DR. UDAY S. SHINDE, PHD
Assistant Professor of Management · Governors State University

College of Business Administration   Phone: (708) 235-7634
Room: G274   Email:ushinde@govst.edu

EDUCATION

- Ph.D. – Business Administration, SIU, Carbondale, IL   2014
  Concentration: Management (Organizational Studies)

- 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, U., Shinde, J. (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. (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., Nelson, H. J., Shinde, J. (2019). 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

Shinde, J., Shinde, U., Hill, A. (2018). Effect of Mindfulness Training on Future Accounting Professionals: A Randomized Control Trial. Targeted journal is the Journal of Management and Accounting Research. Listed in the COB Preferred Journals List.

PROFESSIONAL EXPERIENCE (ACADEMIC)

Asst. 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
  - Courses developed for D2L 10.3 version

- Course Development
  - Multiple on campus and online courses
  - 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)

- Co-Chair, member, Assurance of Learning Committee, College of Business, GSU (2015-18)
- Member, Strategic Management Committee, College of Business, GSU (2017-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)
- Member, Mindfulness University Initiative (2017 to present)
- Member, Search Committee for tenure track Accounting faculty position, GSU (2017-18)
- Co-Chair, Search Committee for tenure track Marketing faculty position, GSU (2016-17)
- Presenter, International Education Week, College of Business, GSU (2017)
- NCPACE Faculty Coordinator, College of Business, GSU (2016 – present)
- Presenter, Veteran's Day Entrepreneurship Bootcamp (2017)
- Faculty Marshal, Governors State University Annual Commencement, 2017, 2018
- Assessment for General Education SLOs – Governors State University (2015-17)
- 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
- Invited Reviewer, Journal of Management Spirituality and 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)

- Weekly Sessions on Mindfulness PEACE Center Dolton, IL – School District 205 (2018)
- 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, Annual Mindfulness Symposium, Governors State University (2015-17)

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

TECHNOLOGY

- Databases: Oracle 8i-x, 11xe, MS SQL Server, MS Access
- ERP: Oracle Financials (10.1)
- Languages: SQL, PL/SQL, ASP, VBScript, HTML, VC++
- Apps: MS: Office, Visio, Adobe: Dreamweaver, Fireworks, IBM: SPSS, Oracle: SQL Developer

PERSONAL

U.S Permanent Resident, married with two children.