

Curriculum Vitae

Augustine Yao Dzathor

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PROFESSIONAL PROFILE/OBJECTIVE

A seasoned Management professor; with 15 years university teaching & administrative experience & research focus on Entrepreneurship. Augustine has a prior 10-year managerial experience in public management, and a brief stint in banking prior to joining academia. He has worked in three different countries. He presently chairs the AACSB accreditation Committee of the Grambling State University College of Business.

EDUCATION

Ph.D. in Business Administration (Management)

Jackson State University, Jackson, Mississippi *AACSB International Accredited* 2010

Master of Business Administration (Distinction)

Africa University, Zimbabwe 1997

Post Graduate Dip. Public Administration

Ghana Institute of Management and Public Administration (GIMPA) 1994

Bachelor of Commerce- Accounting Degree (Honors) & Diploma in Education

University of Cape-Coast, Ghana 1990

ACADEMIC HONORS AND AWARDS

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- ULS Academic Summit Award for Service Learning 2018
- GSU Distinguished Faculty Award, 2017
- Dallas Alumni Chapter of GUNAA Endowed Professor in Business 2014
- Best Researcher in Management & Marketing Department, COB, GSU 2014
- Best Paper Award – Clute Institute International Academic Conference, Las Vegas 2011
- Member of the pioneer Kauffman Foundation & National Opinion Research Center (NORC) at University of Chicago KFS research Data Enclave community 2008
- Best MBA graduating student, Africa University, Zimbabwe 1997
- Commonwealth scholarship

ACADEMIC/TEACHING EXPERIENCE

- Coordinator of Management program and acted as head of Management & Marketing Department in 2012 Summer. Taught multiple Management courses from August 2009 to date.
- Five years at Africa University from July 2000 to August 2005. Headed the Marketing department and taught many courses in Marketing and Mmanagement.

COURSES TAUGHT AT GRAMBLING STATE UNIVERSITY (2009- TO DATE)

Graduate Course(s) Taught at Grambling State University

- Human Resource Management

Undergraduate Course (s) Taught

- Applied Quantitative Methods in Business
- Fundamentals of Business
- Supervisory Management
- Operations Management
- Organizational Behavior
- Organizational Psychology
- Organizational Theory & Management Systems
- Collective Bargaining & Labor Relations
- Entrepreneurship
- Consumer Behavior

COURSES TAUGHT AT AFRICA ANIVERSITY, ZIMBABWE (2000-2005)

Graduate Courses Taught

- Management and Organizational Behavior
- Management of Change
- Marketing Management
- Consumer Behavior
- Strategic Management

Undergraduate Courses Taught

- Organizational Behavior
- Marketing Management
- Consumer Behavior
- Marketing Research and Sales Forecasting
- Promotions and Advertising
- Direct Marketing
- International Marketing

- Purchasing and Materials Management
- Distribution and Logistics Management

TEACHING INTERESTS

Management, Entrepreneurship and Marketing

PROFESSIONAL EXPERIENCE

Deputy Head Corporate Banking Jan.-June. 2000

Agricultural Development Bank Ghana, Accra

- Appraised credit applications, participated in loan consortium arrangements,
- Designed credit schemes for corporate clients, monitored projects and managed Corporate-client relationships

Ghana Immigration Service (G.I.S) 1983-1999

Ghana, Accra

Head- International Migration Data Management Department, H.Q. Jan-Dec.1999

- Managed international migration data and supervised 12 departmental staff
- Worked in conjunction with IT firm (Coalition Ventures [Ghana] Ltd.) to design a document transmission and imaging solution for the G.I.S.

Head- Training and Human Resource Development, H.Q. 1993-1998

- Formulated and implemented human resource development and training programs
- Supervised Training School and Academy
- Controlled budget of over 100 million cedis (1998)
- Developed curricula and programs for recruits and cadets training (1998)
- Prepared a medium-term Gateway Project implementation plan to transform the Ghana Immigration Services into a proactive facilitator of trade, investment and tourism in Ghana without compromising national security & interest (1998)
- Designed career development plan for the G.I.S. (1995)
- Prepared institutional self-assessment report (1995)
- Crafted and implemented management development program in conjunction with G.I.M.P.A. for middle-level immigration officers (1993-1995)

Administrative Officer and A.D.C. to Director General of the G.I.S., H.Q. 1990-1992

- Administrative duties and personal assistant to the Director General of the G.I.S
- Instrumental in reviewing human resource position and wholesale enlistment of graduates and professionals into the G.I.S. (1992)
- Member-secretary of G.I.S. Immigration Control Law review committee (1991-1992)
- Prepared annual master budgets and participated in their defense at national budget hearing at the Ministry of Finance (1990-1992)
- Designed organizational chart and prepared job descriptions for the restructured G.I.S. (1991)

- Drafted scheme of service and disciplinary code for the restructured G.I.S. (1991)

SCHOLARLY CONTRIBUTIONS

The types of scholarly or intellectual contributions are listed. Place each scholarly or intellectual contribution in one of the three categories below:

Types of Intellectual Contribution

Peer Reviewed Journals (Cabell's Index Listing and others)

- Dodor, J. B. K. & Dzathor, A. Y. (2018). An Integrative Model of Organizations' Responsiveness to Innovations (IMORI): Propositions. *International Journal of Social Science and Business Vol. 3 No. 3*,
- Haile, S., Emmanuel, T. & Dzathor, A. (2016). Barriers and Challenges Confronting Women for Leadership and Management Positions: Review and Analysis. *International Journal of Business and Public Administration*, Volume 13, Number 1, Summer 2016.
- Dzathor, A.Y. (2013). Do Business Demographics Matter to Nascent Venture Performance? Longitudinal Evidence from the Kauffman Firm Survey. *International Journal of Business and Social Research*, Vol.3 No.8.
- Dzathor, A.Y., Mosley, A. L. & White M. M. (2013) A Longitudinal Examination of the Impact of Founding-Owner-Operator Characteristics on Nascent Venture Performance: Evidence form the Kauffman Firm Survey. *International Journal of Business and Social Research*, Vol.3 No.5

Peer Reviewed Proceedings

- International Academy of Business and Public Disciplines Conference, April 23-26, 2015
Dallas, Texas. *A Periscope on Global Issues Confronting Women in Leadership and Top Management Positions*. By Haile, S., & Dzathor, A.
- Clute Institute International Academic Conference, Las Vegas October, 2011
Peer Reviewed Proceeding Paper. *Analyzing Relationship between Enhanced Set of Human Development Indicators and G.D.P: An Empirical Investigation*
- South West Decision Sciences Institute Conference, Houston March, 2008
Peer Reviewed Proceeding Paper. *Analyzing Relationship between Enhanced Set of Human Development Indicators and G.D.P: An Empirical Investigation*

Manuscripts in Progress

- Money Matters: An Empirical Review of the Impact of Financial Structure on Nascent Enterprise Performance

- A Dyadic Test of Trait Impact on Nascent Venture Performance: Where Owner Characteristics are in Longitudinal Cahoots with Organizational Characteristics

Presentations and Workshops

- January 15, 2019. AACSB Workshop for Grambling State University College of Business Faculty. JTS 264, Grambling State University. Presented by Augustine Dzathor
- September 11, 2018, Academic Advising Workshop, JTS Room 262, Grambling State University, Louisiana, USA. Presented by Dr. Augustine Dzathor.
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- December 1, 2016, Academic Advising Workshop, JTS Room 262, Grambling State University, Louisiana, USA. Presented by Dr. Augustine Dzathor.
- October 9, 2014. AACSB Workshop for Grambling State University College of Business Faculty. JTS 262, Grambling State University. Presented by Augustine Dzathor
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- October 30, 2012, Academic Advising Workshop, JTS Room 262, Grambling State University, Louisiana, USA. Presented by Dr. Augustine Dzathor, Mrs. Patricia J. Hutcherson and Ms. Brittany Hoskin.
- May 17, 2012, *Teaching and Research Workshop for College of Business Faculty*, Squire Creek Country Club, Choudrant, Louisiana, USA. Presented by Dr. Augustine Dzathor.
- September 30, 2010. *The Challenges of Using Secondary Data to Conduct Research: A Case of the Kauffman Firm Survey Dataset*. JTS Room 262 Grambling State University, Grambling, Louisiana, USA. Presented by Dr. Augustine Dzathor, Grambling State University, Grambling, Louisiana, USA.
- January 12, 2010, *Research Seminar: Resource, Theory, Empirical, Guidelines for Publishing Peer reviewed articles and Peer reviewed Publication Sources*, JTS Room 262, Grambling State University, Presented by Dr. Vincent Mangum, Mrs. Yasmine Ocal Atinc, Dr. Clay Posey, Dr. Augustine Dzathor, Dr. Christopher Ngassam and Dr. Olu Omolayole, Grambling State University, Grambling, Louisiana, USA.

Categories of Intellectual Contribution

- Basic and applied scholarship

RESEARCH INTERESTS

Nascent Entrepreneurship; International management; organization and strategy

PROFFESIONAL SERVICE

UNIVERSITY SERVICE

- Member of Faculty Senate
- Member of University Curriculum Committee
- Member, University Library Committee: *Regularly updates the librarian on library needs of the College of Business faculty and students and participates in meetings to resource the library.*

COLLEGE OF BUSINESS SERVICE

- Member , College of Business Course Offering Committee:
Participated in updating & rationalizing course offerings in the college of business
- Member , College of Business Masters Program Committee:
Active in designing the Master of Organizational Management Program. Came up with the proposed courses to be offered, proposed program structure, and prepared course descriptions.
- Chair, College of Business Students' Advising Committee: *Developed students advising policy, advising procedure, organized students advising workshops for faculty and coordinates students advising during pre-semester students' registration period.*
- Member, College of Business & Department of Management & Marketing Curriculum Committees: *Participated in reviewing curricula of the College of Business and the Management and Marketing Department.*
- Advisor: *Management Club, College of Business, Grambling State University.*
- Member University Curriculum Committee

COMMUNITY SERVICE

Usher at Word of life Church, Flowood, Mississippi

Leader of men's fellowship, African Christian Fellowship, Jackson Mississippi

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Decision Science Institute
- Academy of Business Research

PROFESSIONAL DEVELOPMENT

Seminars Attended

- March 20–21, 2019. Assurance of Learning Seminar I, Charleston, South Carolina, Marriot,
- March 17–19, 2019. Assessment and Impact Conference, Charleston, South Carolina, Marriot,
- March 14, 2019, *Instructional Practices That Can Lead To Positive Student Learning Outcomes*, College of Business professional development workshop, JTS 264, Grambling State University, Conducted by Dr. Kathryn Newman and Ms. Tiffany Jackson of College of Education, Grambling State University, Grambling, LA
- April 20- 24, 2018 .The 2018 International Conference and Annual Meeting (ICAM 2018) Hawaii Convention Center 1801 Kalakaua Avenue, Honolulu, USA
- March 11–13, 2018. Assessment and Impact Conference, Baltimore, Marriot
- Sept. 20-22, 2015, AACSB International Annual Accreditation Conference, Chicago, Sheraton Towers
- September 20, 2014, AACSB Continuous Improvement Review Seminar, Baltimore Marriot Waterfront, USA.
- September 21-23, 2014, AACSB Accreditation Conference, Baltimore Marriot Waterfront, USA

Workshops Attended

- March 14-16, 2016. DELTA Regional Entrepreneurship Conference. Omni Riverfront Hotel, New Orleans, USA.
- January 13, 2010, *Best Practices for Effective Teaching Seminar*, Adams Hall Room 216, Grambling State University, Presented by Dr. Vicki Brown and Dr. Patricia Johnson, Grambling State University, Grambling, Louisiana, USA.
- January 12, 2010, *Research Seminar: Resource, Theory, Empirical, Guidelines for Publishing Peer reviewed articles and Peer reviewed Publication Sources*, JTS Room 262, Grambling State University, Presented by Dr. Vincent Mangum, Mrs. Yasmine Ocal Atinc, Dr. Clay Posey, Dr. Augustine Dzathor, Dr. Christopher Ngassam and Dr. Olu Omolayole, Grambling State University, Grambling, Louisiana, USA.
- January 12, 2010, *Grant Writing Workshop*, JTS Room 262, Grambling State University, Presented by Dr. Janet Guyden, Grambling State University, Grambling, Louisiana, USA.
- August 14, 2009; 1:30 pm. to 5:00 pm., *Globalization Seminar*, Grambling Hall, Grambling State University, Presented by Dr. Semere Haile, Dr. John Nwoha and Dr. Gary Poe, Grambling State University, Grambling, Louisiana, USA.
- August 14, 2009; 9:00 am. to 12:30 pm., *COB AACSB International 5th Year Report Workshop*, Grambling Hall, Grambling State University, Presented by Dr. Shawn Mauldin, Dean, College of Business Administration, Nicholls State University, Louisiana, USA and Dr. Joby John, Dean, B. I. Moody III, College of Business Administration, University of Louisiana at Lafayette, Louisiana, USA.
- August 12, 2009, *Team Building Workshop*, Grambling Hall, Grambling State University, Presented by Dr. R. Neal Silver, Consulting Psychologist.
- August 11, 2009, *Assurance of Learning (AOL) Workshop*, JTS Room 219, Grambling State University, Presented by Dr. John Nwoha, Grambling State University, Grambling, La.

GRANTS

Non-sponsored

- The Spirit of America-United Health Marathon (2015)
- Grambling State University Equal Opportunity Marathon (February 2012)