

□

Josephine Sosa-Fey, D.B.A.
One University Way
San Antonio, Texas 78224
Mobile: (210) 216-3275 Office: (210)784-2323
Josephine.Fey@tamusa.edu

EDUCATION

D.B.A. - June, 2001- Nova Southeastern University, School of Business and Entrepreneurship
Concentration: Business Management & Human Resources Management

- Sigma Beta Delta International Honor Society in Business, Management and Administration
- **Dissertation on Pro Quest's Top Ten Best Seller List for 2002:**
Transformational leadership: A cross-cultural study of the moderating effects of culture on perceived leader behaviors.

M.B.A. - December 1991 - Our Lady of the Lake University

- Concentration: Management
- Dean's List - GPA: 4.0

B.A. in Management - August, 1990 - Our Lady of the Lake University

- Major: Business Management
- Delta Mu Delta International Honor Society in Business Administration
- Honors Graduate - GPA: 3.85

EMPLOYMENT HISTORY

- Texas A&M-San Antonio, Associate Dean – College of Business 04/01/2021 to Present
- Texas A&M-San Antonio, Chair-Department of Management 07/15/2019--3/31/2021
- Texas A&M-San Antonio, *Tenured* Professor 09/01/2016- Present
- Texas A&M-San Antonio Director of Graduate Studies & Research 09/01/2012--12/31/2017
- Texas A&M-San Antonio, *Tenured* Associate Professor 09/01/2011--08/31/2016
- Texas A&M-San Antonio, Assistant Professor 09/01/2008--08/31/2011
- Texas A&M-San Antonio System Center, Lecturer (Full Time) 09/01/2005--08/31/2008
- Texas A&M-San Antonio System Center, Lecturer (Part Time) 09/01/2001--08/31/2005
- Social Security Administration Operations Manager 01/01/1994--12/31/1998
- Social Security Administration Training Specialist (for 5-State Region) 01/01/1992--12/31/1993

TEACHING – Honors/Awards/Recognition/Achievements

- March, 2023 - \$3,000 merit pay salary increase.
- March, 2022 - \$5,000 merit pay salary increase.
- May 16, 2021: \$1,000 One-Time Merit Payment
- March 2020: \$2,100 Merit Pay salary increase awarded-Texas A&M University-San Antonio.
- Fall, 2019: \$2,433 Merit Pay One Time Payment
- Spring, 2018: \$4,034 Merit Pay One Time Payment
- Fall, 2017: \$3,000+ Merit Pay salary increase awarded-Texas A&M University-San Antonio.

□

□

- Fall, 2015: \$2,028.36 Merit Pay Award - Texas A&M University-San Antonio.
- Fall, 2013: \$500 Merit Pay Award – Texas A&M University-San Antonio.
- Spring, 2012: \$9,000 Texas A&M University System Teaching Excellence Award.
- 2012 Outstanding Service Certificate as a Founding Faculty Member of the Texas A&M-San Antonio Library Committee.
- Spring, 2011: \$2,500 Texas A&M University System Teaching Excellence Award.
- May, 2011: A&M-SA School of Business Faculty Excellence Award with Distinction (Excellence in Service, Scholarship and Teaching) –for period June 2010-May 2011.
- 2010: \$300 Award for customizing three e-books from A&M-SA E-Book Project.
- 2010: \$600 Award for participation in the A&M-SA Universal Design Faculty Learning Community.
- 2010: \$2,000 Grant from the Universal Design Learning Community for the purchase of equipment necessary to conduct hybrid classes in a synchronous manner using the Centra system.
- 2010 Faculty Excellence Award with Distinction (Excellence in Service, Scholarship and Teaching) – A&M-SA School of Business for period June 2009-May 2010.

TEACHING – Preparation of New Courses

- Spring 2024 Designed and taught graduate course MBA 5157 Global Business Management I in the new 11 Month MBA program.
- Spring 2024 Designed and taught graduate course, MBA 5158 Global Business Management II in the new 11 Month MBA program.
- Spring 2023 Designed and prepared graduate course syllabus and taught MBA 5140 Negotiations in the new 11 Month MBA program.
- Fall 2022 Designed and prepared new graduate course syllabus : MBA-5122 Leading Organizations, in the new 11 Month MBA program.
- Spring & Fall 2022 Submitted curriculum materials and course syllabi to University Curriculum Committee and Graduate Council. Revised syllabi to meet curriculum committee requirements. □ Fall 2021 Prepared course syllabus for new graduate course (MBA 5122 Leading Organizations) for submission to College Curriculum Committees, and Graduate Council for new 11 Month MBA Program.
- Fall 2021 Chaired and guided faculty committee to formulate 11 Month MBA program.
- Fall, 2018: Prepared Course Inventory Update, course syllabus, and added a new undergraduate course to the BBA in Management Curriculum (MGMT 43XZ Negotiation in the business environment).
- Spring, 2018: Prepared and taught new graduate course: Negotiation: Special Problems in Management.

Graduate Courses Taught at A&M-San Antonio & previously San Antonio System Center

- Spring 2023 Developed & Taught new graduate course: 5140 Negotiations
- Fall 2022 Developed & Taught new graduate course - MBA 5122 Leading Organizations
- Seminar in Management - MGMT-5322 (MBA)
- Spring, 2018: Designed and taught new graduate course: Negotiation: Special Problems in Management.

□

- Business Study Abroad: Spain (MBA)
- Special Problems in Management-study abroad: Australia
- Special Problems in Management-internship at a health care facility
- Special Problems in Management-studies in entrepreneurship

Undergraduate Courses Taught at A&M-San Antonio (previously San Antonio System Center)

- Organizational Theory and Human Behavior
- Labor Relations/Collective Bargaining Negotiations
- Principles of Operations/Production Management
- Materials Management (supply chain management)
- Principles of Management
- Business Finance
- Special Problems in Management: Internship at a bank

SCHOLARLY ACTIVITIES – Peer-reviewed, Refereed Academic Journal Publications

Google Scholar User profiles for Josephine Sosa-Fey



Josephine Sosa Fey

Professor of Management, Texas A&M University-San Antonio

Verified email at tamusa.edu

Cited by 207; H Index 6

Preuss, K.M., & Sosa-Fey, J. (2023). Knowledge management system as a critical factor in organizational success: Review and analysis. *International Journal of Business and Public Administration*, 20(1), Winter 2023.

Rivera, M., & **Sosa-Fey, J.** (2022). Impact of Covid-19 crisis on employee motivation. *International Journal of Business Research and Information Technology*, 9(1), Winter 2022.

Lares, D.M., **Sosa-Fey, J.**, & Worley, A. (2020). Financial work incentives: What is the impact on motivation for exceptional performance? *International Journal of Business Research and Information Technology*, 7(1), 13-25.

Garcia, S. & **Sosa-Fey, J.** (2020). Knowledge management: What are the challenges for achieving organizational success? *International Journal of Business and Public Administration*, 17(2), 15-28.

Quinones, F. & **Sosa-Fey, J.** (2018). Performance management systems: What is the impact on employee motivation, commitment, and work performance? *International Journal of Management and Human Resources* 6(1), 1-13.

Morales, K., **Sosa-Fey, J.** & Farias, J. (2017). Social media: Are the benefits worth the risks for business? *International Journal of Business and Public Administration*, 14(1), 18-28.

Peek, B. & **Sosa-Fey, J.** (2017). Management of integrative healthcare. *Academy of Business Research Journal*, 1(1), 114-126.

□

□

Harris, C. & **Sosa-Fey, J.** (2015). Pay for performance: Does it have any impact on Medicaid medical providers? *International Journal of Business Research and Information Technology*, (2)1, 30-45.

Calafiore, P., **Sosa-Fey, J.**, & Harun, S. M. (2014). FAKO vs. FICO: Will a free credit report provide an accurate credit score? *International Journal of Business and Economics Perspectives*, 9(1), 36-45.

Harun, S., & **Sosa-Fey, J.** (2014). Effects of monetary policy on the returns of savings institutions. *International Journal of Business, Accounting and Finance*, 8(1), 1-17.

Liu, C. A. & **Sosa-Fey, J.** (2014). Technology in the classroom: Does the use of classroom performance system (CPS) clickers enhance learning outcomes in a quantitative course? *Southwest Teaching and Learning Journal*, 3(1), 33-49.

Laxmi, P., **Sosa-Fey, J.**, Liu, C. Y., Patel, D. I. (2013). Six Sigma: Can engineering principles improve healthcare processes? *International Journal of Management and Human Resources* 1(1), 110-121.

Sosa-Fey, J., Lewis, J. and Glaser-Segura, D. (2011). Centra: Is it a viable delivery system for hybrid classes? *Southwest Teaching and Learning Journal*, 1(1), 47-57.

Hokanson, C., **Sosa-Fey, J.** & Vinaja, B. R. (2011). Mitigating the loss of knowledge resulting from the attrition of younger generation employees. *International Journal of Business and Public Administration*, 8(2), 138-151.

Dastoor, B. R., **Sosa-Fey, J.**, Baumanis, L. O., and Resamond, S. (2010). Organizational commitment and work-related cultural values: A three country comparison. *International Journal of Business and Economic Perspectives*, 5 (2), 101-114.

Alston, B. A., Dastoor, B. R., and **Sosa-Fey, J.** (2010). Emotional intelligence and leadership: A study of human resource managers. *International Journal of Business and Public Administration*, 7 (2), 1-15.

Ariail, D., **Sosa-Fey, J.**, and Dastoor, B. R. (2009). Professor attributes: An exploratory study of business student perceptions. *International Journal of Education Research*, 4 (1), 22-31.

Walters-Malcolm, S., Dastoor, B. R. and **Sosa-Fey, J.** (2007). Human resource strategy and the bottom line: Design for expatriate success. *International Journal of Business and Economic Perspectives*, 2 (1), 62-73.

Wiedenhaefer, R. M., Dastoor, B. R., Balloun, J. and **Sosa-Fey, J.** (2007). Ethno-psychological characteristics and terror-producing countries: Linking uncertainty avoidance to terrorist acts in the 1970s. *Journal of Studies in Conflict & Terrorism*, 30 (9), 801-823.

□

Sosa-Fey, J., Dastoor, B. R. and Suwannachin, K. (2006). An investigation of transformational leadership in Thailand and the U. S. *International Journal of Business and Public Administration*, 3 (2), 102-111.

Sosa-Fey, J. and Dastoor, B. R. (2006). Transformational leadership & cultural values: Are they related to desired organizational outcomes? *Journal of Business and Leadership: Research, Practice, and Teaching*, 2 (1), 127-137.

Sosa-Fey, J., Dastoor, B. R. and Suwannachin, K. (2006). Work-related cultural values: U.S. and Thailand. *International Journal of Business and Public Administration*, 3 (1), 116-126.

SCHOLARLY ACTIVITIES – Peer-reviewed Papers Presented and Published in Conference Proceedings

Lutz, Z. & **Sosa-Fey, J.** (2022). Power Distance: How Does it Affect the Business Environment? Presented at International Academy of Business and Public Administration Disciplines July Virtual Conference in Dallas, Texas and published in Conference Proceedings.

Rozmiarek, M. K. & **Sosa-Fey, J.** (2022). The impact of social media on businesses and the business environment Presented at International Academy of Business and Public Administration Disciplines April Conference in Dallas, Texas and published in Conference Proceedings.

Gillespie, B., & **Sosa-Fey, J.** (2021). Emotional Intelligence: What Is the Impact on Medical Field Personnel? Presented at the Academy of Business Research Fall Conference, October 29, 2021, in San Antonio TX

Vorpahl, J., & **Sosa-Fey, J.** (July 29-August 1, 2021). Performance Reviews: What is the Effect on Employee Motivation? Presented at the International Academy of Business and Public Administration Disciplines Conference in Dallas, Texas conducted online via Zoom.

Ford, W., Lewis, A., & **Sosa-Fey, J.** (2020), Students as Consultants: High Impact Experiential Learning. Association of Collegiate Marketing Educators Annual Conference (ACME), San Antonio, TX.

Worley, A., & **Sosa-Fey, J.** (April 23-26, 2020). Financial Work Incentives: What is the Impact on Performance? Presented at the International Academy of Business and Public Administration Disciplines Conference in Dallas, Texas conducted online via Zoom, and published in Conference Proceedings.

Hernandez, E. & **Sosa-Fey, J.** (Oct. 30-Nov 1, 2019). Legitimizing Social Entrepreneurship. Presented at the Academy of Business Research Fall Conference in San Antonio TX. Won Best Paper Award.

□

□

Garcia, O. & **Sosa-Fey, J.** (April 11-14, 2019). Millennials in the Workplace: Do They Support Organizational Commitment? Presented at the International Academy of Business and Public Administration Disciplines Conference in Dallas, Texas and published in Conference Proceedings.

Garcia, S. & **Sosa-Fey, J.** (April 11-14, 2019). Knowledge Management: What are the Challenges for Achieving Organizational Success? Presented at the International Academy of Business and Public Administration Disciplines Conference in Dallas, Texas and published in Conference Proceedings.

Morrison, C. & **Sosa-Fey, J.** (April 19-22, 2018). Cultivating Employee Innovation: Is it critical in the current business environment? Presented at the International Academy of Business and Public Administration Disciplines Conference in Dallas, Texas and published in Conference Proceedings.

Stanley, M. & **Sosa-Fey, J.** (April 19-22, 2018). Change management: Do employee attitudes and perceptions matter? Presented at the International Academy of Business and Public Administration Disciplines Conference in Dallas, Texas and published in Conference Proceedings.

Blalock, A. & **Sosa-Fey, J.** (April 20-23, 2017). Working in teams: Do the benefits outweigh the challenges? Presented at the International Academy of Business and Public Administration Disciplines Conference in Dallas, Texas and published in Conference Proceedings.

Rios, S. & **Sosa-Fey, J.** (March 22-24, 2017). Workplace bullying: Employers should implement policies to protect their employees. Presented at the Academy of Business Research Spring Conference in New Orleans and published in Conference Proceedings.

Griffith, A.L. & **Sosa-Fey, J.** (March 22-24, 2017). Manager's emotional intelligence and its influence on performance. Presented at the Academy of Business Research Spring Conference in New Orleans and published in Conference Proceedings.

Wysoki, D. R., & **Sosa-Fey, J.** (2016). Impact of emotional intelligence in workplace and academic environments. Presented at the Academy of Business Research Fall Conference in San Antonio Texas.

Peek, B., & **Sosa-Fey, J.** (2016). Management of Integrative Healthcare. Presented at the Academy of Business Research Fall Conference in San Antonio Texas. Won conference *Best Paper Award*.

Mallett, A., & **Sosa-Fey, J.** (2016). Employee motivation: What motivates employees to perform beyond expectations? Presented at the Academy of Business and Public Administration Disciplines Spring Conference in Dallas TX, and published in *International Academy of Business & Public Administration Disciplines 2016 Spring Conference Proceedings*.

Garcia, B. R., & **Sosa-Fey, J.** (2016). Organizational commitment: What are the critical factors that managers must foster in their employees? Presented at the Academy of Business and Public Administration Disciplines Spring Conference in Dallas TX, and published in *International Academy of Business & Public Administration Disciplines 2016 Spring Conference Proceedings*.

□

Liu, C. A., Love, L., & **Sosa-Fey, J.** (2015). What do students want anyway? An empirical examination of student expectations and needs in terms of school services. Presented at the Academy of Business Research Fall Conference in San Antonio Texas. Won conference *Best Paper Award*.

Walker, E. R., & **Sosa-Fey, J.** (2015). Emotional intelligence: How does it affect leader effectiveness and workplace environment? Presented in Las Vegas at the International Academy of Business and Public Administration Disciplines Fall Conference and published in *International Academy of Business & Public Administration Disciplines 2015 Fall Conference Proceedings*.

Calafiore, P., **Sosa-Fey, J.**, & Harun, S. M. (2014). FAKO vs. FICO: Will a free credit report provide an accurate credit score? Presented at the Dallas Conference and published in *International Academy of Business & Public Administration Disciplines 2014 Spring Conference Proceedings*.

Harun, S., **Sosa-Fey, J.** (2013). Effects of monetary policy on the returns of savings institutions. Presented at the Las Vegas Conference and published in *International Academy of Business & Public Administration Disciplines 2013 Fall Conference Proceedings*.

Wander, J., **Sosa-Fey, J.** and Liu, C.A. (2013). Privacy imperative in healthcare: Can cloud computing bridge the security gap? Presented at Dallas Conference and published in *International Academy of Business & Public Administration Disciplines 2013 Spring Conference Proceedings*.

Laxmi, P., **Sosa-Fey, J.**, Liu, C.A., Patel, D. I. (2013). Six sigma: Can engineering principles improve healthcare processes? Presented at Dallas Conference and published in *International Academy of Business & Public Administration Disciplines 2013 Spring Conference Proceedings*.

Harun, S., **Sosa-Fey, J.** and Rodriguez, T. R. (2013). A survey of delivery methods and technology usage in online MBA programs. Presented at conference and published in the *Southwest Teaching and Learning 2013 Conference Proceedings*.

Liu, C. A. and **Sosa-Fey, J.** (2013). Technology in the classroom: Does the use of classroom performance system (CPS) clickers enhance learning outcomes in a quantitative course? Presented at conference and published in the *Southwest Teaching and Learning 2013 Conference Proceedings*. Received research award.

Sosa-Fey, J. and Espinoza, R. (2013). Global marketplace: Is cultural awareness an imperative? Federation of Business Disciplines, Academy of International Business U.S. Southwest Chapter 2013 Conference in Albuquerque NM.

Blankenship, S. L., Dastoor, B., **Sosa-Fey, J.** (2012). Transformational leadership and organizational commitment among active duty women serving in the U.S. Air Force medical service. Presented at conference and published in the *Academy of Business Research 2012 Conference Proceedings*.

Dastoor, B., **Sosa-Fey, J.**, Khan, K. (2012). Resiliency: Business continuity planning and recovery strategies. Paper accepted at conference in Dallas, Texas. It was published in the *International Academy of Business & Public Administration Disciplines 2012 Conference Proceedings*.

□

□

Dastoor, B., **Sosa-Fey, J.**, Sakchaicharoenkul, R., and Polak, R. (2011). Turnover among information technology professionals in Thailand. Paper presented at conference in Dallas, Texas and published in the *International Academy of Business & Public Administration Disciplines 2011 Spring Conference Proceedings*.

Sosa-Fey, J., Lewis, J. and Glaser, D. (2011). Is Centra a viable delivery system for hybrid classes? Paper presented at the 2011 Southwest Teaching and Learning Conference, Texas A&M University-San Antonio campus and published in *2011 SWTL Conference Proceedings*. Received research award.

Hokanson, C., **Sosa-Fey, J.** and Vinaja, B. R. (2010). Mitigating the loss of knowledge resulting from the attrition of younger generation employees. Paper presented at conference in New Orleans and published in the *International Academy of Business & Public Administration Disciplines 2010 Fall Conference Proceedings*. Received research award.

Pineda, J. M. and **Sosa-Fey, J.** (2010). Human resources: Significant contributor to organizational success. Paper presented at conference in Orlando Florida and published in the *International Academy of Business & Public Administration Disciplines 2010 Spring Conference Proceedings*.

Alston, B. A., Dastoor, B. R. and **Sosa-Fey, J.** (2010). Emotional intelligence and leadership: A study of human resource managers. Paper presented at conference in Orlando Florida and published in the *International Academy of Business & Public Administration Disciplines 2010 Winter Conference Proceedings*.

Baumanis, L.O., Dastoor, B. R. & **Sosa-Fey, J.** (2009). Organizational commitment and work-related cultural values: A three country comparison. Paper presented at conference in Dallas, Texas. Competitive, refereed paper published in the *2009 International Academy of Business & Public Administration Disciplines Spring Conference Proceedings*.

Long, E. B., Dastoor, B. R. and **Sosa-Fey, J.** (2009). The economic & financial consequences of urban revitalization: An application to historical districts. Paper presented at conference in Dallas, Texas. Competitive, refereed paper published in the *2009 International Academy of Business & Public Administration Disciplines Spring Conference Proceedings*.

Boyd, K., **Sosa-Fey, J.** and Dastoor, B. R. (2009). Black Greek organizations & work related cultural values: Is there congruence across nine groups. Paper presented at conference and published in the *International Academy of Business & Public Administration Disciplines 2009 Winter Conference Proceedings*.

Ariail, D., **Sosa-Fey, J.** and Dastoor, B. R. (2008). Professor attributes: An exploratory study of business student perceptions. Paper presented at conference and published in the *2008 International Academy of Business & Public Administration Disciplines Spring Conference Proceedings*.

Chang, C. L., Dastoor, B. R. and **Sosa-Fey, J.** (2008). Do team-member exchange and leader-member exchange moderate transformational leadership practices and intention to stay? Paper

□

presented at conference and published in the *2008 International Academy of Business & Public Administration Disciplines Winter Conference Proceedings*.

Walters-Malcolm, S., Dastoor, B. R. and **Sosa-Fey, J.** (2007). Human resource strategy and the bottom line: Design for expatriate success. Paper presented at conference and published in the *2007 International Academy of Business & Public Administration Disciplines Winter Conference Proceedings*.

Dastoor, B. R., Klinsontorn, S. and **Sosa-Fey, J.** (2007). Transformational leadership, organizational commitment and leadership outcomes: A study of top managers in Thailand. Paper presented at conference and published in the *2007 International Academy of Business & Public Administration Disciplines Spring Conference Proceedings*.

Hsu, S. Y., Mujtaba, B. G., Dastoor, B. R. and **Sosa-Fey, J.** (2007). Does work status moderate the relationship among team transformational leadership, trust, satisfaction, and commitment of software development team members? Paper presented at conference and published in the *2007 International Academy of Business & Public Administration Disciplines Spring Conference Proceedings*.

Wiedenhaefer, Dastoor, R. B., Balloun, J. and **Sosa-Fey, J.** (2006). Cultural factors and terrorism: An exploration based on Hofstede's 1980 data. Paper presented at conference and published in the *2006 International Academy of Business and Public Administration Winter Conference Proceedings*.

Sosa-Fey, J., Dastoor, B. R. and Suwannachin, K. (2006). Transformational Leadership in Thailand & the U.S. Paper presented at conference and published in the *2006 International Academy of Business & Public Administration Disciplines Spring Conference Proceedings*.

Sithole, M. M., Dastoor, B. R. and **Sosa-Fey, J.** (2006). Transformational leadership in South Africa: Comparing black and white leaders. Paper presented at conference and published in the *International Academy of Business & Public Administration Disciplines Spring Conference Proceedings*.

Sosa-Fey, J. and Dastoor, B. R. (2006). Transformational leadership and cultural values: Are they related to desired organizational outcomes? Paper presented at conference and published in the *2006 Business and Leadership Symposium Proceedings*.

Rodriguez, T. and **Sosa-Fey, J.** (2005). A privacy policy? Who needs it! Sharing information can be hazardous to your bottom line. Paper presented at conference and published in the *2005 International Academy of Business and Public Administration Winter Conference Proceedings*.

Sosa-Fey, J., Dastoor, B. R., Suwannachin, K. (2005). Work-related cultural values: U. S. and Thailand. Paper presented at conference and published in the *2005 International Academy of Business and Public Administration Conference Proceedings*.

Sosa-Fey, J. and Dastoor, B. (2005). Leadership and cultural values: Hispanics and African-Americans. Paper presented at conference and published in the *2005 International Academy of Business and Public Administration Conference Proceedings*.

Sosa-Fey, J. and Dastoor, B. R. (2004). A study of leadership and cultural values of white and Hispanic managers. Paper presented at conference and published in the *2004 Southwest Academy of Management Conference Proceedings*.

□

□

Sosa-Fey, J. (2004). Information technology impact issues in distance learning. Paper presented at conference and published in the *2004 International Academy of Business and Public Administration Conference Proceedings*.

Sosa-Fey, J. and Dastoor, B. (2004). A study of leadership and cultural values. Paper presented at conference and published in the *2004 Western Business and Management Conference Proceedings*.

Dastoor, B., Balloun, J. Park, J. **Sosa-Fey, J.** and Sunghawan, J. (2004). Cultural shifts in Asia-Pacific and India: 1980-2000. Paper presented at conference and published in the *2004 Asian Academy of Human Resource Development, International Conference Proceeding*.

SCHOLARLY ACTIVITIES - Book Chapters

Sosa-Fey, J. (2008). Comparing Labor Relations in Mexico and the U.S. In F. Cavico and B. Mujtaba (Eds.), *Legal Challenges for the Global Manager and Entrepreneur*. Iowa: Kendall/Hunt Publishing Company.

Sosa-Fey, J. (2008). Civil Rights Act of 1991 in F. Cavico and B. Mujtaba (Eds.), *Legal Challenges for the Global Manager and Entrepreneur*. Iowa: Kendall/Hunt Publishing Company.

Sosa-Fey, J. (2008). Tyson Foods Racial Discrimination Court Case. In F. Cavico and B. Mujtaba (Eds.), *Legal Challenges for the Global Manager and Entrepreneur*. Iowa: Kendall/Hunt Publishing Company.

Ariail, D. L. and J. Sosa-Fey (2008). Skimming: A CPA's Legal and Ethical Predicament. In F. Cavico and B. Mujtaba (Eds.), *Business Law for the Entrepreneur and Manager*. Florida: ILEAD Academy, LLC.

Ariail, D. L., J. Sosa-Fey, M. Valdez and L. E. Yanez (2008). Over Billing: An Accountant's Legal and Ethical Quandary. In F. Cavico and B. Mujtaba (Eds.), *Business Law for the Entrepreneur and Manager*. Florida: ILEAD Academy, LLC.

Ariail, D. L., J. Sosa-Fey, A. G. Petrie (2008). Helping a Friend or Outright Fraud. In F. Cavico and B. Mujtaba (Eds.), *Business Law for the Entrepreneur and Manager*. Florida: ILEAD Academy, LLC.

Durden, J., D. L. Ariail, and J. Sosa-Fey (2008). City v. Tire Company. In F. Cavico and B. Mujtaba (Eds.), *Business Law for the Entrepreneur and Manager*. Florida: ILEAD Academy, LLC.

Ariail, D. L. and J. Sosa-Fey (2008). PAC v. Alonso. In F. Cavico and B. Mujtaba (Eds.), *Business Law for the Entrepreneur and Manager*. Florida: ILEAD Academy, LLC.

□

SCHOLARLY ACTIVITIES – Funded Grants & Awards

- Fall 2019: Best Paper Award from the Academy of Business Research Fall Conference for presentation of Legitimizing Social Entrepreneurship.
- \$9,000 President’s Circle Research Grant (2013-2014) involving undergraduate students in a research project. In collaboration with two other faculty members, Dr. Harun and Dr. Calafiore, on a study of financial literacy among students and the community.
- \$500 Research Award – Southwest Teaching and Learning Conference. Co-Principal Researcher with C. A. Liu, Evaluation of performance system (CPS) clickers to enhance learning outcomes in a quantitative course.
- \$500 Southwest Teaching and Learning Conference Research Award - Principal Researcher with D. Glaser and J. Lewis, Evaluation of Centra Web-based Synchronous Learning Platform –Fall 2010.
- A total of 10 Research Awards - International Academy of Business and Public Administration for papers presented at conferences 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014.
- 2009 Faculty Excellence Award for Service and Scholarship – A&M-SA College of Business for period June 2008-May 2009.
- ProQuest 2002 Top 10 Best Seller Dissertation: *Transformational Leadership: A Cross-Cultural Study of the Moderating Effects of Culture on Perceived Leader Behaviors*.

SCHOLARLY ACTIVITIES – Reports

2015- Editor - *Inaugural Student Research Symposium proceedings booklet*

2015 – 2018- *Student Research Symposium program and Proceedings booklet*

2015 – 2017 Editor – *Research and Scholarship 2010-2017 publication*

2015 –Editor - *Graduate Assistant Handbook*

2015 - Editor - *Graduate Studies Brochure*

2011 to 2014 – Founder and Editor in Chief – peer-reviewed, academic journal: *Southwest Teaching and Learning Journal*

SCHOLARLY ACTIVITIES – Book Review

Sosa-Fey, J. (2007). Book Review: *Essentials of Personnel Assessment & Selection* by Robert M. Gurion, Scott Highhouse & Lawrence Erlbaum. *Journal of Applied Management & Entrepreneurship*, 12 (3), 97-99.

SERVICE (Refer to attachment on Service for 2021-2022)

- 2021 Ex-Officio Member of the Curriculum Committee
- 2021 Led a team in initiating the 11 Month MBA Program
- Fall 2018 Headed the College of Business Bylaws Taskforce, as requested by the Dean. We revised the College of Business Bylaws which were approved by the faculty 11/30/2018.
- College Dean appointed me to represent the COB on the Graduate Faculty Council temporarily through August 2018.

□

□

- 2015 to 2018: College of Business - Member Faculty Qualifications Committee
- 2015 to 2018: Founder and Inaugural Committee Chair – A&M-SA Inaugural Student Research Symposium.
- 2015 to Dec. 2017: A&M-SA Authorized Organizational Representative for sponsored research.
- 2015 to Dec. 2017: A&M-SA Financial Conflict of Interest Official. Ensures that all who apply for research grants do the training and complete financial disclosure forms to prevent conflicts of interest.
- 2014: A&M-San Antonio Presidential Search Committee member. Screened applications, selected top candidates and interviewed them. Made recommendation to the A&M Chancellor of top three candidates for consideration by him and the A&M System Board of Regents.
- 2013 to 2017 – Founding Editor – Annual publication of the *Texas A&M University-San Antonio Research and Scholarship* booklet. Compiled and published a listing of faculty publications.
- 2011 to 2014- Founder and Editor-in-Chief–*Southwest Teaching & Learning Journal*. Responsible for organization and oversight of all functions related to peer-review, acceptance (or rejection) of manuscripts, formatting, printing and distribution of journals.
- 2012 to Dec. 2016: A&M-SA Research Compliance Officer – Ensure that university is in compliance with regulations and policies related to research.
- 2008 to 2014: Co-Chair, Southwest Teaching and Learning Conference. Collaborated in organizing faculty conference for the southwest regional universities. Proceeds from conference finance publication of *Southwest Teaching and Learning Journal*, student scholarships and faculty research awards.
- 2011-2014: Editorial reviewer, *Southwest Teaching and Learning Journal*
- 2012 to December, 2016: Chair, A&M-SA Institutional Review Board (IRB). 2nd Reviewer and provide final approval or denial of expedited review research proposals. Organize meetings to

review proposals requiring full board reviews. Issue memoranda of approval to faculty and student researchers on all research proposals received by the IRB.

Worked collaboratively with faculty, staff and administrators to achieve academic goals through continuous improvement in support of the university’s mission as Chair of Graduate Council, Chair of Institutional Review Board (IRB), Chair of Graduate Admissions Committee (Fall 2012), member of President’s Leadership Council, member of the planning committee of the A&M System Alliance for Graduate Education and the Professoriate, member of MBA Program Review committee, coordinator and point of contact for Texas Higher Education Coordinating Board on graduate program reviews, coordinator and point of contact for Research Development Fund with the Texas Higher Education Coordinating Board, member of A&M System Graduate Dean’s Council, member of the Association of Texas Graduate Schools, university Research Compliance Officer, university Empowered Official for Export Controls.

- Chaired the Graduate Faculty Council and provided guidance and oversight of proposed changes to graduate academic programs and graduate curricula. Certified approval of changes to academic programs. Worked collaboratively with academic Chairs, Deans to satisfy Council concerns on graduate program changes.

□

- As Director of Graduate Studies and Research, scheduled processes and set deadlines for submission and review of required graduate theses, graduate research projects, and comprehensive examinations. Published deadlines on Office of Graduate Studies and Research Webpage for easy access by academic departments and faculty.
- Committee member establishing guidelines and procedures for study abroad (international) programs.
- Member of committee reviewing the feasibility and best delivery systems for hyflex classes (inclass and mixed delivery for distance students).
- Member of committee pursuing establishment of portfolio requirements for undergraduate students that would assist students in documenting their accomplishments in order to facilitate obtaining employment after graduation.
- Participated in panel discussion on distance education at the Academy of International Business – U.S. Southwest Chapter – March 2013.
- As Director of Graduate Studies & Research developed graduate program review schedule and submitted to Texas Higher Education Coordinating Board.
- Academic Assessment: Collaborated with academic department and coordinated with Texas Higher Education Coordinating Board to ensure mandated program reviews were done. Submitted report to the THECB.
- Guided and collaborated with faculty from the three colleges to foster, enrich, increase and create greater opportunity for undergraduate and graduate research on campus. I worked to provide funding for student researchers participating in the 2012 and 2013 A&M System Pathways Symposia giving students the opportunity to present their research and to explore the possibility of pursuing advanced degrees. Sixteen students participated in 2012-2013, two of whom won awards for their presentations.
- Represented the university in discussions and planning for the A&M University System Alliance for Graduate Education and the Professoriate (AGEP). AGEP seeks to expand the number of U.S. students entering STEM programs and pursuing academic careers, most especially from underrepresented minority groups (URMs), primarily African-Americans and Hispanics.
- As a member of the President's Leadership Council, contributed to the creation of the university's goals and strategies. Contributed to the university's Institutional Effectiveness Plan (IEP), specifically as it pertains to:

2.3 Focused Student Scholars

2.4 Faculty Scholarship and Teaching

2.5 Work-force ready, professional graduates

As a member of the A&M System Graduate Deans Council, I judged research presentations at the 2012, 2013, 2014, 2015 Research Symposia - sponsored by the Graduate Deans Council. As Chair of the Institutional Review Board, I deal effectively with faculty, staff and students who are doing research with human subjects. I review their research protocols to ensure compliance with U.S. government laws and regulations, A&M System and university rules and policies related to ethical research practices and treatment of human subjects. I coordinate and schedule monthly IRB meetings to review cases that require full board review. I publish meeting dates on the Webpage for easy access by all researchers to facilitate submission of research protocols for review.

- As Chair of the Graduate Council, in collaboration with other members, approve curriculum changes for graduate programs. I coordinate and schedule monthly meetings with the

□

□

Council. I publish meeting dates on the Webpage for easy access by all academic departments to facilitate submission of curriculum changes.

- Member of the Pre-Tenure Committee for College of Arts & Sciences. Reviewed faculty portfolios in order to provide guidance to 3rd year faculty on their progress toward tenure.
- Participated on the Tenure Committee for College of Arts & Sciences. I reviewed portfolios and voted in favor (or not) of granting tenure to faculty members.
- Member of Tenure Committee for College of Business. Reviewed portfolios and voted for or against granting tenure to Business faculty.
- Organized orientation by A&M System technical staff of the MAESTRO system for use in seeking research grant providers and for use in monitoring and documenting financial disbursements of research grant funds. Orientation session was attended by university administrators, finance personnel, and faculty interested in seeking research grants.
- Member of Committee that developed the application process and criteria for awarding \$70,000 in President's Circle Funds for Faculty Research – Spring-summer 2013.
- Designated by the University President to periodically monitor the progress and status of President's Circle Research awards.
- Spoke for the University in two media interviews on Univision radio network broadcast live in Spanish. discussing, answering questions, and providing information about the "\$10,000 degree program."
- At the President's invitation, presented at the A&M Chancellor's Century Club breakfast meeting in Austin. The topic was the role of faculty at Texas A&M University-San Antonio given the demographics and economic status of the community we serve.
- Designated to represent the University on the Advisory Council of the Collaborative Educational Programs for the Americas (CEPA).
- Participated in a panel discussion on Organizational Leadership and Change at the CEPA Conference.
- At the 2013 CEPA Conference, planned and coordinated the Memorandum of Understanding Signing Ceremony in which two university presidents and one congressman (Farias) participated. I also introduced the principals at the dinner finale.
- Academic assessment: As Director of Graduate Studies and Research, in a collaborative manner, I deal effectively with staff (advisors), academic Department Chairs and Deans on processes that require my approval, such as substitution of credit for specific courses from other institutions, admissions issues, student appeals, etc.
- Designated as the point of contact for the Texas Research & Technology Foundation, a network beneficial in identifying new avenues for growing the various aspects of research and academic programs.
- As the university's "Empowered Official" for Export Controls, communicated and coordinated with the A&M System Internal Audit office to perform required Export Controls survey. The purpose was to determine compliance with federal laws, system rules related to export of protected information and materials.

As Director of Graduate Studies & Research, reported and certified to the Texas Higher Education Coordinating Board on the university's Fiscal Year 2013 Research Development Fund (RDF) restricted research expenditures. This certification was required by Texas Education Code, Sec. 62.096-Acts 2003 78th Legislature – Ch. 322, Sec. 2, effective 2005.

□

- As Chair of Graduate Council and Institutional Review Board, Empowered Official in Export Controls, Research Compliance Officer, member of various university committees, I have assisted in the development and implementation of academic policies and procedures most specifically related to graduate programs and research. I wrote the following university rules and communicated with the A&M System Office of General Counsel to ensure legal sufficiency and compliance with U.S. laws and regulations:

- (1) Rule 15.99.03.01 Ethics in Research and Scholarship,
- (2) Rule 15.01.03.01 Financial Conflict of Interest in Sponsored Research,
- (3) Rule 15.99.01.01 Use of Human Subjects in Research,
- (4) Rule 15.99.05.01 Research Compliance,
- (5) Rule 05.02.01 Export Controls, and
- (6) Rule 15.01.01 Sponsored Agreements – Research and Other

- Collected information from various sources about publication of journal articles by faculty and, in collaboration with the Office of Academic Affairs, published the *Research and Scholarship* brochure in order to give recognition to faculty who have published their research, and also to encourage other faculty to publish.
- Published a *Graduate Studies Guide* for use in recruitment of students to our programs.
- Member and participant in meetings of the Association of Texas Graduate Schools (ATGS) seeking to advance graduate study by providing a forum for the discussion of ideals, aims, and problems in graduate studies faced by institutions of higher learning throughout the State of

Texas. ATGS is involved in “Closing the Gaps.” This is a collective effort by all colleges and universities in Texas to encourage more underrepresented minorities, women, and first generation college students currently enrolled at Texas colleges and universities to complete their graduate education.

- Professional development activities: See section below for attendance at numerous academic conferences (paper presentations, chair of numerous sessions, session discussant, and panel discussions). The annual meetings of the Association of Graduate Schools (ATGS) have speakers on various topics related to graduate and doctoral programs and the latest news from the Texas Higher Education Coordinating Board.
- On campus presentation: As part of Success Fest for students, in collaboration with Dr. Jim Hackard, presented lecture on “Financial Planning.” The topic was personal financial planning for students – 2011.
- On campus presentation for faculty: As part of Faculty Speakers’ Series, presented lecture on “Transformational Leadership and Cultural Values” – 2011.
- On campus presentation: Faculty Workshop: “How to Publish & Not Perish,” - 2011
- 2013: On campus presentation for faculty on “How to submit research to the IRB for review.”
- 2011: On campus presentation: As part of Faculty Speakers’ Series, presented lecture on “Emotional Intelligence and High Performers.”
- As Co-Chair of the Southwest Teaching and Learning Conference since its inception, I have been involved in guiding, planning, coordination and attending the annual conference. The purpose of the conference is to provide a forum for new and innovative ideas in teaching and learning, and to give faculty from the university, the region and the nation the opportunity to share their research on teaching and learning.

□

As Chair of the Southwest Teaching and Learning Conference Scholarship Committee, I have encouraged undergraduate and graduate students to present their research and compete for the scholarships. Three to four scholarships per year have been awarded to our students.

- Founder and Editor-in-Chief of the *Southwest Teaching and Learning Journal* since its inception three years ago. The best of the research papers presented at the conference are submitted for publication. Worked with reviewers to provide research manuscripts with a double, blind peer review prior to acceptance (or denial) for publication.
- Provided guidance and support to 14 MBA students from my class who presented their research papers at various conferences: IABPAD-Dallas in April 2010 & April 2013; IABPAD –New Orleans in October 2010; and Southwest Teaching and Learning Conference (SWTLC) in April 2011, 2012 and 2013. Some received research awards from IABPAD and scholarships from SWTLC.
- 2012 and 2013: Screened, organized, and accompanied A&M-SA students to the A&M System Student Pathways Symposium to present their research. A total of 16 students have participated in Pathways, two received awards for their research presentations.
- 2013 and 2015: Organized and accompanied A&M-SA students to Undergraduate Research Day at the Capitol (Austin TX) to present their research at an exhibit of research by students from universities throughout the State of Texas. Visited three legislative offices to allow student to explain his research, and attended research panel moderated by A&M Chief Research Officer.
- 2012 to present: Chair, Graduate Faculty Council: Organize monthly meetings to approve membership of graduate faculty, changes in curricula, and other issues related to graduate studies.
- 2012 to present: Director of Graduate Studies & Research: Approve or deny graduate student appeals related to: admissions, expired courses, graduate course substitutions, and course transfers from other institutions. Approve or deny all graduate theses and graduate research projects required for graduation.
- Fall, 2013 - Organized and scheduled training on Export Controls by an attorney from the Office of General Counsel.
- 2014: Organized orientation by A&M System technical staff of the MAESTRO system for use in seeking research grant providers and for use in monitoring and documenting financial disbursements of research grant funds. Orientation session was attended by finance personnel and faculty who are interested in seeking research grants.
- 2012 to Present: A&M-SA Research Compliance Officer: Reviewed all research proposals to ensure compliance with protection of human subjects regulations.
- 2012 to 2016: A&M-SA Export Controls Empowered Official. Wrote A&M-SA university rule on export controls.
- 2013-2014: Member of Committee that developed and implemented the application process and criteria for awarding President's Circle Funds for Faculty Research.
- 2013-Presentation representing faculty at A&M-SA at the A&M System Chancellor's Century Club of Contributors – Austin, Texas.
- 2012: As part of Faculty Speakers' Series, presented lecture on "Emotional Intelligence: Developing the Star Qualities of High Performers."
- As part of Success Fest, in partnership with Dr. Jim Hackard, presented lecture on "Financial Planning."
- As part of Faculty Speakers' Series, presented lecture on "Transformational Leadership and Cultural Values."
- April, 2011; Presented Workshop for A&M-SA faculty on "How to Publish and Not Perish,"

□

- Universal Design – Teaching to facilitate students’ learning process(Spring 2010) □
Educational Seminars on Ebooks and Vital Source (four in 2010).
- Training Sessions on the CENTRA system delivery of instruction (three in 2010)
Online seminars on Distance Education (Spring 2009)
- Two faculty retreats to develop mission statement, objectives for college (Spring 2009) □
Supplemental Instruction Workshop (2007) TAMUK-San Antonio System Center.
- Colloquium (Oct. 9, 2006) Subject: “Professionalism: Do You Know It When You See It?” by –
TAMUK- San Antonio System Center.
- Forum (September 13, 2006): “General Education Competencies: Recommendations from the
Core Curriculum Task Force” facilitated by Dr. Tracy Hurley- San Antonio System Center.
- American Association of State Colleges & Universities (March 2006): “Scanning the future – 7
Revolutions – Looking out to the year 2025 and the Major Forces Shaping the World” – How
well are we preparing our students? By Eric Peterson at TAMUK-San Antonio System Center.
- Technology Workshop for Professors (Sept. 15, 2006) on the use of Dreamweaver-TAMUK-San
Antonio System Center.
- Attended a 3-hour training session on Web-Ct – TAMUK-San Antonio System Center.
- Appointed by University President as Export Controls “Empowered Official”–2012-to Dec. 2017.
- Appointed by University President as Research Compliance Officer – 2012- to December, 2016.
- Appointed by University President to the Student Fee Advisory Committee (2009-2012).
- Appointed by University President to the A&M-SA (SACS) Finance Committee, June 2011 –
2012.
- Editor-in-Chief, *Southwest Teaching and Learning Journal* – 2011, 2012, 2013 and continuing □
As part of Success Fest, in partnership with Dr. Jim Hackard, presented lecture on “Financial
Planning.”
- As part of Faculty Speakers’ Series, presented lecture on “Transformational Leadership and
Cultural Values.”
- Presented A&M-SA Faculty Workshop: “How to Publish & Not Perish,” April, 2011.
- Represented Delta Mu Delta at the New Student Orientation meeting 1-15-2011
- Centra Training for Students 1-12-2011
- Chair, School of Business Hooding Committee (2010-2016)
- Member, A&M-SA Graduation Committee (2010-2016).
- Search Committee Chair, Division Head-Business, Arts and Sciences (2009-2010).
- Co-Chair, Department of Business Administration Assessment Committee (Spring 2010).
- Co-Chair - A&M-SA Southwest Teaching/Learning Conference (2009 & 2010, 2011, 2013).
- Search Committee, Vice President for Student Affairs 2013-2013
- Chair – Graduate Faculty Council – September 2012 to 2016
- A&M-SA Member-Institutional Review Board – 2010 to 2012
- A&M-SA Chair – Institutional Review Board - September 2012 to December, 2016 (ex-officio
member- 2016 to-- continuing)
- Director of Graduate Studies and Research – September, 2012 to December, 2016.
- A&M-SA Student Fees Committee 2009-2012.
- Member of Universal Design Learning Community (2010-2011).
- Librarian Search Committee (2009)
- Business Librarian Search Committee (2011-2012-2013).

□

- A&M-SA Advisor 2005 – 2016 - Delta Mu Delta International Honor Society of Business Administration (previously TAMUK-System Center).
- Graduation Marshall, A&M-SA (2006, 2007, 2008, 2009, 2010, 2011).
- Search Committee, Management Science professor (2011)
- Search Committee, Marketing professor (2008, 2009, 2010)
- Search Committee, Accounting Professor (2008)
- Search Committee, Finance Professor (2010)
- Session Chair, Management Session, Spring Conference of the International Academy of Business and Public Administration Disciplines, Dallas TX. (2011 through 2017)
- Discussant, Management Session, at the Spring Conference of the International Academy of Business and Public Administration Disciplines, Dallas TX. (2011 through 2017)
- Session Chair, Management Session, at the 2010 Winter Conference of the International Academy of Business and Public Administration Disciplines, Orlando FL.
- Discussant, Management Session, at the 2010 Winter Conference of the International Academy of Business and Public Administration Disciplines, Orlando FL. Session Chair, Management Session, at the 2010 Spring Conference of the International Academy of Business and Public Administration Disciplines, Dallas TX.
- Discussant, Management Session, at the 2010 Spring Conference of the International Academy of Business and Public Administration Disciplines, Dallas TX.
- Session Chair, Management Session, at the 2009 Spring conference of the International Academy of Business and Public Administration, Dallas, Tx.
- Discussant, Management Session, at the 2009 Winter Conference of the International Academy of Business and Public Administration, Orlando, FL.
- Session Chair, Management Session, at the 2008 Spring conference of the International Academy of Business and Public Administration, Dallas, Tx.
- Discussant, Management Session, at the 2008 Winter Conference of the International Academy of Business and Public Administration, Orlando, FL.
- Marketing Search Committee (2008), TAMUK-San Antonio System Center
- Advisement of culturally diverse students with 2+2 plans from junior colleges -San Antonio, TX.
- Scholarly Activity Committee member (2006-2007) TAMUK- College of Business.
- Student Activities Committee member (2006-2007) TAMUK-San Antonio System Center.
- Student recruitment (2005, 2006, 2007) at the National Society of Hispanic MBAs Leadership Conferences-San Antonio, Texas.
- Advising Fairs (2006) at St. Philips College and Palo Alto College - San Antonio, Texas.
- Doctoral dissertation committee (2006 - 2010) at Nova Southeastern University.
- Session Chair, Management Session, at the 2007 Winter Conference of the International Academy of Business and Public Administration., Orlando, FL.
- Discussant, Management Session, at the 2007 Spring Conference of the International Academy of Business and Public Administration., Dallas, Texas.
- Session Chair, Management Session, at the 2006 Winter Conference of the International Academy of Business and Public Administration., Orlando, FL.
- Discussant, Management Session, at the 2006 Spring Conference of the International Academy of Business and Public Administration., Dallas, Texas.
- Student Engagement Activity (February 8, 2006) Speaker's Series: Paul Solman presented on Business Competition in China at St. Mary's University – Two students from the System Center attended.

□

- Discussant, Management Session, at the 2005 International Academy of Business and Public Administration Spring Conference.

Professional Memberships

- Editorial Board – International Journal of Business and Human Resources Management
- Professional Certification: Certified Manager, Institute of Certified Professional Managers
- Academy of Management
- Institute of Certified Professional Managers
- National Society of Hispanic MBAs