. M., "Profiting from Poverty: Ethical Dilemmas for Microfinance Institutions (MFIs) in Base of Pyramid (BOP) Markets," **St. John's Faculty Research Forum**. (April 2012).
- Casselman, R. M., "How Can a Course be Redesigned for Overseas Instruction?," **Center for Teaching and Learning**. (March 2012).
- Silliman, B., Casselman, R. M., "Interpreting Student Evaluations of Teaching: Their Role in Instructional Improvement, Faculty Evaluation and Retributions," **Center for Teaching and Learning**. (December 2011).
- Sama, L. M., Casselman, R. M., "Profiting from Poverty: Ethical Dilemmas for Micro-Finance Institutions (MFIs) in Base of Pyramid (BOP) Markets", **18th International Business Ethics**

- Conference.** (2011).
- Sama, L. M., Casselman, R. M., "Microfinance, Mission Drift and the Impact on the Base of the Pyramid: Differentiating Capabilities of For-Profit and Not-for-Profit MFIs" **CK Prahalad's Legacy: Business for Poverty Alleviation.** (September 2011).
- Casselman, R. M., Samson, D., "Internal, Collaborative and Competitive Knowledge Capabilities," **IEEE 44th Annual Hawaii International Conference on Systems Sciences.** (January 2011).
- Casselman, R. M., Samson, D., "A Typology of Organizational Capabilities," **Western Decision Sciences Annual Conference.** (April 2010).
- Eric, Q., Reiche, B. S., Casselman, R. M., "Knowledge and Social Dimensions of the Innovation Process: Individual and Group-Level Perspectives," **Academy of Management Annual Conference.** (August 2008).
- Casselman, R. M., Coleman, L., "Integrating Knowledge and Risk in Decision Making," **Decision Sciences Institute Annual Meeting.** (November 2007).
- Casselman, R. M., Samson, D., "The Impact of Knowledge Strategy on Performance in Large Australian Organizations," **Decision Sciences Institute Annual Conference.** (November 2007).
- Quintane, E., Reiche, B. S., Casselman, R. M., "Knowledge and Social Network Contingencies in Organizational Innovation: A Process Perspective," **Academy of Management Annual Conference.** (August 2007).
- Casselman, R. M., Quintane, E., Reiche, B. S., "A Knowledge-based View of the Innovation Process," **Academy of Management Annual Conference.** (August 2006).
- Casselman, R. M., "Aligning Knowledge Strategy and Knowledge Capabilities: an Outline of Research in Progress," **3rd Annual Knowledge Management Doctoral Consortium at the Monieson Centre Queens University.** (November 2004).
- Casselman, R. M., Samson, D., "Aligning Knowledge Strategy and Knowledge Capabilities," **Governance, Competence and Economic Organisation in the Knowledge Economy.** (September 2004).

Research Awards and Honors

2015-16 Best Faculty Paper – UN PRME. Peter J. Tobin College of Business, St. John's University (May 2016).

2014 Outstanding Reviewer Award. South Asian Journal of Global Business Research (Emerald Publications). (December 18, 2014).

Best Paper Award. Institute for Economics and Peace / Center for Peace & Commerce, U. of San Diego. (October 5, 2013).

Senior Vincentian Research Fellow. Vincentian Center for Church and Society, St. John's University. (September 2013 - May 2017).

Vincentian Research Fellow. Vincentian Center for Church and Society, St. John's University.

(September 2011 - August 2013).

Dean's Research Grants, St. John's University, (2011 – 2014).

Best Paper Honourable Mention, Health Care Management Division, Administrative Sciences Association of Canada (ASAC). (June 12, 2012).

Dean's Fellowship, California State University - Chico, College of Business. (September 1, 2007 - May 31, 2010).

Dean's Certificate for Outstanding Research Contributions, California State University, Chico - College of Business. (May 31, 2009).

SERVICE

Service to the University – CSU Chico

Chair, Strategic Planning Steering Committee (September 2019 – April 2020)

Member, MBA Graduate Program Committee (September 2017 – Present)

Member, Graduation 2025 Committee (September 2018 – April 2022)

Faculty Lead, International Business Courses

Chair, Department of Management Curriculum Committee (September 2017 – May 2019).

Member, Accelerator Board of Advisors (Fall 2017, Spring 2017).

Member, Provost's Special Committee on Interdisciplinary Studies (Spring 2018).

Supervision of Master's Thesis, Suzanne Bell, St. John's University, Masters in Global Development and Social Justice Program, "Mbo Ri Suto (Our Voice): Palenquera Agency, Well Being and Development at the Intersection of Race, Poverty, and Gender", completed June 2018.

Supervision of Master's Thesis, Wongani Mhango, St. John's University, Masters in Global Development and Social Justice Program, "Impact of Foreign Aid on Malawi's Socioeconomic Development", completed June 2018.

Service to the University – St. John's University

Member, University Assessment Committee (September 2014 – May 2016)

Chair, Peter J. Tobin Assessment Committee (September 2014 – May 2016)

Chair, Entrepreneurship Competition Committee (September 2011 – May 2016)

Co-Chair, University Digital Measures Activity Insight Project Team (January 2015 – May 2016)

Member, University Digital Measures Activity Insight Steering Committee (December 2014 – May 2016)

Member, UN PRME Committee (January 2012 – May 2016)

Director, Executive in Residence Program (March 2015 – May 2016)

Advisor, Ozanam Scholars Social Justice Program (February 2015 – May 2018)