

Olumide (Olu) Ijose
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Academic Background

Ph.D., Labor and Human Resources. The Ohio State University, Fisher College of Business, Columbus, Ohio, 1989

Qualification

Scholarly Academic (Association to Advance Collegiate Schools of Business)

Professional Memberships

Industry Studies Association, 2009 – present

Academy of International Business 2002 – present

Africa Research Group, University of Nottingham, UK, 2010 - present

WORK EXPERIENCE

Administrative Leadership

September 2016 – date: Professor and Chair - Management, Marketing and Entrepreneurship Division, Governors State University, College of Business, University Park, Illinois. Relevant duties include:

- Provide leadership to 13 professors - 8 with tenure, 3 on the tenure-track and 2 lecturers - 12 adjunct faculty, a secretary, a senior academic adviser and 2 Graduate Assistants
- Develop, defend (in a university-wide committee process) and operate the division's budget
- Translate academic planning, policies, procedures and processes into action. This includes, enrollment and retention management, faculty and staff development, academic grievances, curriculum development and assuring learning.
- Evaluate individual faculty performance, including providing retention and tenure recommendation
- Manage (course scheduling, workload management, academic grievances) in the Bachelor of Arts in Business Administration degree program (concentrations in Entrepreneurship, Finance, Marketing, Management, Management Information Systems, and Operations/Supply Chain Management as well as the Bachelors of Arts in Manufacturing Management and Bachelor of Arts in Business and Applied Science degree programs
- Manage (course scheduling, workload management, academic grievances) fully online General MBA degree program, fully online MBA supply chain management specialization, and hybrid (courses offered online and on-campus) MBA specializations in Business Analytics, Finance and Leadership
- Use data from Institutional Research to evaluate and work on admission, persistence and retention issues in conjunction with units including Admissions, Advising, Career Services, Student Life, Academic Support, and Registrar
- Hire adjunct instructors
- Lead and organize faculty search committees

- Organize division meetings and keep faculty apprised of developments from across the university
- Regularly write recommendations for past and current students seeking jobs or graduate school admission
- Interface with employer representatives who hire students for full-time jobs and internships as well as with Career Services
- Work with Human Resources and Payroll to resolve issues affecting faculty, division staff and graduate assistant
- Supervise two graduate assistants who assist faculty and myself in my role as Division Chair, as well as the Director of the Supply Chain Innovation Center and Business Incubator

Assurance of Learning

- Manage Assurance of Learning in all programs in the division including implementation of Assurance architecture and development of Program Package for the Bachelors of Arts in Business Administration program. A Program Package includes master syllabi for all courses, program map, curriculum matrix, program learning goals and objectives and course learning objectives (core courses only)
- Supervised development of Program Packages for Bachelor of Arts in Manufacturing Management, Bachelors of Arts in Business and Applied Science, Master of Science in Human Resource Management, Master of Business Administration
- Provide oversight on maintenance of all the division’s Program Packages
- Provide oversight in developing and managing Goal-Objectives Loop Account (GOLA). A GOLA details Assurance of Learning activities for all Program Learning Goals and is a tool developed by the college for tracking and monitoring progress of assessment activities at the course level
- Serve on the Assurance of Learning committee

Curriculum Management

- Manage curriculum development in all programs in the division – Bachelors of Arts in Business Administration, Bachelor of Arts in Manufacturing Management, Bachelors of Arts in Business and Applied Science, Master of Science in Human Resource Management, Master of Business Administration
- Work with senior faculty and Dean’s Advisory Boards on periodic review of the curriculum
- Oversight creation of successful three credit courses. All offered online, on-campus and hybrid

Undergraduate	Graduate MBA	Graduate HRM
Marketing Analytics	Professional Development	Strategic Organizational Staffing
Organizational Staffing	Business Analytics	Strategic Human Resource Development Systems
Performance Management	Predictive Analytics	Human Resources Analytics and Performance Management
Digital Marketing	International Business Strategy and Organization	Strategic Human Resource Compensation
Professional Selling		Integrative Human

		Resource Management Strategies
Customer Relationship Management		

- Oversaw successful revision of multiple courses
- Revised undergraduate minors – Business Administration, Marketing, Entrepreneurship, Management
- Supervised creation of Marketing minor (undergraduate)
- Supervised revision of credit hour requirement for all undergraduate business concentrations and minors
- Created a 5-year MBA pathway for undergraduate business majors
- Oversaw successful revision of the MBA Program. Enrollment increased by 25% over the last 4 years and retention as held steady at over 90%
- Lead the approval and start of a hybrid (online and on-campus) Master of Science in Human Resource Management program in 2019. Program started with 8 students and in its second year enrolled 15 students
- Serve on the Curriculum Committee

Work in Progress – Curriculum Management

- Creating an Advanced Business Administration Certificate

Faculty Teaching

- Work with the Center for Active Engagement and Scholarship to develop/strengthen faculty online teaching ability
- Regularly serve as observer of faculty teaching and provide mentoring and coaching support
- Serve of the Faculty and Student Development committee

Recruitment and Retention

- Work with community college partners to increase enrollment
- Work with admissions in creating and revising articulation agreements and transfer guides
- Work with the Marketing unit to promote graduate degree programs
- Regularly host information sessions for MBA and MSHRM programs
- Review admission and retention trends and make adjustments along with the other division chair and the Dean
- Served on a University committee charged with increasing admission and retention of students in Online programs

Grant Management

- Principal Investigator - Indiana University, Center for International Business Education and Research sub-grant (September 2016 to date)
- Co-Principal Investigator – Build to Scale Grant (October 2020 to date)
- Principal Investigator – Southland Economic Transformation grant (October 2020 to date)

April, 2019 – July, 2020, Inaugural Director, Supply Chain Innovation Center and Business

Incubator (SCICBI), Governors State University, University Park, Illinois.

Focused on supply chain and logistics, SCICBI was established as a hub of the Illinois Innovation Network (IIN) and Discovery Institute. As inaugural director I:

- Worked with the Dean of the College of Business to establish partnerships with CSCMP, ASCM and ISM
- Developed course management development workshops in strategic management
- Led faculty in developing workshops in finance, operations management, marketing accounting and supply chain management
- Developed content of the SCICI workshops
- Attend meetings of IIN
- Developed 3 grant proposals (along with the Dean of the College of Business)
- Chaired Search Committee that hired a full-time Director

MBA Coordinator, Governors State University (August, 2013 – November 2016), University Park, Illinois.

- Provided leadership in revising the curriculum, including new courses, deletion and addition of concentrations
- Provided leadership in creating a Business Analytics and Leadership concentration
- Completed report on admission, persistence and retention
- Tracked student performance
- Supervised creation and approval of new courses
- Developed a 5-Year MBA admission track
- Operated the program's budget

Service to the Institution

University Assignments

Member:

2019: Director, Graduate Recruitment and Retention Search Committee

2016: Dean of the College of Business Search Committee

2016-date: Academic Council

2010-date: Academic Master Plan

2012-2013; 2016-2017: University Curriculum Committee

2014-2015; 2015-2016: Graduate Council

2013-2014: Faculty Senate

2012-2013: Graduate Council

College Assignments

Chair:

2013-2014: Faculty Awards Sub-Committee 2012-2013: Division Criteria Revision Task Force

2011-2012: AACSB Standards Alignment Plan Working Group

Co-Chair:

2014-2015 – 2015-2016: College Curriculum Committee
2010-2011; 2012-2014: Faculty and Student Development

Project Leader:

2016-date: Partnership with Indiana University, Kelly School of Business, Center for International Business Education and Research (CIBER) sub-grant

Project Co-Leader:

2010-2016: Partnership with Indiana University, Kelly School of Business, Center for International Business Education and Research (CIBER) sub-grant

Member:

2010-date: Strategic Management Committee

2015-date: Assurance of Learning Committee

2014-2015: College Personnel Committee

Program/Course Leader:

2010-date: International Business and Globalization of Business

Student Club Faculty Advisor

2013-2017: International Business Club

Division Assignments

Chair: 2010-2011; 2013-2014; 2014-2015: Faculty Search Committees

Member: 2015-2016: Division Personnel Committee; 2011-2012: Faculty Search Committee

AACSB Accreditation Contribution

AACSB is the gold standard and premier accrediting body for Schools/Colleges/Departments/Faculties of business globally. Only 5% of them all over the world, are accredited by AACSB, one of them being the College of Business at Governors State University.

- Chaired development of Standards Alignment Plan
- Co-chaired development Faculty Qualification Criteria
- Active member of Self Evaluation Report writing team
- Active in Assurance Of Learning activities
- Active member of all standing committees (curriculum, faculty and student development, assurance of learning and strategic management)

Courses Taught: 2010-date

Globalization of Business, International Business, Strategic Management, Professional Development, Organizational Behavior

Adjunct Professor of Management, University of Maryland Global Campus (2007 – date)

- Taught MGMT 630
- Teach capstone MGMT 670. Contribute to improvement of the course
- Attend meetings and professional development activities

Associate Professor of Management, Slippery Rock University of Pennsylvania (2005 – 2010)

Courses taught: International Business, Organizational Behavior and Strategic Management

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

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

Assistant Project Manager:

2009–2010: AACSB Accreditation Process

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

Student Engagement

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

Associate Professor of Management, Tusculum College, Tennessee (2003 – 2005)

Courses taught: International Business, Organizational Behavior, and Strategic Management

College Assignments

2005: Member, Faculty Search Committee

University Assignments

2004-2005: Member, Admission and Standards Committee

2003-2005: Member, Instructional Technology Taskforce

2003-2005: WebCT Trainer

Faculty Member, Lagos Business School – AACSB Accredited (June 2002 – August, 2002), Lagos Nigeria

Courses Taught: Organizational Behavior

Assistant Professor of Management, Hampton University (1988-1991)

Courses Taught: Statistics, Organizational Behavior and Strategic Management

College Assignments

1988-1991: Member, Curriculum Committee

INTELLECTUAL CONTRIBUTIONS

Refereed Articles

Andrews, A. & Ijose, O. Modeling the Lewis Growth Rule for Developing Economies? *Journal of Developing Areas*, Accepted June, 2020.

Ermasova, N. & Ijose, O. and Ermasov, S. Regional Patent Activity in Russia: Does Level of Risks Make a Difference? *Competitiveness Review*, February, 2018.

Ijose, O. & Valencia, J. Is there a relationship between corruption and job creation in resource rich oil and gas developing countries? *Research in Business & Economics Journal*, October 2017.

Chang, C. (2016). Measuring Customer Lifetime Value: An Application in Credit Card Industry. *Academy of Business Research Journal*, 2016, 7-24.

Ijose, O. & Andrews, A. (2015). The attractiveness of regions as sites for Global Value Chain activities: The impact of formal institutions. *Journal of Scholastic Inquiry: Business*.

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). 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. (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. (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.

Conference Proceedings

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

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

Chapters, Cases, Readings, Supplements Case

Ijose, O. (2016). Demand and Supply Conditions in the Global Liquefied Natural Gas Industry: Effects on the Nigeria Liquefied Natural Gas Company. *Funded by Indiana University, CIBER, Kelly School of Business. Peer reviewed by Indiana University and listed by The Case Center*.

Ijose, O. (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: European Case Clearing House.

Presentations of Refereed Papers International

Ijose, O. (2017). *Ownership and the Effect of Steel Sector Industrial Policy on Downstream Sectors*. Industry Studies Association Annual Conference, Washington DC, District of Columbia.

Ijose, O. & Bruce, M. (2015). *Public Private Partnerships and Building-Out Public Goods in the Sub-Saharan Africa Context: Capabilities as Key Success Factors*. 10th International Conference on Public Management, Policy and Development, Livingstone, Zambia.

Ijose, O. (2014, May). *Connecting sub-Saharan Africa to the global economy: the case of the agriculture global value chain*. Industry Studies Association, Portland, Oregon.

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

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.

Regional

Ijose, O. (2017). *Asymmetric Dependence: An Examination of Global Value Chain*

Location Decisions. MBAA/Academy of International Business (AIB) US Midwest Conference, Chicago, Illinois.

Ijose, O. (2015). *The Business Environment and Foreign Direct Investment: Firm Level Evidence from Nigeria*. MBAA/Academy of International Business (AIB) US Midwest Conference, Chicago, Illinois.

Ijose, O. (2013). *International business and globalization – Lessons for 6 Next – 11 economies*. MBAA International Conference, Chicago, Illinois.

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. (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.

State

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

Presentations of Non-Refereed Papers Local

Ijose, O. (2015). *Economic Growth in Africa: Has Its Time Arrived?* University of Chicago - The International Roundtable, Chicago, Illinois.

State

Ijose, O. (2016). *Doing Business in Nigeria*. Doing Business in Africa, University Park, Illinois.

Grants

August 2020: Fostering Supply Chain and Logistics Innovation in Chicago Southland, \$579,000.00, Build-to-Scale competition, Economic Development Association. Co-Investigator

September 2020: Southland Economic Transformation (SET) \$50,000, September 2020. Principal Investigator

2016 to date: Ijose, O. Indiana University, Kelley School of Business, Center for International Business Education and Research, Minority Serving Institutions and Community College Case Development, Principal Investigator (\$90,000 to date).

2006-2009: Ijose, O. Self-Employment Assistance Program, \$95,000, funded by Butler County, PA. Principal Investigator

1989: Ijose, O. Hampton University, Civilian Personnel Administrators and Program Managers Workshop. \$1.5 million, funded by U.S. Department of Army. Co-Investigator

1990: Ijose, O. Hampton University, Summer Enrichment Training Program. \$250,000, funded by U.S. Department of Education. Principal Investigator.

Unfunded Grants

Safe and Secure Autonomous Transportation and 3D Mobility (SSTA-3DM), sub-award through University of Illinois (University Transportation Center grant managed by the Department of Transportation), \$95,000. May 2020

Developing a Cluster Strategy for the Southwest Region of Nigeria. In response to a call from the U.S. Embassy, Abuja Nigeria. 2017

Working Papers

Ijose, O. "China and Africa: An Analysis of Strategic and International Business Issues."

Ijose, O. "International Business Strategy: Location or Markets; A Meta- Analysis."

Ijose, O. "The Business Environment and Foreign Direct Investment: Firm Level Evidence from Nigeria."

Ijose, O. & Bruce, M. "Public Private Partnerships and Building-Out Public Goods in the Sub-Saharan Africa Context: Capabilities as Key Success Factors."

Service to the Profession

Academic Conference: Moderator / Facilitator

2015: Academy of International Business-Midwest Annual Conference.
Theme: Global and International Strategies

Academic Conference: Panelist

2017: Institute for Curriculum and Campus Internationalization - Indiana University, Bloomington, Indiana.

Service to the Community

Member of a Board

2020-2022: Harold Washington Community College, Center of Excellence in Business Advisory Board

2020: Moraine Valley Community College, Transportation Distribution and Logistics (TDL) Advisory Committee

2019 - : Supply Chain Innovation Center and Business Incubator, Governors State University

2017-2017: Joliet Region Chamber of Commerce – Member, Education Committee

2013 – 2016: Tamarack West Home Owners Association – Treasurer

Other Community Service Activities

2017: Nigeria Content Development Management Board/Rockwater Consulting Group. Moderated a discussion between investors seeking to invest in Nigeria's natural gas sector (pipe mill fabrication and compressed natural gas) and government officials

2015 – 2016: Chairman Board of Directors, Good Health Pharmacy, Naperville, Illinois

2005 – 2010: Project Director, Small Employment Assistance Program Grant, Slippery Rock University, Project Director, Small Employment Assistance Program grant

Professional Development

Professional Seminars / Workshops

2019: AACSB Division/Department Chair Workshop

2017: AACSB International Annual Accreditation Conference, Houston, Texas.

2015: Faculty Development in International Business, Global Financial Economics Workshop, Governors State University, University Park, Illinois.

2014: Sub-Saharan Africa Global Access Forum, Chicago, Illinois.

2014: Institute for Curriculum and Campus Internationalization, Bloomington, Indiana.

2014: Logistics Summit, Bolingbrook, Illinois.

2014: Go Global Export Event, University Park, Illinois.

2013: AACSB International Annual Accreditation Conference, St Louis, Missouri.

2012: Capsim 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.

Industry/Consulting Experience

- 2015-date: Jacob Business Solutions, Owner of consulting firm
- 2013: Independent Consultant. Developed an Export and Economic Development Plan for Osun State of Nigeria
- 2004: Independent Consultant. Developed a restructuring plan for Magneti Marelli North America. Mangeti Marelli, is a major player in the global automotive component sector.
- 2004: Developed a manpower utilization plan for Elizabethton City School Board, Elizabethton, TN
- 2001-2002: Internal Consultant, Africa Capital Alliance. Provided due diligence advice on potential acquisitions, focused on managerial and strategic quality, for this private equity firm.
- 1999-2001: Royal Dutch Shell, Competence Development Adviser. Led the process of aligning talent to corporate strategy in the Finance, Accounting, Legal, Logistics, Supply Chain, Audit and Marine Transportation division
- 1992-1997: Riverine Investment Company Nigeria, Managing Director. A supply chain firm that operated in the cement industry - imported clinker cooler spare

parts and agro business - exported cocoa beans and processed teak wood; imported palm oil mill conveyor chains, and developed an oil palm plantation in Ondo State.

- 1991-1992: Andersen Consulting (Accenture), Senior Consultant. 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.

Honors/Awards

Award

2014: College of Business Service Award, Governors State University.

1987: Alumni Research Award, The Ohio State University