

Isaac Wanasika

University of Northern Colorado
Monfort College of Business
(970) 351-1882
Email: isaac.wanasika@unco.edu

Education

PhD, New Mexico State University, 2009.
Area of Study: Business Administration

MBA, Alfred University, 2004.

MBA, University of Nairobi, 1997.

Professional Academic Experience

Associate Professor of Management, University of Northern Colorado. (2014 - Present).

Assistant Professor of Management, University of Northern Colorado. (2009 - 2014).

Commercial Business Manager, Royal Dutch/Shell Oil. (1994 - 2004).

Licensures and Certifications

Business Ethics: Education and Organizational Best Practices, UNM: Anderson School of Management. (April 21, 2014 - May 30, 2014).

RESEARCH, SCHOLARSHIP, AND CREATIVE WORKS

Publications

Juried

Journal Article

Accepted

Roskot, M., Wanasika, I., Kreckova, Z. (2020). Cybercrime in Europe: Surprising Results of an Expensive Lapse. *Journal of Business Strategy*.

Published

Krahnke, K., Wanasika, I., Soltwisch, B. (2018). The spirit of Shinise: what we can learn from long-lived Japanese companies. *Global Business and Organizational Excellence*, 38(1), 6-14. <https://onlinelibrary.wiley.com/doi/full/10.1002/joe.21895>. DOI: 10.1002/joe.21895

Wanasika, I., Conner, S. (2017). General Motors: The Ignition Switch from Hell. *Journal of Case Studies*.

Wanasika, I., Howell, J., Adler, T. (2016). The Effects of Absorptive & Adaptive Capacity on Performance: A Globe Studies Approach. *International Journal of Global*

- Management Studies*, 7(1), 50. <http://association-gms.org/IJGMSP.html>
- Wanasika, I. (2016). The Conundrum of Online Prescription Drug Promotion. *International Journal of Health Policy and Management*. www.ijhpm.com. DOI: 10.15171/ijhpm.2016.33
- Wanasika, I., Harraf, A. (2015). Management research in Sub-Saharan Africa: A review and future directions. *Journal of Advanced Research in Management*, 6(2), 26. <http://www.asers.eu/journals/jarm.html>
- Harraf, A., Wanasika, I. (2015). Organizational Agility. *Journal of Applied Business Research*, 31(No. 2).
- Wanasika, I., Howell, J., Adler, T. (2015). The effects of absorptive and Adaptive Capacity on Performance: A GLOBE Study Approach. *International Journal of Global Management Studies*. <http://www.association-gms.org/ijgmstudies.html>
- Wanasika, I., Limbu, Y. (2015). Effects of Antitakeover Defenses on Value in the Pharmaceutical Industry. *American Journal of Management*, 15(1), 15. <http://www.na-businesspress.com/ajmopen.html>
- Wanasika, I., Limbu, Y. (2014). Effects of Antitakeover Defenses on Value in the Pharmaceutical Industry. *American Journal of Business*, 15(1), 15.
- Limbu, Y., Mukherjee, A., Wanasika, I. (2013). A Review of Research on Direct-to-Consumer Advertising of Prescription Drugs: Directions for Future Research. *International Journal of Pharmaceutical and Healthcare Marketing*.
- Wanasika, I. Strategizing for BOP markets. *American Journal of Management*, 13(3), 11.
- Krahnke, K., Wanasika, I., Kilpatrick, J. (2011). Concept of Self in the East and the West. *Journal of International Management Studies*.
- Wanasika, I., Adler, T. (2011). Deception as strategy: context and dynamics. *Journal Of Managerial Issues*.
- Wanasika, I., Conner, S. (2011). When is Imitation the Best Strategy? *Journal of Strategic Innovation and Sustainability/North American Business Press*, 7(2), 79–93. <http://www.na-businesspress.com/jsisopen.html>
- Krahnke, K., Wanasika, I. (2011). Minimizing strategic deception through individual values. *AABRI Journal of Academic and Business Ethics*, 4, 61-81.
- Wanasika, I., Howell, J., Littrell, R., Dorfman, P. (2011). Managerial Leadership in Sub-Saharan Africa. *Journal of World Business*, 46(234), 241.
- Wanasika, I. (2011). Revisiting economizing as a fundamental strategy. *AABRI Journal of Management and Marketing Research*, 7, 17-35.
- Wanasika, I., Adler, T. (2010). Minimizing transaction costs through interfirm trust: another look at measurement issues. *Journal of Social and Behavioral Sciences*, 43(1), 30.
- Wanasika, I. (2009). In search of Global Leadership. *AABRI Journal of International Business and Cultural Studies*. 5806 W 16th St Ln

Revising to Resubmit

Roskot, M., Wanasika, I., Kreckova, Z. The Economics of Organized Crime in Europe. *Journal of Business Strategy*.

Submitted

Wanasika, I., Kroupova, Z. K. The Sharing Economy, Emerging Institutions and Self-Governance. *Journal of Business Research*.

Working Paper

Kanbe, Y., Krahnke, K., Wanasika, I. Map of Meaning Theory.

Book

Published

Howell, J., Wanasika, I. (2018). *Snapshots of Great Leadership* (2e ed.). New York, NY: Taylor and Francis.

Book Chapter

Published

Wanasika, I. (2019). *Emotional Intelligence and Work*. NY: Springer.

Wanasika, I., Krahnke, K. (2018). Reexamining Transformational Leadership in Complex Systems. In Marques, Joan; Dhiman, Satinder (Ed.), *Engaged Leadership: Transforming through Future-Oriented Design Thinking*. NY: Springer.

Wanasika, I., Krahnke, K. (2017). Transformational Leadership in Complex Systems. *Engaged Leadership: Transforming through Future Oriented Design Thinking*. Gewerbestrasse 11: Springer. <http://www.springer.com/gp/about-springer/company-information/locations/springer-international-publishing-ag>

Wanasika, I., Krahnke, K. (2016). Leadership Vision. *Leadership Today: Practices for Personal and Professional Performance*. Springer Texts in Business and Economics.

Krahnke, K., Clinebell, S. K., Wanasika, I. (2014). Wisdom of a leader. In Joan Marques, Satinder Dhiman (Ed.), *Leading Spiritually: Ten Effective Approaches to Workplace Spirituality*. Palgrave Macmillan.

Book Review

Accepted

Wanasika, I. (in press). *What is Corporate Social Responsibility?* Brent D. Beal, *The University of Texas at Tyler*. SAGE. <https://us.sagepub.com/en-us/nam/corporate-social-responsibility/book241166>

Published

Wanasika, I. (2017). In Dr. Yam Limbu (Ed.), *The Base of the Pyramid Promise: Building Businesses with Impact and Scale*. International Journal of Business & Applied Sciences.

Conference (Full Paper) Proceeding

Accepted

Wanasika, I., Conner, S. (in press). *When is imitation the best strategy?*. Academy of Business Research.

Conner, S., Wanasika, I. (in press). *A framework for encouraging imitation as a pioneering strategy*. Academic and Business Research Institute.

Published

Wanasika, I. (2016). *Strategy and Complexity: An Alignment*. Montclair, NJ: 14th International Conference of the Society for Global Business & Economic Development. <http://www.sgbed.com/>

Wanasika, I. (2016). *The Intersection of Corporate Strategy and the Digital Economy*. International Academy of Business and Economics.

Wanasika, I. (2015). *Imitation vs Innovation: A Balanced View*. Milan: First European Academic Research Conference on Global Business, Economics, Finance and Social Sciences (EAR15Italy Conference). www.globalbizresearch.org

Wanasika, I., Harraf, A. (2015). *The Balanced Scorecard: A Pedagogical Perspective* (vol. 2015). Denver: Strategic Management Society Conference. <https://strategicmanagement.net/>

Wanasika, I., Harraf, A. (2015). *Big Pharma and BOP Markets: An Entrepreneurial Approach* (2015th ed.). Denver: SEE Conference. <http://seeconf.org/>

Wanasika, I., Harraf, A. (2013). *Managerial research in Africa: review and prospects*. Academy of International Business - SW.

Wanasika, I., Howell, J., Adler, T. (2013). *Strategic decision-making and the rationale for economizing-strategizing choices*. Academy of Management annual 2013 conference.

Wanasika, I. (2013). *Strategic positioning of big pharma in BOP markets*. Southwest Decision Science Institute.

Wanasika, I. (2013). *Strategic positioning of big pharma in BOP markets*. Southwest Decision Science Institute.

Krahnke, K., Wanasika, I., Kilpatrick, J. (2012). *Concept of Self in the East and the West*. International Academy of Business and Economics (IABE).

Wanasika, I. (2011). *Poison pills in the pharmaceutical industry: effects on value, governance and strategic posture*. MBAA International.

Wanasika, I. (2011). *Strategic Positioning of Big Pharma in Pharmerging Markets*. MBAA International.

Wanasika, I. (2011). *Surrogates and predictors for ETS test for business*. Academy of Business Education.

- Wanasika, I. (2010). *Deception as strategy: context and dynamics*. Southern Management Association.
- Wanasika, I. (2010). *Revisiting economizing as a fundamental strategy*. Southwest Academy of Management.
- Wanasika, I. (2010). *Values in strategic leadership*. United States: Academic and Business Research Institute.
- Wanasika, I. (2008). *Minimizing transaction costs through interfirm trust: measurement issues*.. Southwest Academy of Management.
- David, T., Wanasika, I., Carolyne, C. (2007). *PRISMA: goal-setting, alignment and performance*.. Organizational Behavior Teachers Conference (OBTC).
- Wanasika, I. (2007). *Retheorizing transaction cost economics through systemicity lens*.. Standing Conference on Management and Organization Inquiry.
- Wanasika, I., Chavez, C. (2007). *Taking the lead on doctoral student retention: a systematic intervention*.. Allied Academies International Conference..
- Mahajan, A., Wanasika, I., Guibert, C. (2006). *The role of management practices, self-efficacy and burnout on job-performance: towards an integrative framework*.. American Society of Business and Behavioral Sciences.

Written Case with Instructional Material

Published

- Wanasika, I. (2019). *Innovation through Blood and Deception at Theranos*. Daniels Fund Ethics Initiative.
- Wanasika, I. (2017). Uber's Explosive Growth: Navigating Ethical Challenges. *The Daniels Fund Ethics Initiative*. The Daniels Fund Ethics Initiative.
- Wanasika, I. (2015). *Ethics of Product Sourcing and Formaldehyde Levels at Lumber Liquidators*. Daniels Fund Ethics Initiative. <http://www.danielsfund.org/Ethics/>

Non-juried

Book Chapter

Submitted

- Littrell, R., Wu, N., Nkomo, S., Howell, J., Dorfman, P. Pan-Sub-Saharan African Managerial Leadership and the Values of Ubuntu. *Management in Africa: Macro and Micro Perspectives*. Routledge.

Conference (Full Paper) Proceeding

Published

- Wanasika, I. (2014). *Outsourcing of Drug Development: A Transaction Cost Perspective*. Association for Marketing & Health Care Research Conference.
- Harraf, A., Wanasika, I. (2012). *Sustaining Public Universities Through an*

Entrepreneurial Model. Society of Business Research Conference.

Working Paper

Working Paper

Wanasika, I. *AN EMPIRICAL EXAMINATION OF STRATEGIC LEADERSHIP AND THE RATIONALE FOR ECONOMIZING-STRATEGIZING CHOICES*. Academy of Management Journal.

Written Case with Instructional Material

Published

Wanasika, I., Brandt, T., Krahnke, K. (2020). Adam Neumann: The Icarus Syndrome. No. Daniels Fund Ethics Initiative Collegiate Program.

Professional Presentations

Invited

Juried

Wanasika, I. (Author & Presenter), Harraf, A. (Author & Presenter), "Managerial Research in Africa: Review and Prospects," Academy of International Business, Albuquerque, New Mexico. (2013).

Non-juried

Wanasika, I., "Ethics Roundtable," MCB, Kepner Hall. (October 25, 2016).

Wanasika, I., LEAP Summit, "Leadership," Presidential Leadership Program, Fort Collins, Colorado. (2013).

Wanasika, I. (Discussant), Southwest Academy of Management, "Doctoral Consortium," Southwest Academy of Management, Albuquerque, New Mexico. (2013).

Not Invited

Juried

Brandt, T. (Author & Presenter), Wanasika, I. (Author), Haaga-Helia Business Innovation Conference (HHBIC) 2020, "Becoming an entrepreneur: A three-country study," Haaga-Helia University of Applied Sciences, Finland. (2020).

Brandt, T. (Author & Presenter), Wanasika, I. (Author & Presenter), Triple Helix Conference 2020, "Innovation orientation and entrepreneurial intentions of business students in three countries," Tampere University, Finland. (June 2020).

Wanasika, I., Academy of Business Research, "Organizational Agility and Transaction Cost Economics," New Orleans. (2019).

Wanasika, I., Riha, D. (Author), Rihova, E., WÜRZBURG INTERNATIONAL BUSINESS FORUM (WIBF) INTERNATIONAL BUSINESS CONFERENCE 2019, "A Multi-Country Analysis of Future Influencers," Wurzburg, Germany. (2019).

- Brandt, T., Moniruzzaman, T., Wanasika, I., WÜRZUBURG INTERNATIONAL BUSINESS FORUM (WIBF) INTERNATIONAL BUSINESS CONFERENCE 2019, "Insights for Entrepreneurship Education from Finnish Startups," Staatsoberkasse Bayern in Landshut, Wurzburg, Germany. (May 24, 2019).
- Wanasika, I., Academy of Business Research, "Efficient Transactions through Cryptography: Blockchain Model," New Orleans. (2018).
- Wanasika, I., Society for Global Business & Economic Development, "Knowledge firms, intellectual capital and the incentive to adopt poison pills.," Dubai. (2018).
- Wanasika, I., Kroupova, Z. K., International Conference on Management in the Digital Era, "The Sharing Economy, Emerging Institutions and Normative Rules," VSE, Prague, Prague. (October 2017).
- Wanasika, I., Administrative Sciences Association of Canada 2017 Conference, "GM: The Ignition Switch from Hell," Administrative Sciences Association of Canada, Montreal. (May 2017).
- Wanasika, I., Academy of Business Research Conference, "The Nexus of Complexity Leadership Theory and Strategic Leadership," Academy of Business Research, New Orleans. (March 24, 2017).
- Wanasika, I. (Author & Presenter), Soltwisch, B. (Author & Presenter), Entrepreneurship and Collaboration Conference, "Incentive Alignment and Soft Contracting in the Sharing Economy," CU - Boulder, Boulder. (February 16, 2017).
- Wanasika, I., "The Road Ahead for Management Research in Sub-Saharan Africa," 2nd Biennial Africa Academy of Management (AFAM) Conference, Gaborone, Botswana. (2013).
- Wanasika, I., Howell, J., Adler, T., "Strategic decision-making and the rationale for economizing-strategizing choices.," Academy of Management annual 2013 conference, Orlando, Florida. (August 2013).
- Wanasika, I., "Strategic positioning of big pharma in BOP markets," Southwest Decision Science Institute, Albuquerque, New Mexico. (March 2013).
- Krahnke, K., Wanasika, I., Kilpatrick, J., "Concept of Self in the East and the West," International Academy of Business and Economics (IABE), Key West, Florida. (2012).
- Wanasika, I., "Management research in Sub-Saharan Africa: A 50-year review and future directions," First Interdisciplinary International Conference, Nairobi, Nairobi, Kenya. (June 2012).
- Wanasika, I., "Engaging BOP customers in the pharmaceutical industry through strategic value creation," Society for Marketing Advances, Memphis, United States of America. (2011).
- Wanasika, I., "Poison pills in the pharmaceutical industry: effects on value, governance and strategic posture.," MBAA International, Chicago, Illinois. (2011).
- Wanasika, I., "Strategic Positioning of Big Pharma in Pharmerging Markets," MBAA International, Chicago, Illinois. (2011).

- Wanasika, I., "Surrogates and predictors for ETS test for business," Academy of Business Education, Orlando, Florida. (2011).
- Krahnke, K., Wanasika, I., "The spirit of Shinise: what we can learn from Long-lived Japanese companies," Academy of Management, San Antonio, Texas. (August 2011).
- Wanasika, I., Conner, S., "When is Imitation the Best Strategy?," Academy of Business Research, New Orleans, Louisiana. (March 2011).
- Wanasika, I. (Author & Presenter), Conner, S. (Author & Presenter), Academy of Business Research, "When is Imitation the Best Strategy," New Orleans, LA. (March 17, 2011).
- Conner, S., Wanasika, I., "A framework for encouraging imitation as a pioneering strategy," Academic and Business Research Institute, Orlando, Florida. (2010).
- Wanasika, I., "Deception as strategy: context and dynamics," Southern Management Association, Tampa, Florida. (2010).
- Wanasika, I., "Reformulating the framework for strategic deception," Allied Academies International Conference., New Orleans, Louisiana. (2010).
- Krahnke, K., Wanasika, I., "Values in strategic leadership," Academic and Business Research Institute, Orlando, Florida. (2010).
- Conner, S. (Author & Presenter), Wanasika, I. (Author & Presenter), Academic and Business Research Institute, "A Framework for Encouraging Imitation as a Pioneering Strategy," Orlando, FL. (September 24, 2010).
- Wanasika, I., "Revisiting economizing as a fundamental strategy," Southwest Academy of Management, Dallas, Texas. (March 2010).

Non-juried

- Wanasika, I. (Author & Presenter), Teaching and Learning Fair, "Writing a Case Analysis," CETL. (2016).
- Wanasika, I., Faculty Research Forum, "Writing a Case Study," MCB, Kepner Hall. (September 2015).
- Harraf, A., Wanasika, I., "Sustaining Public Universities Through an Entrepreneurial Model," Society of Business Research Conference, Phoenix, United States of America. (February 2012).
- Wanasika, I. (Discussant), Southern Management Association, Orlando, Florida. (2010).
- Wanasika, I. (Discussant), Southwest Academy of Management, Dallas, Texas. (2010).
- Krahnke, K., Wanasika, I., "Compassion in business: Managing strategic deception through universal spiritual values," Academy of Management, Montreal, Canada. (August 2010).
- Wanasika, I. (Discussant), Southern Management Association Southern Management Association. (2008).

Media Contributions

Magazine

UNC Discoveries Research Magazine. (April 27, 2019).

Research in Progress

"Antecedents and Outcomes of Popularity" (On-Going).

The topic of popularity has been widely investigated among the youth and adolescents in their social interactions. Popularity and its constituent interactions do not end when adolescents become adults. Within organization terms such as preferred co-worker, likeable and team-player imply that employees have a preference for some co-workers over others, and these preferences affect their work interactions. The topic of popularity is increasingly gaining attention in organizational interactions. Popularity is present in many aspects of organizational lives. While popularity is widely practiced. There is surprisingly limited knowledge regarding it. Popularity is at the emergence of leaders, teams and team dynamics and network structures. In this study, our goal is to investigate the antecedents of popularity. We focus on two personal attributes that are central in the way employees relate to each other, personality characteristics and emotional intelligence. Our second goal is to investigate situational characteristics that might inhibit or enhance popularity.

"Effects of Cultural Orientation on Perceptions of CSR" (Writing Results).

This paper explores perceptions of Corporate Social Responsibility (CSR) among individuals from different cultural groups. Studies have shown that CSR is a universal ethical and moral imperative. Similarly, studies have demonstrated that CSR has sustainable economic benefits to individuals, corporations, and societies. While there is a clear business case for CSR, few studies have looked at how individuals perceive CSR at different levels. In order for corporate entities to effectively execute CSR initiatives, actors within and outside the organization need to understand why such initiatives are being deployed and how CSR aligns with their varied interests. Stakeholders are in better position to buy in, invest and take ownership of CSR policies if they understand and have positive perceptions about such policies. The study also examines whether cultural orientation affects the perception of CSR. While CSR is a global issue, different cultural characteristics are bound to have an effect on how CSR is perceived and enacted in organizations.

"Explicating the Sharing Economy through TCE Lens" (On-Going).

"The Economics of Organized Crime in Europe" (Writing Results).

This paper investigates the impact of ransomware cyber-attacks "WannaCry" and "Petya" on stock prices of publicly traded companies in the European Union. The study analyses a set of case studies related to largest recent cyber-crime events which happened in the first half of 2017. The study answers two questions, what is the impact of cyber-crime to public companies?

How do cyber-crime announcements and publications affect stock prices? Our results suggest that announcements of information breaches due to ransomware exploits have impact on stock market returns. There is evidence of positive investors' reactions to the announcements. Specifically, there was little impact of "Wannacry" ransomware attack on market returns. Although stock market reactions differ by the sector, the market was positively affected in general. Our analysis of the impact of the more aggressive "Petya attack", aimed at destroying affected data found evidence that such information security breach leads to increased market returns. There were significant abnormal returns starting from the third day of the announcement. These findings contradict previous results and literature related to the impact of cyber-attacks.

CONTRACTS, FELLOWSHIPS, GRANTS AND SPONSORED RESEARCH

Funded

Wanasika, I., "Provost Award for Travel," University of Northern Colorado, \$0.00. (2014).

Wanasika, I., "Provost Research Grant," University of Northern Colorado. (2010).

TEACHING

Teaching Experience

University of Northern Colorado

Courses Taught:

BAMG 350, Management of Organizations, 4 courses. 3.00 credit hours.

BAMG 354, Organizational Behavior, 11 courses. 3.00 credit hours.

BAMG 422, Directed Studies, 2 courses. 3.00 credit hours.

BAMG 452, Business Ethics, 4 courses. 3.00 credit hours.

BAMG 456, Strategic Management, 53 courses. 3.00 credit hours.

BAMG 458, International Management, 3 courses. 3.00 credit hours.

BAMG 495, Special Topics in Management, 2 courses. 3.00 credit hours.

BAMK 495, Special Topics in Marketing, 1 course. 3.00 credit hours.

LEAD 200, Risk and Change in Leadership, 2 courses. 3.00 credit hours.

MBA 654, Leadership and Organizational Behavior, 1 course. 3.00 credit hours.

MBA 656, Strategic Management, 5 courses. 3.00 credit hours.

New Programs Developed/Major Program Revision: 7 courses.

Business Strategies for the Base of the Pyramid

Entrepreneurship

Innovation Management

Leadership

MBA 654 Leadership and Organizational Development

MBA 656

MBA 656 Strategic Management

ISM Vadybos ir ekonomikos universitetas

Courses Taught:

Hum 119, Cross Cultural Communication, 1 course.

Innovation Management, 1 course.

MNG118, Leadership, 2 courses.

University of Economics, Prague

Courses Taught:

2MO442, Product/Service Feasibility Analysis, 1 course.
2OP322, Base of the Pyramid Strategies, 2 courses.
2OP333, Management of Organizations, 1 course.
Base of the Pyramid Strategies, 2 courses.

Academic Advising

Spring 2017: 24 undergraduate students advised, 0 graduate students advised, approximately 25 hours spent per year.

Fall 2016: 40 undergraduate students advised, 0 graduate students advised, approximately 25 hours spent per year.

Spring 2016: 43 undergraduate students advised, 0 graduate students advised, approximately 40 hours spent per year.

Fall 2015: 35 undergraduate students advised, 0 graduate students advised, approximately 20 hours spent per year.

Spring 2015: 33 undergraduate students advised, 0 graduate students advised, approximately 20 hours spent per year.

Fall 2014: 45 undergraduate students advised, 0 graduate students advised, approximately 25 hours spent per year.

Spring 2014: 35 undergraduate students advised, 0 graduate students advised, approximately 20 hours spent per year.

Directed Student Learning

Dissertation Committee Member. (September 2020 - Present).
Advised: Gail Hanson Brenner

External Examiner for a DBA Candidate. (September 2020 - Present).
Advised: Ahmed Khamis Al Khemeiri

Dissertation Committee Member. (July 2019 - Present).
Advised: Shuang Zhang

Dissertation Committee Member. (2019 - Present).
Advised: Alexandra Aguirre-Berman

Dissertation Committee Member. (January 2019 - Present).
Advised: Jan Hebnar

Dissertation Committee Member. (January 2019 - Present).
Advised: Roskot Martin

Dissertation Committee Member. (September 1, 2016 - Present).
Advised: Lindsey Mieras

Dissertation Committee Member. (January 2020 - July 2020).
Advised: Nathaniel Berman

Master's Thesis Committee Member. (January 1, 2015 - July 2017).

Advised: Holly Langsdorf
Undergraduate Honors Thesis. (August 1, 2015 - December 2016).
Advised: Enkhamar Amarsaikhan
Directed Individual/Independent Study. (August 2015 - January 2016).
Advised: Marissa Williams

SERVICE

University Service

Committee Member, Graduate Council. (July 1, 2019 - Present).
Committee Member, Dissertation Committee - Nathaniel Berman. (May 2020 - December 2020).
Committee Member, Office of Undergraduate Research, Stipend Judge. (May 2019 - June 2019).
Committee Member, Research Excellence Award Committee. (February 2019 - April 2019).
Committee Member, Liberal Arts Council. (January 2017 - July 2017).
Committee Member, Library Representative. (2010 - July 2017).
Faculty Mentor, McNair Scholar Program. (January 2016 - December 2016).
Conference-Related, Academy of International Business - SW. (2013).
Committee Member, Faculty Advisory Council - Center for Honors, Scholars and Leadership. (2011 - 2012).
Conference-Related, Society for Marketing Advances. (2011).
Track Chair, Academy of Business Research. (2010).

College Service

Committee Member, Curriculum Affairs. (August 2019 - Present).
Committee Member, MCB Research Fellows Committee. (November 2018 - Present).
Committee Member, Student Affairs Committee. (September 1, 2013 - July 31, 2017).
Committee Chair, Student Advisor Search Committee. (August 2015 - October 2015).
Committee Member, CIS Search Committee. (November 1, 2014 - February 1, 2015).
Committee Member, Marketing Search Committee. (November 1, 2014 - February 1, 2015).
Committee Member, Ad Hoc AACSB Committee. (September 1, 2013 - August 31, 2014).
Committee Member, General Faculty Meetings. (September 1, 2013 - August 31, 2014).
Committee Member, MBA Steering Committee. (September 1, 2013 - August 31, 2014).

Committee Member, MCB Management Dept. (September 1, 2013 - August 31, 2014).

Committee Member, Student Affairs. (September 1, 2012 - August 31, 2013).

Committee Member, MCB General Faculty Meeting. (September 1, 2010 - August 31, 2013).

Faculty Advisor, Management Club Advisor. (2012).

Committee Member, Global Programs Committee. (September 1, 2011 - August 31, 2012).

Committee Member, Accounting Department Faculty Search Committee. (2011).

Faculty Advisor, Advisor, Management Club. (2011).

Committee Member, Faculty Affairs. (September 1, 2010 - August 31, 2011).

Faculty Advisor, Management Club Advisor. (2010).

Committee Member, MCB General Faculty Meetings. (September 1, 2008 - August 31, 2010).

Department Service

Committee Member, Management Program. (September 1, 2009 - Present).

Chairperson, Search Committee. (July 2019 - November 2019).

Other Institutional Service Activities, Accounting Department Faculty Search Committee. (2012).

Professional Service

Reviewer, Journal Article, Swiss Journal of Business Research and Practice. (October 2019 - Present).

Board of Directors of a Company, Academy of Global Business Research and Practice (AGBRP), Montclair, NJ. (September 2019 - Present).

Editor, Journal Editor, International Journal of Business & Emerging Markets, Winnipeg, Manitoba. (January 2019 - Present).

Program Organizer, International Collegiate Business Strategy Competition (ICBSC), Anaheim, CA. (November 2018 - Present).

Program Coordinator, Solvay Business Game, Brussels. (November 2018 - Present).

Conference-Related, Academy of Business Research, New Orleans, LA. (March 2018 - Present).

Reviewer, Journal Article, Journal of Case Studies. (September 2017 - Present).

Reviewer, Conference Paper, International Journal of Public Leadership. (January 1, 2017 - Present).

Committee Chair, Academy of Business and Emerging Markets. (November 2016 - Present).

Editor, Journal Editor, Cogent Business & Management, Oxfordshire. (September 21, 2016 - Present).

Reviewer, Journal Article, Management Research Review. (August 1, 2016 - Present).

Editorial Review Board Member, Global Business Research Journals. (August 2015 - Present).

Reviewer, Ad Hoc Reviewer, Canadian Journal of Administrative Sciences. (2014 - Present).

Reviewer, Journal Article, Journal of African Business. (2014 - Present).

Advisory Board Member, Sustainability, Ethics and Entrepreneurship (SEE) Conference, Denver, CO. (2014 - Present).

Reviewer, Journal Article, Administrative Sciences Association of Canada, Calgary, Canada-Alberta. (2013 - Present).

Reviewer, Journal Article, Academy of Management Annual Conference, NY, NY. (2010 - Present).

Reviewer, Book, SAGE Publishing. (July 2019 - August 2019).

Editor, Associate Editor, International Journal of Business & Emerging Markets, Winnipeg, Manitoba. (2014 - January 2019).

Chairperson, Society for Global Business & Economic Development, Dubai. (December 2018 - 2018).

Editor, Associate Editor, SGBED – The Society for Global Business & Economic Development, Montclair, NJ. (February 2015 - November 2018).

Student Advisor, Research Day, Greeley, CO. (2017).

Reviewer, Textbook, Wiley. (November 2017).

Faculty sponsor and advisor for undergraduate research., Research Day Advisor, Greeley, CO. (2016).

Committee Member, Daniels Fund, Loveland, Colorado. (February 24, 2016).

Reviewer, Journal Article, Southern Management Association, Savannah, Georgia. (2014).

Reviewer, Journal Article, African Journal of Business Management. (2013).

Reviewer, Journal Article, Cross Cultural Management: an International Journal. (2013).

Reviewer, Textbook, SAGE Publications Inc. (2013).

Reviewer, Journal Article, SEE Conference, Denver, Colorado. (2013).

Reviewer, Journal Article, Academy of International Business (AIB). (2011).

Reviewer, Ad Hoc Reviewer, Academy of Management Learning & Education. (2011).

Reviewer, Journal Article, Academy of Management, San Antonio, United States of America. (2011).

Reviewer, Journal Article, Academy of Management. (2011).

Reviewer, Journal Article, Eastern Academy of Management. (2011).

Reviewer, Ad Hoc Reviewer, Journal of Managerial Issues. (2011).

Reviewer, Journal Article, Academy of International Business (AIB). (2010).

Reviewer, Journal Article, Academy of International Business (AIB), Nagoya, Japan. (2010).

Reviewer, Journal Article, Academy of Management Learning & Education. (2010).

Reviewer, Journal Article, Academy of Management. (2010).

Reviewer, Journal Article, Eastern Academy of Management. (2010).

Reviewer, Journal Article, Journal of Behavioral and Applied Management. (2010).

Reviewer, Journal Article, Academy of Management. (2009).

Reviewer, Journal Article, Academy of Management Learning & Education. (2008).

Reviewer, Journal Article, Academy of Management. (2008).

Public/Community Service

Committee Member, USAID, Unknown. (October 2009 - December 2009).

Consulting

Government, US State Department, Washington, DC. (September 2009 - December 2009).

DEVELOPMENT ACTIVITIES ATTENDED

Workshop, "Gradebook Workshop," University of Northern Colorado, GREELEY, CO, United States. (August 27, 2019).

Seminar, "Aspiring Leaders Seminar," AACSB, Tampa, FL, USA. (July 9, 2017 - July 11, 2017).

Roundtable, "Ethics Roundtable - Resolving Ethical Challenges," MCB, Greeley, Colorado, United States. (February 8, 2017).

Conference Attendance, "Cybersecurity Seminar," Daniels Fund, Loveland, CO, United States. (November 1, 2016).

Seminar, Daniels Fund Ethics Initiative, Greeley, Virtual. (2014).

Other Professional Development, Academy of Management, San Antonio, Texas. (2011).

Other Professional Development, Academy of Management, Montreal, Canada. (2010).

AWARDS AND HONORS

Scholarship/Research

Honorable Mention, MCB. (May 2018).

Best Paper Award, Academy of Business Research. (March 2018).

Best Paper Award, Academy of Business Research. (March 24, 2017).

Nominated for: Fulbright Scholar Award Nominee, US State Department. (February 2017).

Provost Fund, 2nd Biennial Africa Academy of Management (AFAM) Conference. (2013).

Best Paper Award, Academy of Business Research. (2011).

MCB Summer Research Grant. (2011).

Provost Fund: Research, Dissemination and Faculty Development. (2011).

Scholar of the Year, Monfort College of Business. (2011).

Service

Best Reviewer, Global Business Research Journals. (August 2020).

Teaching

Outstanding Teaching Award, New Mexico State University. (2008).

PROFESSIONAL MEMBERSHIPS

Eastern Academy of Management.

Southern Management Association.

Southwest Academy of Management.

Academy of Global Business Research & Practice. (September 2019 - Present).

Strategic Management Society. (2013 - Present).

Academy of Management. (2006 - Present).

Administrative Sciences Association of Canada. (January 2017 - December 2017).