

**John W. Upson**  
The University of West Georgia  
Professor  
Management  
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John Upson, Ph.D., is an Associate Dean and Professor at the University of West Georgia. He holds a bachelor's degree in finance from the University of Florida and an MBA and Ph.D. from Florida State University. His research focuses on (1) firm competition, (2) international business, and (3) entrepreneurship. His research has appeared in the Academy of Management Journal, Organizational Dynamics, European Management Journal, and Business Horizons, among others. John has also led more than 250 students on study abroad programs. Prior to academics, John served in the U.S. Peace Corps and the International Committee of the Red Cross in East Africa. He then spent a decade with Tech Data, a global technology distribution firm. In his free time, John enjoys running, reading, traveling, and volunteer work.

### **Professional Positions**

Associate Dean of Faculty, Academic Programs, and Administration, Richards College. (July 2022 - Present).

Research Assistant, Florida State University. (2005 - 2007).

Manager eBusiness Sales, Tech Data Corporation, Clearwater Florida. (2001 - 2003).

Outsourcing Services Manager, Tech Data Corporation, Clearwater, Florida. (2000 - 2001).

Territory Manager, Tech Data Corporation, Clearwater, Florida. (1993 - 2000).

### **Education**

PhD, Florida State University, 2008.  
Major: Management

MBA, Florida State University, 2002.  
Major: Business Administration

BS, University of Florida, 1990.  
Major: Business Administration - Finance

### **Awards and Honors**

Why Not Win Institute Fellow, Why Not Win Institute. (2025).

Center for Interdisciplinary Studies Faculty Excellence Award, UWG Center for Interdisciplinary Studies. (May 2024).

Annual Faculty Service Award, Richards College of Business. (2019).

Annual Research Award, Richards College of Business, University of West Georgia. (2018).

Best of West award recipient, UWG. (2018).

Best of West award recipient, UWG. (2018).

Annual Faculty Service Award, Richards College of Business, University of West Georgia. (2016).

Annual Faculty Teaching Award, Richards College of Business, University of West Georgia. (2014).

Professor of the Year, Beta Gamma Sigma, Richards College of Business. (2014).

Annual Faculty Service Award, Richards College of Business, University of West Georgia. (2013).

Beta Gamma Sigma inductee, Beta Gamma Sigma. (2012).

Professor of the Year, Beta Gamma Sigma, Richards College of Business. (2012).

Annual Faculty Teaching Award, Richards College of Business, University of West Georgia. (2011).

Robert J. Stone Endowment for Entrepreneurial Studies Grant, Richards College of Business, University of West Georgia. (2009).

College of Business Doctoral Teaching Award, Florida State University. (2007).

Outstanding Teaching Assistant Award Nominee, Florida State University. (2007).

## Consulting

Southern Management Association Annual Meeting. (September 2020).

University of West Florida. (September 2020).

Ecole de Management de Normandie, France. (September 2017 - September 2020).

Academy of Management Annual Meeting. (September 2017).

Academy of Management Annual Meeting. (September 2012).

Southern Management Association Meeting. (September 2012).

Southern Management Association Meeting. (September 2011).

Academy of Management Annual Meeting. (September 2009).

Southern Management Association Meetings. (September 2006 - September 2009).

## Publications

Upson, J. W., Iskhakova, M., & Barr, T. F. (2025). Editorial: The Changing Face of Study Abroad and Global Business Education. *Journal of International Education in Business*. Accepted.

Gallo, A., Upson, J. W., & Leach, K. M. (2024). The effect of study abroad on retention and graduation of college of business students. *Journal of International Education in Business*. Published.  
<https://doi.org/10.1108/jieb-04-2024-0041>

Upson, J. W., Ndemo, B., Lobo, R., Fadil, N., & Green, K. M. (2023). The effect of national culture on SME competitive dynamics. *Journal of Global Entrepreneurship Research*, 13(22).  
<https://doi.org/10.1007/s40497-023-00368-y>

Riviere, M., & Upson, J. W. (2023). Orientation and action: SME responses to customers and competitors in an international competitive business context. *The International Journal of Entrepreneurship and Innovation*. Published. <https://doi.org/10.1177/14657503231156875>

Upson, J. W., & Bergiel, E. B. (2023). Virtual study abroad: Is there life after the pandemic?. *Journal of International Education in Business*, 16(1), 37–55. <https://doi.org/10.1108/jieb-01-2022-0004>

Upson, J. W., & Green, K. M. (2020). Boxing or golfing: A view of small business competition. *Journal of Small Business & Entrepreneurship*, 32(5), 477–500. <https://doi.org/10.1080/08276331.2019.1691324>

Dean, J. A., Dempsey, C., Mallari, A. E., Upson, J. W., Velez-Castrillon, S., & Green, K. M. (2019). An Analysis of the Higher Education System in France and Recommendations to India. *International Journal of Innovative Science and Research Technology, Special Issue, MMK ACE*, 180–210.  
[https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwit3qbRjpeBAxXrk2oFHbTXBlkQFnoECBIQAQ&url=https%3A%2F%2Fijisrt.com%2Fassets%2Fupload%2Ffiles%2FIJISR\\_T19DEC132.pdf&usq=AOvVaw0IOexReoRVxlaurO8t9kti&opi=89978449](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwit3qbRjpeBAxXrk2oFHbTXBlkQFnoECBIQAQ&url=https%3A%2F%2Fijisrt.com%2Fassets%2Fupload%2Ffiles%2FIJISR_T19DEC132.pdf&usq=AOvVaw0IOexReoRVxlaurO8t9kti&opi=89978449)

Green, K. M., Upson, J. W., & Velez-Castrillon, S. (2017). Building Students' International Perspective Using Business Startups. *Business Education Innovation Journal*, 9, 67–76.

Upson, J. W., Sanchez, M. S., & Smith, W. J. (2017). Competitive Dynamics of Market Entry: Scale and Survival. *Management and Economics Review*, 2, 118–132.

- Green, K. M., & Upson, J. W. (2017). Dragons, Goliaths, and Cowboys: A View of Small Business Competition. *Organizational Dynamics*, 46 (2017), 171–181.
- Green, K. M., Upson, J. W., & Velez-Castrillon, S. (2017). Building Students' International Perspective Using Business Startups. *Business Education Innovation Journal*, 9, 67–76.
- Upson, J. W., Damaraju, N. L., Anderson, J. R., & Barney, J. B. (2017). Strategic networks of discovery and creation entrepreneurs. *European Management Journal*, 35(2), 198–210.  
<https://doi.org/10.1016/j.emj.2017.01.001>
- Upson, J. W., & Green, K. M. (2017, January 1). *Southern Management Association Conference*. Published.
- Grandval, S., Upson, J. W., Bueno-Merino, P., & Vergnaud, S. (2014). Organizational Slack and the Capability Lifecycle: The Case of Related Diversification in a Technological SME. *International Journal of Entrepreneurship and Innovation*, 15, 239–250.
- Upson, J., Perryman, A. A., Martin, J. A., & Butler, F. C. (2012). Examining the Dimensionality, Reliability, and Construct Validity of Firm Financial Performance. *Strategic Management Review*, 6, 57–74.
- Bergiel, B. J., Bergiel, E. B., & Upson, J. W. (2012). Revisiting Hofstede's dimensions: Examining the cultural convergence of the United States and Japan. *American Journal of Management*, 12, 69–79.
- Bergiel, B. J., Upson, J., & Bergiel, E. B. (2012). *2012 Proceedings of the Southwest Academy of Management*. 2, 83–94.
- Upson, J. W., Ketchen, D. J., Connelly, B. L., & Ranft, A. L. (2012). Competitor Analysis and Foothold Moves. *Academy of Management Journal*, 55(1), 93–110. <https://doi.org/10.5465/amj.2008.0330>
- Upson, J. W. (2011). Just trust me: Moderators of the trust -- behavior relationship and effects on performance. *Journal of International Business Disciplines*, 5.
- Upson, J. W., Bergiel, E. B., Anderson, J. R., & Prince, B. J. (2010). Advice Seeking and Small Firm Strategy. *International Journal of the Academic Business World*, 4.
- Upson, J. W., & Ranft, A. L. (2010). Multipoint competition: divergent strategies within competitive traids. *Business Horizons*, 49–57.
- Upson, J. W. (2010). The Double-Edged Sword of Trust in Supply Chain Relationships; Cooperation and Opportunism. *Business Research Yearbook: Global Business Perspectives*, 17, 325–331.
- Upson, J. W., & Anderson, J. R. (2009). Global supply chain motivation and integration in emerging markets. *International Academy of Business Disciplines, 2009 Business Research Yearbook*. Published.
- Upson, J. W., Ketchen, D. J., & Ireland, R. D. (2007). Managing employee stress: A key to the effectiveness of strategic supply chain management. *Organizational Dynamics*, 36(1), 78–92.  
<https://doi.org/10.1016/j.orgdyn.2006.12.006>
- Ketchen, D. J., Combs, J. G., & Upson, J. W. (2006). When does franchising help restaurant chain performance?. *Cornell Hotel and Restaurant Administration Quarterly*, 47, 14–26.

## **Presentations**

- Upson, J. W., Dialog of Cultures in Challenging Times online conference, "The USA and Ukraine: Differences in the Cultural Dimensions," Luhansk Taras Shevchenko National Univ (Ukraine), Online. (April 17, 2025).
- Upson, J. W., Dialog of Cultures online conference, "The USA and Ukraine: Differences in the Cultural Dimensions," Luhansk Taras Shevchenko National Univ (Ukraine), Online. (April 23, 2024).
- Fan, Y., Upson, J. W., Tabesh, P., Salaiz, A., Velez-Castrillon, S., 2021 Meeting of the Southern Management Association, "Successful Careers Outside Research-Intensive Universities," Southern Management Association, New Orleans. (2021).
- Bergiel, E. B., Bergiel, B. J., Gainey, T. W., Upson, J. W., Academy of Business Research, "Study Abroad in a Virtual World." (January 8, 2021).

Fadil, N., Upson, J., Green, K., Ndemo, B., Lobo, R., Southern Management Association Annual Meeting, "Competitive Dynamics and National Culture." (December 31, 2020).

Upson, J. W., Fadil, N., Lobo, R., Ndemo, B., Green, K. M., Southern Management Association Annual Meeting, "Competitive dynamics and national culture." (December 31, 2020).

Tabesh, P., Breidbthal, A., Velez-Castrillon, S., Upson, J. W., Fan, Y., Salaiz, A., Knapp, J., 2020 Southern Management Association Meeting, "Successful Careers Outside Research-Intensive Universities," Southern Management Association. (October 20, 2020).

Doyle, M., Upson, J., Council III, M., Global Citizenship for Campus, Community, and Careers, "It's Not Only About the Money: Paths to Study Abroad Access," Association of American Colleges and Universities. (December 31, 2019).

Upson, J. W., Entrepreneurial Axis Meeting, "The Competitive Dynamics of Small Business," EM Normandie Business School. (June 30, 2019).

Green, K., Upson, J., Southern Management Association Annual Conference, "Patterns and Shifts in Strategic Momentum," Southern Management Association. (November 30, 2018).

Green, K., Upson, J., Brown Bag Friday Faculty Research Lunch, "Patterns and Shifts in Strategic Momentum," Richards College of Business. (April 30, 2018).

Green, K., Upson, J., Brown Bag Friday, Richards College of Business, "Dragons, Goliaths, and Cowboys: A View of Small Business Competition," University of West Georgia. (December 31, 2016).

Green, K., Upson, J., Brown Bag Friday, Richards College of Business, "Competitive Dynamics of Small Business," University of West Georgia. (September 30, 2016).

Sanchez, M., Smith, W. J., Upson, J., Strategic Management Society, "Understanding Market Entry Through Competitive Conditions and Resources." (September 23, 2014).

Anderson, J. R., Barney, J. B., Damaraju, N. L., Upson, J., Entrepreneurship Research Exemplars Conference, "Strategic Networks of Discovery and Creation Entrepreneurs." (March 7, 2014).

Upson, J., Sanchez, M., Academy of Management Annual Meeting, "When Smaller is Better: Multimarket Contact and Entry Aggression." (August 13, 2013).

Anderson, J. R., Upson, J., Damaraju, N. L., Strategic Management Society Meeting, "Advice Networks of Discovery and Creation Entrepreneurs." (October 7, 2012).

Sanchez, M., Upson, J., Academy of Business Research, "Multimarket Contact and Entry Aggression." (March 14, 2012).

Bergiel, B. J., Bergiel, E. B., Upson, J., Southwest Academy of Management, "Revisiting Hofstede's Dimensions: Examining The Cultural Convergence of the United States and Japan," Federation of Business Disciplines. (March 2, 2012).

Upson, J., Tools in the Changing Classroom Faculty Training, "Building the tower exercise," University of West Georgia. (December 31, 2011).

Rabern, C., Upson, J., Wood, J., International Academy of Business Disciplines, "Revisiting Hofstede's dimensions: The evolving cultures of the United States and Japan." (December 31, 2011).

Upson, J., Damaraju, N. L., Anderson, J. R., Strategy Seminar Series, "Aligning for Success: Advice Networks and Entrepreneurial Discovery and Creation Opportunities," India School of Business. (December 20, 2011).

Damaraju, N. L., Anderson, J. R., Upson, J., "Aligning for Success: Advice Networks and Entrepreneurial Discovery and Creation Opportunities," Entrepreneurship Research Exemplars Conference. (May 20, 2011).

Upson, J., Zachary, M.-K., ESCEM Research Colloquium, "Management Research Overview," Poitier College & Richards College of Business. (December 31, 2010).

Upson, J., ESCEM Faculty Research Exchange, "RCOB Management Faculty Research Review." (December 31, 2010).

Upson, J., ESCEM Faculty Research Exchange, "Research Stream." (December 31, 2010).

Upson, J., International Academy of Business Disciplines, "The double-edged sword of trust in supply chain relationships: Cooperation and Opportunism." (December 31, 2010).

Prince, B., Bergiel, E. B., Anderson, J. R., Upsen, J., Academic Business World International Conference, "Advice seeking and small firm strategy." (December 31, 2009).

Upson, J., Academy of Management Conference. (December 31, 2009).

Upson, J., International Academy of Business Disciplines Meeting. (December 31, 2009).

Upson, J., International Academy of Business Disciplines, "Global supply chain motivation and integration in emerging markets." (December 31, 2009).

Upson, J., Bergiel, E. B., "Trust, behavior, and firm performance in supply chains," Southern Management Association Annual Conference. (December 31, 2009).

Upson, J., 28th Strategic Management Society Meeting, "Corporate venturing and sequential market entry: An empirical test of the decision to exercise footholds." (December 31, 2008).

Upson, J., Holcomb, T. R., Webb, T. R., I2008 Babson College Entrepreneurship Research Conference, "Corporate venturing and the decision to exercise foothold investments: A real options perspectives," University of North Carolina at Chapel Hill. (December 31, 2008).

Upson, J., Ranft, A. L., Ketchen, D. J., Atlanta Competitive Advantage Conference (ACAC), "Why do firm's exercise foothold options? : Explanations from multipoint competition and real options theory," Emory University. (December 31, 2008).

Combs, J. G., Butler, F. C., Upsen, J., Perryman, A. A., Martin, J. A., Southern Management Association, "Examining the dimensionality, reliability, and construct validity of firm financial performance." (December 31, 2006).

Upson, J., "Multipoint competition: The dynamics of triads.," Southern Management Annual Conference. (December 31, 2006).

Upson, J., Academy of Management Conference, "Supply chain glitches: A synthesis of the relational view and swift even flow theory." (December 31, 2006).

## **Contract, Fellowships, Grants and Sponsored Research**

Upson, J. W., "Robert J. Stone endowment for Entrepreneurial Studies," Sponsored by Richards College of Business, \$1,000.00. (January 1, 2010 - December 31, 2010).

Upson, J. W., "Robert J. Stone Endowment for Entrepreneurial Studies Grant," Sponsored by Richards College of Business, \$1,000.00. (January 1, 2009 - December 31, 2009).

## **Teaching Experience**

<b>Term</b>	<b>Year</b>	<b>Course Name</b>	<b>Course Prefix</b>	<b>Course Number</b>
Fall	2025	Strategic Management	MGNT	4660
Spring	2025	Strategic Management	MGNT	4660
Fall	2024	Strategic Management	MGNT	4660
Spring	2024	Special Problems in Business	MGNT	6685
Spring	2024	Strategic Management	MGNT	4660
Spring	2024	Strategic, Ethical, and Global Management	MGNT	6681

Fall	2023	Strategic, Ethical, and Global Management	MGNT	6681
Spring	2023	Strategic Management	MGNT	4660
Fall	2022	Strategic, Ethical, and Global Management	MGNT	6681
Summer	2022	Strategic Management	MGNT	4660
Summer	2022	Strategic, Ethical, and Global Management	MGNT	6681
Spring	2022	Strategic Management	MGNT	4660
Spring	2022	Strategic Management	MGNT	4660
Spring	2022	Strategic Management	MGNT	4660
Fall	2021	Lesson in Travel	XIDS	2002
Fall	2021	Strategic Management	MGNT	4660
Fall	2021	Strategic Management	MGNT	4660
Fall	2021	Strategic, Ethical, and Global Management	MGNT	6681
Fall	2021	Strategic, Ethical, and Global Management	MGNT	6681
Summer	2021	Strategic Management	MGNT	4660
Summer	2021	Strategic, Ethical, and Global Management	MGNT	6681
Spring	2021	International Management	MGNT	4625
Spring	2021	International Management	MGNT	4625
Spring	2021	Strategic Management	MGNT	4660
Fall	2020	Strategic Management	MGNT	4660
Fall	2020	Strategic Management	MGNT	4660
Fall	2020	Strategic, Ethical, and Global Management	MGNT	6681
Summer	2020	Strategic Management	MGNT	4660
Summer	2020	Strategic, Ethical, and Global Management	MGNT	6681
Spring	2020	International Management	MGNT	4625
Spring	2020	International Management	MGNT	4625
Spring	2020	Strategic Management	MGNT	4660
Fall	2019	Strategic Management	MGNT	4660
Fall	2019	Strategic Management	MGNT	4660
Fall	2019	Strategic, Ethical, and Global Management	MGNT	6681

### **Directed Student Learning**

Undergraduate Honors Thesis, "Strategic Management - Honors." (January 2019 - June 2019).

Advised: Theodore Lyon

Directed Individual/Independent Study, "Global Business Research." (June 2018 - September 2018).

Advised: Sarah Bunn

Undergraduate Honors Thesis, "International Management - Honors." (June 2018 - September 2018).

Advised: MaryLeith Turner

Undergraduate Honors Thesis, "International Management - Honors." (June 2018 - September 2018).

Advised: Amber Luxbacher

Undergraduate Honors Thesis, "India's demonetization." (January 2018 - September 2018).  
Advised: Anna Jinks

Directed Individual/Independent Study, "Managing Cultural Differences." (January 2018 - June 2018).  
Advised: Hannah Baldizon

Internship Advisor, "Chick-Fil-A Internship." (January 2018 - June 2018).  
Advised: Joseph Green

Undergraduate Honors Thesis, "International Management - Honors." (January 2018 - June 2018).  
Advised: Ambrose Moncayo

Internship Advisor, "Internship in MGNT Practices." (June 2017 - September 2017).  
Advised: Ben Lisicia

Undergraduate Honors Thesis, "International Management - Honors." (June 2017 - September 2017).  
Advised: Hannah Baldizon

Undergraduate Honors Thesis, "International Management- Honors." (January 2017 - June 2017).  
Advised: Mackenzie Bryant

Undergraduate Honors Thesis, "Italy Study Abroad Program- Honors." (January 2017 - June 2017).  
Advised: Katlyn Bradshaw

Undergraduate Honors Thesis, "Italy Study Abroad Program- Honors." (January 2017 - June 2017).  
Advised: Mackenzie Bryant

Internship Advisor, "Management Applications of Internship." (January 2015).  
Advised: Zachery Hemmila

Directed Individual/Independent Study, "Business Research Management." (June 2014 - September 2014).  
Advised: Janelle Parker

Directed Individual/Independent Study, "Social Corporate Responsibility." (January 2014).  
Advised: Whitney Peake

Undergraduate Honors Thesis, "International Managemet - Honors." (January 2014).  
Advised: Katherine Smith

Undergraduate Honors Thesis, "Strategic Management - Honors." (January 2014).  
Advised: Savanna Hash

Undergraduate Honors Thesis, "Strategic Management - Honors." (January 2014).  
Advised: Alex Wesson

Directed Individual/Independent Study, "Management Research." (June 2013 - September 2013).  
Advised: Chery Johnson

Undergraduate Honors Thesis. (June 2013 - September 2013).  
Advised: Zoe Ruddock International Management - Honors

Undergraduate Honors Thesis, "International Management - Honors." (June 2013 - September 2013).  
Advised: Elvina Ganbarova

Undergraduate Honors Thesis, "International Management - Honors." (June 2013 - September 2013).  
Advised: Jasmine Smith

Directed Individual/Independent Study. (January 2013).  
Advised: Kimberly Presnell Entrepreneurial Blue Ocean Business Plan

Undergraduate Honors Thesis. (January 2013).  
Advised: Scott Ondendyh International Management - Honors

Undergraduate Honors Thesis. (June 2012 - September 2012).  
Advised: Kayla Watkins International Management - Honors

Directed Individual/Independent Study. (June 2012).  
Advised: Brittany Strickland Research Competitive Dynamics Theory

Undergraduate Honors Thesis. (June 2012).  
Advised: Justin Lindeman International Management - Honors

Directed Individual/Independent Study. (January 2012).  
Advised: Brittney Strickland Research Design

Directed Individual/Independent Study. (January 2012).  
Advised: Mariana Sanchez Research with Business and Methods

Directed Individual/Independent Study. (January 2012).  
Advised: Quencina Boye Gardner Complexities of Non-Government Organizations

Undergraduate Honors Thesis. (January 2012).  
Advised: Crawford Wilson International Management - Honors

Directed Individual/Independent Study. (June 2011 - September 2011).  
Advised: Mariana Sanchez Research Design

Internship Advisor. (June 2011 - September 2011).  
Advised: Andrew Rettig Hotel Management Analysis

Internship Advisor. (June 2011 - September 2011).  
Advised: Matt Jordan International Management: A Georgia Perspective

(January 2011 - June 2011).  
Advised: Bevlyn Onwumere International Management

Undergraduate Honors Thesis. (January 2011 - June 2011).  
Advised: Elena Stanonova Strategic Management

Undergraduate Honors Thesis. (January 2011 - June 2011).  
Advised: Samuel Cleek Strategic Management

Internship Advisor. (June 2010 - September 2010).  
Advised: Douglas Tranell Management Internship

Undergraduate Honors Thesis. (June 2010 - September 2010).  
Advised: Linda Becham International Management

Undergraduate Honors Thesis. (June 2010 - September 2010).  
Advised: Cadi Carmack Strategic Management

Undergraduate Honors Thesis. (June 2010).  
Advised: Sun Emerson Strategic Management

Undergraduate Honors Thesis. (June 2010).  
Advised: Jennifer Herrin Strategic Management - Honors

Internship Advisor. (January 2010 - June 2010).  
Advised: Brittney Strickland Website Design & Social Network/Managers

## **Mentoring**

Dan Moffit (Other). Approx. 3 hours. March 2025 - Present.

Jesse New (Other). Approx. 12 hours. January 2025 - Present.

Kabwe (CJ) Mulenga (Graduate Student). Approx. 4 hours. August 2023 - May 2024.

Ja'Lyn Reese (Graduate Student). Approx. 40 hours. January 3, 2024 - May 6, 2024.

## **Non-Credit Instruction Taught**

Workshop, UWG Wesley Foundation, 3 participants. (April 25, 2025).



Guest Lecture, Ecole de Commerce et de Management à Paris (EMLV), 70 participants. (March 31, 2025 - April 2, 2025).

Guest Lecture, Ecole de Commerce et de Management à Paris (EMLV), 105 participants. (March 25, 2024 - March 26, 2024).

## **Teaching Innovation and Curriculum Development**

New Course. XIDS 2002 First-Year Seminar. September 2020.

Developed First Year Seminar with the topic Lessons in Travel

Revise Existing Course. MGNT 4660 Strategic Mangement. September 2020.

Developed an online version of MGNT 4660

## **Faculty Development Activities Attended**

"AACSB Associate Deans Conference." (2025).

"AACSB Associate Deans Conference." (2023).

"State of Community: Carroll," Carrollton. (2023).

"AACSB Seminar for New Associate Deans," New Orleans, LA. (October 17, 2022 - October 19, 2022).

"AACSB Seminar for New Associate Deans," Online. (May 25, 2022 - May 27, 2022).

"Faculty Development Workshop," Carrollton. (2016 - June 2016).

"World Advisory Council Lecture, Carter Center," Atlanta. (2015).

"Faculty Development in International Business Training Program," Columbia, SC. (September 9, 2013 - 2013).

"First Impressions and Lasting Impressions: How to Make it Stick,," Carrollton, GA. (September 16, 2013 - 2013).

"At-Risk for University and College Faculty," Carrollton. (2012).

"Teaching Tools and the Changing Classroom." (2011).

"UWG - ESCEM Faculty Research Exchange," Tours. (November 15, 2010 - November 19, 2010).

"Internet Security Training," Carrollton, GA. (September 1, 2009 - 2009).

"New Faculty Consortium, Academy of Management." (2009).

"Professional Development Certificate of Microsoft Office 2007." (2008).

"WebCT Training," Carrollton. (2008).

"Wimba Training," Carrollton. (2008).

## **University Service**

Non-voting member, RCOB Graduate Programs Committee. (2024 - Present).

Non-voting member, Strategic Planning Committee. (2022 - Present).

Reference, Letter of Recommendation. (2024).

Reference for Izabel Nikolaeva. (2024).

Search Committee Chair, SBDC Director Search Committee. (July 2024 - November 2024).

Member Search Committee, Admin/Budget Manager Search Committee. (March 2024 - May 2024).

Mentor, Kabwe Mulenga (Graduate Student). (August 2023 - May 2024).

Reference for Hyun Kim, Reference. (2023).

Reference for Tyler Petty, Reference. (2023).

Chair Search Committee, Accounting & Finance Department Chair Search Committee. (January 2023 - April 2023).

Advised Jovan Johnson on Ph.D. application, Mentor Advice. (2022).

Recommended Morgan Tomberlin, Student Career Placement. (2022).

Reference for Blake Hunter, Student Reference. (2022).

Reference for Mauricio Sanchez, Student Reference. (2022).

Student Recruitment - Athlete. (2022).

Member, Faculty Development Committee for PTR Changes. (2021 - 2022).

Member, International Services and Programs Steering Committee. (2013 - 2022).

Chair, Sub-Committee for International Programs. (2011 - 2022).

Member, Strategic Planning Committee. (2011 - 2022).

Member, International Select Assessment Committee. (2009 - 2022).

Assisted UPC Sub-Committee associated with learning objectives. (2021).

Focus Group for Presidential Communication. (2021).

Mentor Advice - Alisa Kinnebrew. (2021).

Mentor Advice - Kyle Cobb. (2021).

Mentor Advice - student connections. (2021).

Mentor Advice to Haley Hutto. (2021).

Mentor Advice to Meagan Sherrill. (2021).

Panel Member, Future Faculty Lunch Panel Member. (2021).

Resume Review for Jochebed Igbinijesu. (2021).

Student assistance beyond the classroom. (2021).

Tenure & Promotions Comparison Project. (2021).

Member, Post-Tenure Review Committee. (2020 - 2021).

Becoming UWG Discovery Session. (2020).

Faculty Panel. (2020).

Member, Management Department Budget Advisory Committee. (2020).

Member, Management Department Promotions and Tenure Committee. (2020).

Student assistance beyond the classroom. (2020).

UWG Strategic Planning Process focus group. (2020).

Virtual Pack Premier session for entering freshmen. (2020).

Virtual RCOB Drop-In Session. (2020).

Member, Promotion and Tenure Committee. (2019).

Member, ESCM Appeals Committee. (2015 - 2017).

Member, Promotion and Tenure Committee. (2016).

Speaker at Faculty Development Workshop. (2016).

Student Internship. (2016).  
Member, UWG Internationalization Task Force. (2015 - 2016).  
Chair, Promotion and Tenure Committee. (2015).  
Future Faculty Lunch Panel Member. (2014).  
Member, Promotion and Tenure Committee. (2013).  
Member, International Fee Committee. (2011 - 2012).  
Aviation Club Advisor. (2009 - 2010).  
Member, eTutions Funds Review Committee. (2009 - 2010).  
Freshman Orientation Session Faculty Member. (2009).  
Future Faculty Lunch Panel Member. (2008).

## **Professional Service**

Reviewer/Referee, European Business Review. (2023 - Present).  
Reviewer/Referee, Journal of International Education in Business. (2023 - Present).  
Reviewer/Referee, Strategic Organization. (2022 - Present).  
Reviewer/Referee, Journal of Management. (2021 - Present).  
Reviewer/Referee, Journal of Managerial Issues. (2021 - Present).  
Reviewer/Referee, Southern Management Association Annual Conference. (January 1, 2021 - Present).  
Reviewer/Referee, Journal of Family Business Management. (2020 - Present).  
Editor, Journal of International Education in Business. (April 2023 - February 2025).  
Reviewer/Referee, European Business Review. (2023).  
Reviewer/Referee, Journal of International Education in Business. (2023).  
Board of Advisors, EMLV (Ecole de Management Léonard De Vinci). (June 2023).  
Reviewer/Referee, Academy of Management Annual Conference. (2022).  
Reviewer/Referee, Journal of International Education in Business. (2022).  
Reviewer/Referee, Abu Dhabi University. (September 2021).  
Reviewer/Referee, Journal of Management. (August 1, 2021).  
Reviewer/Referee, Strategic Organization. (August 1, 2021).  
Reviewer/Referee, Journal of Managerial Issues. (January 1, 2021).  
Reviewer/Referee, SMA - Best Doctoral Student Paper track. (January 1, 2021).  
Reviewer/Referee, SMA - Best Paper track. (January 1, 2021).  
Reviewer/Referee, SMA - Best Paper track. (January 1, 2019 - January 1, 2021).  
Reviewer/Referee, Journal of Family Business Management. (2020).  
Reviewer/Referee, Journal of Management. (2020).  
Reviewer/Referee, Academy of Management Perspectives. (2019 - 2020).  
Reviewer/Referee, Academy of Entrepreneurship Journal. (2018 - 2019).  
Reviewer/Referee, Journal of Family Business Management. (2018).

Reviewer/Referee, Journal of Management. (2011 - 2017).

Reviewer/Referee, Strategic Organization. (2016).

Reviewer/Referee, Journal of Supply Chain Management. (2014 - 2016).

Reviewer/Referee, Journal of Management Studies. (2015).

Reviewer/Referee, Journal of Managerial Issues. (2014).

Reviewer/Referee, Strategic Entrepreneurship Journal. (2014).

Reviewer/Referee, Journal of Family Business Management. (2013 - 2014).

Reviewer/Referee, Journal of Business Logistics. (2013).

Reviewer/Referee, Journal of Business Research. (2013).

Reviewer/Referee, African Journal of Business Management. (2012).

Reviewer/Referee, Journal of Strategy and Management. (2012).

Reviewer/Referee, Entrepreneurship Theory and Practice. (2010).

Reviewer/Referee, Organizational Research Methods. (2010).

Reviewer/Referee, Transportation Research E. (2009 - 2010).

## **Public Service**

Chair, Wesley Foundation. (2022 - Present).

Organizer, NAACP online career fair titled Greener Careers for Sustainable Futures. (February 2025 - April 2025).

Participant, Deans Council of Student Leaders Valentines Project. (February 2025).

Alan Thompson Memorial Golf Event. (2021).

Board Member, Wesley Foundation. (2017 - 2021).