

ALEXANDER M. SETTLES

CV – November 1, 2021

Personal Information

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USA

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Professional Positions Held

Clinical Associate Professor, Warrington College of Business, University of Florida, Gainesville, FL, USA 2018 - present

Visiting Professor, Financial University, Moscow, Russia, 2015 – 2016, 2021-present

Visiting Professor, Aalto School of Business, Mikkeli, Finland, 2019 – present

Assistant Professor of Professional Practice, Rutgers Business School - Newark and New Brunswick, Rutgers University, Newark, NJ, USA, 2013 – 2018

Visiting Professor, Faculty of Management, National Research University – Higher School of Economics, Moscow Russia, 2012 – 2016

Instructor, Nevada State College, Henderson Nevada 2013

Professor, Department of Strategic Management, Faculty of Management, National Research University Higher School of Economics, Moscow, Russia, 2006 – 2012

Adjunct Professor, International Finance Faculty, Financial University, Moscow, Russia, 2009-2011

Consultant, Center for International Private Enterprise, Moscow, Russia, 2008 – 2012 and 2015

Consultant, World Bank Institute, Moscow, Russia, 2006 – 2010

Center Manager, Canadian-Russian Corporate Governance Center, at the State University Higher School of Economics and Schulich School of Business, York University, Moscow, Russia, 2004-2006.

Visiting Professor, Faculty of Public Administration and Municipal Management, State University – Higher School of Economics, Moscow Russia 2005-2006

Visiting Professor, Faculty of Management, State University – Higher School of Economics, Moscow, Russia, 2004-2006

Consultant to the Organization for Economic Cooperation and Development (OECD) Project on the Impact of E-Government, Paris, France, 2002-2003

Assistant Policy Scientist, Institute for Public Administration, College of Human Services, Education, and Public Policy, University of Delaware, Newark, DE, USA, 2001-2004

Policy Specialist II, Institute for Public Administration, College of Human Services, Education, and Public Policy, University of Delaware, Newark, DE, USA, 1997-2001

Policy Specialist I, Institute for Public Administration, College of Human Resources, Education, and Public Policy, University of Delaware, Newark, DE, USA, 1996-1997

Research Assistant, Institute for Public Administration, Graduate College of Urban Affairs and Public Policy, University of Delaware, Newark, DE, USA, 1995-1996

Planning Intern, Delaware Office of State Planning Coordination, Office of the Budget, Dover, Delaware, USA, 1995

Research Assistant, Center for Applied Demography and Survey Research, Graduate College of Urban Affairs and Public Policy, University of Delaware, Newark, DE, USA, 1994-1995

Education

Post-Doctoral Bridge Certificate	University of Florida, 2014 Specialization in International Business and Entrepreneurship
Ph.D.	University of Delaware, 2007 Dissertation title: E-government Implementation
M.P.A.	University of Delaware, 1996 Thesis title: Municipal Bond Insurance
B.A.	University of Delaware, 1992 Cum Laude, Political Science
B.S. (Honors)	University of Delaware, 1991 Cum Laude, Economics

Publications

Peer Reviewed Journal Articles

- Shen, T, Osorio, AE, Settles, A. (2017) Does Family Support Matter? The Influence of Support Factors on Entrepreneurial Attitudes and Intentions of College Students, *Academy of Entrepreneurship Journal* 23 (1) 24-43.
- Betschinger, M-A., Bertrand, O, & Settles A., (2016) The relevance of political affinity for the initial acquisition premium in cross-border acquisitions, *Strategic Management Journal* 37 (10) 2071–2091.
- Gurkov, I. & Settles, A., (2013) A dominant archetype of the HRM system in Russian industrial companies in post-recession times, *International Journal for Human Resource Management* 24 (19) 3630-3643.
- Gurkov, I & Settles, A. (2012) Structure and Strategy of Russian Corporations and Firms, *International Journal of Organizational Analysis* 19 (4), 317-330.
- Gurkov, I & Settles, A. (2011) Managing Organizational Stretch to Overcome the Uncertainty of the Great Recession of 2008, *International Studies of Management and Organization* 41 (4), 3-19.

Book Chapters

- Osorio, AE, Settles, A. (forthcoming) Entrepreneurship is so much more than just making money: Reclaiming the space of Entrepreneurship in society
- Gurkov, I., Morgunov, E., Settles A., Zelenova, O. (2014) HRM in Russia over a century of storm and turmoil – a tale of unrealized dreams. In Kaufman, B. (Ed.). Unity and Diversity: The Historical Development of Human Resource Management Across Nations. Cheltenham, UK – Northampton, USA: Edward Elgar Publishing Ltd.
- Settles, A. & Filippov, S. (2013) Innovation and Competitive Advantage of Emerging Russian Multinationals. In (Eds) Williamson, P. & Ramamurti, R. Re-Assessing Emerging Market Multinationals' Evolving Competitive Advantage, Cambridge: Cambridge University Press.
- Settles, A. & Kuskova, V. (2012) Logistic Regression Analysis: Application in Strategic Management Research in Emerging Markets, in Wang, C.L., Ketchen, D.J., Donald D. Bergh, D.D (Eds) Research Methodology in Strategy and Management, vol. 7. London: Emerald.
- Settles A., Gillies J., & Melitonyan O. (2011) Corporate governance in Russia: Does a culture really change? In Mallin, C. (ed) Handbook on International Corporate Governance. Cheltenham, UK – Northampton, USA: Edward Elgar Publishing Ltd.

Settles A., Gillies J., & Melitonyan O. (2009) Corporate Social Responsibility in Russia. In Mallin, C. (ed) Corporate Social Responsibility, A Case Study Approach, Cheltenham, UK – Northampton, USA: Edward Elgar Publishing Ltd.

Settles A., (2005) Management Skills for E-Government Success. In Khosrow-Pour, M. (ed) Practicing E-Government: A Global Perspective, Hershey PA: Idea Publishing.

Russian Journal Articles

Settles, A. (2010) The Evaluation of Perceptions of Finnish and Russian Manager Regarding the Organization Learning Potential of Their Firms, *Business Education Journal*.

Settles, A. (2008) Роль транснациональных корпораций в достижении целей «Группы восьми»: вовлечение частного сектора в систему глобального управления (The Role of Transnational Corporations in Achieving the Objectives of the G8: Private Sector Involvement in the System of Global Governance) *Вестник международных организаций: образование, наука, новая экономика. (Journal of international organizations: education, science, new economy) № 5.*

Settles, A. (2007) Корпоративное управление и доступ на рынки капитала (Corporate governance and access to capital markets), *Вестник Калмыцкого университета (Bulletin of the University of Kalmykia).*

Settles, A. & Ivashkovskaya, I. (2007) Деятельность советов директоров и стратегическая эффективность российских компаний (Role of the Board of Directors in the Development of Effective Company Strategy), *Journal for the Finance Director, Moscow.*

Settles, A (2007) Корпоративная социальная ответственность (Corporate Social Responsibility), *Корпоративные финансы (Corporate Finance) № 4.*

Settles, A (2007) Управленческий аспект: Социальный барометр российского бизнеса (Management Aspects: Social barometer of Russian business), «Консультант» (Consultant) № 11.

Settles, A. & Ivashkovskaya, I. (2006) Value of Corporate Social Responsibility to Russian Firm, August 2006, *Journal of Corporate Control, Moscow.*

Settles, A. (2006) Corporate Governance and the Capital Markets, Questions for Russian Companies Listing Abroad, June 2006, *Business Education Journal, 21(2).*

Settles, A. (2005) Directions in Corporate Governance Research in Transitional Economies, Editorial from the Managing Editor, *Journal on Corporate Governance in Russia and Other Transitional Economics, 1 (1) 1-5.*

Working Papers

Settles, A with Osorio, AE. Understanding Cultural Differences Among Family Pods: Cultural Inclusion in Development of Entrepreneurship Curricula target journal - *Entrepreneurship Education*

Settles, A. Are Firms Able to Leverage Knowledge from Their Cross-Border Acquisitions? target journal – *Journal of World Business*

Settles, A. Strategic Stretch: A Method to the Madness of Russian Management Practice of Strategic Misfits, target journal – *Global Strategy Journal*.

Conference Papers

Non-market Strategies in Response to Political Disruption of International Business Ties: Response to Sanctions on Russia Firms, with Juha Väättänen and Roman Teplov, Strategic Management Society October 2020, Full Revised Paper Academy of International Business, June 2021

Understanding Cultural Differences in Development of International Business School Curriculum: Example of Entrepreneurship Courses in the US and China, with AE Osorio, Academy of International Business, June 2020

Beyond Venture Creation: What is Entrepreneurship Education? with Parker Vanhart, USASBE, January 2020

Disruption in Emerging Markets – Effects of Targeted Sanctions on Russian Individuals and Firms, AIB USNE 2019 Conference, October, 2019

Does University Support Encourage Students to Start Their Own Businesses? A Cross Cultural Analysis with AE Osorio, Academy of Management, August, 2019

Settles, A. Are Firms Able to Leverage Knowledge from Their Cross-Border Acquisitions?, Academy of International Business, June 2019

Overcoming Cultural Distance by Building on Classroom Diversity, Cultural Experiences, and Business Immersion, Academy of International Business, June 2018

The Influence of Support Factors on Entrepreneurial Attitudes and Intentions of College Students with AE Osorio, Academy of Management, August, 2017

Redesigning Entrepreneurship Education: Role of Family Support, with AE Osorio, Teaching and Learning Conference, Academy of Management, August, 2017

Got Competencies - Now how do I teach them? with Joseph Markert, Teaching and Learning Conference, Academy of Management, August 7, 2016

Doing Business in – How to Bridge the Cultural Gap through Business and Cultural Immersion, Academy of International Business, June 27-30, 2016

Corporate Governance and Firm Performance in Publicly Listed Banks from Eastern Europe and Russia, Academy of International Business, June 27-30, 2015

The Relevance of Political Affinity for the Bidding Strategy in Cross-Border Acquisitions, with Olivier Bertrand and Marie-Ann Betschinger, Academy of Management, August 2-5, 2014, CIEBS Best Paper Award 2014, International Management Division, AOM.

Getting by with a Little Help from My Friends: Does Political Affinity Lead to Lower M&A Premiums? with Olivier Bertrand and Marie-Ann Betschinger, Strategic Management Society, October 7-9, 2012.

Methods of Assessing Group Variation in Emerging Markets Research, with Valentina Kuskova, Academy of Management, Boston, August 3-7, 2012.

Methods of Assessing Group Variation in Emerging Markets Research, with Valentina Kuskova, Academy of International Business, Washington, DC, June 30 – July 3, 2012.

Getting by with a Little Help from My Friends: Does Political Affinity Lead to Lower M&A Premiums? with Olivier Bertrand and Marie-Ann Betschinger, Academy of International Business, Washington, DC, June 30 – July 3, 2012.

Are Firms Able to Leverage Knowledge from Their Cross-Border Acquisitions?, Strategic Management Society Special Conference Singapore, June 7-9, 2012.

HRM in Russia over a century of storm and turmoil – a tale of unrealized dreams with Igor Gurkov, Evgeny Morgunov and Olga Zelenova, Academy of Management Annual Meeting, 2011, San Antonio Texas, August 12 -16, 2011.

Sailing the Dangerous Waters of Contradicting Stakeholders' Claims: A Simplified Chart with Igor Gurkov, Strategic Management Society Special Meeting on Stakeholder Engagement, 2011, Barcelona, June 5-7, 2011.

Strategic Stretch: A Method to the Madness of Russian Management Practice of Strategic Misfits, Strategic Management Society Special Meeting on C.K. Prahlad, 2011, San Diego, California, June 9-11, 2011.

Emerging market multinationals – do they create value and why? – A quantitative analysis with Marie-Ann Betschinger and Carsten Springer, Seminar of the International Laboratory for Financial Economics, Higher School of Economics, Moscow, September 18-19, 2010

Innovation Strategies of Emerging Russian Multinationals, with Sergey Fillipov, Conference on Internationalisation of Innovation into Emerging Markets, Brunel Business School, 14-15 July 2010.

Corporate Governance and Firm Performance in Publicly Listed Banks from Eastern Europe and Russia, 7th Corporate Governance Workshop, Brussels, Belgium, June 21-21, 2010.

Corporate Governance and IPOs: Comparison of Russian Companies Cross-Listing on the London Stock Exchange, 8th International Conference on Corporate Governance, University of Birmingham, UK, June 23, 2010.

Corporate Governance Failures During the Financial Crisis: A Comparative Study of Emerging Market Companies Cross Listed on the US and UK Exchanges, 6th Corporate Governance Workshop, November 2009, Brussels.

Corporate Social Responsibility Impact on Foreign Direct Investment Practices of Russian Multinational Corporations, 10th International Academic Conference on Economic and Social Development, April 2009, Moscow.

Shareholder Resolutions as a Tool for Shareholder Activism to Improve the Corporate Social Responsibility Behavior of Canadian Firms, 10th International Academic Conference on Economic and Social Development, April 2009, Moscow.

Outward Foreign Direct Investment of Russian Firms, Copenhagen Business School, October 2008.

Corporate Governance Behavior of Russian Firms Listing on the London Stock Market 2003 – 2007, Working Paper, State University - Higher School of Economics, November 2007.

Improving the Policy Making Process with Information and Communications Technologies: The Use of Geographic Information Systems in Urban and Regional Planning, 13th NISPAcee Annual Conference, Moscow, Russia. May 2005.

The Decision Making Process through the Use of E-Consultation Technologies, with Kathy Denhardt and Elena Settles, International Congress of Administrative Sciences, July 2004.

Challenges Facing Local Governments: Managing Growth, American Society for Public Administration National Conference, Washington D.C., USA, March 2003.

E-government Skills Development in U.S. Federal and State Government, International Conference on ePolicy and eGovernment, Seoul, Korea, November 2002.

What Skills Are Needed In An E-World: E-Government Skills and Training Programs For The Public Sector, OECD E-government Project Seminar on Reform of Public Administrations, September 2002.

Enabling Municipal Government Planning through use of Geographic Information Systems, Environmental Systems Research Institute International Conference, San Diego, CA, USA, July 2002.

Implementing Revised Transportation and Land Use Design Standards, American Planning Association National Conference, Boston, MA, USA, April 1998.

Other Publications

Revisions to the Public Procurement Process in Russia, Center for International Private Enterprise, Washington D.C., December 2010.

Hostile Takeovers, Corporate Conflict, and Company Capture in Russia, Center for International Private Enterprise, Washington D.C., September 2009.

International Activities of Russian Firms, Report to the Ministry of Economic Development and Trade, Moscow Russia, December 2007.

Анализ и оценивание государственных программ и отраслевых политик. (Analysis and Evaluation of Government Programs and Policies) with J. B. Tsygankov and M.V. Smirnova, Higher School of Economics Publishing House, 2006.

Courses Developed and Taught

Undergraduate Courses (Aalto, Finland)

Research Methods in International Business 2019

Capstone, 2020, 2021

Undergraduate Courses (University of Florida)

Strategy, 2018, 2019, 2020, 2021

Graduate Courses (University of Florida)

Virtual Global Immersion Experience, 2021

Silicon Valley Travel Course, 2020, 2021

Global Strategic Management, 2019, 2020, 2021

Entrepreneurship, 2018, 2019, 2020, 2021

Entrepreneurship and Venture Capital, 2019, 2020, 2021

Organizational Behavior 2020

Doing Business in Eastern Europe and Russia, 2018

Undergraduate Courses (Rutgers Business School)

Introduction to Management, 2013, 2014, 2015, 2016, 2017, 2018

International Business, 2013, 2014, 2015, 2016, 2017, 2018

Graduate Courses (Rutgers Business School)

Strategic Management, 2014

International Business, 2015, 2016, 2017

Doing Business in Russia, 2015, 2016

Doing Business in Brazil, 2017

Doing Business in South Africa, 2017, 2018

Undergraduate Courses (bachelors of business administration Nevada State College)

Principles of Managerial Finance, 2013

Graduate Courses (master of science in management program at NRU HSE)

- Corporate Governance and Sustainable Development 2010, 2011, 2012
- Modern Corporation: Business Strategy, 2006, 2007, 2008, 2009
- International Management 2008
- New Venture Creation 2009, 2010, 2011
- Business Research Methods Application in Corporate Governance 2007, 2008, 2009, 2010, 2011

Graduate Course (masters of science in economics at NRU HSE)

- Corporate Governance and Strategic Role of the Board of Directors 2006, 2007, 2008, 2009, 2010, 2011, 2012

Undergraduate Courses (bachelor of management at NRU HSE)

- Business Ethics and Corporate Social Responsibility 2009
- New Venture Creation 2011, 2012

Graduate Course (masters of science program at the Finance University)

- Financial Management 2009, 2010

Graduate Courses (MPA program - University of Delaware)

- Public Management Statistics – Teaching Assistant, 2000, 2001
- Applications in Geographic Information Systems – Lecturer 2002, 2003

Supervision of Students

Thomas Busen, Doctor of Business Administration, Warrington College of Business, University of Florida, 2021

Patrick Hobbs, Doctor of Business Administration, Warrington College of Business, University of Florida, 2020

Dissertation examiner and Opponent for the dissertation submitted by Pekka Torvinen, MSc, Lappeenranta University of Technology, Finland, April 2016

Supervisor of Candidate of Science Degree (equivalent to Ph.D.) Dissertations:

Kiryushkina, E. Dissertation title “The impact of environmental management system certification ISO 14001 of financial and environmental performance of Russian companies,” supervisor 2010-2012 expected graduation 2014

Zachepa A. Dissertation title “Long-term performance effects of mergers and acquisitions,” supervisor 2011-2012 expected graduation 2015

Supervisor of the Theses for Master of Science in Management:

Inna Votnova, 2012

Yulia Asekirtova, 2011
Zoya Bragina, 2011
Alexey Orlov, 2011
Natalia Pekhtereva, 2011
Alexander Tsiklauri, 2011
Olga Panteleeva, 2011
Aza Biragova, 2011
Vyacheslav Ivanov, 2011
Kholjigitov Sultan 2010
Aleksej Kukushkin, 2010
Egor Makeev, 2010
Anna Filipovskaya, 2009
Maksim Razzhivin, 2009
Ivan Protopopov, 2009
Alexander Markov, 2009
Alexey Gaiday, 2009
Victor Voskresenskiy, 2008
Sergey Uryupin, 2008

Supervisor of the Theses for the Bachelor of Science in Management:

Ekaterina Ryakina 2009
Alexandra Glushkova, 2009
Polina Kozhevnikova, 2009
Kuznetsov, Demid, 2009

University, College, and Faculty Service

Academic Director, Thomas S. Johnson Master of Science in Entrepreneurship,
Warrington College of Business, University of Florida, 2021-present

Teaching Reviewer, Dr. John Chen, Tenure and Promotion Committee,
Department of Management, Warrington College of Business, University of
Florida, 2021-2022

Teaching Reviewer, Dr. Gwendolyn Lee, Tenure and Promotion Committee,
Department of Management, Warrington College of Business, University of
Florida, 2021-2022

Teaching Reviewer, Dr. Brian Swider, Tenure and Promotion Committee,
Department of Management, Warrington College of Business, University of
Florida, 2019-2020

Member of Search Committee for the position of Clinical Assistant Professor,
Department of Management, Warrington College of Business, University of
Florida, 2018-2019

Member of Search Committee for the position of Clinical Assistant Professor,
Department of Management, Warrington College of Business, University of
Florida, 2018-2019

Member of the Rutgers University – Newark (RU-N) Commencement Committee (CC), 2017-2018

Member of the Executive Committee Rutgers Senate, 2017-2018

Elected member and chair of the Peer Evaluation Committee (PEC) under the Faculty Compensation Program, Department of Management and Global Business, 2016 and 2017

Co-chair, Faculty and Personnel Affairs Committee (FAPC), Rutgers Senate, 2016-2018

University Senator, Representing the Faculty of Rutgers Business School - Newark and New Brunswick, 2014-2018

Adviser to the Management and Marketing Student Association, Rutgers Business School – Newark campus, 2013- 2018

Member of the Recruiting Committee for the position of Non-tenure Track Assistant Professor of Practice at the Department of Management and Global Business, Rutgers Business School, 2015

Member, Transforming the student experience committee of the Rutgers University strategic planning process for 2013-2014

Task force member, Rutgers Business School strategic planning process, “Making Diversity an Asset Task Force” and “AACSB Faculty Qualifications Task Force”, 2014.

Member of the Recruiting Committee for the position of Non-tenure Track Instructor at the Department of Management and Global Business, Rutgers Business School, 2013

Member of the EPAS Accreditation Committee, Faculty of Management, National Research University Higher School of Economics, 2011- 2012

Chair of Recruiting Committee and Recruiting Representative for the Faculty of Management, National Research University Higher School of Economics, 2009 – 2013

Member of the paper review committee for the annual conference of the Faculty of Management, National Research University Higher School of Economics, 2009 – 2012

Member of the Commission for the Approval of Master of Science Theses for the Faculty of Management, National Research University Higher School of Economics, 2009 - 2013

Member, Search Committee for Policy Specialist II for the Institute for Public Administration, College of Human Services, Education and Public Policy, 2000

Chair, Search Committee for Assistant Policy Scientist for the Institute for Public Administration, College of Human Resources, Education and Public Policy, 1999

Member, Search Committee for Planner for the Water Resource Agency, Institute for Public Administration, College of Human Resources, Education and Public Policy, 1999

Co-Advisor, University of Delaware Sailing Club, 1998 to 2004

Professional Associations

Academy of Management

Strategic Management Society

Academy of International Business

USASBE

Founding member, Russian Association of Management Researchers

Service to the Profession

Member of the editorial board Journal of East-West Business 2011 to present

Ad-hoc Reviewer

Journal of Asia Business Studies 2020

Journal of International Management 2020

Managerial Finance 2019, 2020

Journal of Business Research 2020

Thunderbird International Business Review 2019

International Journal of Emerging Markets 2013, 2014, 2018, 2020, 2021

Reviewer for conference papers:

Academy of Management 2010, 2011, 2012, 2014, 2016, 2017, 2019

Strategic Management Society 2011 (Miami)

Academy of International Business 2012, 2013, 2016, 2018, 2019, 202

Academy of International Business, Paper Development Workshop 2014, 2015, 2016

Member of organizing committee for the 2013 Academy of International Business Special Meeting in Moscow, 2011-2013

Editor, Journal on Corporate Governance in Russia and Other Transitional Economics 2005 to 2007, published by the State University – Higher School of Economics and Schulich School of Business, York University, Canada

References

Jeffrey Robinson

Associate Professor, Department of Management and Global Business

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<http://www.business.rutgers.edu/faculty-research/directory/robinson-jeffrey>

Nikolay Filinov

Dean, Faculty of Business and Management

National Research University Higher School of Economics

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Washington, DC 20005

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Sponsored Research and Grants

“Internationalization, Performance, Innovation, Measurement: Understanding Strategic Aspects of Emerging Market Firms in a Global Environment” funded by the Faculty of Management, National Research University Higher School of Economics, principal investigator, awarded 1.2 million rubles (\$40,000) for the period of 2012.

“Strategy and Management Aspects of Foreign Direct Investment in Emerging Markets” fund by National Research University Higher School of Economics Scientific Fund as part of the Collective Research Projects Teacher –Students programme, award number 11-04-0043, principal investigator, awarded 750,000 rubles (\$25,000) for the period of 2011.

“Strategic Management and Corporate Governance Aspects of Firm Internationalization” funded by the Faculty of Management, National Research University Higher School of Economics, principal investigator, awarded 1.5 million rubles (\$50,000) for the period of 2010 and 2011.

“International Activities of Russian Firms” funded by the Ministry of Economic Development and Trade, Senior Researcher, total grant award 900,000 rubles for period of 2007.

Delaware Office of Economic Development, “Comprehensive Economic Development Plan Assessment Project,” 2003 to 2004. Project manager for a technical assistance and policy research project to assist the assessment process. Assisted with scoping of a \$118,500 federal grant for a State of Delaware Comprehensive Economic Development Strategy

Department of Transportation, An analysis of the Commercial Vehicle Information System and Network (CVISN) for implementation in the State of Delaware, 2003 to 2004, \$58,000. Technical manager and assistant project manager of study into CVISN deployment in the state of Delaware. Part of the U.S. Department of Transportation’s Intelligent Transportation System (ITS)

School Site Planning Project, Delaware Department of Transportation and Delaware Department of Education total project, 2000 to 2001, \$50,000. Focused attention on the need for coordination between local comprehensive planning efforts and the location of new schools and decisions concerning existing schools. Assisted in planning of the Delaware Forum Planning Delaware’s School Needs Issues of Location Design, and Infrastructure.

Delaware Public Policy Institute, Staffing Assistance to Task Force on Restructuring the Roles of Public and Private Sectors to Maximize Economic Development on a Statewide Basis, 1998 to 1999, University Service. Served as team coordinator for the research group assigned by the University to assist the Delaware Public Policy Institute. Met with staff and committees of the Delaware Public Policy Institute to draft the task force reports issued by this statewide effort. Provided the research for the task force reports on the historical development of planning mechanisms and current planning issues in Delaware.

2001-2002 College of Human Services, Education and Public Policy Instructional Improvement Grant for the development of the laboratory portion of Public Management Statistics Course

2001-2002 College of Human Services, Education and Public Policy Instructional Improvement Grant for the improvement of the geographic information systems (GIS) applications instructional program

Honors and Awards

Faculty of Professional Practice Research Excellence Award 2016-2017, Rutgers Business School

International Management Division, AOM, CIEBS Best Paper Award 2014

Fulbright Scholar Award, Teaching, Russia 2005-2006

Professional Leave (Sabbatical), spring semester 2003

Member, American Institute of Certified Planners, 2000

Certificate of Appreciation, Delaware League of Local Governments, October 1999

Certificate of Appreciation, Delaware League of Local Governments, September 1998

Outstanding Student Award, College of Urban Affairs and Public Policy, 1996

Member of Pi Alpha Alpha, a public administration honors society, 1996

Honors Bachelors of Science Degree in Economics, 1991

Member of Omicron Delta Epsilon, an international honors society in economics, 1990

Member of Pi Sigma Alpha, a national honor society in Political Science, 1990