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EDUCATION

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

RESEARCH INTERESTS

Strategic Management, International Management, Culture, Organizational Theory, Social Responsibility, MNCs & Emerging Markets Economies, Entrepreneurship.

COURSES TAUGHT

PhD Foundations of Strategic Management; Seminar in International 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, Assist to Assoc. Professor UMass-Amherst (promoted and tenured in 1996).
1997 – 2001, Adjunct Professor, UNISA School of Business Leadership, Midrand, SA
1985 – 1990, Co-Director, South Africa Student Orientation, Denison Univ., Granville, OH
1987 – 1988, Associate Director, Massachusetts Institute for Social & Economic Research
1984 – 1988, Research Associate, Institute for North American Trade and Economics
1984 – 1984, Visiting Executive, Marketing Division, Lever Brothers, New York, NY.
1976 – 1984, Production Manager, Unilever, Durban, South Africa
1976 – 1976, Teller, Standard Bank of South Africa, Johannesburg, SA.
1973 – 1974, Metallurgical Research Assistant, Harmony Gold Mines, Virginia, FS, SA
1973 – 1975, Physics Lab Assistant/Demonstrator, University of Fort Hare, Alice, SA

HONORS AND AWARDS

RESEARCH

- **Winner, Best Paper Award in Strategic Management**, Eastern Academy of Management Conference, Philadelphia, PA, 2023.
- **Winner, CEBC Halloran Best Paper Award**, Academy of Management History Division. Montreal, Canada, 2010
- **Finalist - Outstanding Paper Award**, Eastern Academy of Management Conference. Portland, ME, 2010
- **Finalist - Carolyn Dexter Outstanding Paper Award**, EAM-International Conference, Cape Town, 2005

TEACHING

- **Eli Lilly Fellow Mentor** for Professor Mwangi wa Githinji, 2010
- **Fellow, TEACHnology**, UMass-Amherst, 2003
One of 8 mid-career professors selected for integrating technology into teaching
- **Eli Lilly Fellow Mentor** for Professor James 'Jay' Gladden, 2000.
Prof. Gladden is Assoc. Vice Chancellor & Dean of Univ. College, IUIPUI, Indianapolis, IN.
- **Nominee, Carnegie Foundation U.S. Professor of the Year Award**, 2000
- **Winner, University of Massachusetts-Amherst Distinguished Teaching Award**, 1999
- **Winner, College Outstanding Teacher Award**, 1999
- **Eli Lilly Fellow Mentor** for Professor Dennis Hanno.
Prof. Hanno is now President, Wheaton College, MA
- **Fellow, Eli Lilly Teaching**, 1993
One of 8 junior professors selected to participate in a one-year teaching fellowship.

SERVICE

- **Inducted Honorary Member**, Golden Key International Honor Society, 2010
- **Invited Speaker, Installation of Tutu Chair Holders**, Vrije Univ., Amsterdam, Netherlands, 2008
- **Elected Member, Academy of Science of South Africa** (since 2008)
- **Fellow, Eastern Academy of Management** (since 2007)
- **Service Award**, South African Student Orientation, Denison University, Granville, OH, 1989
- **Finalist, University of Massachusetts-Amherst Distinguished Teacher Award**, 1989
- **Inducted - Beta Gamma Sigma, Academic Honor Society**, Isenberg School, 1987
- **Inducted - Alpha Sigma Lambda**, Teaching Honor Society, 1986
- **Ford Foundation Scholarship** - Institute of International Education (I.I.E), 1984
- **Barlow-Rand Scholarship**, 1973
- **Ernest Oppenheimer Memorial Trust; Shell Oil Company Scholarships**, 1970-72

ARTICLES

- 2023 Mangaliso, M. P. & Culhane, J-M. (2023). Behavioral strategy, entrepreneurial orientation, and performance: An international comparative study of the US-Germany high-tech industry. *Global Journal of Entrepreneurship and Management* (forthcoming). Vol. 3, No. 2, July.
- 2022 Mangaliso, M. P., Ndanga, L.Z. B., & Major, D. L (2022). Behavioral strategy, innovation, and environmental disruptions. In T. K. Das (Editor). *Innovation and Behavioral Strategy*, pp. 53-84. Charlotte, NC: Information Age Publishing, Inc.
- 2021 Mangaliso, M. P., Mangaliso, N.A., Ndanga, L.Z.B., & Jean-Denis, H. (2022). Organizational Change Management in Africa: Incorporating the core values of Ubuntu. *Journal of African Business* (Routledge), 23(4), 1029-1048.
- 2020 Akisik, O. A., Gal, G., & Mangaliso, M. P. (2020). IFRS, FDI, Economic growth and human development: The experience of Anglophone and Francophone African countries. *Emerging Markets Review*, 45 (December).
- 2019 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. *Journal of Applied Accounting Research*, 21(1), 60-76.
- 2019 Zandvakili, E., Washington, E., Gordon, E., Wells, C., & Mangaliso, M.P. (2019). Teaching patterns of critical thinking: The 3CA Model — Concept maps, critical thinking, collaboration, and assessment. *SAGE Open Journal*, 9(4), 1-15.
- 2018 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. Ovadje & S. Aryee (Eds.). *Routledge Handbook on Organizational Change in Africa*, pp. 80-101. London, UK: Routledge Publishing.
- 2018 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.
- 2018 Mangaliso, M. P. (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.
- 2018 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.
- 2017 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: A*

- Volume in Research in Behavioral Strategy*, pp. 1- 30. Charlotte, NC: Information Age Publishing, Inc.
- 2016 Mangaliso, M. P. & Gannon, M. J. (2016). Townships of South Africa. 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.
- 2015 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.
- 2013 Mangaliso, M. P. & Mangaliso, N. A. (2013). Transformation to an equitable socio-economic dispensation: Observations and reflections on South Africa. *Journal of Black Studies*, 44(5), 529-546.
- 2013 Pio, E., Waddock, S., Mangaliso, M.P., McIntosh, M., Spiller, C., Takeda, H., Gladstone, J., Ho, M., & Syed, J. (2013). In Neil, J. (Ed.). *Handbook of Faith and Spirituality in the Workplace: Emerging Research and Practice*, pp. 195-222. New York: Springer.
- 2012 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, pp. 241-263.
- 2012 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.
- 2010 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 lenses. *International Journal of Management Perspectives*. 2(3/4): 50-63.
- 2009 Mangaliso, M. P. (2009). Foreword: Protecting indigenous knowledge from appropriation. 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.
- 2008 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.
- 2007 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.
- 2007 Mangaliso, M. P. & Van de Bunt, L. (2007). Prophecies and protests: Contextualizing *Ubuntu* in the glocal management discourse. 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.
- 2006 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.
- 2004 Mangaliso, M. P. & Mir, R. A. (2004). Globalization in the management discourse: Some unresolved issues. *Management Today*, 20(9): 12-17.
- 2004 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.
- 2003 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.
- 2001 Mangaliso, M. P. (2001). Building Competitive advantage from *Ubuntu*: Management lessons from South Africa. *Academy of Management Perspectives*, 15(3): 23-33.
- 2001 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.
- 2001 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.
- 1999 Mangaliso, M. P. (1999). Democracy in the 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.
- 1999 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.
- 1998 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: Southwestern College Publishing.
- 1998 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.
- 1997 Mangaliso, M. P. (1997). Corporate social responsibility, and the Sullivan Principles. *Journal of Black Studies*, 28(2): 219-238.
- 1996 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.
- 1996 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.
- 1995 Mangaliso, M. P. (1995). Toward an affirmation of African philosophical thought in management discourse. *Entrepreneurship, Innovation, and Change*, 4(3): 241-251.

- 1995 Mangaliso, M. P. (1995). The strategic usefulness of management information as perceived by middle managers. *Journal of Management*, 21(2): 231-250
- 1994 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.
- 1993 Mangaliso, M. P. (1993). Cultural exigencies in management and organizational discourse. *Entrepreneurship, Innovation, and Change*, 2(4): 321-334.
- 1992 Mangaliso, M. P. (1992). Entrepreneurship and innovation in a global environment. *Entrepreneurship, Innovation, and Change*, 1(4): 437-450.
- 1992 Mangaliso, M. P. (1992). The corporate social challenge for the multinational corporation. *Journal of Business Ethics*, 11(7): 491-500.
- 1991 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.

BOOKS

- 2010 Mangaliso, M. P. *Strategic Choice under Uncertainty: Multinational Corporations and the Pressure to Disinvest from South Africa*. Lanham, MD: Rowland & Littlefield/University Press of America.
- 2007 Van den Heuwel, H., Mangaliso, M. P., & Van de Bunt, P. A. (Eds.). *Prophecies and Protests: Ubuntu in Global Management*. Amsterdam, The Netherlands: Rozenberg Publishers.

EDITED CONFERENCE PROCEEDINGS

- 2005 Mangaliso, M.P. & Wong-Mingji, D. (Eds.), *Business and Societal Transformation for Economies on the Move: Proceedings of the 11th International Conference on Managing in a Global Economy* (held in Cape Town, SA). New York: Aquinex Publishing.
- 2001 Bacdayan, P. & Mangaliso, M.P. (Eds.). *Managing in the Digital Age: Proceedings of the 38th Annual Meeting of the Eastern Academy of Management*. Conference (held in New York, NY). Madison, WI: Omni Press.
- 1995 Mangaliso, M.P. & Weiner, J. (Eds.). *Learning is Managing: Proceedings of the 32nd Annual Meeting of the Eastern Academy of Management* (held in Ithaca, NY). Madison, WI: Omni Press.
- 1995 Mangaliso, M.P. & Palmer, D. (Eds.). *Cooperation and Competition: Proceedings of the 6th International Conference on Managing in a Global Economy* (held Singapore). Madison, WI: Omni Press.

UNDER REVIEW

Mangaliso, M. P., Ndanga, L. Z. B., & Knipes, B. J. Toward restoring compassion and humanity to organizational thought and practice. Under revision. *Journal of Business Ethics*.

Mangaliso, M.P., Letseka, M., Khoza, R. & Volmink, J. Guest Editorship of the *Frontiers in Psychology*. S.I. on, "Bringing a More Humane Ethos in Organizations through Ubuntu." Projected publication - Spring, 2024. <https://www.frontiersin.org/research-topics/48660/toward-restoring-care-and-compassion-in-organizations-ubuntu-as-an-imperative>

Mangaliso, M.P. & Lewis, A.O. Guest Editorship of *Administrative Sciences* SI on "Adapting to Disruption: Strategic Management in Uncertain Business Environments." Projected publication - Fall 2024 https://www.mdpi.com/journal/admsci/special_issues/1M30H3T1L9

REFEREED CONFERENCES

- 2023 Ndanga, L.Z.B. & Mangaliso, M. P., Telling a new story: Charting the paths of large South African MNEs' internationalization processes. *Proceedings of the Eastern Academy of Management Conference*. Philadelphia, PA. May.
- 2023 Harris, K. & Mangaliso, M.P., Institutional isomorphism and agency: Do MNCs really have greater discretion than local firms in decision-making? *Proceedings of the Eastern Academy of Management Conference*. Philadelphia, PA. May.
- 2023 Mangaliso, M.P. & Hollie, L., Infusing compassion and humanity into the organizational praxis. Competitive Paper Session. *83rd Annual Meeting of the Academy of Management*. Boston, MA. August.
- 2023 Vlas, C. O., Garg, G., Vlas, R., & Mangaliso, M.P., Extremeness of organizational change: Individual and institutional effects. Competitive Paper Session. *83rd Annual Meeting of the Academy of Management*. Boston, MA. August.
- 2023 Mangaliso, M. P. (Organizer), Back, R.M., Bunt, S.v.de, Davis, M.K., Jean-Denis, H., Kahn, B.A., Kateb, S., Knipes, B.J., Mangaliso, N.A., Ndanga, L.Z.B., Ngambi, H.C., Ovitsky, L.C., Trompenaars, A. (2023). Professional Development Workshop: Integrating marginalized people into the worker-centered workplace: The transformative role of DEI. *83rd Annual Meeting of the Academy of Management*. Boston, MA. August.
- 2023 Mangaliso, M.P. (Session Chair) - Organizing for Purpose, Ethical Responsibility, and Compassion *83rd Annual Meeting of the Academy of Management*. Boston, MA. August.
- 2022 Beugré, C. D.; Kabongo, J.; Calvin, J.; Mangaliso, M. P.; ogilvie, dt United Nations Sustainable Goals and Entrepreneurship Education in Africa: Support for UN SDG Goals from Humanism/Ubuntu. Professional Development Workshop at the *Annual Meetings of the Academy of Management*, Seattle, WA, Aug 4-10.
- 2022 Mangaliso, M. P. et al., Fostering Diversity and Equity in the Age of Globalization: Building and Sustaining an Inclusive Workplace. Symposium at the *19th EAM-International Conference on Managing in a Global Economy*. Lyon, France. June 7-10.

- 2022 Gopalakrishnan, S., Kovoov-Misra, S., Larraneta, B., Mangaliso, M. P., Perez Luno, A., Sahasranamam, S., & Saleh Farazi, M. The impact of Covid19 on Organizational Innovation - A multi country Analysis. Symposium at the 19th EAM-International Conference *on Managing in a Global Economy*. Lyon, France. June 7-10.
- 2021 Beugré, C. D.; Kabongo, J.; Calvin, J.; Mangaliso, M. P.; ogilvie, dt. Entrepreneurship programs in sub-Saharan Africa: Content and context Professional Development Workshop. Symposium at the *Second Virtual Annual Meetings of the Academy of Management*, July 29-Aug 4.
- 2021 Mangaliso, M. P.; Davis, M. K.; Back, R. M.; Van de Bunt, S.; Jean-Denis, H.; Kahn, B. A.; Kateb, S.; Knipes, B. J.; Mangaliso, Z.; Ndanga, L.; Ngambi, H. C.; Ovitsky, N.L.; & Trompenaars, A., Adaptation of diversity, equity, and inclusion for organizations in the post COVID-19 environment. Symposium at the *Second Virtual Annual Meetings of the Academy of Management*, July 29-Aug 4.
- 2020 Mangaliso, M.P., 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., Embracing diversity and inclusiveness in organizations: Strategems from some of the best practices around the World. Symposium at the *First Virtual Annual Meetings of the Academy of Management*, Aug 7-11.
- 2020 Ndanga, L.Z.B., & Mangaliso, M.P., 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. In Mangaliso, M.P. (organizer), 'Embracing diversity and inclusiveness in organizations: Strategems from some of the best practices around the World.' *First Virtual Annual Meetings of the Academy of Management*, Aug 7-11, August.
- 2020 Back, R., Lowry, L., Mangaliso, M.P., Human leapfrogging: Catalyst to corporate diversity and entrepreneurship. In Mangaliso, M.P. (organizer), 'Embracing diversity and inclusiveness in organizations: Strategems from some of the best practices around the World.' Professional Development Workshop. *First Virtual Annual Meetings of the Academy of Management*, Aug 7-11, August.
- 2020 Mangaliso, M.P., The Triple Helix Model of institutions for entrepreneurial development. In Beurge, C. (organizer), 'Building new institutions to foster entrepreneurial education in Africa.'). Professional Development Workshop. *First Virtual Annual Meetings of the Academy of Management*, Aug 7-11.
- 2020 Jean-Denis, H., Day, S., Mangaliso, M.P., Smith, A., Hill, A., A resource-based framework for assessing the effects of organizational culture on firm performance: Ghanaian small businesses in the oil and gas industry. In *Proceedings of the Africa Academy of Management Conference*, Lagos, Nigeria, January.
- 2019 Mangaliso, M.P., Fostering entrepreneurship in Africa: Perspectives from the diaspora. In Beurge, C. (organizer), 'Building Institutions to Foster Entrepreneurial Education in Africa:

- The Role of the Diaspora.' Professional Development Workshop. *Annual Meeting of the Academy of Management*, Boston, MA, August.
- 2019 Mangaliso, M.P. Family businesses as levers for institutionalizing entrepreneurship in collectivist cultures. In Beurge, C. (organizer), 'The Extended Family as an Entrepreneurial Asset in Collectivist Cultures.' Professional Development Workshop at the *Annual Meeting of the Academy of Management*, Boston, MA, August.
- 2019 Nkomo, S., o'gilvie, dt (Organizers), Mangaliso, M.P. (with Other Panelists). Successful Publishing for Early Career Scholars of Management in Africa. AOM PDW. *Annual Meeting of the Academy of Management*, Boston, MA, August.
- 2019 Ndanga, L. Z. B. & Mangaliso, M.P., Telling a new story: Charting the paths of large South African MNEs' internationalization processes. In *Proceedings of the Annual Conference of the Academy of International Business*. Copenhagen, Denmark, June.
- 2019 Mangaliso, M.P., Mangaliso, N.A., Back, R., Jean-Denis, H., Kahn, B., Ndanga, L.Z.B., Ngambi, H. & Ovitsky, N., Theoretical and practical implications of workplace diversity in a global society. Symposium at the *18th International Conference on Managing in a Global Economy*, Dubrovnik, Croatia, June.
- 2019 Butterfield, D.A.; Gopalakrishnan, S., Mangaliso, M.P.; Mirchandani, D.; Peridis, T.; & Weiner, J., EAM-I Conference Series, Managing in a Global Economy (1985-): A Fascinating Journey. Symposium by former EAM-I Conference Chairs. *18th International Conference on Managing in a Global Economy*. Dubrovnik, Croatia, June.
- 2019 Mangaliso, M.P. & Ndanga, L.Z.B., Beyond cultural distance: Developing a richer measure of psychic distance for emerging markets. Presented at the *56th Annual Meeting of the Eastern Academy of Management*. Wilmington, DE, May.
- 2018 Mangaliso, M.P., Souza-Monteiro, D., & Jean-Denis, H., Uncertainty and asymmetric information: Impact for credence inputs on firm competitiveness. In S. Ostrom (Ed.). *Proceedings of the 49th Annual Meeting of the Decision Sciences Institute* (pp. 1787-1800). Chicago, IL. November.
- 2018 Acquah, M., Aryee, S., Beugre, C., Lado, A., Mangaliso, M.P., Ndofor, H., Ofori-Dankwa, J., Tekleab, A., Zoogah, D., Theorizing from ontological experiences: Conversations on management theories from Africa. Professional Development Workshop at the *Annual Meeting of the Academy of Management*, Chicago, IL. August
- 2018 Mangaliso, M.P., Mangaliso, N. A., Knipes, B. J., Jean-Denis, H., & Ndanga, L.Z.B., Invoking Ubuntu philosophy as a source of harmonious organizational management. Competitive paper. *Annual Meeting of the Academy of Management*, Chicago, IL. August.
- 2018 Why we need a paradigm shift in management: Returning humanity into organizational discourse. *Annual Meeting of the Academy of Management*, Chicago, IL. August

- 2017 Mangaliso, M.P., Jiang, X., O'Neill, H.M., Back, R., Manz, C.C., Ndanga, L.Z.B., Ngambi, H.C., Van de Bunt, S.G.M., Pearce, C., & Nyathi, N., Navigating interstitial spaces as a precondition for leadership in transformational change. Symposium at the *Annual Meeting of the Academy of Management*. Atlanta, GA. August.
- 2017 Mangaliso, M.P. & Ndanga, L.Z.B., Behavioral strategy in cross-cultural management: Agency of repatriation in enhancing TMT cognitive maps. *Best Paper Proceedings*. Academy of Management Conference, Atlanta, GA. August.
- 2017 Mangaliso, M.P., Efficacy of managing strategically in globalized environment: Perspectives from two conceptual lenses. *Proceedings of the 17th International Conference on Managing in a Global Economy*. Gold Coast, Australia. June.
- 2017 Mangaliso, M.P. & Mangaliso, N.A., 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*. Gold Coast, Australia. June.
- 2017 Mangaliso, M.P., Mangaliso, N.A., Ovitsky, N., Kahn, B., & Knipes, B.J., Ubuntu, distance learning and virtual knowledge parks: Past experiences, future challenges and opportunities. Symposium Presented at the *17th International Conference on Managing in a Global Economy*. Gold Coast, Australia. June.
- 2017 Mangaliso, M.P. & Ndanga, L.Z.B., Corporate Social Responsibility and Instrumental Stakeholder Theory: Contextualizing B-BBEE and Firm Performance. Presented at the *56th Annual Meeting of the Eastern Academy of Management*. Baltimore, MD, May.
- 2016 Mangaliso, M.P., Session Commentator/Discussant: Methods and tools used to analyze management history. *Annual Meeting of the Academy of Management*. Anaheim, CA. August.
- 2015 Beurge, C., Mangaliso, M.P., Van de Bunt, S., Ngambi, H., Nyathi, N., & Vilakazi, H., Using storytelling to promote good governance in sub-Saharan Africa. All Academy Theme Symposium presented at the *Annual Meeting of the Academy of Management*. Vancouver, August.
- 2015 Mangaliso, M.P., Toward a renaissance of indigenous philosophies in organization theory. In *Proceedings of the 16th International Conference on Managing in a Global Economy*. Lima, Peru. June.
- 2015 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*. Lima, Peru. June
- 2014 Buerge, C., Mangaliso, M.P., Zoogah, D., & Kwesiga, E., Storytelling and the wisdom of words in management: An African perspective. All Academy Theme Symposium, *Annual Meeting of the Academy of Management*. Philadelphia, PA. August.

- 2013 Yin, J.Z., Vaschetto, S.J., & Mangaliso, M.P., China's soft power strategy approach to trade in Africa. In *Best Paper Proceedings of the Second Biennial Conference. Africa Academy of Management*, pp. 494–507. Gaborone, Botswana, January.
- 2013 Mangaliso, M.P., Knipes, B.J., & Gazillo, S.A., Toward an effective crisis management model. In *Proceedings of the 44th Annual Meeting of the Decision Sciences*, Boston, MA. November.
- 2013 Mangaliso, M.P. & Lewis, A.O., Strategic management research in developing nations: How relevant? In *Proceedings of the Annual Meeting of the Academy of Management*. Orlando, FL. August.
- 2013 Mangaliso, M.P. & Ergene, E., Trends in researcher interests on uncertainty: Preliminary evidence from selected management journals. In *Proceedings of 15th International Conference on Managing in a Global Economy*. Seville, Spain. June.
- 2013 Mangaliso, M.P. & Lewis, A.O., Strategic management research in developing nations: How relevant? In *Proceedings of the Academy of Management Africa Conference*, Vol. 2013, No. 1, p. 11709. doi:10.5465/aom afr.2012.0322. Held in Johannesburg, South Africa. January.
- 2012 O'Keefe, H., Haertle, J., Gudic, M., Mangaliso, M.P., Farias, G., & Motta, P., Informal economy, poverty, and responsible management education: Global perspectives. All-Academy Theme Symposium. Presented at the *Annual Conference of the Academy of Management*. Boston, MA, August.
- 2012 Mangaliso, M.P., Culhane, J-M., & Knipes, B.J., Reconsidering humanity and moral legitimacy of organizations. In *Proceedings of the Annual Conference of the Academy of Management*. Boston, MA August.
- 2011 Mangaliso, M.P. & Eckardt, R.L., Rationality and subjective certainty in organizational decision-making. *Proceedings of the 14th International Conference on Managing in a Global Economy*. Bangalore, India. June.
- 2011 Mangaliso, M.P. & Mangaliso, N.A., Divestment strategy and social change: Recent evidence from South Africa. *Proceedings of the 14th International Conference on Managing in a Global Economy*. Bangalore, India. June.
- 2011 Mangaliso, M.P., Culhane, J-M. & Knipes, B.J. Toward a more humanistic ethos in contemporary organizations: Challenges for research and practice. In *Proceedings of the 42nd Annual Meeting of the Decision Sciences Institute*, Boston, MA. November.
- 2011 Waddock, S., Takeda, H., Pio, E., Spiller, S., Mangaliso, M.P., & McIntosh, M., Wisdom of the East meets the West: What can the West learn from the East and Indigenous cultures? All Academy Theme Symposium at the *Annual Conference of the Academy of Management*. San Antonio, TX, August.
- 2011 Mangaliso, M.P. & Mangaliso, N.A., Economic power as political power: Post-Apartheid South Africa revisited. In *Proceedings of the Annual Meetings of the American Sociological Association*. Las Vegas, NE. August.

- 2011 Mangaliso, M.P. & Eckardt, R., Environmental uncertainty revisited: Toward a clarification of the measures used. In *Proceedings of the 47th Annual Meeting of the Eastern Academy of Management*. Boston, MA. May.
- 2010 Weir, D.H.T., Mangaliso, M.P., & Mangaliso, N.A., Some implications of the inter-cultural approach to international HRM: Ubuntu and Ummah. *Academy of Management Best Paper Proceedings*, pp.1-6. Montreal, CANADA, August. Paper among the top 5% published in full text.
- 2010 Mangaliso, M.P., Chawla, C., Knipes, B.J., & Gauthier, J., Antecedents and consequences of uncertainty in management: A critical perspective in historic context. *Annual Conference of the Academy of Management*, Montreal, Canada., August.
- 2010 Gauthier, J. & Mangaliso, M.P., Uncertainty and the natural environment: implications for strategic management. *Proceedings of the 47th Annual Meeting of the Eastern Academy of Management*. Portland, ME, May.
- 2009 Weir, D.T.H., Mangaliso, M.P., & Mangaliso, N.A., Ubuntu and Wasta as a model of enterprise. *Proceedings of the 6th International Critical Management Studies Conference*, Warwick, U.K. July.
- 2009 Mangaliso, M.P., Mangaliso, N.A., & Weir, D.T., Towards a reconciliation of the emergent management cultures in Africa and the Islamic world with traditional management cultures. In *Proceedings of the 46th Annual Meeting of the Eastern Academy of Management*. Hartford, CT. May.
- 2008 Mangaliso, M.P. & Mangaliso, N.A., Ubuntu and African culture. *Annual Conference of the Academy of Management*. Anaheim, CA. August.
- 2008 Mangaliso, M.P., Environmental uncertainty in decision-making: Building the case for a meta-analysis of the construct. In *Proceedings of the 45th Annual Meeting of the Eastern Academy of Management* held in Washington, DC, May.
- 2008 Mangaliso, M. P., Building Scientific Capacity in South Africa: Key Trends, Issues and Opportunities. Presidential Session. *Annual Meeting of the American Educational Research Association (AERA)*. New York, NY. March.
- 2008 Mangaliso, M.P. & Kaniki, A., Heisenberg's uncertainty principle in the management and organizational discourse. In *Proceedings of the Annual Conference of the International Academy of Business and Public Administration Disciplines* held in Orlando, FL, January.
- 2007 Mangaliso, M.P., Kahn, B., Knipes, B., Ovitsky, N., Pellissier, R., Rogers, M., & Mangaliso, N.A., Ubuntu leadership: A prototype for cellular economic development. Symposium Presented at the *12th International Conference on Managing in a Global Economy*. Amsterdam, The Netherlands. June.
- 2006 Mangaliso, M.P. & Mangaliso, N.A., Beyond parochialism in the organizational discourse: Insights from Ubuntu in Southern Africa. *Proceedings of the Annual Conference of the American Sociological Association*. Montreal, Quebec, Canada. August.

- 2006 Mangaliso, M.P. & Mangaliso, N.A., Emerging management concept: Living human values in South Africa. *Annual Conference of the Academy of Management*, Atlanta, GA. August.
- 2006 Mangaliso, M.P. & Galli-Debisella, A.L., Toward globally sustainable competitive advantages for SMEs: Transaction cost and resource-based views. *Proceedings of the 43rd Annual Meeting of the Eastern Academy of Management*. Saratoga Spring, NY, May.
- 2006 Mangaliso, M.P., Crosby, E., & Culhane, J-M., Performance implications of the corporate restructuring strategy of downsizing. *Proceedings of the Annual Conference of the International Academy of Business Disciplines*. San Diego, CA April.
- 2006 Mangaliso, M.P., Galli-Debisella, A.L., & Crosby, E., Globalization in the strategic management discourse: An evaluation through the resource-based view and transaction cost economics theory. *Proceedings of the Annual Conference of the International Academy of Business Disciplines*. San Diego, CA April.
- 2005 Mangaliso, M.P., Mangaliso, N.A., & Weir, D.T., 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. *Annual Conference of the Academy of Management*. Honolulu, HI. August.
- 2005 Mangaliso, M.P., Mangaliso, N.A., Weir, D.T., Dimensions of traditional and emergent management styles in Southern Africa and Northern Africa/Middle East. *Proceedings of the 11th International Conference on Managing in a Global Economy*, pp. 791 - 809. Cape Town: UCT Graduate School of Business, June.
- 2005 Mangaliso, M.P., Kahn, B., Knipes, B., Ovitsky, N., Pellissier, R., Rogers, M., & Mangaliso, N.A. Interactive distance learning alliances: The possibilities and limitations. symposium with 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.
- 2005 Mangaliso, M.P., Kessler, E., Lucas, L., Peridis, T., Gopalakrishnan, S. & Ma, H., Mythology and leadership: A multicultural exploration of models and styles. Symposium at the *11th International Conference on Managing in a Global Economy*. Graduate School of Business, University of Cape Town, South Africa. June 26-30.
- 2005 Mangaliso, M.P., Elves, J., & Osorio Fernandez, A., The Impact of uncertainty and decentralization on information usefulness: An international comparison. *Proceedings of the 42nd Annual Meeting of the Eastern Academy of Management*. Springfield, MA, May.
- 2004 Mangaliso, M.P., Kahn, B., Knipes, B., Ovitsky, N., Rogers, M., & Mangaliso, N.A. ,World business and economic issues: An international network of interactive distance learning alliances to resolve tensions and realize opportunities. Symposium Presented at the *Annual Conference of the Academy of Management*. New Orleans, LA, August.
- 2004 Young, S., Mangaliso, M.P. & Thomas, L., A spiritual approach to managing change. In *Proceedings of the 41st Annual Meetings of the Eastern Academy of Management*, pp. 2261-2286. Providence, RI, May.

- 2003 Mangaliso, M.P., Usefulness of management information: Perceptions of managers in two countries. *Proceedings of the Annual Conference of the Academy of Management*. Seattle, WA, August.
- 2003 Mangaliso, M.P. & Osorio Fernandez, A., From strategic thinking to strategy implementation: How companies shape an industry. In *Proceedings of the 10th International Conference on Managing in A Global Economy*. Porto, Portugal, June.
- 2003 Mangaliso, M.P. & Malan, L-C., Perceived environmental turbulence: Towards a measurement of the underlying dimensions of the construct using Lisrel. In *Proceedings of the 10th International Conference on Managing in A Global Economy*. Porto, Portugal. June.
- 2003 Culhane, J-M. & Mangaliso, M.P., The entrepreneurial orientation – performance linkage in high technology firms: An international comparative study. In *Proceedings of the 10th International Conference on Managing in A Global Economy*. Porto, Portugal, June.
- 2003 Mangaliso, M.P., 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 Mangaliso, M.P. & Cavanagh, C., Email in the workplace: Searching for unproductive elements. In *Proceedings of the Annual Conference of the Association for Business Communication*. Toronto, Canada, April.
- 2002 Mangaliso, M.P., Marx, R., Jones, G., & Lussier, R., Ethical crisis in America: What business schools can do. In *Ethical Footprints: The 17th Annual Mid-Atlantic Organizational Behavior Teaching Conference*. Drexel University, Philadelphia, PA. March 21-22.
- 2002 Mangaliso, M.P. & Young, S., Changing managerial beliefs: A conversion model. In *Proceedings of the Annual Conference of the Academy of Management*. Washington, DC. August.
- 2001 Mangaliso, M.P., Kahn, B., Knipes, B., Ovitsky, N., Rogers, M., & Mangaliso, N.A., A multi-media, multi-campus collaborative distance learning course as a prototype for training global student teams. *Symposium at the 9th International Conference on Managing in a Global Economy*. San Jose, Costa Rica, June 17-21.
- 2001 Mangaliso, M.P. & Lambert, J., Restructuring paper distribution: The cost of improving shareholder equity. Presented at the *38th Annual Meeting of the Eastern Academy of Management*. New York, NY. May.
- 2000 Mangaliso, M.P., Mir, R.A., & Rogers, M.T., Globalization and democracy: Considerations beyond the bottom line. In *Proceedings of the 37th Annual Meeting of the Eastern Academy of Management*. Danvers MA, May.
- 1999 Mangaliso, M.P. & Beaty, D., New lessons on management transformation from South Africa. In *Proceedings of the 9th International Conference on Managing in a Global Economy*. Prague, Czech Republic, June.

- 1999 Mangaliso, M.P., Mir, R.A., & Rogers, M.T., Globalization, free markets, and democracy. In *Proceedings of the 9th International Conference on Managing in a Global Economy*. Prague, Czech Republic, June.
- 1999 Mangaliso, M.P., Mangaliso, N.A., & Bruton, J. Humanism in the management discourse. In *Proceedings of the 9th International Conference on Managing in a Global Economy*. Prague, Czech Republic, June.
- 1999 Aitken, N., Mangaliso, M.P., & Sokolowski, C. The Massachusetts collaborative distance learning project: A new model to integrate public higher education systems. In *Proceedings of the National Conference of the American Association of Higher Education*. Washington, D.C. March.
- 1998 Mangaliso, M.P., Mangaliso, N.A., & Bruton, J. Africa in management or management in Africa? *Annual Conference of the Academy of Management*. San Diego, CA. August.
- 1997 Bruton, J. & Mangaliso, M.P., Stasis and change: Striking the strategic balance (with Bruton, J.). In *Annual Conference of the Academy of Management*. Boston, MA. August.
- 1997 Mangaliso, M.P. & Mir, R.A. Local selves, global others: A philosophical critique of global strategic management. 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 Mangaliso, M.P., Mir, R.A., & Knipes, B.J. Environmental turbulence and firm responsiveness: Crisis or opportunity? In *Annual Conference of the Academy of Management*. Cincinnati, OH. August.
- 1996 Mangaliso, M.P. & Halvorsen, J-M., Paradigm shift: A new global strategy towards restructuring. In *Proceedings of the 3rd World Conference of the International Federation of Scholarly Associations of Management*. Paris, FRANCE. July.
- 1996 Mangaliso, M.P. & Ziemba, J. When corporations commit fraudulent behavior: The case of Kendall Square Research Corporation. *Proceedings of the 3rd Biennial International Conference on Advances in Management*. Newton, MA. June
- 1996 Mangaliso, M.P. & Sullivan, K., Make as much as you can! An interactive game about the U.S. savings and loan crisis - Finance/Financial Management. In *Proceedings of the 27th Annual Meeting of Decision Sciences Institute*. Orlando, FL. November.
- 1996 Mangaliso, M.P. & Halvorsen, J-M. , The linkage between conglomerate diversification failures and downsizing as a performance improvement strategy. In *Proceedings of the 33rd Annual Meeting of the Eastern Academy of Management*. Crystal City, VA. May.
- 1995 Mangaliso, M.P., & Halvorsen, J-M., Colgate Palmolive in Hungary. In *Proceedings of the Annual Meeting of the Decision Sciences Institute*. Volume 1, pp. 110-112. Boston MA. November.
- 1995 Mangaliso, M.P., & Mir, R.A., How global is 'global' strategic management? Imperatives for a more inclusive theory. In *Proceedings of the 6th International Conference on Managing in a Global Economy*. Singapore. June

- 1995 Mangaliso, M.P., Mir, R.A., & Bhati, K., Towards a typology of strategic responses to turbulent environments. In *Proceedings of the 32nd Annual Meeting of the Eastern Academy of Management*. Ithaca, NY. May.
- 1995 Mangaliso, M.P., 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 Mangaliso, M.P. & Lane, P.J., Toward a model of environment, innovation, and performance (with Lane, P.J.). In *Proceedings of the 25th Annual Meeting of the Decision Sciences Institute*. P. Perewe (Ed.). Honolulu, Hawaii. November.
- 1994 Mangaliso, M.P., Mir, R.A., & Bhati, K., 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
- 1994 Mangaliso, M.P., 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
- 1994 Mangaliso, M.P. & White, V., 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.
- 1994 Mangaliso, M.P., 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 Mangaliso, M.P., Environmental turbulence in strategy discourse. In *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.
- 1993 Mangaliso, M.P. & Jiya, L., The distribution of power in and around large corporations: The Mintzberg conceptual 'horseshoe' model. In *Proceedings of the 12th Biennial Conference of the World Communication Association Convention*. Pretoria, South Africa. July
- 1993 Mangaliso, M.P. The Sullivan Principles, social responsibility, and South Africa. In *Proceedings of the 5th International Conference on Managing in Global Economy* Kaplan, E. and Pieper, K. (eds.), pp. 170-173. Berlin, Germany. June.
- 1992 Mangaliso, M.P., Perspectives of strategy and performance in a turbulent environment: The South Africa case. In *Proceedings of the 23rd Annual Meeting of the Decision Sciences Institute*. San Francisco, CA, November, 1992
- 1992 Mangaliso, M.P., & Lane, P.J., The role of turbulence in strategic management theory. In *Proceedings of the 29th Annual Meeting of the Eastern Academy of Management*. C. Harris, and C.C. Lundberg (eds.), pp. 197-200. Baltimore, MD. May, 1992

- 1992 Mangaliso, M.P., Toward an eclectic paradigm of entrepreneurship and innovation. In *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, 1992
- 1991 Mangaliso, M.P., Environmental turbulence and strategic preference: The perceptions of North American and South African corporate executives (with Randall L.M.). In *Proceedings of the 4th International Conference on Managing in Global Economy*. J.B. McGuire, and J. Yanouzas (eds.), pp. 85-88. Nice, FRANCE. June, 1991.
- 1991 Mangaliso, M.P., 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, 1991.
- 1990 Statman, J., Mangaliso, M.P., & Motlatle, R. Forbidden context: Examining the political environment of international education—the South African example. In *Proceedings of the 42nd National Association for Foreign Student Advisors Conference*. Portland, OR. May, 1990.
- 1989 Calás, M., Mangaliso, M. P. & Atsunyo, M. Global management as a paradox: The creation of vernacular knowledge. In *Proceedings of the 26th Annual Meeting of the Eastern Academy of Management*. W.A Ward, and E.G. Gomolka (eds.), Portland, ME. 1989.

WORKS IN PROGRESS

- Vlas, C. O., Vlas R. E., Garg, G., Mangaliso, M. CEO personality, managerial discretion, and strategic change. Target outlet - *Strategic Management Journal*.
- 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).
- Mangaliso, M. P., Lowry, L.L., Back, R. M., & Cartier, L.A. Empowerment through leapfrogging: Empirical evidence of *Ubuntu* in action. In preparation for resubmission to *Academy of Management Perspectives* (28 pp.).
- 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.)
- Gauthier, J. & Mangaliso, M.P. Uncertainty and the Natural Environment: Implications for Strategic Management. Target journal: *Business Strategy & Environment*.
- Mangaliso, M.P., Knipes, B.K., & Gazillo, S.P., Managing Organizational Crisis: Learning from Ground Zero. Target outlet: *Journal of Crisis Management*. (44 pp.)
- Weir, D.T.H., Mangaliso, M.P., & Mangaliso, N.A. 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.)

Mangaliso, M.P., Knipes, J., Alves, J., & Osorio, A. Culture as the Context of Environmental Uncertainty, Structural Decentralization, and Strategic Significance of Information: A Three-Country Comparison.

Mangaliso, M.P. & Culhane, J-M., Performance Implications of the Corporate Downsizing Strategy Target outlet *Journal of Managerial Issues*. Revisions in Progress.

Mangaliso, M.P., Changing Managerial Beliefs: Toward a Conversion Model. Target outlet *Journal of Change Management*. Revisions in Progress.

MONOGRAMS & REPORTS

- 2015 *5-Year Institutional Review: Council for Geosciences of South Africa*. Review Panelists: 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. Review Panelists: 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*, Mangaliso, M.P. (President).
- 2007 *Annual Report 2007 – 2008*. Pretoria, SA: National Research Foundation. http://www.nrf.ac.za/publications/annrep/08/pdfs/annualreport07_08.pdf. Reddy, B.D. (Chair), Mangaliso, M.P. (President).
- 2007 *Annual Report 2006 – 2007*. Pretoria, SA: National Research Foundation. Reddy, B.D. (Chair), Mangaliso, M.P. (President).
- 2006 Robust research programs justify investment in DUT. *Review of Research & Community Engagement*, p. 6. Durban, South Africa: Durban University of Technology.
- 2003 Presidential Address. Looking Back and Ahead: An EAM Retrospective Prospective. Reflections as Outgoing President of the Eastern Academy of Management. *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, Mangaliso, M.P. (Consultant).
- 2001 Managing in the Digital Age. *EAM Newsletter*, Spring, Mangaliso, M.P. (VP Program).
- 2000 EAM 2000 Moves to the Pulse of New York City! *EAM Newsletter*, Fall, Mangaliso, M.P. (VP Program).
- 1996 *An Evaluation of Strategic Planning in Four Provincial Departments of Education in South*

Africa. Washington, DC: Aurora Associates International. Mangaliso, M.P. Chief Strategy Consultant.

INVITED PRESENTATIONS

- 2023 Visionary leadership of Mandela, King, and Gandhi. Keynote Address. *Annual National Chef Culinary Conference*. University of Massachusetts, Amherst, June.
- 2023 Freedom for all: Honoring Dr. King's dream. *Session to Students at the Vrije Universiteit Amsterdam*. Virtually delivered in Amsterdam, Netherlands, May.
- 2022 Flexible Learning: An Institutional Perspective. Panelist at the Inaugural UMass Flex Summit, Student Union Ball Room, University of Massachusetts, Amherst, MA, April 12.
- 2021 *We shall overcome: A VU history*. A Train-the-Trainer Workshop for Vrije University Students in the spirit of Dr. Martin Luther King. Vrije University, Amsterdam, June 14.
- 2022 Honoring the Vision of Dr. Martin Luther King: Challenges of the Past and the Future. Presentation to the MLK "I Have a Dream" Masterclass. Vrije University, Amsterdam, The Netherlands, December 2.
- 2019 Building a Culture of Academic Integrity. Sponsored by the Center for Teaching and Learning. Presented at the Faculty Senate Meeting, University of Massachusetts, Amherst, Oct 15.
- 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.
- 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.
- 2014 A Tribute to Nelson Mandela. Speech Delivered at the Leverett Library, Leverett MA, March 27.
- 2014 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 Africans: Penelope Andrews, Albany Law School; **Mzamo Mangaliso**, Isenberg School, University of Massachusetts, Amherst; and Charles Villa-Vicencio, Georgetown University, Washington DC. December 6. ***PBS NewsHour has a viewership of over 1 million people.***
- 2013 *ABC News40* TV: Local Couple Remembers Mandela. An hour-long interview conducted with Reporters of Local ABC News Affiliate, WGGB – Springfield. Amherst, MA December 6.
- 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.
- 2011 Apartheid in the United States? Panel Discussion. With Professors Whitney Battle-Baptiste (Anthropology), & 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 30.
- 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 19.
- 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.
- 2008 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.
- 2008 Honoring the Phenomenal Achievements of South African Women. *Address given at the Celebration of Women's Day*. Hosted by the NRF in Pretoria. August.
- 2008 The PhD as a Driver. Address at the University of KwaZulu-Natal, Westville Campus. KwaZulu-Natal, August.
- 2008 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.
- 2008 Honoring the Top South African Researchers. Presidential Address. *NRF President's Awards Ceremony*. Emperor's Palace, Kempton Park, South Africa. July.
- 2008 License to Lead: UCT as Africa's Leading Research University. Address Given at the Bremner Building, University of Cape Town. June.
- 2008 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.

- 2008 Re-centering the Teacher. Keynote Address. *Teacher Development Conference*. University of Johannesburg. March.
- 2008 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.
- 2007 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.
- 2007 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.
- 2007 Vision for the National Research Foundation. *Presidential Inaugural Lecture*. University of South Africa. Pretoria, July.
- 2007 In the Sterling Paths Trodden by Others. Keynote Address. *1st Congress of the African Sociological Association*. Rhodes University. Grahamstown-iRhini. July.
- 2007 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.
- 2007 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.
- 2007 Challenges on Global Leadership, Diversity and Performance Culture (with Van de Bunt, L., Chambers, L., Van Hoewijk, M., & Moody, D.). *Panel Discussion at the 12th International Conference on Managing in a Global Economy*. Amsterdam, The Netherlands. June.
- 2007 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.
- 2007 World Association of Young Scientists (WAYS) as a Conduit for the Development of Young Scientists in Africa. Address delivered at the *Inaugural General Assembly of WAYS-Africa*. Pretoria. March.
- 2007 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. Presentation at the *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,.

- 2006 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.
- 2006 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.
- 2006 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.
- 2006 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.
- 2006 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.
- 2004 Harold Alford Center as a Doorway to the 21st Century. *Dedication of the Alford Wing of the ISOM*. Delivered as a faculty representative. Other presenters: UMass President William Bulger, UMass-Amherst Chancellor John Lombardi, Dean Tom O'Brien, and Student Representative Christina Calvaleso. UMass, Amherst.
- 2004 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.
- 2002 Using Bulletin Boards for Interactive Learning. *Conference on Building Creative Learning Environments*. Held at the University of Massachusetts Amherst. March.
- 2001 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.
- 2000 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.

- 1998 Agenda for Life. *The Daily Hampshire Gazette*, Amherst, MA. April.
- 1998 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.
- 1997 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.
- 1996 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.
- 1995 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.
- 1994 Career Possibilities in Management. *Minority Students ECO/MEFO/MME Summer Program*. Sponsored by the Minority Engineering Program. UMass, Amherst, MA. July. (Talk featured annually for C.A.M.P. summer program for Minority High School Students).
- 1994 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.
- 1994 Multiculturalism & Civility. Keynote Speaker to College Students Preparing for a Study Abroad Trip to South Africa. *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.
- 1993 U.S. Multinational Corporations, Social Responsibility, and South Africa. *Institute for Advanced Studies in Humanities*. UMass, Amherst. April.
- 1993 Social Reforms in South Africa. *Valley Voice–WTTT Radio*. Amherst. August.
- 1993 The Struggle in South Africa in Historical Perspective. *Black History Month Commemorations*. Hampshire College. Amherst, MA. February.

- 1993 Hope and Unity. Keynote Address. *19th Annual Interfaith Service*. 1st Congregational Church. Amherst, MA. February.
- 1992 Introductory Comments to Nobel Prize Laureate *Archbishop Desmond Tutu. Distinguished 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.
- 1991 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.
- 1991 Managing in the International Environment. *Guest Lecture Series*. Westfield State College, MA. April.
- 1991 Corporate Philanthropy: A View from CEOs (panel chair). *Associated Grant Makers of Massachusetts*. Isenberg School of Management, UMass, Amherst. February.
- 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. October

DOCTORAL DISSERTATION SUPERVISED

- 2022 Jean-Denis, Howard. (Chair). *Les deux Jeannots: An Investigation of Firm Behavior in Corrupt Environments*.
- 2020 Mutsonziwa, Itayi. (External Reviewer). *Ubuntu: Development and Validation of a Scale to Measure African Humanism*. Gordon Institute of Business Science, **University of Pretoria**, South Africa.
- 2019 Diame, Maguette (Member). *About the Integration of Traditional Values, Local Practices, and Local Community in the Formal Educational System in Senegal*.
- 2018 *Ndanga, Leah, Z. B. (Chair). *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 (Member). *Integration of Interfaith Education into Secondary School Curriculum in Northern Nigeria for Peace Building*.
- 2018 Zandvakili, Elham (Member). *Concept Maps, Critical Thinking, Collaboration Assessment (3CA) Using Multiple Choice Items*.
- 2017 Sun, Yi (Member). *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 (Member). Getting It Right: African American Male College/University Presidents & Their Early Cultivation of Self-Efficacy.
- 2013 Hassan, Ahmed (Member). 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 (External Reviewer). Small, Medium Enterprise Development Initiatives and Their Constraints to Growth. **University of Johannesburg**, South Africa (external examiner).
- 2008 Van den Heuwel, Henk (External Reviewer). Between Optimism and Opportunism Deconstructing 'African Management' Discourse in South Africa. **Vrije Universiteit Amsterdam**, Netherlands (external examiner).
- 2006 Thapalia, Keshab (Member). Voices of Rural Women in Nepal: Impact of Literacy on the Lives of Women. UMass-Amherst.
- 2004 Kadyoma, Fritz (Member). Learning Milieu for Primary School Teachers in Malawi: Perspectives, Practices, and Policies.
- 2004 MacJessie-Mbewe, Samson (Member). Analysis of a Complex Policy Domain: Access to Secondary Education in Malawi.
- 2003 *Culhane, Jann-Marie Halvorsen (Chair). The Entrepreneurial Orientation-Performance Linkage in High Technology Firms: An International Comparative Study.
- 2003 Bruton, John (Member). Organizing Pathways to Peace: An Exploratory Study of Intermediary Nongovernmental Organization.
- 2003 Ibrahim, Mohamed (Member). Evaluation of the Oppressed: A Social Justice Approach to Program Evaluation.
- 2002 Harris, Vanessa (Member). Participants' Perceptions Regarding their Mentoring Relationships in the State of Connecticut Community-Technical College Minority Fellowship Program.
- 2002 Williams, Gloria (Member). 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 (Chair). Migrating Ideas: An Empirical Study of Intra-Organizational Knowledge Transfer. 2001.
- 2001 Mohamed, Hassan Ali (Member). The Socio-Cultural Adaptation of Somali Refugees in Toronto: An Exploration of their Integration Experiences .
- 2001 Bell, David (Member). An Inquiry into the Emergence of Transformative Leadership in Higher Education in South Africa: A Phenomenographic Study.
- 2001 Robin, Fred (Member). Development and Evaluation of Test Assembly Procedures for Computerized Adaptive Testing.
- 1999 Wong, Diana (Member). A Resource Based View of Strategic Alliances and Industry Structures.

- 1999 Alvarez, Rosio (Member). Implementing information Systems in Organizations: A Study of Technical and Social Influences .
- 1999 Good, Mohammed (Member). Somali Refugee Perceptions of Factors Impacting the Learning of Their Children in High Schools .
- 1999 Westort, Michael (Member). Program Design of Community and Service-Based Education: Implications for Retention, Learning Achievement and Program Development for At-Risk Young Adults .
- 1998 Lynch, Donna (Member). Among Advisors: An Interview Study of Faculty and Staff Undergraduate Advising Experience At A Public Land Grant University .
- 1997 Pressey, Doretha (Member). Combating Racism Toward and Among African American Females in Public Education Administration through the Use of Networking .
- 1997 Robinson, Bryant (Member). A Study of the Role and Accomplishment of Selected Urban School Councils in Pursuing the Goals of Education Reform in Massachusetts .
- 1996 Deschamps, Alexandrina (Member). Women As Center: The Process of an Alternative Development Paradigm for the Eastern Caribbean.
- 1995 Bourne, C. Khandi (Member). Interactional Strategies and Modes of Adjustment: African Heritage Students at a Four-Year Predominantly White Institution of Higher Education.
- 1991 Milner, Kenneth (Member). Staff Development on Academic Learning Time for At-Risk Youth: A Case Study.
- 1991 Peters, Ronald (Member). 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 (Member). Role Perception and Status of African American Administrators in A Selected Number of New England State Universities.

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

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 Nelson Mandela University 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 IN INSTITUTIONAL STRATEGIC PLANNING

- 2015 *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.
- 2010 *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.
- 2009 *Workshop Leader, Launch of Strategic Plan. Cape Peninsula University of Technology, Cape Town, November.*
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.
- 2003 *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.

- 1996 *Workshop Leader, Strategic Planning*, Provincial Depts. of Education, South Africa. 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

Reporting to the Ministry of Science and Technology, the NRF is a R3.5 billion (\$0.5 B) operation responsible for funding the research conducted at all the state universities in South Africa. Under my watch, teams of South African scientist refined the operations of the Southern African Large Telescope (**SALT**), the largest optical telescope in the southern hemisphere. I also oversaw the preparations for the submission of a competitive bid for the €1.5-billion Square Kilometer Array (**SKA**) radio telescope project, which was eventually awarded jointly to South Africa and Australia. Several scientists funded by the NRF served as members of key working groups of the UN Environment Program’s intergovernmental Panel on Climate Change (**IPCC**), who were **joint winners** of the **2007 Nobel Peace Prize** with **Vice President Al Gore**. I also successfully negotiated South Africa’s admission into membership of the International Institute for Applied Systems Analysis (**IIASA**), based in Laxenburg, Austria. I guided the NRF in the creation a strategic plan, branded as ‘**NRF Vision 2015**,’ which repositioned the NRF to make South African research more responsive to global competitiveness. This included revamping the organization’s structures and grant-awarding processes, and strategies for a five-fold increase in the output of PhDs.

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.

Graduate Program Director (now renamed Associate Dean), MBA/MSA Programs 1990 - 1992

Provided instructional and administrative leadership over all aspects of running the Isenberg School of Management’s full-time M.B.A., Professional M.B.A., and M.S. in Accounting programs. Under my watch the full time M.B.A. program rose to the top 50 M.B.A. Programs in *Business Week’s* rankings out of some 700+ MBA programs in the US. In 1992, *Business Week* ranked it as the #1 program in the US in selectivity (tied with Dartmouth College). I left the

position in 1992 upon being selected as Deputy Vice Chancellor for the University of Fort Hare, South Africa. However, the violence and conflict in the country in the period leading to its first democratic elections of 1994 prevented me from taking the position.

Co-Director, South African Education Program's (SAEP) Student Orientation, Denison University, Granville, OH 1985 - 1990.

The **SAEP** was a non-profit organization launched by the Educational Opportunities Council, which was headed by Archbishop Desmond Tutu in the late 1970s. Each year the program would send cadres of approximately 100 students from historically disadvantaged South African communities (i.e., Africans, 'Coloreds,' and Indians) to study at US universities. Denison University's orientation program was created to help sharpen the student's study skills and help them adapt to the US system prior to beginning their degree programs at their respective universities. Along with co-Directors Dr. Donald Schilling and Dr. Richard Lucier we developed the students' academic and cultural adjustment programs, working with several Denison professors and a number of Residential Life staff.

PREVIOUS SERVICE TO PROFESSIONAL ORGANIZATIONS

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

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

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

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

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

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

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

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

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

ACADEMIC LEADERSHIP

Director, EAM-international Conference 2003-date

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 Perspectives, Special Issue Sectional Co-Editor

Administrative Sciences, Special Issue Guest Co-Editor

Frontiers in Psychology, Special Issue Guest 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 Annual Conference
Academy of Management History
Academy of Management Perspectives
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

Co-Chair, Chancellor's Task Force on Flexible Learning (February – June, 2021)
 Co-Chair, UMass-ACE (American Council on Education) Campus Internationalization Committee
 Co-Chair, Faculty Senate Status of Diversity Council (SODC)
 Chair, Campus High Impact Positions (CHIP) – Provost's Advisory Committee
 Chair, Search Committee, Associate Provost & IPO Director (Dr. Frank Hugus)
 Chair, Selection Committee for Distinguished Teaching Awards
 Member, Faculty Senate Rules Committee
 Member, Search Committee, UMass-Amherst Chancellor (Dr. Kumble Subbaswamy)
 Member, Search Committee, UMass-Amherst Chancellor (Dr. John Lombardi)
 Member, Search Committee, Provost & Senior Vice Chancellor (Dr. James Staros)
 Member, Search Committee for the Dean of HFA (Dr. Joel Martin)
 Member, Search Committee for the Dean of CNS (Dr. Tricia Serio)
 Member, Search Committee for the Dean of the ISOM (Dr. Anne Massey)

Member, Search Committee, Assoc. Provost & IPO Director (Dr. Jack Ahern)
Member, Search Committee for Credit Programs Director, CPE
Member, Search Committee, Assoc. Director, Center for Teaching (Dr. Matt Oelette)
Member, Chancellor's Joint Task Force on Strategic Oversight
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, Selection Committee for the UMass System-wide Zuckerberg Chair in Leadership
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 ISENBERG SCHOOL OF MANAGEMENT

Chair, Search Committee for MBA Associate Director
Chair, Search Committee for ISOM Director for Diversity in Management Education and Service
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, MBA Policy Committee
Member, Isenberg SOM Part Time MBA Program Restructuring Task force
Member, Isenberg School's Administrative Committee

SERVICE TO THE DEPARTMENT OF MANAGEMENT

Member, PhD Curriculum Committee and Coordinator, Strategy Ph.D. Program
Chair, Senior Strategy Position Search Committee,
Chair, Management Department Undergraduate Curriculum Committee
Chair and Member, Department Personnel Committee
Member, Committee for international Business Education and Research

PROFESSIONAL AFFILIATIONS

Academy of Science of South Africa (ASSAf), South Africa

Academy of Management

American Sociological Association

Eastern Academy of Management

Decision Sciences Institute

Science and Technology in Society Forum, Kyoto, Japan

South African Production Management institute, South Africa

Strategic Management Society