

Olumide Ijose, PhD

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ACADEMIC BACKGROUND

1989: Doctor of Philosophy (PHD), The Ohio State University, Fisher School of Business

1987: Masters of Labor and Human Resources, The Ohio State University, Fisher School of Business, Management

1982: Bachelor of Science in Industrial Sociology, University of Ibadan, Nigeria

UNIVERSITY FACULTY

2010-date: Assistant Professor of Management, Governors State University, College of Business and Public Administration

Teaching:

Master of Business Administration - International Business, International Business Strategy and Organization, and Organizational Behavior

Undergraduate – Strategic Management (with Capstone simulation), International Business and Organizational Behavior

2005-2010: Associate Professor of Management, Slippery Rock University of Pennsylvania, School of Business

Teaching:

Undergraduate – Strategic Management (with GLOBUS simulation), Human Resource Management, and Organizational Behavior

2003-2005: Associate Professor of Organizational Management, Tusculum College, Greeneville, Tennessee

Teaching:

Masters of Management – International Business, Strategic Management and Organizational Behavior

Undergraduate - Strategic Management, International Business

1988-1991: Assistant Professor of Business, Hampton University, Hampton Virginia

Teaching:

Master of Business Administration - Business Statistics, International Business, and International Management

Undergraduate - Principles of Management, Business Statistics, and Organizational Behavior

1987-1988: Graduate Teaching Assistant, The Ohio State University, Columbus, Ohio

Undergraduate courses: Organizational Behavior

COURSES DEVELOPED

2012: Applied Business Case Study – for Master of Business Administration Boot Camp

2010: International Business Strategy and Organization – Master of Business Administration

2009: Managing Organizational Change – Undergraduate

COURSES REVISED

2011: Foundations of Management and Marketing (for online delivery) – Master of Business Administration

2011: International Business (redesigned for case delivery) – Master of Business Administration

RESEARCH INTEREST

Theme: Institutions, Resources, Growth and Inequality

Components: global value chains; international business competitiveness; global knowledge transfer

INTELLECTUAL CONTRIBUTIONS

Refereed Articles

Ijose, O. (2012). Institutional profile, absorptive capacity, and internalization of international joint venture foreign parent organizational practices in the African context, *Journal of Management and Marketing Research*.

Ijose, O. & Iossifova, A. (2012). National culture and the adoption of organizational practices: evidence from a global company's call centers in two market economies, *Journal of International Business and Cultural Studies*.

Ijose, O. (2010). Strategic human resource management, small and medium sized enterprises and strategic partnership capability, *Journal of Management and Marketing Research*, 5.

Ijose, O. (2009). Culture and the adoption of organizational practices: an assessment of the U.S. automotive manufacturing sector, *Journal of International Business and Cultural Studies*, 2.

Ijose, O. (2009). Institutional effects on multinational corporation knowledge transfer to resource endowed African countries: Nigeria as an example, *International Journal of Business Research*, 9-3.

Ijose, O. (2008). Intellectual Capital and Global Corporations: The impact of firm level Human Resource Management practices on job creation in developing countries, *International Journal of Nigerian Studies and Development*, 14.

Refereed Proceedings

Ijose, O. (2008). Small and medium sized enterprises, strategic human resource management practices and value chain partnership capability, *Society for Business, Industry, and Economics*.

Ijose, O. (2007). Fostering Competitive Advantage with a Multigenerational Workforce! Pennsylvania *Economics Association*.

Ijose, O. (2007). Is there a relationship between corruption and job creation in resource rich oil and gas developing countries? *Northeastern Association of Business, Economics and Technology*.

Ijose, O. (2007). Culture, organizational practices and competitive advantage: A study of the U.S. and Japanese automobile industry, *Academy of International Business Southeast USA*

Ijose, O. (2005). The relationship between strategic human resource management practices and firm competitive advantage, *Academy of International Business Southeast USA*.

Chapters, Cases, Readings, Supplements

Case

Ijose, O and Hills, S. (2005). "Capital Alliance Nigeria: Cross Cultural Challenges in Institutional Building", *Aspen Institute Center for Business Education and the European Case Clearing House*. Cranfield University, UK.

Conference Presentations

Ijose, O. (2012), *Dispersing Global Value Chain Activities: The Case for Sub-Saharan Africa*, Industry Studies Association Annual Conference, Pittsburgh, PA USA.

Ijose, O. (2010). *Institutional Profile, Absorptive Capacity and Internalization of International Joint Venture Foreign Parent Organizational Practices in the African Context*. International Symposium on HRM and the creation of effective organizations in Africa, Nottingham, United Kingdom.

Ijose, O. (2008). *Small and medium sized enterprises, strategic human resource management practices and value chain partnership capability*. Society for Business, Industry, and Economics, Sandestin, Florida.

Ijose, O. (2007). *Culture, organizational practices and competitive advantage: A study of the U.S. and Japanese automobile industry*. Academy of International Business Southeast, Nashville, Tennessee.

Ijose, O. (2007). *Is there a relationship between corruption and job creation in resource rich oil and gas developing countries?* Northeastern Association of Business, Economics and Technology Annual Conference, State College, Pennsylvania.

Ijose, O. (2007). *Fostering competitive advantage with a multigenerational workforce!* Pennsylvania Economics Association Annual Conference, Williamsport, Pennsylvania.

Ijose, O. (2005). *The impact of technical and strategic human resource management practices on the competitiveness of small and medium sized enterprises, in the global context*. Academy of International Business Southeast, Knoxville, Tennessee.

WORK IN PROGRESS

Institutions and global value chain attractiveness – An empirical analysis at the global level

Description: Empirical paper examining the attractiveness of the business environment of selected advanced, emerging and sub-Saharan African countries for global value chain activities to firms employing a transnational or global standardization strategy

Connecting sub-Saharan Africa to the global economy: the case of the agriculture global value chains

Description: Empirical paper examining the relationship between Nigeria's business environment, existing global, regional and multilateral trade agreements and value added activities in the country's agriculture sector. Accepted for presentation at the 2013 Industry Studies Association Annual Conference

Institutions and Inclusive Growth – Lessons for Africa

Description: Can resource rich sub-Sahara African economies create an institutional arrangement to facilitate broad labor market participation in their development process? Is there a relationship between perceptions of an economy's institutional quality and its ability to create decent jobs and to raise living standards over the long term?

Institutions, International business and globalization – Lessons for 6 Next-11 economies

Description: Empirical paper examining the institutional profile of selected emerging economies for lessons that can be applied by 6 of the Next-11 economies

Aerotropolis: Mapping Global Value Chains and the Competitiveness of the Chicago Regional Economy

Description: An examination of the competitiveness of the Chicago metropolitan area for regional, national and global value chain activities

COMPLETED WORKS

Olumide Ijose, Stephen Wagner and Tom Hall. “MaizeCart Inc., Commercial Loan Approval Case”. Developed as a boot camp case for MBA students! To be submitted for journal review and publication.

PAPERS REVIEWED – ACADEMY OF MANAGEMENT

What Matters Between SHRM and Firm Performance? The Perspective of Dynamic Capabilities, 2005

Agency in a Global Firm: Hierarchical Control and Incentive Alignment Responses to Corruption, 2005

Building Bridges in IHRM Research: Linking Structures, Strategy, Technology, Process and Sourcing, 2005

Contextual Influence on Creativity and Knowledge Sharing: A Test of Mediating Mechanisms, 2007

Expertise Utilization in Project Teams: The “Push & Pull” Effects of Group Conflict, 2007

Structure and Learning in Self-Managed Teams: Why Bureaucratic Teams Might Actually Learn Better, 2007

EXTERNAL FUNDING

2005 to 2010: Self Employment Assistance Program. \$78,000.00 grant funded by the Tri-Cities Workforce Investment Board (Armstrong, Butler and Indiana counties, Pennsylvania)

1991: Civilian Professional Administrators and Program Management Administrator Program. \$1.5 million grant funded by the U.S. Department of Army

1988: Summer Enrichment Training Program. \$250,000.00 grant funded by the U.S. Department of Education

1990: Summer Enrichment Training Program. \$250,000.00 grant funded by the U.S. Department of Education

HONORS AND AWARDS

1987: Recipient of Alumni Research Award (the Ohio State University)

PROFESSIONAL MEMBERSHIP

Industry Studies Association, National
Academy of International Business

SERVICE

Service to the Institution – Governors State University

College Assignments

Chair:

- 2012-2013: Faculty/Student Development (Co-Chair)
- 2012-2013: Division Criteria Sub-Committee (Co-Chair)
- 2011-2012: Strategic Management Committee (Co-Chair)
- 2010-2011: Faculty/Student Development (Co-Chair)
- 2010-2011: Tenure Track Faculty Search Committee (Management and Marketing)

Member:

- 2011-2013: Strategic Management Committee
- 2011-2013: Online MBA Task Force (Member)
- 2011-2012: Tenure Track Faculty Search Committee (Marketing)
- 2010-2011: International Trade Center Director Search Committee

Projects

- 2011-2013: Lead, Sedona Reporting for AACSB Accreditation
- 2011-2012: Coordinator, AACSB Standards Alignment Plan
- 2011-2012: Lead, Applied Business Course Development (MBA Boot Camp)
- 2011-2012: Lead, Sedona Implementation, Training and Reporting for AACSB Accreditation

University Assignments

Member:

- 2012-2015: University Curriculum Committee
- 2012-2014: Faculty Senate
- 2012-2013: Graduate Council
- 2010-2013: Academic Master Plan Committee

Service to the Community

- 2012 - 2014: Director/Treasurer: Tamarack West Home Owners Association
- 2012 - : Pro Bono Strategy Adviser to Project Manager, Proposed Chicago Southlands Airport, Peotone, IL

Service to the Institution – Slippery Rock University

College Assignments

Chair:

- 2007-2008: Management Faculty Tenure Track Search Committee
- 2007-2008: Ethics and Diversity Committee
- 2006-2007: Management Faculty Tenure Track Search Committee
- 2006-2007: Economic and Community Development Committee, College level

Assistant Project Manager:

- 2009–2010: AACSB Accreditation Process

Member:

- 2008-2009: Assessment Committee and Diversity and Ethics Committee
- 2006-2007: AACSB Accreditation Implementation Committee
- 2005-2006: Curriculum Committee
- 2005-2006: Internship Committee
- 2005-2006: Technology Adviser

University Assignments

2008-2010: Board Member, Center for Excellence in Teaching and Educational Technology

2008-2009: Member, Access and Social Mobility Strategic Planning subcommittee

2009-2009: Member, Integrating Diversity into the Curriculum Committee

Community Service

2005-2010: Project Director, Small Employment Assistance Program grant

Service to the Institution – Tusculum College

College Assignments

2005: Member, Faculty Search Committee

College Assignments

2004-2005: Member, Admission and Standards Committee

2003-2005: Member, Instructional Technology Taskforce

2003-2005: WebCt Trainer

Service to the Institution – Hampton University

College Assignments

1988-1991: Member, Curriculum Committee

STUDENT ENGAGEMENT – Governors State University

2012-date: Faculty Adviser, International Business Club

STUDENT ENGAGEMENT – Slippery Rock University

2008-2009: Academic Adviser, Sigma Alpha Pi (National Society of Leadership and Success)

Professional Development

Professional Seminars / Workshops

2013: Capstone (Strategic Management) User Seminar. Chicago, Illinois.

2012: Capstone (Strategic Management) User Seminar. Chicago, Illinois.

2011: Faculty Development in Business - Globalization Seminar. Memphis, Tennessee.

2011: AACSB International Annual Accreditation Conference. Philadelphia, Pennsylvania.

2011: SPSS-Amos Workshop. Chicago, Illinois.

2011: Essentials of Project Management. Chicago, Illinois.

2011: Team Building Teaching Workshop – Northwestern University

Honors/Awards

Award

1987: Alumni Research Award, The Ohio State University

TECHNOLOGY SOLUTIONS

STATA, SPSS, Amos, CapSim, BlackBoard, MS Office, MS Project

PROFESSIONAL BACKGROUND

MANAGEMENT CONSULTING

Independent Consulting

2005: Organizational development and job descriptions: Magneti Marelli North America (MMNA, Kingsport, TN)

2005: Job analysis, job descriptions and compensation plan: Elizabethton City School District (TN)

2001-2002, Management and human resource pre-investment due diligence and consulting for portfolio firms: Africa Capital Alliance Nigeria (Nigeria's premier private equity firm).

2001: Competence development: Nigeria Bottling Company (Coca-Cola bottlers)
Nigeria Bottling Company (a major subsidiary of Coca-Cola bottlers, Hellenic Bottling Company (Athens, Greece): assignment completed on behalf of Change Management Associates, Lagos, Nigeria

2001: Strategic plan: Enterprise for Development International, a community development non profit working with Chevron Texaco and Royal Dutch Shell

1999: Nigeria oil services industry study: British High Commission Nigeria: completed study on behalf of Financial Derivatives Company (FDC), Lagos, Nigeria

Global Consulting Company Experience (Nigeria)

1991- 1992: Senior Consultant/Manager, Andersen Consulting (now Accenture). Engagement manager change management and human capital operations practice. In this role, I advised subsidiaries of major multinational corporations operating in oil and gas, manufacturing, financial services and trading industries in the areas of competence development, talent management, management development, change management, organizational development and human capital operations. Also developed and conducted training programs in these areas.

CORPORATE EXPERIENCE

2002-2003: President, Public Sector and Global Learning, GoTrain 247 Inc. (Long Beach, CA). Coordinated development of a strategic plan and executed the international and public sector strategies of the firm.

2001-2002: Internal Consultant, Capital Alliance Nigeria/African Capital Alliance, Victoria Island, Lagos, Nigeria: a company involved with private equity investment

1999-2001: Competence Development Adviser, Shell Petroleum Development Company (Shell Nigeria)

1992-1998: Managing Director, Riverine Investment Company, Lagos, Nigeria: a family owned trading company.