

MATTHEW C. MITCHELL

CURRICULUM VITA – DECEMBER 2015

CONTACT INFORMATION

Assistant Professor of International Business and Strategy
Executive Editor – *International Business: Research, Teaching and Practice*
College of Business and Public Administration
Drake University
2507 University Avenue
Des Moines, IA 50311
Tel: 515.271.3138
Matthew.Mitchell@Drake.edu

EDUCATIONAL BACKGROUND

Ph.D. – University of South Carolina, 2010. Columbia, SC.

- International Business/Strategy

MBA – Crummer Graduate School of Business, 2004. Winter Park, FL.

- Masters of Business Administration – Management
- Honors Graduate

BA - Rollins College, 2000. Winter Park, FL.

- Major: Physics; Minor: Mathematics

RESEARCH

Research Interests

- International Management and Strategy
- Interaction of Firms, Political Economy and Institutional Frameworks
- Multinational Firms and their Institutional and Sociocultural Environment
- International Political Risk
- International Business Pedagogy

Dissertation Title / Committee Members

- Title: Corporate Legitimacy Across Cultural Contexts: Mapping the Cultural Schemata of Religio-Institutional Actors
- Dissertation Chair: Dr. Nancy R. Buchan.
- Committee Members: Dr. Kendall Roth, Dr. David Crockett, Dr. Waleed El-Ansary

PUBLICATIONS AND PAPERS

Journal Articles

- Porter, T., Mitchell, M., 2015. Spiritual Institutional Entrepreneurs: An Introduction and Examination. *Journal of Management Spirituality and Religion*, August: 1-14.
- Ramsey, J., Mitchell, M., Barakat, L., Ganey, T., Voloshin, O., 2015. The Effects of Past Satisfaction and Commitment on the Future Intention to Internationalize. (*Accepted and Forthcoming 2015/16 – International Journal of Emerging Markets*)
- Mitchell, M., Heaston, W. R., Kappen, J., 2015. Taboo No More: A Qualitative Country Institutional Profile of Life Insurance in China and India. *Management Research Review*, 38(8): 813-839.
- Miller, C. E., Mitchell, M. C., Kappen, J. A., & De Ocampo, M. B., 2014. Whither the Professor? Crafting a Viable Business Doctoral Program in a Developing Country. *Journal of International Business Education*, 9(1).
- Mitchell, M., Rafi, M. I., Severe, S., Kappen, J. A., 2014. Conventional vs. Islamic Finance: The Impact of Ramadan Upon Sharia-Compliant Markets. *Organizations and Markets in Emerging Economies*, Vol. 5, No 1 (9): 105-124.
- Mitchell, M., Vandegrift, D., 2014. Student Perceptions of Internationalization, Multiculturalism, and Diversity in the Business School. *Journal of Teaching in International Business*, 25(1): 25-43.
- Mitchell, M., Hamad, M., Grimm, H., Klose, S. 2013. Short Term Pain and Long Term Gain: The Post-Revolution Egyptian Experience. *Drake Management Review*, 2(2): 32-37.
- Mitchell, M. 2010. An Institutional Perspective of the MNC as a Social Change Agent: The Case of Environmentalism. *Journal of Global Responsibility*, 1(2): 382-398.
- Alon, I., Gurumoorthy, R., Mitchell, M., and Steen, T. 2006. Managing Micro-political Risk: A Cross Sector Examination. *Thunderbird International Business Review*, 48 (5): 623-642.

Edited Works

- Rottig, D., Mitchell, M. Special Issue Editor. 2015. Institutions and Emerging Economies. *Special Issue of International Journal of Emerging Markets* (Forthcoming in 2016).
- Mitchell, M., Alon, I. Special Issue Editor. 2012. Globalization and Emerging Economies. *International Business: Research Teaching and Practice*, 6(1).

Book Chapters

- Mitchell, M., Alon, I., Herbert, T. 2011. Assessing & Managing Political Risk. In T. Wilkinson (Ed.), *International Business in the 21st Century: Are You Ready? – Preparing for International Business Operations*. Santa Barbara, CA: Praeger.
- Munoz, J. M., Alon, I., Mitchell, M. 2010. Micro-Franchising Strategies: Drawing Lessons From Franchise Literature. In J. M. Munoz (Ed.), *Microenterprise: Concepts and Cases*. Northampton, MA: Edward Elgar.
- Alon, I., Cliquet, G., Perrigot, R., Mitchell, M. 2010. International Franchising at Best Western. In I. Alon (Ed.), *Global Franchising*. New York, NY: Palgrave Macmillan.
- Alon, I., Mitchell, M., Munoz, J. M. 2010. Microfranchising in Less Developed Countries. In I. Alon (Ed.), *Global Franchising*. New York, NY: Palgrave Macmillan.

Book Reviews

- Mitchell, M. 2012. Spirituality and Corporate Social Responsibility: Interpenetrating Worlds – Book Review. *Journal of Management Spirituality and Religion*, 9(2): 209-214.

Teaching Cases

- Mitchell, M., Kappen, J. A., Hamad, M., 2014. An Expanding Dilemma: A Tough Choice Between Egypt and Venezuela (Revised and Updated). In I. Alon & E. Jaffe, *Global Marketing 2e*. New York, NY: McGraw-Hill.
- Mitchell, M., 2011. An Expanding Dilemma: Between Mubarak and a Hardliner. In I. Alon & E. Jaffe, *Global Marketing*. New York, NY: McGraw-Hill.

Papers Under Review

- Porter, T., Case, S., Mitchell, M., Abaza, W. Freedom of Religion or Freedom from Religion in Organizations: Dialogue for Giving Voice to Values. (*For submission to Journal of Management Spirituality and Religion*)
- Heaston, W. R., Mitchell, M., Kappen, J. Towards an Institutional Model of Organizational Corruption Controls: The Case of FIFA. (*For submission to Organization Studies. Previously submitted to Academy of Management Review and Journal of Business Ethics.*)

Papers in Process

- VanSandt, C., Mitchell, M., Sud, M. MNEs, Ethics and Religion: Why So WEIRD? (*Previously submitted to Journal of Business Ethics. In revision to submit to Journal of Management Spirituality and Religion*)
- Budde-Sung, A., Mitchell, M. Thou Shalt Not Steal: The Impact of Religion on Software Piracy. (*Previously submitted to Journal of International Business Studies. In revision to submit to Journal of Business Ethics.*)
- Kappen, J. A., Chawla, K., Mitchell, M. C. 2015. Towards the Institutionalization of Screening and Measuring for Social Impact: Implications for Islamic Finance. (*Previously submitted to International Conference on Islamic Economics and Finance. In revision to submit to Organization Science*)
- Mitchell, M., Buchan, N.R. Prophets and Profits: Mapping the Cultural-Cognitive Schemata of Religio-Institutional Actors.
- Bishop, D., Mitchell, M. Perceived Management Traits among College Students.
- Kappen, J.A. & Mitchell, M.C. Teaching the Politics of International Trade.
- Mitchell, M., Kappen, J.A. Developing an Undergraduate Research Program in International Business.
- Hilscher, J., Kass, K., Mitchell, M. C. An Introduction to the Theory and Practice of Collaborative Classrooms in Higher Education.
- Dau, L., Mitchell M. Promarket Reforms in Latin America: A Qualitative Examination of Executive Responses.
- Buchan, N. R., Rolfe, R., Mitchell, M. Corruption and Public Goods Provision in Africa: A Multilevel Public Goods Experiment.

Undergraduate Research Papers in Progress

- Mitchell, M., Rafi, M. I., Kappen, J. A., Goebel, M., Navaratnam, R., Rahmat, K. F., Skajewski, R. Finance, Food and Pharma: The Institutionalization of Islamic Halal Regulation.

Peer Reviewed Conference Presentations

- VanSandt, C., Mitchell, M., Sud, M., 2015. MNEs, Ethics and Religion: Why So WEIRD? *Academy of International Business*. – Bangalore, India.
- Budde-Sung, A., Mitchell, M. 2015. Protecting Intellectual Property When the Law Will Not Do so: A Religious and Relational Approach. *Society for the Advancement of Socio-Economics*. – London, England.

- Kappen, J. A., Chawla, K., Mitchell, M. C. 2015. Towards the Institutionalization of Screening and Measuring for Social Impact: Implications for Islamic Finance. *International Conference on Islamic Economics and Finance* – Doha, Qatar.
- Chawla, K., Kappen, J. A., Mitchell, M. & Rafi, M. I. 2014. Towards the Institutionalization of Screening and Measuring for Social Impact: Implications for Islamic Finance. *Islamic Finance: Exploring the Institutionalization of an Emerging Field. Academy of International Business* – SE. Miami, FL.
- Rafi, M. I., Goebel, M., Navaratnam, R., Rahmat, M. F., Skajewski, R., Mitchell, M. & Kappen, J.A. 2014. Finance, Food, and Pharma: The Institutionalization of Islamic Halal Regulation. *Academy of International Business* – SE. Miami, FL.
- Mitchell, M., Sud, M., VanSandt, C. 2014. MNEs, Ethics and Religion: Why So WEIRD? *International Vincentian Business Ethics Conference*. Dublin, Ireland.
- Porter, T., Case, S., Mitchell, M., Abaza, W. 2014. Freedom of Religion or Freedom from Religion in Organizations: Dialogue for Giving Voice to Values. *Academy of Management*. Philadelphia, PA.
- Heaston, W. R., Mitchell, M. 2014. Towards an Institutional Model of Organizational Corruption Control: The Case of FIFA. *Academy of International Business*. Vancouver, Canada.
- Kappen, J.A. & Mitchell, M. 2014. Teaching the Politics of International Business. *Academy of International Business*. Vancouver, Canada.
- Heaston, W. R., Mitchell, M. 2013. Towards an Institutional Model of Organizational Corruption Control: The Case of FIFA. *Academy of International Business* - SE. Atlanta, GA.
- Rafi, I., Mitchell, M. 2013. The Impact of the Ramadan Effect upon Sharia-Compliant Stocks in Malaysia. *Academy of International Business* - SE. Atlanta, GA.
- Mitchell, M., Heaston, W. R. 2013. Savings and Superstitions: A Comparison of Life Insurance Industries in China, and India. *Academy of Management*. Orlando, FL.
- Porter, T., Case, S., Mitchell, M., Abaza, W. 2013. Freedom of Religion or Freedom from Religion – Professional Development Workshop. *Academy of Management*. Orlando, FL.
- Budde-Sung, A. Mitchell, M. 2013. Thou Shalt Not Steal: The Impact of Religion on Software Piracy. *Academy of International Business*. Istanbul, Turkey.
- Budde-Sung, A. Mitchell, M. 2013. Thou Shalt Not Steal: The Impact of Religion on Software Piracy. Henry Kaufman Forum on Religious Traditions – University of Maryland. College Park, MD.
- Mitchell, M., Heaston, W. R. 2012. Savings and Superstitions: A Comparison of Life Insurance Industries in China, and India. *Academy of International Business* - SE. Fort Lauderdale, FL.
- Mitchell, M., Vandegrift, D. 2012. Student Perceptions of Internationalization, Multiculturalism, and Diversity in the Business School. *Academy of International Business*. Washington D.C.
- Mitchell, M. 2011. An Exposition and Examination of Sacred Legitimacy. *Academy of Management Annual Conference*. San Antonio, Texas.
- Mitchell, M. 2010. Corporate Legitimacy Across Cultural Contexts: Mapping the Cultural Schemata of Religio-Institutional Actors. *Academy of Management Annual Conference*. Montreal, Canada.
- Mitchell, M. 2009. Sustainability Across Cultural Contexts: Mapping the Cultural Schemata of Powerful Institutional Actors. *International Conference on Business & Sustainability*. Portland, OR.
- Mitchell, M. 2009. Mapping the Cultural Schemata of Religio-Cultural Actors: A Methodological Note. *Academy of Management Annual Conference*. Chicago, IL.
- Mitchell, M. 2009. An Institutional Perspective of the MNC as a Social Change Agent: The Case of Environmentalism. *Academy of Management Annual Conference*. Chicago, IL.

- Mitchell, M. 2009. The MNC as a Social Change Agent: A Country Institutional Profile Perspective. *Academy of International Business Annual Conference*. San Diego, CA.
- Alon, I. & Mitchell M. 2004. A Normative Model of Micro Political Risk Assessment. *University of North Florida International Business Research Conference*. Jacksonville, FL.
- Alon, I. & Mitchell, M. 2004. The Internationalization of Business Education: An Examination of International Educational Experiences. *University of North Florida International Business Research Conference*. Jacksonville, FL.
- Alon, I. & Mitchell, M. 2004. Social Implications of Global Franchising. *Proceeding of the Southwest Academy of International Business*. Orlando, FL.
- Chase, G. Alon, I., Mitchell, M. 2004. Religious Freedom and Prosperity: Is there a relationship. *Proceeding of the Southwest Academy of International Business*. Orlando, FL.

RESEARCH GRANTS, FUNDRAISING, HONORS AND AWARDS

Research, Teaching and Service Grants

- Drake University International Partner Development Grant: \$5630, 2015. This grant was given to further develop the international partnership with University de los Andes in Santiago, Chile.
- Drake University International Partner Development Grant: \$3500. 2014. This grant was given to explore multiple university and corporate partners in Santiago, Chile.
- Drake University International Partner Development Grant: \$3500. 2014. This grant was given to explore international research partners with faculty at Tecnológico de Monterrey in Guadalajara, Mexico.
- Drake University Undergraduate Research Assistantship: \$3600. 2014–2015. This grant was given to support undergraduate researchers for the 2014-2015 academic year.
- Drake University Undergraduate Research Assistantship: \$3600. 2013–2014. This grant was given to support undergraduate researchers for the 2013-2014 academic year.
- Drake University Undergraduate Research Assistantship: \$3600. 2010–2011. This grant was given to support two undergraduate researchers for the 2010-2011 academic year.
- Darla Moore School of Business Research Grant Program: \$2983. 2009–2010. This research develops the program “Corporate Legitimacy Across Cultural Contexts: Mapping the Cultural Schemata of Religio-Institutional Actors.”
- University of South Carolina, Research grant from the Center for International Business Education & Research (CIBER): \$3483. 2009–2010. Under supervision of Nancy R. Buchan this research finalizes field work previously conducted in Egypt, Israel, Sweden & the U.S.
- University of South Carolina, Research grant from the Center for International Business Education & Research (CIBER): \$10,000. 2008–2009. Under supervision of Nancy R. Buchan this field research investigates the process of MNC legitimation across cultural contexts by mapping cultural schemata of institutional actors in four countries: Egypt, Israel, Sweden, & the U.S.
- University of South Carolina, Research grant from the Center for International Business Education and Research (CIBER): \$8000. 2007–2008. With Nancy R. Buchan this research explores the interplay of religion and globalization as they influence the processes of organizational legitimation across national contexts.
- University of South Carolina – Moore School of Business Commendation for Research and Service: \$5500. 2009–2010.
- University of South Carolina Travel Grant. 2009. To present research to the International Conference on Business and Sustainability in Portland, OR.

- University of South Carolina Travel Grant. 2009. To lecture at the invitation of Ben Gurion University of the Negev in Be'er Sheva, Israel.
- Sheth Foundation – Academy of International Business Grant. 2009. To present research to the Academy of International Business Annual Conference in San Diego, CA.
- University of South Carolina Travel Grant. 2009. To present research to the Academy of Management Annual Conference in Chicago, IL.
- University of South Carolina Travel Grant. 2009. To present research to the Academy of International Business Annual Conference in San Diego, CA.

Fundraising

- Chip Webster Legacy Award – 2015. \$500,000 donation to Drake University College of Business and Public Administration to support student internship experiences to gain practical work experience with companies in the United States and around the world.
- Remo Picchietti Legacy Award – 2015. \$50,000 donation to Drake University College of Business and Public Administration to support experiential opportunities for immersive language acquisition, study abroad, and global internships. Additional funding may be available for faculty/staff internationalization, promotion/outreach and student research.
- DrakeIBiz Alumni and Friends Fund. Creation of fund to support study abroad, language acquisition, community outreach, and faculty/staff internationalization for Drake University International Business.
- Greater Des Moines Partnership + Drake University Global Internship Program – 2015. \$10,000 to support global internships for Drake University International Business students.
- James Foster International Business Endowment – 2014. \$7.0 million donation to Drake University with \$5.0 million earmarked for International Business and Study Abroad. The Foster gift will support the international business program by providing experiential opportunities for immersive language acquisition, study abroad, and global internships. Additional funding will be provided for Endowed Chair in International Business, faculty and staff internationalization, promotion and outreach and undergraduate student research.

Honors and Awards

- Madelyn M. Levitt Teacher of the Year Award – Drake University: 2015.
- Graduate Professor of the Year – Drake University CBPA: 2015.
- Fellow of the Academy of International Business – Southeast USA: 2014.
- Henry Kaufman Business and Religion Fellow – University of Maryland: 2011–2013.
- Commendation for Exemplary Research and Service – University of South Carolina: 2009.
- Darla Moore School of Business Fellowship – University of South Carolina: 2005–Present.
- Honors Distinction – Rollins College Crummer School of Business: 2004.
- Full Presidential Scholarship – Rollins College Crummer School of Business: 2003–2004.
- Best Math/Science Instructor – United States Air Force: 2002.
- Algernon Sydney Sullivan Medallion: Rollins College of Arts and Sciences: 2000.
- National Leadership Award – Omicron Delta Kappa: 2000.
- Academic Honors Society Award – Phi Eta Sigma: 1996–2000.

TEACHING

Teaching Interests

- International Management: Processes and Problems (Graduate and Undergraduate)
- Strategic Business Processes (Graduate and Undergraduate)
- Cross-Cultural Communication and Negotiations (Graduate)
- International Business: Processes and Problems (Undergraduate)

Teaching Experience

- Drake University CBPA – International Management (MGMT 170 and MGMT 280)*
 - Average Course Evaluation: Teacher Rating 4.75/5.0
- Drake University CBPA – International Business Processes and Problems (BUS 170)*
 - Average Course Evaluation: Teacher Rating 4.92/5.0
- Drake University CBPA – Strategic Business Processes (MBA 260)*
 - Average Course Evaluation: Teacher Rating 4.73/5.0
- Drake University CBPA – Globalization & Cross-Cultural Communication (MBA 200)
 - Average Course Evaluation: Teacher Effectiveness 100% Agree or Strongly Agree
- Drake University CBPA – Business Strategy and Policy (BUS 195)*
 - Average Course Evaluation: Teacher Rating 4.8/5.0
- USC – Principles of Management (MGMT 371)
 - Average Course Evaluation: Overall Effectiveness 4.80/5.00
- UNCC – International Business (IBUS 3274)
 - Average Course Evaluation: Overall Effectiveness 4.80/5.00
- Faculty Development in International Business – International Management Program: 2008
- USC Teaching Assistant – Global Marketing (IBUS 402): 2006–2010
- USC Teaching Assistant – Cross-Cultural Negotiations (IBUS 734): 2006–2010
- Chair of Science Department / Science Instructor: 2004–2005
- Physics Instructor, Advanced Placement, Honors: 2001–2003

* Teacher Rating based on The IDEA Center aggregated raw score for “Excellent Teacher” items.

INVITED LECTURES & PRESENTATIONS

- Mitchell, M. 2015/16. Drake University RaySociety. *Who is U.S.? A Guide to Globalization in Iowa and Abroad*. Des Moines, IA.
- Mitchell, M. 2015. Drake College of Business and Public Administration Teaching Colloquium. *Collaboration Classroom: High Tech + High Touch*. Des Moines, IA.
- Mitchell, M. 2014. Drake University Convocation Speech. *I Am Drake* – Des Moines, IA.
- Mitchell, M. and Kappen, J. 2014. Tecnológico de Monterrey. *Globalization and Global Strategy* – Guadalajara, MX.
- Mitchell, M. 2014. The Principal Financial Group Leadership Development Program. *Individual and Organizational Experiences within a Globalizing Firm* – Des Moines, IA.
- Alon, I., Arora, A. Bello, D., Mitchell, M., Rottig, D., 2013. Meet the Editors Panel. *Academy of International Business - SE*. Atlanta, GA.
- Alon, I., Arora, A. Bello, D., Mitchell, M., Rottig, D., 2013. Meet the Editors Panel. *Academy of International Business - SE*. Atlanta, GA.
- Anshu, A., Mitchell, M., Mueller, C., Arora, A., Raisinghani, M. 2013. Promoting Undergraduate Business Research: A Student-Faculty Perspective. *Academy of International Business - SE*. Atlanta, GA.
- Mitchell, M. 2013. Drake College of Business and Public Administration Teaching Colloquium. *High Impact Technologies in the Classroom - an Interactive Conversation*. Des Moines, IA.

- Mitchell, M. 2013. Drake University Board of Trustees Mini-College. *High-Impact Pedagogies in International Business*. Des Moines, IA.
- Mitchell, M. 2013. The Principal Financial Group. *Developing a Global Mindset – A Simulcasted Conversation with DSM, Hong Kong, and India*. Des Moines, IA.
- Mitchell, M. 2013. Drake University Joint Global Advisory & Taskforce Committees. *GAudit – Internationalization of the Curriculum Strategic Plan*. Des Moines, IA.
- Mitchell, M. 2012. Drake College of Business and Public Administration Research Colloquium. *Savings and Superstitions: A Comparison of Life Insurance Industries in China and India*. Des Moines, IA.
- Mitchell, M. 2012. Herb and Karen Baum Ethics Symposium on Ethics and the Professions. *Internalizing International Business Ethics*. Des Moines, IA.
- Mitchell, M. 2011. Delta Sigma Pi – Business Fraternity. *Going Global – Personal and Professional Internationalization*. Des Moines, IA.
- Mitchell, M. 2011. DUIT – Drake University International Travel. *One Pilgrim’s Progress: Stories and Lessons Learned from Abroad*. Des Moines, IA.
- Mitchell, M. 2010. International Traders of Iowa. *Profits and Prophets - Doing Business Across Religious Borders*. Des Moines, IA.
- Mitchell, M. 2010. Iowa Council for International Understanding. *Profits and Prophets - Doing Business Across Religious Borders*. Des Moines, IA.
- Mitchell, M. 2009. Current Trends in International Business Research and Practice. *Midlands International Trade Association*. Columbia, SC.
- Mitchell, M. 2009. MNCs in the Middle East: Mythologies and Opportunity. *University of South Carolina – Political Science Lecture*. Columbia, SC.
- Mitchell, M. 2009. Surviving Graduate School. *University of South Carolina – Graduate School Orientation*. Columbia, SC.
- Mitchell, M. 2009. The Importance of Fundamentals: Course Work and Comps. *Academy of Management New Doctoral Student Consortium*. Chicago, IL.
- Mitchell, M. 2009. Paradigms of Globalization: Semi-Globalization as a Framework for a Transnational Mindset. *Ben Gurion University of the Negev Honors MBA Program*. Be’er Sheva, Israel.
- Mitchell, M. 2008. The Times They are A’Changin: Business, Religion and Nationalism Under Conditions of Complexity. *SUMC Summer Institute*. Columbia, SC.
- Mitchell, M. 2007–2009. Global Business Ethics and Religious Pitfalls. *University of South Carolina Moore School of Business*. Columbia, SC.
- Mitchell, M. 2007–2009. Cola Wars: Products and Associated Ideologies. *University of South Carolina Moore School of Business*. Columbia, SC.
- Mitchell, M. 2004. One Pilgrim’s Progress: Stories from the Camino de Santiago de Compostella. *FUMC Nu Class*. Orlando, FL.
- Mitchell, M. 2004. Book Review: The Place of Tolerance in Islam by Khaled Abou El Fadl. *FUMC Nu Class*. Orlando, FL.

PROFESSIONAL ACTIVITIES

Business Consulting & Training

- Principal Financial Group. 2012-Present. Top Management Team - Executive Development Training – One week residential course focused on developing four executive capabilities: 1) Strategic Alignment and 2) Execution, 3) Global Perspective, and 4) Talent Development)

- Homesteaders Insurance Leadership Development Program. 2015-Present. Executive Leadership Development – Three day residential course focused on developing leadership, marketing, finance, accounting and general strategy skills.
- CDS Global. 2014-Present. Top Management Team - Executive Development Training – One week residential course focused on developing executive capabilities.
- DuPont-Pioneer. 2014-Present. Leadership Development Program in Regulatory Affairs and Global Strategy – Focus groups and curricular development for executive leadership development program. One week residential course focused on developing four areas of competence: 1) Law and Policy, 2) Communication, 3) Global Awareness, and 4) Enterprise Strategy.
- Iowa Homeless Youth Centers. 2014. Board of Directors Retreat – Facilitation of board of directors retreat focusing on three key areas: 1) Mission review, 2) Board effectiveness, and 3) Financial security and fundraising.
- Hillside Health Care International. 2014. Board of Directors Retreat – Facilitation of board of directors retreat focusing on three key areas: 1) Fundraising, 2) Strategic planning and 3) Execution.
- Des Moines Area Interprofessional Education Center. 2014. Formation and Strategic Planning – Formation and strategic planning for joint venture between Des Moines Area Community College, Des Moines University, Drake University, Grandview University and Mercy College of Health Sciences to form Interprofessional Educational Center.
- Des Moines Area Public Managers. 2014. Successful Strategy Execution Through Coaching
- CDS Global. 2012-Present. International Aspects of Leadership and Business.
- Iowa Association for Area Agencies on Aging. 2012. Effective Business Plans.
- City of West Des Moines. 2011. Effective Communication Program.
- Hallym University, Korea Program. 2011. Globalization and Cross-Cultural Communication.
- Palmetto Development Group & South Carolina Futures Foundation. 2009. Economic Development in South Carolina: Eradicating persistent poverty in South Carolina.
- Collier County Economic Development Council – Project Innovation. 2009. Planning for the future in times of uncertainty: How to utilize and develop local talent.
- Catalyst Inc. 2008. Going Global: How is cultural context important for internationalization. Catalyst is a multinational non-profit research and advisory organization dedicated to building inclusive environments and expanding opportunities for women and business.
- Milliken & Company. 2005–2009. Cross-Cultural Management and Communication Training. Milliken is a global textile and chemical manufacturer.
- Upward Unlimited. 2007. Cross-Cultural Management and Communication Training. Multinational corporation dedicated to promoting athletics.

Bâton Global LLC, Partner. Des Moines, IA

- Global strategy/implementation focused on country risk assessment, resource allocation and international business portfolio optimization
- Organizational development focused on global mindset, cross-cultural communication

Symbian Limited, Project Administrator. London, England.

- Member of global executive team that released first-gen Sony, Ericsson and Nokia smart-phones
- Managed global software defects review process across four sites – UK, USA, Japan, & Sweden
- Managed balanced scorecard process for global development team

Florida Digital Network, Marketing Associate. Orlando, FL.

- Member of team that developed statewide marketing plan for phone/internet service
- Researched and developed state and local tariffs systems

Workforce Advantage Academy, Chair of Science Department. Orlando, FL.

- Developed progressive integrated sciences curriculum for inner-city charter school
- Member of executive team responsible for success of new venture

Bishop Moore High School, Instructor of Physics & Mathematics. Orlando, FL.

- Designed and implemented new College Level/AP Physics curriculum
- Named overall, “USAF Best Math/Science Teacher”

ACADEMIC SERVICE

Professional Association Service

- Past Chapter Chair, 2015. Academy of International Business – Southeast USA Chapter.
- Chapter Chair, 2014. Academy of International Business – Southeast USA Chapter.
- Organizer, 2014. Academy of Management MSR Research Incubator. Philadelphia, PA.
- Conference Chair, 2013. Academy of International Business – SE Conference. Atlanta, GA.
- Organizer, 2013. Academy of Management MSR Research Incubator. Orlando, FL.
- Chair, 2012. Academy of Management MSR Research Incubator. Boston, MA.
- Conference Co-Chair and Membership Chair, 2012. Academy of International Business – SE Conference. Fort Lauderdale, FL.
- Session Chair, 2011. Academy of International Business – SE Conference. Winter Park, FL.
- Dissertation Advisor for Charles Omagor, Makerere University Business School, Uganda.
- Chair, 2011. Academy of Management MSR Research Incubator. San Antonio, TX.
- President/Chair, 2009. New Doctoral Student Consortium (NDSC). Chicago, IL.
 - Grew attendance and necessary funding 50% to 225 participants and a budget of \$22,000
 - Created first sponsored PDW at AOM Annual Conference.
- Session Chair, 2009. Intercultural Skills. International Management Division. Chicago, IL.
- Marketing Committee Chair, 2009. New Doctoral Student Consortium (NDSC). Anaheim, CA.
 - Developed integrated marketing campaign and secured necessary funding
- Marketing Committee, 2007. New Doctoral Student Consortium (NDSC), Philadelphia, PA.

University Service

- University Continuous Improvement Planning Process – Faculty Coordinator, 2014–Present. Drake University.
- University Institutional Planning Program – Project Team Member, 2015. Drake University.
- University Strategic Plan – Administrative Effectiveness Lead Qualitative Researcher, 2014–15. Drake University.
- University Admissions Prospective Student Day Presentation, 2014 – Present. Drake University.
- Drake University global strategic partnership delegation – University de los Andes, Chile; International Centre for Education in Islamic Finance, Malaysia. 2014 – Present. Drake University.
- Global Initiatives Program Advisory Council (GIPAC) CBPA Representative, 2011–Present. Drake University.
- Faculty Salary Review Committee, 2014-2015. Drake University.
- University Marshall – College of Business and Public Administration Marshall, 2012 –Present.
- Graduate Curriculum Committee, 2010–Present. Drake University CBPA.

- Drake University Institute for International Business Studies (DIIBS) Advisor, 2011–Present. Drake University.
- Drake University International Traders of Iowa Chapter Advisor, 2011–Present. Drake University.
- Paternal leave review committee, 2011. Drake University.
- Cross Cultural and Diversity Competency Committee, 2010–2011. Drake University.
- University Grievance Committee, 2009–2010. University of South Carolina.
- Graduate Research Assistant, 2005–2010. Moore School of Business, University of South Carolina.
- Senior Thesis Advisor: Hall, J. W., 2007–2008. Dubai’s Transition from an Oil-Based Economy.
- Executive Committee, 2006–2007. Doctoral Student Association, University of South Carolina.
- Executive Director, 1998–2000. Florida Independent Student Association (FISA).
- President, 1998–1999. Student Government Association, Rollins College.

Editorial Service

- Executive Editor, 2012–2015. *International Business: Research Teaching and Practice*.
- Special Issue Editor, 2013–2014. *International Journal of Emerging Markets*. Special issue on Institutions and Emerging Markets.
- Program Chair, 2012. *Conference Proceedings of the Academy of International Business – Southeast Annual Conference*.
- Special Issue Editor, 2011–2012. *International Business Research, Teaching, and Practice* Special issue on Emerging Markets.

Reviewer

- Ad hoc reviewer – International Journal of Emerging Markets
- Ad hoc reviewer – Academy of Management
- Ad hoc reviewer – Academy of International Business
- Ad hoc reviewer – Thunderbird International Business Review
- Ad hoc reviewer – Journal of Management Spirituality and Religion
- Ad hoc reviewer – International Business: Research Teaching and Practice
- Ad hoc reviewer – Journal of Teaching in International Business
- Ad hoc reviewer – Management Research Review

Membership

- Academy of Management
- Academy of International Business
- Academy of International Business – Southeast

ADDITIONAL INFORMATION

International Experience

- Traveled, lived, or worked in over 70 countries studying local markets, cultures, and religions.
- Conducted dissertation field research in Israel, Palestine, Jordan, Egypt, Sweden, and the U.S.
- Conducted exploratory research on sustainability social discourse in Costa Rica.
- Conducted field research on microfinance and developed research partnerships in Uganda.
- Indiana University immersive language program in San Luis Potosi, Mexico.

- Invited to participate in exclusive Sussex-England International Leadership Forum on Faith and Values with political leaders and executives from around the world.
- Conducted ethnographic study of the ancient pilgrimage named El Camino de Santiago researching Spanish history, culture, and regional dialects.

Methods, Computer, and Language Proficiency

Specialized Research Methods

- Long Qualitative Interview and Focus Group
- Cultural Analysis of Discourse: Cultural Schema Analysis
- Random Coefficients Modeling
- Hierarchical Linear Modeling
- Categorical Data Analysis (Logistic Regression, Count Models, Beta-binomial)

Computer

- Quantitative Software: Stata, SAS, LISREL, MS Office Suite
- Qualitative Software: QSR NVivo 8, 9, 10 (Mac & PC)

Languages

- Fluency in English
- Proficiency in Spanish