

MZAMO P. MANGALISO, PH.D.
CURRICULUM VITAE – JULY 1, 2020

Isenberg School of Management
University of Massachusetts
Amherst, MA 01003
Tel: +1 (413) 545-5698
mangaliso@isenberg.umass.edu

EDUCATION

PhD in Strategic Management, University of Massachusetts-Amherst, MA, 1988
MBA in Marketing & Finance, Cornell University, Ithaca, NY, 1984
Post Grad. Dipl. in Science and Math Educ., University of Fort Hare, South Africa, 1975
B.Sc. in Chemistry and Physics, University of Fort Hare, South Africa, 1974

RESEARCH INTERESTS

Conceptual Foundations of Strategic Management, Organizational Theory, Ethics & Social Responsibility, Emerging Markets Management Praxis

COURSES TAUGHT

PhD Foundations of Strategic Management; Great Books of Strategic Management
MBA Organizational Planning and Strategy; Business and Its Environment; Leadership
BBA Business Policy and Strategy; Principles of Management; Leadership Perspectives from Around the World; World Business & Economic Issues, International Business

WORK EXPERIENCE

2006 – 2008, President & CEO, National Research Foundation, Pretoria, South Africa
1990 – 1992, M.B.A. Program Director University of Massachusetts, Amherst, MA USA
1988 – date, Associate Professor UMass-Amherst (promoted and tenured in 1996).
1984 – 1988, Doctoral Research Associate, UMass, Amherst, MA
1985 – 1990, Co-Director, South Africa Student Orientation, Denison Univ., Granville, OH
1997 – 2001, Adjunct Professor, UNISA School of Business Leadership, Midrand, SA
1976 – 1984, Production Manager, Unilever, Durban, South Africa
1973 – 1974, Metallurgical Research Assistant, Harmony Gold Mines, Virginia, FS, SA
1973 – 1975, Physics Lab Assistant/Demonstrator, University of Fort Hare, Alice, SA

AWARDS & HONORS

- 2010 Winner, Halloran Best Paper Prize. Academy of Management Conference. Montreal.
Mentor for Eli Lilly Teaching Fellow (Professor Mwangi wa Githinji)
Inducted Honorary Member, Golden Key International Honor Society
- 2008 Invited Speaker, *Installation of Tutu Chair Holders*, Vrije Univ., Amsterdam
Elected Member, Academy of Science of South Africa
- 2007 Inducted as a Fellow, Eastern Academy of Management (USA)
- 2003 Fellow, TEACHNology, UMass-Amherst
- 2000 Mentor for Eli Lilly Teaching Fellow (Professor Jay Gladden)
Nominee, Carnegie Foundation U.S. Professor of the Year Award
- 1999 Winner, University-wide Distinguished Teaching Award
Winner, College Outstanding Teacher Award
- 1993 Eli Lilly Teaching Fellow
- 1989 Plaque for Dedicated Service, South African Orientation Program, USA
Finalist, Distinguished Teacher Award
- 1987 Inducted into Beta Gamma Sigma, Academic Honor Society
- 1986 Inducted into Alpha Sigma Lambda, Teaching Honor Society
- 1984-88 Ford Foundation Scholarship
- 1982-84 Institute of International Education Scholarship
- 1973-75 Barlow-Rand Scholarship.
- 1970-72 Sir Ernest Oppenheimer Memorial Trust & Shell Scholarships

PUBLISHED BOOKS & EDITED CONFERENCE PROCEEDINGS

- 2010 *Strategic Choice under Uncertainty: Multinational Corporations and the Pressure to Disinvest from South Africa*. Lanham, MD: Rowland & Littlefield/University Press of America.
- 2007 *Prophecies and Protests: Ubuntu in Glocal Management*. Van den Heuwel, H., Mangaliso, M.P. and Van de Bunt, L. (Eds.). Amsterdam, The Netherlands: Rozenberg Publishers, and Pretorial, South Africa: UNISA Press.
- 2005 *Business and Societal Transformation for Economies on the Move: Proceedings of the 11th International Conference on Managing in a Global Economy*. Mangaliso, M.P. and Wong-Mingji, D. (Eds.) Conference held at the UCT Graduate School of Business, Cape Town. New York: Aquinex.
- 2001 *Managing in the Digital Age: Proceedings of the 38th Annual Meeting of the Eastern Academy of Management*. Bacdayan, P. and Mangaliso, M.P. (Eds.). Conference held in New York, NY. Madison, WI: Omni Press.
- 1995 *Cooperation and Competition: Proceedings of the 6th International Conference on Managing in a Global Economy*. Mangaliso, M.P. and Palmer, D. (Eds.). Conference held in Singapore. Madison, WI: Omni Press.
- Learning is Managing: Proceedings of the 32nd Annual Meeting of the Eastern Academy of Management*. Mangaliso, M.P. and Weiner, J. (Eds.). Held in Ithaca, NY. Madison, WI: Omni Press.

ARTICLES IN ACADEMIC JOURNALS

- Akisik, O. A & Mangaliso, M. P. (2019) How IFRS influence the relationship between the types of FDI and economic growth: An empirical analysis on African countries. Accepted for publication in *Journal of Applied Accounting Research* (Emerald, Accepted).
- Zandvakili, E.; Washington, E.; Gordon, E.; Wells, C.; Mangaliso, M.P. (2019). Patterns of critical thinking with the 3CA model: Concept maps, critical thinking, collaboration, and assessment. Accepted for publication in *SAGE Open Journal*, 9(4), 2158244019885142.
- Mangaliso, M. P. (2018). Gauging management researchers' interests in uncertainty: A preliminary assessment from three decades of publications. *Journal of Business and Economics*, 9(10), 833-846.
- Mangaliso, M. P. & Mangaliso, N. A. (2013). Transformation to an equitable socioeconomic dispensation: Observations and reflections on South Africa. *Journal of Black Studies*, 44(5), 529-546.
- Chawla, C., Mangaliso, M. P., Knipes, B. & Gauthier, J. (2012). Antecedents and implications of uncertainty in management: A Historical perspective. *Journal of Management History*, 18(2): 200-218.
- Mangaliso, M. P. & Culhane, J-M. (2010). Strategic choice models in a globalized marketplace: Perspectives through the resource based view and transaction cost economics conceptual lens. *International Journal of Management Perspectives*. 2(3/4): 50-63. Also available at SSRN: <http://ssrn.com/abstract=1691581>
- Gopalakrishnan, S., Mangaliso, M. P. & Butterfield, D.A.(2008). Managing ethically in times of transformation: Challenges and opportunities. *Group and Organization Management*, 33(6): 756-759.
- Mangaliso, M. P. & Butterfield, D. A. (2006). Challenges and opportunities for economies on the move: Introduction to special issue on business and societal transformation. *Organization Management Journal*, 3(2): 92-93.
- Mangaliso, M. P. & Mir, R. A. (2004). Globalization in the management discourse: Some unresolved issues. *Management Today*, 20(9): 12-17.
- Mangaliso, M. P. (2001). Building Competitive advantage from *Ubuntu*: Management lessons from South Africa. *Academy of Management Perspectives*, 15(3): 23-33.
- Mangaliso, M. P. & Nkomo, S. N. (2001). Eskom's Chairman Reuel Khoza on the transformation of South African business. *Academy of Management Perspectives*, 15(3): 8-15.
- Mangaliso, M. P. & Nkomo, S. N. (2001). Herdbuoys-McCann Erickson's Chairman Peter Vundla on black entrepreneurs and economic empowerment. *Academy of Management Perspectives*, 15(3): 16-22.
- Mangaliso, M. P. , Mir. R. A., & Knipes, B. J. (1998). Towards a framework of firm responsiveness to turbulent environments. *Southern African Business Review*, 2(2): 25-37.
- Mangaliso, M. P. (1997). Corporate social responsibility, and the Sullivan Principles. 1997. *Journal of Black Studies*, 28(2): 219-238.
- Mangaliso, M. P. (1995). Toward an affirmation of African philosophical thought in management

discourse. *Entrepreneurship, Innovation, and Change*, 4(3): 241-251.

Mangaliso, M. P. (1995). The strategic usefulness of management information as perceived by middle managers. *Journal of Management*, 21(2): 231-250.

Mangaliso, M. P. (1993). Cultural exigencies in management and organizational discourse. *Entrepreneurship, Innovation, and Change*, 2(4): 321-334.

Mangaliso, M. P. (1992). Entrepreneurship and innovation in a global environment. *Entrepreneurship, Innovation, and Change*, 1(4): 437-450.

Mangaliso, M. P. (1992). The corporate social challenge for the multinational corporation. *Journal of Business Ethics*, 11(7): 491-500.

BOOK CHAPTERS & BEST PAPER PROCEEDINGS

Mangaliso, M. P., Mangaliso, N.A., Knipes, B., Jean-Denis, H., & Ndanga, L.B. (2018). Ubuntu as essential inspiration for more humanistic organizational management (with). In F. Ova-dje & S. Aryee (Eds.). *Routledge Handbook on Organizational Change in Africa*, pp. 80-101. London, UK: Routledge Publishing.

Mangaliso, M. P. & Mangaliso, N.A. (2018). Challenges and possibilities of bridging the historical socio-economic disparities. *The South African Mosaic II: A Sociological Analysis of Post-Apartheid Conflict, Two Decades Later*, pp. 109-118. Lanham, MD. Rowman & Littlefield Publishing.

Mangaliso, M. P. & Mangaliso, N. A. (2018). Reassessing the prospects and challenges of post-democratic South Africa. Preface in, N.A. Mangaliso, *The South African Mosaic II: A Sociological Analysis of Post-Apartheid Conflict, Two Decades Later*, pp. xi-xiv. Lanham, MD. Rowman & Littlefield Publishing.

Mangaliso, M. P. & Ndanga, L. B. Z. (2017). Cultural diversity and strategic choice: The role of the repatriated executive. In T. K. Das (Ed.). *Culture and Behavioral Strategy*, pp. 1- 30. Charlotte, NC: Information Age Publishing, Inc.

Mangaliso, M. P., & Ndanga, L. B. Z (2017). Behavioral strategy in cross-cultural management: Agency of repatriation in enhancing TMT cognitive maps. *Academy of Management Best Paper Proceedings*. Atlanta, GA.

Mangaliso, M. P. & Gannon, M. J. (2016). South African townships. In Gannon, M.J. & Pillai, R. (Eds). *Understanding Global Cultures: Metaphorical Journeys Through 34 Nations, Clusters of Nations, Continents, and Diversity* (6th Edition), pp. 445-457. Thousand Oaks, CA: Sage Publications.

Mangaliso, M. P. (2015). Building competitive advantage from Ubuntu: Management lessons from South Africa. Reprinted in S.M. Puffer (Ed.). *International Management: Insights from Fiction and Practice*, pp. 203-213. Oxon, UK: Routledge Publishing.

Mangaliso, M. P. (2013). Pipeline to the future: Seeking wisdom in Indigenous, Eastern and Western traditions (with Pio, E., Waddock, S., McIntosh, M., Spiller, S., Takeda, H., Gladstone, J., Ho, M., and Syed, J.). In Neil, J. (Ed.). *Handbook of Faith and Spirituality in the Workplace: Emerging Research and Practice*, pp.195-219. New York: Springer.

- Mangaliso, M. P. & Lewis, A. O (2012). Making strategic management research relevant to emerging market countries. In Wang, C.L., Ketchen, D.J., and Bergh, D.D. (Eds). *Research Methodology in Strategy and Management*, 7: 241-263.
- Weir, D.T.H., Mangaliso, M. P., & Mangaliso, N.A. (2010). Some implications of the inter-cultural approach to international HRM: Ubuntu and Ummah. *Academy of Management Best Paper Proceedings*. Montreal, Canada.
- Mangaliso, M. P. (2009). Foreword. In G.S. Mukuka, *Reap What You Have Not Sown: Indigenous Knowledge Systems and Intellectual Property Laws in South Africa* (pp. 11-14). Pretoria, South Africa: PULP Books.
- Mangaliso, M. P. & Mangaliso, N. A. (2007). Unleashing the synergistic effects of Ubuntu: Observations from South Africa. In H. van den Heuvel, M. P. Mangaliso, & L. van de Bunt (Eds.) *Prophecies and Protests: Ubuntu in Glocal Management*, pp. 121-144. Amsterdam: Rozenberg Publishers.
- Mangaliso, M. P. & Van de Bunt, L. (2007). Contextualizing *Ubuntu* in the glocal management discourse (with Van de Bunt, L). In H. Van den Heuvel, M. P. Mangaliso, & L. Van de Bunt, (Eds.). *Prophecies and Protests: Ubuntu in Glocal Management*, pp. 199-209. Amsterdam: Rozenberg Publishers.
- Mangaliso, M. P. (2004). Building competitive advantage from Ubuntu: Management lessons from South Africa. Reprinted in S.M. Puffer (ed.), *International Management: Insights from Fiction and Practice*. New York: M.E. Sharpe, pp.150-157.
- Mangaliso, M. P. (2003). Building competitive advantage from Ubuntu: Management lessons from South Africa. Reprinted in D.C. Thomas (Ed.). *Readings and Cases in International Management: A Cross-Cultural Perspective* (pp. 32-43). Thousand Oaks, CA: Sage.
- Mangaliso, M. P. (1999). Democracy in an age of globalization: Implications for South African universities. In M. Cross (Ed.). *No Easy Road: Transforming Higher Education in South Africa* (pp. 98 – 109). Cape Town, South Africa: Maskew Miller-Longmans Publishers.
- Mangaliso, M. P. (1999). Disinvestment by multinational corporations. In N. Crawford & A. Klotz (Eds.). *How Sanctions Work: Lessons from South Africa* (pp. 145-158). London, UK: Macmillan.
- Mangaliso, M. P. (1998). Colgate Palmolive in Hungary. Reprinted in McFarlin, D.B. & Sweeney, P.D. (Eds.). *International Management: Trends, Challenges, and Opportunities* (pp. 445-450). Cincinnati, OH: South Western College Publishing.
- Mangaliso, M. P. (1996). Can political democracy coexist with economic concentration? The case of South Africa. In M. Agonafer (Ed.). *Africa in the Contemporary International Disorder: Crisis and Possibilities* (pp. 287-310). University Press of America, Lanham, MD.
- Mangaliso, M. P., Halvorsen, J-M., & Patel, P. R. (1996). Colgate Palmolive in Hungary. In S. Hills, K. Leong, and R. Garcia (Eds.). *Cases in International Business: A Focus on Emerging Markets* (pp. 59-64). St. Paul, MN West Publishing Company.
- Mangaliso, M. P. (1994). Preface. In N.A. Mangaliso. *The South African Mosaic: A Sociological Analysis of Post-Apartheid Conflict* (pp. v-vii.) University Press of America, Lanham, MD.

Mangaliso, M. P. (1991). Whose knowledge matters? The case for developing multicultural theories of management. In J. Jansen (Ed.). *Knowledge and Power in South Africa: Critical Perspectives across the Disciplines* (pp. 237-247). Johannesburg, South Africa: Skotaville Publishers.

PAPERS IN PROGRESS

Mangaliso, M.P. Whose Perspective Matter? African Management Theorists and Theorists of African Management. Conditionally accepted in *Africa Journal of Management* - Routledge (forthcoming circa 2020).

Akisis, O., Gal, G., & Mangaliso, M. P. IFRS, FDI, economic growth, and human development: The experience of Anglophone and Francophone African countries. Second R&R resubmitted, *Journal of World Development* - Elsevier. (May 2020)

Mangaliso, M. P., Mangaliso, N.A., Ndanga, L.B., & Jean-Denis, H. Organizational Change Management in Africa: Incorporating principles of Ubuntu. Under review. *Journal of African Business* - Routledge, (April, 2020).

Culhane, J-M, & Mangaliso, M. P. Entrepreneurial orientation, and performance: An international comparative study of high-tech SMEs in the US and Germany. Under review. *SAGE Open Journal* (December, 2019)

Jean-Denis, H., & Mangaliso, M. P. How expatriate managerial cognition affects firm performance. *New England Journal of Entrepreneurship* (Emerald), Resubmitted after 2 rounds of R&R (August, 2019).

Mangaliso, M. P., Lowry, L.L., Back, R. M., & Cartier, L.A. Empowerment through leapfrogging: Empirical evidence of *Ubuntu* in action. For resubmission to *Academy of Management Perspectives* (28 pp.).

Mangaliso, M. P., Culhane, J-M., & Knipes, B. J. Toward restoring compassion and humanity to organizational thought and practice. Under revision for submission to *Journal of Business Ethics*.

Culhane, J-M., & Mangaliso, M. P. Behavioral strategy, entrepreneurial orientation, and performance: An international comparative study of the US-Germany high-tech industry. Manuscript ready for submission. Target outlet: *Journal of Management* or *International Journal of Entrepreneurship*.

WORKING PAPERS

Ubuntu and the management of contemporary organizations: Possibilities and limitations. (With Mangaliso, N.A.). *International Journal of Cross-Cultural Management*. Revision in progress (37 pp.)

Uncertainty and the Natural Environment: Implications for Strategic Management (With J. Gauthier). *Business Strategy & Environment*. Available at SSRN: <http://ssrn.com/abstract=1705463>. (29 pp.)

Managing Organizational Crisis: Learning from Ground Zero. (With Knipes, B.K. and Gazillo, S.P.). Target outlet: *Journal of Crisis Management*. (44 pp.)

Some Implications of the Inter-Cultural Approach to International Human Resource Management: *Ubuntu and Wasta* in Organizations. Target outlet: *The International Journal of Human Resource Management*. (25 pp.)

Culture as the Context of Environmental Uncertainty, Structural Decentralization, and Strategic Significance of Information: A Three-Country Comparison (with J. Knipes, J.Alves, A. Asorio). Available at SSRN: <http://ssrn.com/abstract=1705393>. In target outlet: *Journal of International Business Studies*. (28 pp.)

Performance Implications of the Corporate Downsizing Strategy (with J. Culhane). Target outlet *Journal of Managerial Issues*. Revisions in Progress. Available at SSRN: <http://ssrn.com/abstract=1695416> or <http://dx.doi.org/10.2139/ssrn.1695416>. (22 pp.)

Changing Managerial Beliefs: Toward a Conversion Model (with Young, S.). Target outlet *Journal of Change Management*. Revisions in Progress. Available at SSRN: <http://ssrn.com/abstract=1704016> or <http://dx.doi.org/10.2139/ssrn.1704016>. (24 pp.)

PRESENTATIONS AT REFEREED CONFERENCES

2020 Embracing diversity and inclusiveness in organizations: Strategems from some of the best practices around the World. Symposium with Mangaliso, N.A., Back, R., Jean-Denis, H., Kahn, B., Ndanga, L.Z.B, Ngambi, H.C. & Ovitsky, N, Van de Bunt, S., Trompenaars, F., & Kateb, S. Organized by Mangaliso, M.P. *First Virtual Annual Meetings of the Academy of Management*, Aug 7-11

Institutionalizing diverse leadership: How South Africa's B-BBEE's ownership and management control elements align the principal and agents' CSR agenda to enhance firm performance. AOM PDW (With Ndanga, L. Z. B., Mangaliso, M.P. organizer). *First Virtual Annual Meetings of the Academy of Management*, Aug 7-11.

Human leapfrogging: Catalyst to corporate diversity and entrepreneurship. AOM PDW (With Back, R., Lowry, L.). *First Virtual Annual Meetings of the Academy of Management*, Aug 7-11.

The Triple Helix Model of institutions for entrepreneurial development. In: Building new institutions to foster entrepreneurial education in Africa. AOM PDW (Constant Beurge, organizer). *First Virtual Annual Meetings of the Academy of Management*, Aug 7-11.

- 2019 Fostering entrepreneurship in Africa: Perspectives from the diaspora. In, 'Building Institutions to Foster Entrepreneurial Education in Africa: The Role of the Diaspora.' AOM PDW (Constant Beurge, organizer). *Annual Meeting of the Academy of Management*, Boston, Massachusetts.
- Family businesses as levers for institutionalizing entrepreneurship in collectivist cultures. In, 'The Extended Family as an Entrepreneurial Asset in Collectivist Cultures,' AOM PDW (Constant Beurge, organizer). *Annual Meeting of the Academy of Management*, Boston, Massachusetts.
- Successful Publishing for Early Career Scholars of Management in Africa. AOM PDW (Nkomo, S. & o'gilvie, dt organizers). *Annual Meeting of the Academy of Management*, Boston, Massachusetts.
- Telling a new story: Charting the paths of large South African MNEs' internationalization processes (With Ndanga, L. Z. B.). *Annual Conference of the Academy of International Business*. Copenhagen, Denmark, June.
- Theoretical and practical implications of workplace diversity in a global society. Symposium (with Mangaliso, N.A., Back, R., Jean-Denis, H., Kahn, B., Ndanga, L.Z.B, Ngambi, H. & Ovitsky, N.). Presented at the *18th International Conference on Managing in a Global Economy*. Held in Dubrovnik, Croatia, June.
- Evolution of the EAM-International conferences over the years. A symposium presentation by former EAM Presidents (with Butterfield, D.A., Gopalakrishnan, S., Mirchindani, D., Weiner, J.). Presented at the *18th International Conference on Managing in a Global Economy*. Held in Dubrovnik, Croatia, June.
- Beyond cultural distance: Developing a richer measure of psychic distance for emerging markets (with Ndanga, L. Z. B.). Presented at the *56th Annual Meeting of the Eastern Academy of Management*. Held in Wilmington, DE, May.
- 2018 Uncertainty and asymmetric information: Impact for credence inputs on firm competitiveness. With Souza-Monteiro, D., & Jean-Denis, H.) In S. Ostrom (Ed.). *Proceedings of the 49th Annual Meeting of the Decision Sciences Institute* (pp. 1787-1800). Chicago, IL. 11/18.
- Theorizing from ontological experiences: Conversations on management theories from Africa. (With Zoogah, D.; Acquaa, M.; Aryee, S.; Beugre, C.; Lado, A.; Ndofor, H.; Tekleab, A.; Ofori-Dankwa, J.) Professional Development Workshop. *Annual Meeting of the Academy of Management*, Chicago, IL. 8/10
- Invoking Ubuntu philosophy as a source of harmonious organizational management. (With Mangaliso, N. A., Knipes, B. J., Jean-Denis, H., & Ndanga, L). Competitive Paper Presentation. *Annual Meeting of the Academy of Management*, Chicago, IL. August.
- Toward an infusion of indigenous African management thought in the management discourse. Paper Presentation. *Annual Meeting of the Academy of Management*, Chicago, IL. August.

- 2017 Navigating interstitial spaces as a precondition for leadership in transformational change. (I was the Symposium organizer). With X. Jiang, H.M. O'Neill, R. Back, C.C. Manz, L.Z.B. Ndanga, H.C. Ngambi, S.G.M. van de Bunt-Kokhuis, C. Pearce, N.Q. Nyathi. *Annual Meeting of the Academy of Management*. Atlanta, GA. August.

Behavioral strategy in cross-cultural management: Agency of repatriation in enhancing tmt cognitive maps (with L.Z.B. Ndanga). Best Paper Proceedings. *Annual Meeting of the Academy of Management*. Atlanta, GA. August.

Exploring the feasibility of more humanistic approaches in management thought and practice through ubuntu. *Proceedings of the 17th International Conference on Managing in a Global Economy*. Held in Gold Coast, Australia. June.

Ubuntu, distance learning and virtual knowledge parks: Past experiences, future challenges and opportunities. Symposium with Ovitsky, N., Mangaliso, N.A., Kahn, B., & Knipes, B. Presented at the *17th International Conference on Managing in a Global Economy*. Held in Gold Coast, Australia. June

Corporate Social Responsibility and Instrumental Stakeholder Theory: Contextualizing B-BBEE and Firm Performance (With Ndanga, L. Z. B.). Presented at the *56th Annual Meeting of the Eastern Academy of Management*. Held in Baltimore, MD, May.

- 2016 Methods and tools used to analyze management history. Session Discussant. *Annual Meeting of the Academy of Management*. Anaheim, CA. August.

- 2015 Using storytelling to promote good governance in sub-saharan africa. All Academy Theme Symposium with Beurge, C., Kok van de Bunt, S., Ngambi, H., Nyathi, N., and Vilakazi, H. Presented at the *Annual Meeting of the Academy of Management*. Vancouver, August.

- 2015 Toward a renaissance of indigenous philosophies in organization theory. *Proceedings of the 16th International Conference on Managing in a Global Economy*. Held in Lima, Peru. June.

Intersection of old and new: leveraging online experience for a future of unlimited learning. Symposium with Kahn, B., Knipes, B., Ovitsky, N., Pellissier, R., Rogers, M., and Mangaliso, N.A. Presented at the *16th International Conference on Managing in a Global Economy*. Held in Lima, Peru. June

- 2014 Storytelling and the wisdom of words in management: An African perspective. All Academy Theme Symposium with Buerge, C., Zoogah, D., and Kwesiga, E. *Annual Meeting of the Academy of Management*. Philadelphia, PA. August.

China's soft power strategy approach to trade in Africa (with Yin, J.Z., and Vaschetto, S.J.). *Best Paper Proceedings of the Second Biennial Conference. Africa Academy of Management*, pp. 494–507. Gaborone, Botswana, January.

- 2013 Toward an effective crisis management model (with Knipes, B.J. & Gazillo, S.A). *Proceedings of the 44th Annual Meeting of the Decision Sciences*, pp. 671916-1 - 671916-10. Boston, MA. November.
- Mangaliso, M.P. & Lewis, A.O. 2013. Strategic management research in developing nations: How relevant? *Proceedings of the Annual Meeting of the Academy of Management*. Orlando, Fl. August.
- Trends in researcher interests on uncertainty: Preliminary evidence from selected management journals (with Ergene, E.). *Proceedings of 15th International Conference on Managing in a Global Economy*. Seville, Spain. June.
- Strategic management research in developing nations: How relevant? (with Lewis, A.O.) *Proceedings of the Academy of Management Africa Conference*, Vol. 2013, No. 1, p. 11709. doi:10.5465/aomafr.2012.0322. Held in Johannesburg, South Africa. January.
- 2012 informal economy, poverty, and responsible management education: Global perspectives. All-Academy Theme Symposium (with O'Keefe, H., Haertle, J., Gudic, M., Farias, G., and Motta, P.). Presented at the *Annual Conference of the Academy of Management*. Boston, MA, August.
- Reconsidering humanity and moral legitimacy of organizations (Culhane, J-M., & Knipes, B.J.). *Annual Conference of the Academy of Management*. Boston, MA August.
- 2011 Rationality and subjective certainty in organizational decision-making (with Eckardt, R.L.). *Proceedings of the 14th International Conference on Managing in a Global Economy*. Bangalore, India. June.
- Divestment strategy and social change: recent evidence from South Africa (with Mangaliso, N.A.). *Proceedings of the 14th International Conference on Managing in a Global Economy*. Bangalore, India. June.
- 2011 Toward a more humanistic ethos in contemporary organizations: Challenges for research and practice (Culhane, J-M. & Knipes, B.J.). *Proceedings of the 42nd Annual Meeting of the Decision Sciences Institute*. Boston, MA. November. pp. 1474-1479.
- Wisdom of the East meets the West: What can the West learn from the East and Indigenous cultures? All Academy Theme Symposium (with Waddock, S., Takeda, H., Pio, E., Spiller, S., McIntosh, M.). Presented at the *Annual Conference of the Academy of Management*. San Antonio, TX, August.
- Economic power as political power: Post-Apartheid South Africa revisited (with Mangaliso, N.A.). *Annual Meetings of the American Sociological Association*. Las Vegas, NE. August.
- Environmental uncertainty revisited: Toward a clarification of the measures used (with Eckardt, R.). *Proceedings of the 47th Annual Meeting of the Eastern Academy of Management*. Boston, MA. May.
- 2010 some implications of the inter-cultural approach to international HRM: Ubuntu and Um-mah (Weir, D.T.H., and Mangaliso, N.A.). *Academy of Management Best Paper Proceedings*. Montreal, CANADA, pp. 1-6. Paper among the top 5% (300 out of 6,000) published in full text in the *Proceedings*.

- Antecedents and consequences of uncertainty in management: A critical perspective in historic context (with Chawla, C., Knipes, B.J, and Guthier, J.). *Annual Conference of the Academy of Management*, Montreal, Canada. Paper was **Winner of the CEBC Halloran Prize** in the History of Corporate Responsibility in the Management History Division.
- Uncertainty and the natural environment: implications for strategic management (with Gauthier, J.). *Proceedings of the 47th Annual Meeting of the Eastern Academy of Management*. Portland, ME. Paper was one of four nominated for the **Outstanding Conceptual Paper Award**.
- 2009 Ubuntu and Wasta as a model of enterprise (with Weir, D.T.H. and Mangaliso, N.A.). *Proceedings of the 6th International Critical Management Studies Conference*, Warwick, U.K. July.
- Towards a reconciliation of the emergent management cultures in Africa and the Islamic world with traditional management cultures (with Mangaliso, N.A., Weir, D.T.). *Proceedings of the 46th Annual Meeting of the Eastern Academy of Management*. Hartford, CT. May.
- 2008 Ubuntu and African culture (with Mangaliso, N.A.). *Annual Conference of the Academy of Management*. Anaheim, CA. August.
- Environmental uncertainty in decision-making: Building the case for a meta-analysis of the construct. *Proceedings of the 45th Annual Meeting of the Eastern Academy of Management* held in Washington, DC, May.
- Heisenberg's uncertainty principle in the management and organizational discourse (with Kaniki, A.). *Proceedings of the Annual Conference of the International Academy of Business and Public Administration Disciplines* held in Orlando, FL, January.
- 2007 Ubuntu leadership: A prototype for cellular economic development. symposium (with Kahn, B., Knipes, B., Ovitsky, N., Pellissier, R., Rogers, M., and Mangaliso, N.A.). Presented at the *12th International Conference on Managing in a Global Economy*. Amsterdam, The Netherlands. June.
- 2006 Beyond parochialism in the organizational discourse: Insights from Ubuntu in Southern Africa (with Mangaliso, N.A.). *Proceedings of the Annual Conference of the American Sociological Association*. Montreal, Quebec, Canada. August.
- Emerging management concept: Living human values in South Africa (with Mangaliso, N.A.). *Annual Conference of the Academy of Management*, Atlanta, GA. August.
- Toward globally sustainable competitive advantages for SMEs: Transaction cost and resource based views (with Galli-Debisella, A.L. and Crosby, E.). *Proceedings of the 43rd Annual Meeting of the Eastern Academy of Management*. Saratoga Spring, NY, May.
- Performance implications of the corporate restructuring strategy of downsizing (with Crosby, E., and Culhane, J-M.). *Proceedings of the Annual Conference of the International Academy of Business Disciplines*. San Diego, CA April.
- Globalization in the strategic management discourse: An evaluation through the resource based view and transaction cost economics theory (with Galli-Debisella, A.L., and Crosby,

- E.). *Proceedings of the Annual Conference of the International Academy of Business Disciplines*. San Diego, CA April.
- 2005 Belief systems and core values in traditional and emergent management styles in Southern Africa and the middle world of Northern Africa and the Middle East (with Weir, D.T.). *Annual Conference of the Academy of Management*. Honolulu, HI. August.
- Dimensions of traditional and emergent management styles in Southern Africa and Northern Africa/Middle East (with Mangaliso, N.A., and Weir, D.T.). *Proceedings of the 11th International Conference on Managing in a Global Economy*, pp. 791 - 809. Cape Town: UCT Graduate School of Business. Paper was **Nominated for the Carolyn Dexter Outstanding Paper Award**.
- Interactive distance learning alliances: The possibilities and limitations. symposium with Kahn, B., Knipes, B., Ovitsky, N., Pellissier, R., Rogers, M., and Mangaliso, N.A. Presented at the *11th International Conference on Managing in a Global Economy*. Graduate School of Business, University of Cape Town, South Africa. June 26-30.
- Mythology and leadership: A multicultural exploration of models and styles. Symposium with Kessler, E., Lucas, L., Peridis, T., Gopalakrishnan, S. and Ma, H. Presented at the *11th International Conference on Managing in a Global Economy*. Graduate School of Business, University of Cape Town, South Africa. June 26-30.
- The Impact of uncertainty and decentralization on information usefulness: An international comparison (with Elves, J., and Osorio Fernandez, A.). *Proceedings of the 42nd Annual Meeting of the Eastern Academy of Management*. Springfield, MA, May.
- 2004 World business and economic issues: An international network of interactive distance learning alliances to resolve tensions and realize opportunities. Symposium with Kahn, B., Knipes, B., Ovitsky, N., Rogers, M., and Mangaliso, N.A. Presented at *Annual Conference of the Academy of Management*. New Orleans, LA, August.
- 2003 Usefulness of management information: Perceptions of managers in two countries. *Annual Conference of the Academy of Management*. Seattle, WA, August.
- From strategic thinking to strategy implementation: How companies shape an industry (with Osorio Fernandez, A.). Presented at the *10th International Conference on Managing in A Global Economy*. Porto, Portugal, June.
- Perceived environmental turbulence: Towards a measurement of the underlying dimensions of the construct using Lisrel (with Malan, L-C.). Presented at the *10th International Conference on Managing in A Global Economy*. Porto, Portugal. June.
- The entrepreneurial orientation – performance linkage in high technology firms: An international comparative study (with Culhane, J-M.). Presented at the *10th International Conference on Managing in A Global Economy*. Porto, Portugal, June.
- A spiritual approach to managing change (with Young, S. and Thomas, L.). *Proceedings of the 41st Annual Meetings of the Eastern Academy of Management*, Providence, RI, pp. 2261-2286.

- 2002 Email in the workplace: Searching for unproductive elements (with Cavanagh, C.). *Proceedings of the Annual Conference of the Association for Business Communication*. Toronto, Canada, April.
- 2002 A retrospective review of the Eastern Academy of Management. *Presidential Address at the 40th Annual Meeting of the Eastern Academy of Management*. Baltimore, MD. May.
2002. Ethical crisis in America: What business schools can do (with Marx, R., Jones, G., and Lussier, R.). Presented in *Ethical Footprints: The 17th Annual Mid-Atlantic Organizational Behavior Teaching Conference*. Drexel University, Philadelphia, PA. March 21-22.
2001. Changing managerial beliefs: A conversion model (with Young, S.). *Annual Conference of the Academy of Management*. Washington, DC. August.
- A multimedia, multi-campus collaborative distance learning course as a prototype for training global student teams (with Kahn, B., Knipes, B., Ovitsky, N., Rogers, M., and Mangaliso, N.A.). *Symposium at the 9th International Conference on Managing in a Global Economy*. San Jose, Costa Rica, June 17-21.
- Restructuring paper distribution: The cost of improving shareholder equity (with Lambert, J.). Presented at the *38th Annual Meeting of the Eastern Academy of Management*. New York, NY. May.
- 2000 Globalization and democracy: Considerations beyond the bottom line (with Mir, R. and Rogers, M.T.). *Proceedings of the 37th Annual Meeting of the Eastern Academy of Management*. Danvers MA, May.
- 1999 New lessons on management transformation from South Africa (with Beaty, D.). *Proceedings of the 9th International Conference on Managing in a Global Economy*. Prague, Czech Republic, June.
- Globalization, free markets, and democracy (with Mir, R.A. and Rogers, M.T.). *Proceedings of the 9th International Conference on Managing in a Global Economy*. Prague, Czech Republic, June.
- Humanism in the management discourse. *Proceedings of the 9th International Conference on Managing in a Global Economy*. (with Mangaliso, N.A and Bruton, J.). Prague, Czech Republic, June.
- The Massachusetts collaborative distance learning project: A new model to integrate public higher education systems (with Aitken, N., and Sokolowski, C.). *Proceedings of the National Conference of the American Association of Higher Education*. Washington, D.C. March.
- 1998 Africa in management or management in Africa? (With Mangaliso, N.A. and Bruton, J.) *Annual Conference of the Academy of Management*. San Diego, CA. August.
- 1997 Stasis and change: Striking the strategic balance (with Bruton, J.). *Annual Conference of the Academy of Management*. Boston, MA. August.
- Local selves, global others: A philosophical critique of global strategic management (with Mir, R.). In *Weaving Partnerships & Communities: Proceedings of the 34th Annual Meeting of the Eastern Academy of Management*. Crocitto, M. & Betters-Reed, B.L. (Eds.). New Brunswick, NJ. May.

- 1996 Environmental turbulence and firm responsiveness: Crisis or opportunity? (With Mir, R.A. and Knipes, B.). *Annual Conference of the Academy of Management*. Cincinnati, OH. August.
- Paradigm shift: A new global strategy towards restructuring (with Halvorsen, J-M.). Presented at the *3rd World Conference of the International Federation of Scholarly Associations of Management*. Paris, FRANCE. July.
- When corporations commit fraudulent behavior: The case of Kendall Square Research Corporation (with Ziemba, J.). *Proceedings of the 3rd Biennial International Conference on Advances in Management*. Newton, MA. June.
- Make as much as you can! An interactive game about the U.S. savings and loan crisis - Finance/Financial Management (with Sullivan, K.). *Proceedings of the 27th Annual Meeting of Decision Sciences Institute*. Orlando, FL. November.
- The linkage between conglomerate diversification failures and downsizing as a performance improvement strategy (with Halvorsen, J-M. 1996.). *Proceedings of the 33rd Annual Meeting of the Eastern Academy of Management*. Crystal City, VA. May.
- 1995 Colgate Palmolive in Hungary (with Halvorsen, J-M.). *Proceedings of the Annual Meeting of the Decision Sciences Institute*. Volume 1, pp. 110-112. Boston MA. November.
- How global is 'global' strategic management? Imperatives for a more inclusive theory (with Mir, R.A.). *Proceedings of the 6th International Conference on Managing in a Global Economy*. Singapore. June.
- Towards a typology of strategic responses to turbulent environments (with Bhati, K. and Mir, R.A.). *Proceedings of the 32nd Annual Meeting of the Eastern Academy of Management*. Ithaca, NY. May.
- Concentration of corporate power in South Africa. In *Managing is Learning: Proceedings of the 32nd Annual Meeting of the Eastern Academy of Management*. Ithaca, NY. May.
- 1994 Toward a model of environment, innovation, and performance (with Lane, P.J.). *Proceedings of the 25th Annual Meeting of the Decision Sciences Institute*. P. Perewe (Ed.). Honolulu, Hawaii. November.
- Managing in turbulent environments: The challenge for tomorrow's organizations (with Bhati, K. and Mir, R.A.). *Proceedings of the 12th Annual International Conference of the Association of Management*, Vol. 12, 2, pp. 33-38, Dallas TX, August.
- The influence of environment and performance perception on strategy preference. *Proceedings of the 2nd World Conference of the International Federation of Scholarly Associations in Management*, pp. 200-201, Dallas TX, August.
- Societal implications of the information highway (with White, V.). *Proceedings of the 9th Annual Computing and Society Conference*, Vol. 8, No. 0121, Washington, DC. July.
- Empirical evidence for useful characteristics of management information. *Managing for our Future: Proceedings of the 31st Annual Meeting of the Eastern Academy of Management*. L. Mainiero (ed.), pp. 70-73. Albany, NY, May.

- 1993 Environmental turbulence in strategy discourse. *Proceedings of the 24th Annual Meeting of the Decision Sciences Institute* 1, D.F. Rogers, and A.S. Raturi (eds.), pp. 586-588. Washington, DC. November.
- The distribution of power in and around large corporations: The Mintzberg conceptual ‘horseshoe’ model. *Proceedings of the 12th Biennial Conference of the World Communication Association Convention*. Pretoria, SOUTH AFRICA. July.
- The Sullivan Principles, social responsibility, and South Africa. *Proceedings of the 5th International Conference on Managing in Global Economy* Kaplan, E. and Pieper, K. (eds.), pp. 170-173. Berlin, GERMANY. June.
- 1992 Perspectives of strategy and performance in a turbulent environment: The South Africa case. *Proceedings of the 23rd Annual Meeting of the Decision Sciences Institute*. San Francisco, CA, November.
- The role of turbulence in strategic management theory (with Lane, P.J.). *Proceedings of the 29th Annual Meeting of the Eastern Academy of Management*. C. Harris, and C.C. Lundberg (eds.), pp. 197-200. Baltimore, MD. June.
- Toward an eclectic paradigm of entrepreneurship and innovation. *Proceedings of the 29th Annual Meeting of the Eastern Academy of Management*. C. Harris, and C.C. Lundberg (eds.), pp. 54-57. Baltimore, MD. May.
- 1991 Environmental turbulence and strategic preference: The perceptions of North American and South African corporate executives (with Randall L.M.). *Proceedings of the 4th International Conference on Managing in Global Economy*. J.B. McGuire, and J. Yanouzas (eds.), pp. 85-88. Nice, FRANCE. June.
- Strategic usefulness of management information. In *Empowerment in the Workplace and Classroom: Proceedings of the 28th Annual Meeting of the Eastern Academy of Management*. A. Herd & W. Ferris (eds.), pp. 18-22. Hartford, CT. May.
- 1990 Forbidden context: Examining the political environment of international education—the South African example (with Statman, J. and Motlatle, R.). *Proceedings of the 42nd National Association for Foreign Student Advisors Conference*. Portland, OR. May.
- 1989 Global management as a paradox: The creation of vernacular knowledge (with Calás, M., and Atsunyo, M.). *Proceedings of the 26th Annual Meeting of the Eastern Academy of Management*. W.A Ward, and E.G. Gomolka (eds.), p. 222. Portland, ME.

MONOGRAMS & OTHER NON-REFEREED OUTPUTS

- 2015 *5-Year Institutional Review: Council for Geosciences of South Africa*. **Schneider, G.** (Geological Survey of Namibia, Chair), **Hitzman, M.** (Colorado School of Mines, USA), **Maharaj, R.** (National Research Foundation, South Africa), **Mangaliso, M.P.** (University of Massachusetts, USA), **Mapani, B.** (University of Namibia)
- 2010 *External Review of the College Model at the University of KwaZulu-Natal: Report of the Review Panel to the Vice-Chancellor and Council*. University of KwaZulu-Natal, Durban, South Africa. **Mangaliso, M.P.** (Chair, University of Massachusetts-Amherst, USA), **Brown, N.**, (University of Edinburgh, UK); **Magoha, G.** (University of Nairobi, Kenya);

- Miller, R.** (University of KwaZulu-Natal); and **Munn, R.** (University of Manchester, UK)
- 2008 *NRF Vision 2015 – The Strategic Plan of the National Research Foundation*. Pretoria. Mangaliso, M.P.
- 2008 *Annual Report 2007 – 2008*. Pretoria, SA: National Research Foundation. http://www.nrf.ac.za/publications/annrep/08/pdfs/annualreport07_08.pdf. With Reddy, B.D.
- 2007 *Annual Report 2006 – 2007*. Pretoria, SA: National Research Foundation. www.nrf.ac.za/publications/annrep/07/pdfs/annualreports06_07.pdf. With Reddy, B.D.
- 2006 Robust Research Programs Justify Investment in DUT. *Review of Research & Community Engagement*, p. 6. Durban, South Africa: Durban University of Technology.
- 2005 Preface. In *Business and Societal Transformation: Proceedings of the 11th International Conference on Managing in a Global Economy*. Held in Cape Town, South Africa. With Mingji-Wong, D. and Butterfield, D.A.
- 2003 Looking Back and Ahead: An EAM Retrospective Prospective. Reflections as Past President of the Eastern Academy of Management. *EAM Newsletter*, Fall.
- 2001 Managing in the Digital Age. *EAM Newsletter*, Spring.
- 2000 EAM 2000 Moves to the Pulse of New York City! *EAM Newsletter*, Fall.
- 2003 *An Assessment Report of the Tertiary Education Linkage Project between the Universities of Connecticut and Fort Hare*. Report Prepared for the TELP Project Sponsored by the United Negro College Fund and USAID.
- 1996 *An Evaluation of Strategic Planning in Four Provincial Departments of Education in South Africa*. Washington, DC: Aurora Associates International.

INVITED PANELS, PRESENTATIONS AND KEYNOTE ADDRESSES

- 2016 Why We Need a Paradigm Shift When Conducting Strategic Management Research In Emerging Market Countries. Luncheon Forum Presentation. Graduate School of Business, University of Cape Town, April 6, 2016.
- 2014 Madiba's Gifts - Nelson Mandela's Life and Legacies. A Tribute to Nelson Mandela Organized by the Chancellor's Office. I was Program Director, Presenter, and Music Director for the event. Bowker Auditorium, University of Massachusetts, Amherst, April 4.
- A Tribute to Nelson Mandela. Speech Delivered at the Leverett Library, Leverett MA, March 27
- A Celebration of the Champions of Freedom: Martin Luther King, Nelson Mandela, and Mahatma Gandhi. Keynote Address at the 30th Annual MLK Breakfast, Amherst Regional Middle School, Amherst, MA. January 18.
- 2013 *PBS NewsHour* TV Program: How Nelson Mandela forever changed South Africa. Panel moderated by PBS's Jeffrey Brown on Mandela's influence. Participants: three South Afri-

cans: Penelope Andrews, Albany Law School; Mzamo Mangaliso, Isenberg School, University of Massachusetts, Amherst; and Charles Villa-Vicencio, Georgetown University, Washington DC. December 6.

ABC News40 TV: Local Couple Remembers Mandela. An hour-long interview conducted with Reporters of ABC News – Springfield in Amherst, MA December 6.
<http://www.wggb.com/2013/12/06/local-couple-remembers-mandela/>

- 2012 *Reclaiming and Maintaining Excellence in a Changing World: Diversity, Equity and Inclusion at the University of Massachusetts Amherst.* A Panel Discussion. With Professors Joel Martin, Amilcar Shabazz, Nilanjana Dasgupta, and Dr. Debora Ferreira. Presented at the *Faculty Senate Meeting*, UMass Amherst.. November 15.
- 2011 *South Africa Post-Apartheid: Can the Rule of Law be Used as a Tool to Continue South Africa's March towards Reconciliation, Equality and Prosperity?"* Panel Discussion. With Justice Albie Sachs and Professor Stephen Clingman. Sponsored by the Law School, University of Massachusetts, Dartmouth, MA, September 26.
- Apartheid in the United States? Panel Discussion.* With Professors Whitney Battle-Baptiste (Anthropology), and Tatishe Nteta (Political Science). Sponsored by the Five Colleges and Fine Arts Center as Part of the Exhibit, ***Intersections Intersected: The Photography of David Goldblatt.*** UMass, Amherst, March.
- 2010 *Research Capacity Building as a Prerequisite for the Competitiveness of a National System of Innovation: Perspectives from the National Research Foundation of South Africa.* Presented at the *Operations Research/Management Science Seminar Series.* Sponsored by the Informs Chapter, Isenberg School of Management, University of Massachusetts, Amherst. February 19th.
- 2009 *Physics in Africa: The Case of South Africa.* Report at the Forum for International Physics. *March Meeting of the American Physical Sciences Society.* Pittsburg, PA. March.
- 2008 *Significance of the Desmond Tutu Chairs to Linking the Vrije Universiteit Amsterdam and Research Capacity Building in South Africa.* Invited Presentation at the *Installation of Four Desmond Tutu Chair Holders on Youth, Sports and Reconciliation.* Vrije Universiteit Amsterdam, the Netherlands. December.
- From Brain Drain to Brain Circulation: The South African Research Chairs Initiative as a Mechanism for Recruiting the Best Talent.* Paper accepted for Presentation at the *Alexander Von Humboldt Foundation Seminar.* Berlin, Germany. December.
- Honoring the Phenomenal Achievements of South African Women.* *Address given at the Celebration of Women's Day.* Hosted by the NRF in Pretoria. August.
- Proposal for Hitachi to Host One-Year Internships for NRF-Sponsored Science and Technology Graduates from South Africa in Japan.* Presentation to the Global Business Division, Hitachi, Ltd., Tokyo, Japan. July.
- Honoring the Top South African Researchers.* Presidential Address. *NRF President's Awards Ceremony.* Emperor's Palace, Kempton Park, South Africa. July.
- License to Lead: UCT as Africa's Leading Research University.* Address Given at the Bremner Building, University of Cape Town. June.

The Significance of the South African National Antarctic Program in the South African Research Environment. Launch of *The Prince Edward Island - Sea Interactions in a Changing Ecosystem*, by Stephen Chown, et al. Cape Town. June.

Re-centering the Teacher. Keynote Address. *Teacher Development Conference*. University of Johannesburg. March.

Building Scientific Capacity in South Africa: Key Trends, Issues and Opportunities. Plenary Address. *Annual Meeting of the American Educational Research Association (AERA)*. New York, NY. March.

The Digital Data Management and Curation Initiative as a Boon to Research. Welcoming Remarks. *1st African Digital Management and Curation Conference*, Council for Scientific and Industrial Research (CSIR) Convention Center, Pretoria. February.

2007 STIAS as a Vehicle for Research Excellence in Africa. *Opening of the Wallenberg Research Centre*. Stellenbosch Institute for Advanced Study, Stellenbosch, South Africa. November.

Ph.D. as the Key Indicator for the Country's Research Competitiveness. Speech Delivered at the *Launch of the South African Ph.D. Project*. Pretoria. November.

Building Permanent Research Links between Norway and South Africa. Keynote address. *Oslo Celebrations 1997 - 2007: A Decade of Academic Partnership between South Africa and Norway*. Oslo, Norway. October.

Vision for the National Research Foundation. *Presidential Inaugural Lecture*. University of South Africa. Pretoria, July.

In the Sterling Paths Trodden by Others. Keynote Address. *1st Congress of the African Sociological Association*. Rhodes University. Grahamstown-iRhini. July.

The State of Physics in South Africa. *Joint Opening of the South African Institute of Physics Conference and the Refurbished 6MV EN Tandem Van de Graaf Accelerator of the National Research Foundation*. Wits University, Johannesburg. July.

Practitioners and Academics on Global Management: An Academic Response. *Plenary Presentation at the 12th International Conference on Managing in a Global Economy*. Amsterdam, The Netherlands. June.

Challenges on Global Leadership, Diversity and Performance Culture (with Van de Bunt, L., Chambers, L., Van Hoewijk, M. and Moody, D.). *Panel Discussion at the 12th International Conference on Managing in a Global Economy*. Amsterdam, The Netherlands. June.

Ramping Up Ph.D. Production Rate as a Prerequisite for Research Excellence. *Celebration of the University of Cape Town's 7 National Research Chairs and the University's Newly Rated Scholars*. University of Cape Town. April.

World Association of Young Scientists (WAYS) as a Conduit for the Development of Young Scientists in Africa. Speech at the *Inaugural General Assembly of WAYS-Africa*. Pretoria. March.

Significance of the 25th Anniversary of Denison's Orientation Program for Black South African Students and the Impact of the Program on the SA Higher Education Landscape. *25th Anniversary of the Denison Student Orientation Program and Celebration of the Life of Dr Martin Luther King*. Denison University. Granville, OH. February.

- 2006 The Role of Science Communication in Building Research Human Capital. *African Science Communication Conference*. Sponsored by the South African Agency for Science and Technology Advancement (SAASTA). Port Elizabeth. December.
- From Brain Drain to Brain Gain: The SA Research Chairs Initiative as a Stimulus for Research Capacity Building in South Africa. Address at the *Launch of the South African Research Chairs Initiative (SARChI)*. Pretoria. December.
- The Relevance of Research in an African Context. *Gala to Launch the Inaugural Publication of A Review of Research & Community Engagement*. Durban University of Technology. International Convention Center. Durban. November.
- On Shifting Sands: Exploring the Policy and Research Capacity Building Dichotomy in South African Higher Education. *Research and Teaching Conference*. University of Western Cape. Cape Town. October.
- Establishing and Sustaining Research Excellence at South African Universities. Launch of the publication of *Review of Research and Community Engagement*. Durban University of Technology. Durban. October.
- Perspectives on International Council for Science. *2nd Regional Consultative Forum of the International Council for Science Regional Office for Africa*. Birchwood Conference Center. Boksburg, South Africa. September.
- 2005 Personal Reflections on Teaching in the MBA Program. Talk Given at the *Diversity MBA Information Session*, Isenberg School of Management – UMass, Amherst. April.
- 2004 Unleashing the Synergistic Effects of Ubuntu: Observations from South Africa (with N.A. Mangaliso). *Workshop on Ubuntu and Afrocentric Management Approaches*. Vrije Universiteit, Amsterdam, The Netherlands, June.
- Harold Alford Center as a Doorway to the 21st Century. *Dedication of the Alford Wing of the ISOM*. Delivered as a faculty representative on with UMass President William Bulger, UMass-Amherst Chancellor John Lombardi, Dean Tom O'Brien, and Student Representative Christina Calvaleso. UMass, Amherst.
- Wanted: Ethical Leaders. Talk Given at the *Diversity in Leadership Series*. Isenberg School of Management – UMass, Amherst. April
- 2002 Ethical Crisis in Corporate America: A Few Bad Apples or a Whole Rotten Orchard? Presented at the *Women in Finance Program*, Smith College in Northampton, MA. September.
2001. Using Bulletin Boards for Interactive Learning. *Conference on Building Creative Learning Environments*. Held at the University of Massachusetts Amherst. March.
- Balancing Global Competitiveness and Equity in South African Companies: Strategies for Success. *School of Business Leadership*, UNISA, Midrand, SA. February.
- 2000 Preparing for the Next Four Years. Welcoming Address to Parents of the Incoming Class of 2005. *UMass Undergraduate Orientation*. UMass, Amherst. June.
- Preparing for the Job Market. *ISOM Commencement Address*. Graduation Ceremony of the Isenberg School of Management Class of 2000. Fine Arts Center Concert Hall, University of Massachusetts. May.
- 1998 Learning to Deal with Environmental Turbulence. *School of Business Leadership*, UNISA, Midrand, SA. October.

- Agenda for Life. *The Daily Hampshire Gazette*, Amherst, MA. April.
- South Africa as the Economic Engine for Southern Africa. *Graduate-Faculty Forum*. Isenberg School of Management, University of Massachusetts. March.
- 1997 Getting Ready for Tenure. *Center for Teaching – UMass Faculty Preparation for Tenure*. Campus Center Building, UMass, Amherst MA, June.
- Undergraduate Teaching in a Research Institution (panelist). *New Faculty Orientation*. Sponsored by the Chancellor's Office. UMass, Amherst. (Also featured annually from 1993 to 1996).
- 1996 Did Divestment Work? Sanctions versus Constructive Engagement. *Workshop to Explore the Effectiveness of Sanctions against South Africa*. Watson Institute for International Studies, Brown University, Providence, RI. April.
- Listen, Learn, and Sing! *Music Workshop on South African Freedom Songs*. Five College Community, Abbey Chapel, Mount Holyoke College. March.
- 1995 How to Succeed in American Colleges & Universities. Keynote Address. *South African Student Orientation Program*. Lincoln University, Pennsylvania. August.
- Moving towards a Diverse Workplace: How Do We Get There? (panelist with Drs. Fred Tillis, Gloria Ortiz and other corporate participants). *Workshop on Diversity*. Sponsored by the Undergraduate Business Club. UMass, Amherst. May.
- 1994 The Prospects for South Africa: Can its Industrial and Commercial Strength be Maintained? *Monthly Meeting of the Retired Faculty Association*. UMass, Amherst, MA. November.
- Career Possibilities in Management. *Minority Students ECO/MEFO/MME Summer Program*. Sponsored by the Minority Engineering Program. UMass, Amherst, MA. July.
- South Africa: Free Elections at Last. A Preview of South Africa's First Multiracial Elections. (Panelist with N.A. Mangaliso & R. Mboweni). *Southern African Working Group of the American Friends Services Committee*, UMass, March.
- Multiculturalism & Civility. Keynote Speaker. *Westminster College*, New Wilmington, PA. March.
- 1993 Responding to the Issues of International Students of Color. *Building of a Pluralistic System of Higher Education: Strategies for Combating Racism and Promoting Civility*. Conference sponsored by the President's Office. UMass. September.
- U.S. Multinational Corporations, Social Responsibility, and South Africa. *Institute for Advanced Studies in Humanities*. UMass, Amherst. April.
- Social Reforms in S. Africa. *Valley Voice–WTTT Radio*. Amherst. August.
- The Struggle in South Africa in Historical Perspective. *Black History Month Commemorations*. Hampshire College. Amherst, MA. February.
- Hope and Unity. Keynote Address. *19th Annual Interfaith Service*. 1st Congregational Church. Amherst, MA. February.
- 1992 Introductory Comments. *Archbishop Desmond Tutu Distinguished Speaker Address*. Fine Arts Center. University of Massachusetts, Amherst. October.

- 1991 You Have a B.S., What next? Choosing a Graduate Program. *Annual Conference of the NorthEastern Society for Black Engineers*. November.
The Comprehensive Anti-Apartheid Act and the Lifting of U.S. Economic Sanctions against South Africa. *WREB Radio Interview*. Holyoke, MA. July.
- 1991 Visit of Russian Oil Executives in the U.S. *WFCR Radio*. Amherst, May.
Managing in the International Environment. *Guest Lecture Series*. Westfield State College, MA.
Corporate Philanthropy: A View from CEOs (panel chair). *Associated Grant Makers of Massachusetts*. Isenberg School of Management, UMass, Amherst.
- 1988 Mediating the U.S. Culture after Leaving an Apartheid One. *1st Annual Conference of the South African-Azanian Student Movement*, Boston, MA, November.
- 1987 Predicting the Closing of the Black-White Wage Gap in South Africa. *Graduate-Faculty Forum*. Isenberg School of Management, UMass, Amherst.

BOOKS REVIEWED

- 2011 *Strategic Management* by Dwight Dyer. John Wiley & Sons, Inc. Hoboken, NJ.
- 1995 *Managing People at Work: Computers, Competition, and Customers* by Chuck Williams. Addison-Wesley Publishing Company, Reading, MA
- 1992 *Managing for Productivity* by John Schermerhorn. Wiley, New York
Strategic Management in a Competitive Market Environment by Robert J Mockler Reviewed for Wiley & Sons, New York, NY
- 1990 *Organization Theory Cases and Applications* by Daft, R.L., Skivington, K.D. and M. Sharfman. West Publishing Company, St. Paul, MN

DOCTORAL DISSERTATION SERVED

- 2020 Mutsonziwa, Itayi. Ubuntu: Development and validation of a scale to measure African humanism. Gordon Institute of Business Science, University of Pretoria, South Africa
- 2019 Diame, Maguette. About the integration of traditional values, local practices, and local community in the formal educational system in Senegal.
- 2018 Ndanga, Leah, Z. B. Reimagining Cecil John Rhodes' *Cape to Cairo* dream or Christopher Columbus' *New Worlds* voyages? The role of managers in emerging market multinationals' international expansion decisions (Chair).
- 2018 Babagario, Ezekiel Abdullahi. Integration of Interfaith Education into Secondary School Curriculum in Northern Nigeria for Peace Building.
- 2018 Zandvakili, Elham. Concept maps, critical thinking, collaboration assessment (3CA) using multiple choice items.

- 2017 Sun, Yi. Understanding China's Discourse on South-South Cooperation and Africa's Human Resource Flows in a Time of Unprecedented Globalization: A Case Study of Zhejiang Normal University China-Africa International Business School.
- 2016 Randall, James. Getting It Right: African American Male College/University Presidents & Their Early Cultivation of Self-Efficacy.
- 2013 Hassan, Ahmed. Exploring Educational Needs Arising from the Influence of Cultural Difference in US Public schools: The Case of African Refugee High School Students in Western Massachusetts.
- 2010 Peters, Ricardo. Small, Medium Enterprise Development Initiatives and Their Constraints to Growth. University of Johannesburg, South Africa (external examiner).
- 2008 Van den Heuwel, Henk. Between Optimism and Opportunism Deconstructing 'African Management' Discourse in South Africa. Vrije Universiteit Amsterdam, Netherlands (external examiner).
- 2006 Thapalia, Keshab. Voices of Rural Women in Nepal: Impact of Literacy on the Lives of Women. UMass-Amherst.
- 2004 Kadyoma, Fritz. Learning Milieu for Primary School Teachers in Malawi: Perspectives, Practices, and Policies.
- 2004 MacJessie-Mbewe, Samson. Analysis of a Complex Policy Domain: Access to Secondary Education in Malawi.
- 2003 Culhane, Jann-Marie Halvorsen. The Entrepreneurial Orientation-Performance Linkage in High Technology Firms: An International Comparative Study. (Chair).
- 2003 Bruton, John. Organizing Pathways to Peace: An Exploratory Study of Intermediary Non-governmental Organization.
- 2003 Ibrahim, Mohamed. Evaluation of the Oppressed: A Social Justice Approach to Program Evaluation.
- 2002 Harris, Vanessa. Participants' Perceptions Regarding their Mentoring Relationships in the State of Connecticut Community-Technical College Minority Fellowship Program.
- 2002 Williams, Gloria. Perceptions of Black Male Students and Their Parents About the Academic Achievement Gap Between Black and White Students at the Elementary School Level.
- 2001 Mir, Raza. Migrating Ideas: An Empirical Study of Intra-Organizational Knowledge Transfer. (Chair).
- 2001 Mohamed, Hassan Ali. The Socio-Cultural Adaptation of Somali Refugees in Toronto: An Exploration of their Integration Experiences.
- 2001 Bell, David. An Inquiry into the Emergence of Transformative Leadership in Higher Education in South Africa: A Phenomenographic Study.
- 2001 Robin, Fred. Development and Evaluation of Test Assembly Procedures for Computerized Adaptive Testing.
- 1999 Wong, Diana. A Resource Based View of Strategic Alliances and Industry Structures.
- 1999 Alvarez, Rosio. Implementing information Systems in Organizations: A Study of Technical and Social Influences.

- 1999 Good, Mohammed. Somali Refugee Perceptions of Factors Impacting the Learning of Their Children in High Schools.
- 1999 Westort, Michael. Program Design of Community and Service-Based Education: Implications for Retention, Learning Achievement and Program Development for At-Risk Young Adults.
- 1998 Lynch, Donna. Among Advisors: An Interview Study of Faculty and Staff Undergraduate Advising Experience At A Public Land Grant University.
- 1997 Pressey, Doretha. Combating Racism Toward and Among African American Females in Public Education Administration through the Use of Networking.
- 1997 Robinson, Bryant. A Study of the Role and Accomplishment of Selected Urban School Councils in Pursuing the Goals of Education Reform In Massachusetts.
- 1996 Deschamps, Alexandrina. Women As Center: The Process of an Alternative Development Paradigm For the Eastern Caribbean.
- 1995 Bourne, C. Khandi. Interactional Strategies and Modes of Adjustment: African Heritage Students At A Four-Year Predominantly White Institution of Higher Education.
- 1991 Milner, K. Staff Development on Academic Learning Time For At-Risk Youth: A Case Study.
- 1991 Peters, Ronald. The Balm in Gilead: A Descriptive Study of Two After-School Tutoring Models Sponsored by African-American Churches and the Nurturing Tradition within the African-American Church.
- 1990 Thompson, Sherwood. Role Perception and Status of African American Administrators in A Selected Number of New England State Universities.

GRANT APPLICATIONS

- 2009 Proposal for a \$10M Center for Excellence in African Development and international Trade, CEADIT (with Professors Stephen Coelen and Joe Berger). Univ. of Mass to be lead institution. fort Hare and NMMU proposed as the locations of the Center in South Africa.
- 2005 Periodic Multi-Year Review Grant for Research, UMass-Amherst, \$2,500
- 1999 Key role player in the Universities Tertiary Education Linkages Project (TELP) Grant Application (Professor John Cunningham, PI). Sponsored by the USAID, the TELP resulted in a strong partnership between UMass and the Medical University of Southern Africa (MEDUNSA) in Pretoria. \$450,000.
- 1997 Principal investigator for the Kohlmorgen–UMass international offsets Project that generated 22 infrastructural development projects from UMass. The projects accompanied the international competitive bid submitted by the Electro-Optical Division of Kohlmorgen, Northampton for upgrading the South African Submarine Surveillance Systems. \$28,500.
- 1992 Wrote parts of the UMass proposal for the Patricia Roberts Harris Fellowship to attract minority graduate students. UMass awarded 14, ISOM received 4.

- 1991 Minority GMAC-AACSB (Graduate Management Admission Council-Assembly of the American Collegiate Schools of Business) Summer institute. Grant Application to create awareness among minority students of graduate study opportunities at US Bus. Schools.
- 1987 Co-author of grant application for USAID funding for the Denison University-South African Pre-Graduate Summer Program. Awarded \$300,000.

LEADERSHIP ROLE INSTITUTIONAL STRATEGIC PLANNING

Member, International Review Panel, Council for Geosciences, Pretoria, January 2015.

The international panel was charged with conducting a bi-decadal review of the Council for Geoscience (CGS) of South Africa.

Chair, international Review Panel, University of KwaZulu-Natal, August 2010.

Chaired an international review panel charged with conducting a comprehensive bidecadal review of UKZN's College Structure.

Workshop Leader, Launch of Strategic Plan. Cape Peninsula University of Technology, Cape Town, November, 2009.

Conducted an all-day workshop to launch a series of the Strategic Planning activities that resulted in the production of 'Vision 2020' – the Strategic Plan for the Cape Peninsula University of Technology.

External Reviewer, University of Connecticut, Storrs, CT, 2003.

Conducted an external review of the functioning of the University of Connecticut-University of Fort Hare partnership under the United Negro College Fund and USAID-sponsored Tertiary Education Linkage Project.

Workshop Leader, Strategic Planning, Provincial Departments of Education, South Africa, 1996.

Conducted workshops on Strategic Planning for newly appointed directors and managers in the Education Ministries of four of the least endowed provinces of the new, Post-Apartheid South Africa, namely: Eastern Cape; Northern Cape, Limpopo, and KwaZulu-Natal.

SELECTED EXECUTIVE/ADMINISTRATIVE APPOINTMENTS

President and CEO, National Research Foundation. South Africa 2006 - 2008

Under the Ministry of Science and Technology, the NRF is a R3.5 billion (\$0.5 B) operation responsible for funding the research conducted by researchers at all the state universities in South Africa. Scientists funded by the NRF served as members of key working groups of the United Nations Environment Program's (UNEP) intergovernmental Panel on Climate Change (IPCC) that won the Nobel Peace Prize jointly with former Vice President Al Gore in 2007. As President, I guided the NRF through the creation a new strategic plan. Known as 'NRF Vision 2015,' the plan repositioned the NRF to make South African research more responsive to global competitiveness. This included a revamping of organization's structures and the grant-awarding processes, and putting together a mechanism for a five-fold improvement in the output of Ph.D. qualified researchers.

President, Eastern Academy of Management 2000 – 2003

Elected in a three-year succession of positions from president-elect, president, and past president of the EAM, which comprises over 500 members, most of them faculty members at Schools of Management at universities in the eastern states of the US. Election based on experience, quality of research contributions to the organization, and leadership skills. Duties ranged from the selection of competitively reviewed papers for the annual conference, presiding over the annual academic conference, overseeing the organization's fiscal health, to leading the direction-setting and policy development processes for the organization.

Director, MBA Programs. School of Management, UMass 1990 – 1992

Provided instructional and administrative leadership over all aspects of running the Isenberg School of Management's full-time MBA program, part-time Executive MBA program, and the MS in Accounting program. Under my tenure the MBA program rose to being ranked in the top 50 MBA Programs by *Business Week* out of some 700 MBA programs nationwide. In 1992 we were tied with Dartmouth College as #1 in selectivity and student support. I resigned the position in 1992 upon being selected as Deputy Vice Chancellor for the University of Fort Hare (SA), but was prevented by circumstances from taking the position.

Co-Director, South African Education Program (SAEP) Student Orientation, Denison University, Granville, OH 1985 - 90.

The SAEP was a non-profit organization launched by Archbishop Desmond Tutu in the late 1970s, which sent cadres of historically disadvantaged South Africans to study at US universities. The orientation program was created to help sharpen the student's study skills so they can be competitive in the unfamiliar US educational landscape. As co-Directors we developed and oversaw the academic and cultural programs, as well as supervised the work of several Denison professors, and a number of Residential Life staff.

SERVICE TO THE PROFESSION

Member of the Governing Council, International Institute for Applied Systems Analysis (IIASA), Laxenburg, *Austria*

Member, Science and Technology in Society (STS) Forum, Kyoto, Japan

Board Member, Southern African Large Telescope (SALT) Project, Pretoria, South Africa

Board member, Stellenbosch Institute for Advanced Study (STIAS), *South Africa*

Board member, Moses Kotane Institute (MKI), Durban, *South Africa*

Member of Council, Council on Higher Education (CHE), *South Africa*

Member of University Council, University of KwaZulu-Natal, Durban, *South Africa*

President of the Board of Governors, Eastern Academy of Management, *USA*

President of the Board, Valley Light Opera, Amherst, MA, *USA*

Member, Board of Directors, Amherst Area Education Alliance, Amherst MA, *USA*

ACADEMIC LEADERSHIP

Director, EAM-international Conference, PUC, Rio de Janeiro, Brazil	2009
Director, EAM-international Conference, VUA, Amsterdam, the Netherlands	2007
Program Chair, EAM-international Conference, UCT – GSB Cape Town	2005
Coordinator, Eastern Academy of Management Junior Faculty Consortium	2005
President, Eastern Academy of Management	2002
Vice President – Program, Eastern Academy of Management	2001
Vice President – Arrangements, Eastern Academy of Management	1998

EDITORSHIPS/EDITORIAL BOARD MEMBERSHIP OF JOURNALS

Academy of Management Executive, Special Issue Sectional Co-Editor
Group & Organization Management, Editorial Board, Special Issue Co-Editor
Organization Management Journal, Special Issue Co-Editor
International Journal of Global Business Issues, Editorial Board
International Journal of Management and Marketing, Editorial Board
SAGE Open Journal, Article Editor
Southern African Business Review, Editorial Board

REVIEWER FOR SCHOLARLY JOURNALS & CONFERENCES

Academy of Business Administration
Academy of Management Perspectives
Academy of Management Annual Conference
Advances in international Comparative Management
Africa Management Journal
International Eastern Academy of Management Conference
International Journal of Management
International Journal of Organizational Analysis
Journal of Black Studies
Journal of Business Ethics
Journal of Business Research
Journal of International Business Studies
Journal of Risk Studies

TRANSCRIPTIONS AND TRANSLATIONS SERVICES PROVIDED

Clingman, S. (2012). Blood Shed of the innocents: Soundz of the South (SOS). for the Distinguished Faculty Lecture, ‘Looking from South Africa to the World: A Story of Our Times.’ Delivered at UMass, Amherst on December 3.

Ault, J. (2012). *Building the New Community: Stories of Multicultural & Latino Ministry in the Episcopal Church*. Producer & Director: Dr. James Ault. Northampton, MA: James Ault Productions. <http://vimeo.com/44067510>

SERVICE TO THE UNIVERSITY OF MASSACHUSETTS

Member, Faculty Senate Rules (a.k.a. Executive) Committee
 Member, Search Committee, UMass-Amherst Chancellor (Dr. Subbaswamy)
 Member, Search Committee, UMass-Amherst Chancellor (Dr. Lombardi)
 Chair of Search Committee, Associate Provost & IPO Director (Dr. Hugus)
 Member, Search Committee, Provost & Senior Vice Chancellor (Dr. Staros)
 Member, Search Committee for the Dean of Humanities and Fine Arts (Dr. Martin)
 Member, Search Committee for the Dean of Natural Sciences (Dr. Serio)
 Member, Search Committee for the Dean of the Isenberg School of Management (Dr. Massey)
 Member, Search Committee, Assoc. Provost & IPO Director (Dr. Ahern)
 Member, Search Committee for Credit Programs Director, Continuing and Professional Education
 Member, Search Committee, Assoc. Director, Center for Teaching (Dr. Oelette)
 Member, Chancellor's Joint Task Force on Strategic Oversight
 Co-Chair, UMass-ACE (American Council on Education) Internationalization Steering Committee
 Co-Chair, Faculty Senate Status of Diversity Council (SODC)
 Chair, Campus High Impact Positions (CHIP) – Provost's Advisory Committee
 Member, Chancellor's Diversity Advisory Council
 Member, Chancellor's Diversity Strategic Planning Task force
 Member, Chancellor's Budget and Planning Task force
 Member, Provost's Cluster Hire RFP Review Committee
 Member, Vice Chancellor's Task force to Study the UMass Policy on Sweatshop Issues
 Associate Director, Massachusetts institute for Social and Economic Research
 Representative, Amherst Campus on the Selection Committee for the University of Massachusetts
 System-wide Zuckerberg Chair in Leadership
 Chair, Selection Committee for Distinguished Teaching Award Recipients
 Member, Honorary Doctoral Awards Committee, UMass Amherst
 Coordinator, UMass-South Africa Tertiary Education Linkage Project (TELP)
 Member, Chancellor's Counsel on Civility and Community
 Member, Faculty Senate
 Member, The Common Read Committee
 Member, UMass-University of Fort Hare Exchange Program Committee
 Organizer, 1993 Archbishop Desmond Tutu's Visit to the UMass-Amherst Campus
 Member, University Academic Priorities Council
 Member, University Graduate Council
 Member, Committee for the Collegiate Education of Black and Other Minority Students

SERVICE TO THE ISENBURG SCHOOL OF MANAGEMENT

Chair, Search Committee for MBA Associate Director
 Chair, Search Committee for ISOM Director for Diversity in Management Education and Service
 (DIMES)
 Chair, Search Committee for New Faculty in Strategic Management
 Member, Search Committee for Assistant Director, Undergraduate Enrollment & Student Success
 Representative for ISOM at Chicago PhD Project Conference every year, since inception in 1994
 Member, Isenberg SOM Administrative Committee
 Member, PhD Curriculum Committee and Coordinator, Strategy Ph.D. Program

Member, MBA Policy Committee
Chair, Management Department Undergraduate Curriculum Committee
Member, Isenberg SOM Part Time MBA Program Restructuring Task force
Chair and Member, Management Department Personnel Committee
Member, Committee for international Business Education and Research
Member, Isenberg School's Administrative Committee
Member, MBA Policy Committee
Member, Isenberg SOM Part Time MBA Program Restructuring Task force

PROFESSIONAL AFFILIATIONS

Academy of Science of South Africa (ASSAf)
Academy of Management
Eastern Academy of Management
American Sociological Association
Strategic Management Society
South African Production Management institute (former member)
Decision Sciences institute