

DR. UDAY S. SHINDE, PHD
Associate Professor of Management • Governors State University

College of Business Administration
Room: G274

Phone: (708) 235-7634
Email: ushinde@govst.edu

EDUCATION

- Ph.D. – Business Administration, SIU, Carbondale, IL 2014
Concentration: Management
- M.S. - Sociology, Indiana State University, Terre Haute, IN 2001
Concentration: Work & Organizations
- B.A. - University of Mumbai, Mumbai, India 1997
Concentration: World History

RESEARCH INTERESTS

- Workplace Outcomes, Ethics, and Social Responsibility, Entrepreneurship

TEACHING INTERESTS

- Management (Ethics, Social Responsibility, Entrepreneurship, Leadership, Organizational Behavior, MIS)

REFEREED JOURNAL PUBLICATIONS AND CURRENT SUBMISSIONS

Shinde, U., Nelson, H. J., Shinde, J. (2018). To Be or Not To Be: A Multidimensional Spirituality in the Workplace. *Journal of Human Values*, Vol. 24, No. 3, 1-23.

Shinde, U., Shinde, J. (2018). Social Responsibility and the CPA Firm: A Case for Aristotle. *Journal of Ethical & Legal Issues*. Vol. 11, June, 2018.

Shinde, U., Fleck, E (2015). What Spirituality can bring to leaders and managers: Enabling creativity, empathy and a stress free workplace, *Journal of Organizational Psychology*. Vol. 15. No. 1.

Shinde, J., Shinde, U. (2011). The Perennial Perspective on Entrepreneurship, *Journal of Strategic Innovation and Sustainability*. Vol. 7, No. 1, pp. 72-86.

Shinde, J., Wacker, R., Shinde, U., Hou, Z. J., (2011). Superfluity and Murkiness in the Understanding of Social Responsibility: A Content Analysis, *Journal of Leadership, Accountability and Ethics*. Vol. 8, No. 3 pp. 30-42.

Shinde, U., Shinde, J., & Lytle, L. (2010). The Impact of Organizational Spirituality on Employee Outcomes, *International Journal of the Academic Business World*. Vol. 4, No. 2, pp. 121-129.

SELECTED CONFERENCE PROCEEDINGS

Shinde, U., Athavale, J. B., Shinde, J. (2019). The Spirit of Character and the Character of Spirit in the 21st Century Workplace: A Case Analysis. Presentation at the Western Academy of Management Conference, March, 2019.

Hill, A., Adams, C., Harden, J., Shinde, U. (2019). Out of Touch and in the Present: How Mindfulness and Moral Attentiveness May Not Share the Moment. Published in the Proceedings of the Southwest Academy of Management Conference, Houston, TX.

Shinde, U. (2017). Social Responsibility and Small Business: A Case for Aristotle. Presented at the *Western Academy of Management* Conference, Palm Springs, CA. March, 2017.

Shinde, U., Fleck, E. (2015). Mindful Management: Leveraging Spirituality in the Workplace as a Managerial Resource. *Southwest Academy of Management Annual Conference*, Houston, TX. Abstract published in the proceedings.

Shinde, U., Shinde, J., & Willems, J. (2012). Total Quality Management and Employee Outcomes: A Comparative Analysis of Entrepreneurial Ventures. *Academic Business World Conference*, Nashville, TN. Abstract published in the proceedings.

Shinde, U., & Shinde, J. (2010). The Spiritual Entrepreneur. *Academic Business World International Conference*, Nashville, TN. Abstract published in the proceedings.

Shinde, J., Shinde, U., Youpa, A., & Wacker, R. (2010). A Pedagogical Model of Social Responsibility for Accounting Students using Aristotle's Nicomachean Ethics. *The 15th Annual Symposium on Ethics Research in Accounting (American Accounting Association)*, San Francisco, CA. Abstract published in the proceedings.

WORKS IN PROGRESS (LATE STAGES OF COMPLETION – PAST DATA COLLECTION STAGE)

Shinde, U., Shinde, J., Adams, C, Hill, A (2020). Effect of Mindfulness Training on Future Accounting Professionals: A Randomized Control Trial. Second Round Review at Accounting Education.

Shinde, U., Nelson, H. J., Shinde, J. (2021). Towards a Universal Measure of Spirituality in the Workplace: Scale Development and Validity Testing. Targeted journal is the Journal of Business Ethics. Impact Factor of 1.3 and Thomson Reuters Journal Citation Reports

TEACHING EXPERIENCE

Associate. Professor – Governors State University, University Park, IL **08/15 – Present**

- Courses: Online, Hybrid and On Campus Formats
 - MGMT 3099: Business Ethics & Social Responsibility
 - MGMT 4560/ENTR 4500: Business Leadership, Theory & Practice
 - MGMT 3500: Organizational Behavior
 - ENTR 3100: Principles of Entrepreneurship
- Course Development
 - MGMT 4560 – Business Leadership: Theory & Practice
- Courses taught using the Blackboard learning management software system
 - Interactive course design includes webinars, videos, and discussions
 - Tools used include Blackboard Collaborate and Collaborate Ultra

Asst. Professor – Colorado Mesa University, Grand Junction, CO **08/14 – 07/15**

- Courses:
 - MANG-450: Entrepreneurship.
 - MANG-491: Business Strategy (Capstone)
 - MANG-201: Principles of Management

Asst. Professor (Tenure Track) - St. Mary of the Woods College, IN 47876 **08/10 – 07/14**

- Graduate courses (Master of Leadership Development program): 8-week hybrid format
 - OL-554: Technology Management
 - NFP-553: Resource Management (Strategy)
- Undergraduate courses in Business & General Studies: On campus and online formats
 - BU-345: Small Business Management & Entrepreneurship.
 - BU-281: Managerial Communications
 - WC-401: Social Justice
- Undergraduate courses in CIS: On campus, 8-week, and 16-week online formats
 - CS-101: Introduction to Software Systems
 - CS-320: Systems Analysis & Design
 - CS-410: Database Design and Development
- Courses taught using the Desire2Learn learning management software
 - Interactive course design includes webinars, videos, and discussions
 - Design tools used includes widgets, course builders, originality reports

- Course Development
 - Graduate/graduate courses in Business, Information Systems and General Studies.
 - Tools used include Adobe Captivate, Desire2Learn, and Adobe Connect (for webinars).
- Student Advising: Advise online students for the Business Administration and CIS programs.

Teaching Assistant - Southern Illinois University, Carbondale, IL 62901 **07/08 – 05/09**

- Teaching Assistant for Mgt-345 (Computer Information Systems).

Adjunct Professor - St. Mary of the Woods College, IN 47876 **01/04 – 06/06**

- Taught online courses in Information Systems, Research Methods and Sociology

Assistant Director - Sociology Research Lab, ISU, Terre Haute, IN 47802 **08/99 - 12/00**

- Helped conduct the First Wabash Valley Quality of Life Study – 2000
- Assisted in the setup of the SRL – including setup of CATI software, workstations.

SERVICE (ACADEMIC)

- Present Co-Chair and past member, Assurance of Learning Committee, College of Business, GSU (2015 to present)
- Member, University Committee for Assessment of Student Learning Outcomes (CASLO)
- Member, Faculty Advisory Board, Honors Council, GSU (2016 to present)
- Member, Graduate Council, Governors State University (GSU) (2016 to present)
- Course Leader Junior Year Seminar – MGMT 3099 (Business Ethics & CSR) (2015 to present)
- Member, Search Committee for tenure track Accounting faculty position, GSU (2017-18)
- Member, Mindfulness University Initiative (2018)
- Co-Chair, Search Committee for tenure track Marketing faculty position, GSU (2016-17)
- Faculty Marshal, Governors State University Annual Commencement, 2017, 2018
- Assessment for General Education SLOs – Governors State University (2015-17)
- Presenter, International Education Week, College of Business, GSU (2017)
- NCPACE Faculty Coordinator, College of Business, GSU (2016 – present)
- AACSB Seminar on Assurance of Learning 1 and 2 (2017 and 2018)
- Member, Assessment Committee, Dept. of Business, Colorado Mesa University (2014-15)
- Member, College Curriculum Committee St. Mary-of-the-Woods College (SMWC, 2010 -14).
- Faculty Advisor - SAINTS (Students Actively Investigating New Technologies) RSO, SMWC
- Member, Institutional Research Board Review Committee, SMWC
- Chair, Review Committee for CIS Projects, SMWC.

SERVICE (PROFESSIONAL)

- Consultant for the School of Extended Learning (GSU), 2018

- Presented multiple sessions on Leadership, Mentoring, Employee Relations and Decision Making for National Tube Supply, Co., University Park, IL
- Invited Reviewer, Archives of the Psychology of Religion, 2018
- Reviewer, Academy of Management Conference, Management, Spirituality & Religion Track
- Reviewer, Academy of Management Conference, Entrepreneurship Track
- Co-Chair, Ethics & Social Responsibility Track, Southwest Academy of Management, 2016
- Reviewer, Ethics & Social Responsibility Track, Southwest Academy of Management, 2016
- Invited Keynote Speaker PIMR International Conference, Indore, India, 2016
- Session Chair, Ethics & CSR Track, Southwest Academy of Management, 2015
- Reviewer, Ethics & Social Responsibility Track, Southwest Academy of Management, 2015

SERVICE (COMMUNITY)

- Board Member: Qadriya Sufi Foundation of America (QSFA)
- Member of the Mindfulness in Education Initiative at QSFA
- Social responsibility includes: Initiatives in higher education (mindfulness sessions and scholarships for university students), food pantry initiatives, and interfaith initiatives locally in Central Illinois and internationally in Kenya, Israel and India.
- Presenter, Veterans Day Entrepreneurship Bootcamp, GSU (Fall 2017)
- Presenter, Annual Mindfulness Symposium, Governors State University (2015-17)
- Presenter of Mindfulness Sessions, Peace Center, School District 205, Dolton, IL (2018)

PROFESSIONAL EXPERIENCE (NON-ACADEMIC)

Vice President - Black Taj Jewelry, Terre Haute, IN **01/04 – 06/08**

- Led the management effort for multiple retail locations.
- Manufacturing units in Mumbai, Jaipur, and Lahore.
- Coordinated the supply chain/logistics in the effort to open multiple retail fronts.

Partner - Chy Coffee & Stone Craft Imports, Terre Haute, IN **05/05 – 12/07**

- Supervised multiple retail outlets.
- Imported handicrafts from Asia.

Associate Registrar, Saint Mary-of-the-Woods College, IN 47876 **07/02 - 03/04**

- Interacted with students on issues like registration, grading, transcript evaluations.
- Interacted with faculty on grading deadlines, academic policy, and curriculum development.
- Participated in college committees in preparation for accrediting agency (HLC) visit.

HONORS AND AWARDS

- Best Paper Award, ABWIC National Conference, Nashville, TN, 2010
- Academic Merit Scholarship/Assistantship, Indiana State University (ISU), 1999-2001.
- Academic Merit Scholarship/Assistantship, Southern Illinois University (SIU), 2008-2009