

Curriculum Vitae

Stephanie L. Black

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ACADEMIC APPOINTMENTS

2025- Present	Professor, College of Business, Texas A&M University, San Antonio, Texas
2020-2024	Associate Professor, College of Business, Texas A&M University, San Antonio, Texas
2017-2020	Assistant Professor, College of Business, Texas A&M University, San Antonio, Texas
2015-2017	Assistant Professor, The University at Albany, New York Dual Appointment: Management Department, Massry School of Business, Entrepreneurship, Global Strategic Management, and Organizational Studies Life Sciences Department, Commercialization of Technology & Technology Transfer Lecturer, McCombs School of Business, The University of Texas, Austin, Texas in Organizational Studies & Leadership
2014-2015	Lecturer, School of Business, Texas Tech University, Lubbock, Texas in Organizational Studies, Marketing, Operations Management
2010-2015	Lecturer, School of Business, The University of Texas at San Antonio, San Antonio, Texas in Strategic Management, International Business, International Comparative Management, Leadership, Teams & Conflict Resolution, and Organizational Behavior

EDUCATION

Ph.D.	2016	University of Texas at San Antonio, San Antonio, Texas <i>Doctor of Philosophy</i> -Major: Business Administration, Major Concentration: Strategic Management & Organizational Studies
M.I.M./M.B.A.	1991	American Graduate School of International Management, Glendale, Arizona <i>With honors</i> <i>Master of International Management</i> - Major Concentration: Marketing and Finance. Other areas of study: Commercial Spanish and Commercial German
B.A.	1989	Southern Methodist University, Dallas, Texas <i>Cum laude</i> <i>Major field areas:</i> Foreign Languages (Spanish, French, and Japanese) and Ibero-American Studies <i>Minor field areas:</i> History and Business

ACADEMIC TEACHING CERTIFICATIONS

2025	Babson Educator Entrepreneurship Certificate
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2023	HERS Leadership Institute Leadership Certificate for Higher Ed Professionals
2023	Effective Teaching Practices Certificate, ACUE
2022	Inclusive Teaching for Equitable Learning Certificate, ACUE
2022	Promoting Active Learning Online Certificate, ACUE
2021	Inclusive Teaching for Equitable Learning Certificate, Texas A&M, San Antonio, Texas
2020	Higher Education Teaching Certificate, Harvard University, Boston, Massachusetts
2014	Higher Education Teaching Certificate, University of Texas, San Antonio, Texas
2014	Online Teaching Certificate, University of Texas, San Antonio, Texas
2014	Human-Centered Design for Social Innovation Certificate, Acumen

INTERNATIONAL EDUCATION

1989	Center for International Studies, Madrid, Spain
1988	University of Paris, Paris, France
1987	Center for Bilingual Multicultural Studies, Cuernavaca, Mexico
1985	Ortega and Gasset Foundation, Toledo, Spain

PRIMARY RESEARCH INTERESTS

Inclusive & Indigenous Entrepreneurship
Sustainable and Responsible Organizations
Strategic Decision-Making and Institutional Contexts

REFERRED PUBLICATIONS & PROCEEDINGS

Garg, V., Yadava, H., DeGrassi, S., & **Black, S.** (August, 2026). Resilience Isn't Just Forklifts and Forecasts: How Female HR Leaders Fortify the Supply Chain. *International Journal of Logistics Management*. *(According to ABDC, this is an A Ranked Journal).

Black, S., Burnett-Hayes, A. DeGrassi, S. & Pounds, T. (March, 2026). The Strategic Applicant: An Evolutionary Game Theory Approach to Career Planning using Generative AI. *Southwest Academy of Management Conference, Dallas, Texas. (*Best Paper Award).*

Zhang, Z. & **Black, S.** (March 18-24, 2026). Resilience By Design: A Pedagogical Approach To Teaching Resilience From Rejection. *Southwest Academy of Management, Dallas, Texas.*

Ozbek, V., Boyd, B. & **Black, S.** (February, 2026). Navigating Industry Conditions: How Dynamism, Complexity, and Munificence Shape the Market Performance of Spun-Off Subsidiaries. *Journal of Business Strategy*. *(According to ABDC, this is a B Ranked Journal).

Black, S. L. & Kennedy, D. (December, 2025). Cultivating and Learning from Native American Employees for Organizational Success. Native American and Indigenous Peoples' World of Work. Special Issue in *Research in Human Resource in Management*.

Black, S., Guerrero, L., & Blancero, D. M. (January, 2025). Hispanics in the workplace: their job demands and resources. *Equality, Diversity and Inclusion: An International Journal*. <https://doi.org/10.1108/EDI-05-2022-0136> *(According to ABDC, this is a B Ranked Journal).

Zhang, Z., **Black, S.**, & Sun, G. (March, 2025). How Does Corruption Affect SMEs in Different Institutional Environments? *Southwest Academy of Management, Tulsa, Ok, Proceedings*.

(*Best Track Paper)

Black, S. (2023). The Value of Incorporating Native Ways of Knowing in Business Classes in Higher Education. *Tribal College Journal*.

Kämmer, J., Chosen-Hillel, S., Mueller-Trede, J., **Black, S.**, & Wiebler, J. (2023). The methodology and theory of future research on advice-based decisions. *Decision*, 10(2), 150-152. <https://doi.org/10.1037/dec0000205>
*(According to ABDC, this is an A Ranked Journal).

Kämmer, J., E., Chosen-Hillel, S., Mueller-Trede, J., **Black, S.L.**, & Wiebler, J. (2023). A systematic review of empirical studies on advice-based decisions in behavioral and organizational research. *Decision*, 10(2) 107-137. <https://doi.org/10.1037/dec0000199>
*(According to ABDC, this is an A Ranked Journal).

Black, S., & Verbos, A. (2022). Native Nations' social enterprise: a tribal critical race theory model. *Indigenous Business and Public Administration*, 1(1), 1–13.

Miller, L., Zia Mian, M., Daniels, R., & Black, S. (2022). One size does not fit all: Understanding differences in perceived organizational support during the Covid-19 pandemic. *Business & Society Review*, 127(S1), 193-222. <https://doi.org/10.1111/basr.12256>
*(According to ABDC, C Ranked Journal).

Johnson, A., & Roberto, K., **Black, S.**, & Ahamad, F. (September, 2022). Neglected under the law: A typology of stigmatization and effective employment protections. *Human Resource Management Review*, 32(4)100873. <https://doi.org/10.1016/j.hrmr.2021.100873> *(According to ABDC, this is an A Ranked Journal).

Black, S. L., Degrassi, S., & Sweet, K. (March 1, 2021). Multisource feedback as an experiential learning enabler in large-format management classes. *Journal of Management Education*, 45(3). <https://doi.org/10.1177/1052562920987292>
*(According to ABDC, this is a B Ranked Journal).

MOBTS's 2022 Fritz Roethlisberger Memorial Award, Best Paper

Sweet, K. & **Black, S.** (January, 2021). Human resource development before, during, and after military leave. *Advances in Developing Human Resources*, 1(27). <https://doi.org/10.1177/1523422320982928>
*(According to ABDC, this is a C Ranked Journal).

Black, S., & Glaser, D. (December, 2020). Supply chain resilience under a pandemic: the need for revised contingency planning. *Management Dynamics in the Knowledge Economy*, 8(4). 325-34. <https://doi.org/10.2478/mdke-2020-0021>

Black, S., & De La Vina, L. (2018). Intrastate crowdfunding: a best practice implementation model for evidence-based measurement of state impacts by oversight agencies. *Academy of Business Research Journal*, 3, 55-71.
*(According to ABDC, this is a C Ranked Journal).

De la Vina, L., & **Black, S. L.** (February, 2018). U.S. Equity crowdfunding: A review of current legislation and a conceptual model of the implications for equity crowdfunding. *Journal of Entrepreneurship*, 27(1), 83-110. <https://doi.org/10.1177/0971355717738600>
*(According to ABDC, this is a C Ranked Journal).

Stewart, D., Verbos, A., Birmingham, C., **Black, S.**, & Gladstone, J. (November, 2017). Being Native American in business: Culture, identity, and authentic leadership in modern American Indian enterprises. *Leadership*, 13(5), 549-570. <https://doi.org/10.1177/1742715016634182>
*(According to ABDC, this is a B Ranked Journal).

Verbos, A., & **Black, S.** (Summer, 2017). Benefit corporations as a distraction: An overview and critique. *Business and Professional Ethics Journal*, 6(2), 229-267. <https://doi.org/10.5840/bpej20175458>
*(According to ABDC, this is a C Ranked Journal).

Lee, W. & **Black, S. L.** (May, 2017). Small business development: Immigrants' access to loan capital. *Journal of Small Business and Entrepreneurship*, 29(3), 193-209. <https://doi.org/10.1080/08276331.2017.1297106>

*(According to ABDC, this is a C Ranked Journal).

Rigsbee, C.M., & **Black, S.L.** (2015). Organization Purpose and Locus of Control: Predictors of Corporate Social Responsibility. *Academy of Management Proceedings*, (1), 17354.

Black S.L., & Luse, W. (2015). Factors Affecting African American Entrepreneurship. *Academy of Management Proceedings*, (1), 13715.

Rudy, B., & **Black, S. L.** (December, 2016). Attack or defend? The role of institutional context on patent litigation strategies. *Journal of Management*, 44(3), 1226-1249. <https://doi.org/10.1177/0149206315605168>

(According to ABDC, this is a A Ranked Journal).

Black, S., Stone, D., & Johnson, A. (2015). Use of social networking websites on applicants privacy. *Employee Responsibilities and Rights Journal*, 7(1), 115-159. <https://doi.org/10.1007/s10672-014-9245-2>

Black, S., Canedo, J., Lukaszewski, K., & Stone, D. (May, 2014). Challenges facing Hispanic entrepreneurs. *Hispanic Marketing & Public Relations*. Retrieved at <https://hispanicmpr.com/resources/old-articles/challenges-facing-hispanic-entrepreneurs/>

Stone, D., Canedo, J., **Black, S.**, & Lukaszewski, K. (August, 2014). Individual factors affecting entrepreneurs in Hispanics. *Journal of Managerial Psychology*, 29(6), 755-772. <https://doi.org/10.1108/JMP-11-2012-0333>

*(According to ABDC, this is a B Ranked Journal).

De la Vina, L., & **Black, S.** (2014). Equity Crowdfunding: Implications of US Legislation on Equity Based Financing and Capital Funding Networks. *ICSB World Conference Proceedings*, 1.

Best Paper Award

Rudy, B.C., & **Black, S.L.** (2013). Complement or Substitute? Assessing Proprietary vs Defensive Patent Litigation in Two Industries. *Academy of Management Proceedings*, (1), 11674.

Black, S., & Johnson, A. (2012). Employers use of social networking in the selection process. *Journal of Social Media in Society*, 1(1), 7-29.

Black, S.L., Johnson, A.F., Takach, S., Stone, D.L. (2012). Factors affecting applicant's reactions to the collection of data on social network websites. *Academy of Management Proceedings*, (1), 11742.

Wynn, J. S., & **Black, S.** (1998). Evaluation of retention of safety and survival training content versus industry standard for training. *Air Medical Journal*, 17(4), 166-168. [https://doi.org/10.1016/S1067-991X\(98\)90044-X](https://doi.org/10.1016/S1067-991X(98)90044-X)

(According to Medical Journals, this is a B Ranked Journal).

EDITED PUBLICATIONS

Stone, D., Canedo, J., **Black, S.**, & Lukaszewski, K. (May, 2014). Challenges Facing Hispanic Entrepreneurs. *Hispanic Marketing and Public Relations Journal*. <http://www.hispanicmpr.com/resources/old-articles/challenges-facing-hispanic-entrepreneurs/>

BOOK CHAPTERS

Black, S., & Hirshman, A. (In Publication). Indigenous Entrepreneurship Around the Globe: Challenges, Opportunities and Impact. (Book Chapter) in the Handbook of Indigenous People at Work. Emerald Publishing.

Black., S. & DeGrassi, S. (In Publication). Navigating Native American Employee Rights: Legal Frameworks and Implications for HR Managers. (Book Chapter) in the Handbook of Indigenous People at Work. Emerald Publishing.

Kennedy, D. & **Black, S.** (Accepted for Publication). Indigenous Cultural Values: Challenges and Opportunities of Work-Life Intersections. (Book Chapter) in the Handbook of Indigenous People at Work. Emerald Publishing. Leeds, UK.

Black, S. L. & Kennedy, D. (December, 2025). Cultivating and Learning from Native American Employees for Organizational Success. Native American and Indigenous Peoples' World of Work. Special Issue in *Research in Human Resource in Management*. Emerald Publishing. Leeds, UK. (Chapter 3).

Black, S. L. & Johnson, A. (February, 2025). HRIS and social media. (Book Chapter) in the role of social media in human resources. *Human Resource Information Systems*, 6th edition, Sage. Thousand Oaks, CA. (Chapter 16).

Peat, P.M., Sweet, K.M., **Black, S. L., & Rogers, S.E.** (February, 2024). Understanding and including military connected employees (Book Chapter). *Understanding Diversity*, 7th Edition. Pearson. Hoboken, NJ. (Chapter 37).

Black, S. L. & Chavis, L. (February, 2024). Understanding and creating an inclusionary environment for Native Americans. (Book Chapter). *Understanding Diversity*, 7th Edition. Pearson. Hoboken, NJ. (Chapter 17).

Black, S. L. & Johnson, A. (October, 2020). HRIS and social media. (Book Chapter) in the role of social media in human resources. *Human Resource Information Systems*, 5th edition, Sage. Thousand Oaks, CA. (Chapter 16).

Black, S., Carter, D.H., & Love, L.G. (March, 2021). Big, But Not Easy: Best Practices for Locating Entrepreneurship Programs and Innovations Spaces in the University. Southwest Academy of Management, New Orleans, Louisiana.

Lee, W. & **Black, S.** (December, 2020). Entrepreneurship and immigrants (Book Chapter) in *Social Entrepreneurship and Enterprises in Economic and Social Development*, by Briar-Lawson, K., Meising, P., Ramos, B. Oxford University Press. New York, NY, (Chapter 4, 99-119).

Black, S. L. & Kennedy, D. (October, 2019). Supply Chain Management In Native American Country (Book Chapter) in *Creating Private Sector Economies in Native America: Sustainable Development thru Entrepreneurship* by Miller, R., Jorgensen, M., & Stewart, D. Cambridge University Press, New York, NY, (Chapter 10, 170-184). <https://doi.org/10.1017/9781108646208.010>

Black, S., & De La Vina, (August, 2017). Equity crowdfunding. (Book Chapter) in *Educating Social Entrepreneurs: From Idea Generation to Business Plan Formulation*, by Miesing, P. & Aggestam, M. Business Expert Press as part of the United Nations PRME (Principles for Responsible Management Education) Book Collection. New York, NY. (Volume II, Chapter 26, 143-160).

Black, S. (August, 2017). How to crowdfund your venture. (Book Chapter) in *Educating Social Entrepreneurs: From Idea Generation to Business Plan Formulation*, by Miesing, P. & Aggestam, M. Business Expert Press as part of the United Nations PRME (Principles for Responsible Management Education) Book Collection. New York, NY. (Volume II, Chapter 28, 173-176).

Black, S. L. (August, 2017). HRIS and social media. (Book Chapter) in the role of social media in human resources (Book Chapter). *Human Resource Information Systems*, 4th edition, Sage. Thousand Oaks, CA. (Chapter 16, 444-462).

Black, S., & Birmingham, C. (2017). Native American leadership (Book Chapter) in Kennedy, D, M., Verbos, A., Birmingham, C., Black, S., Stewart, D., Gladstone, J., & Clarkson, G. *American Indian Business*. University of Washington Press, Seattle, Washington. (Chapter 9, 123-141).

Black, S. L., & Washington, M., & Schmidt, G. B. (May, 2016). How to stay current in social media to be competitive in recruitment and selection (Book Chapter). *Using Social Media In Employee Selection: Theory, Practice, And Future Research*. Springer, New York, NY. (Chapter 10, 197-219). https://doi.org/10.1007/978-3-319-29989-1_10

Black, S., Washington, M., & Rasheed, H. (May, 2014). Business model innovation and the balanced scorecard. *Encyclopedia of Business Analytics and Optimization*. IGI Global. Hershey, PA. <https://doi.org/10.4018/978-1-4666-5202-6.ch036>

BOOK REVIEW

Black, S. (2016). *Operations Management: Managing Global Supply Chains* by Venkataraman. R. and Pinto, J. *Sage Publications*.

SEMINARS AND CONFERENCE PRESENTATIONS

Degrassi, S., & Black, S. (To be Presented, Oct 8-10th, Midwest Academy of Management, St. Paul, MN). “A Systematic Review of Student Engagement Tools (2020-2025) and Future Directions for Management Educators. Midwest Academy of Management Conference.

Lukaszewski, K., Stone, D., Murray, B. & **Black, S.** (August 2, 2026 Academy of Management, Philadelphia, PA). Research on the Backlash Against DEI Programs in Organizations. Symposium.

Black, S., DeGrassi, S., & Burnett-Hayes, A. (June 16-18, 2026). Leveraging generative AI to enhance self-assessment in management education utilizing personal SWOT analysis. MOBTS Conference, University of Michigan.

Black, S., Burnett-Hayes, A. DeGrassi, S. & Pounds, T. (March. 2026). The Strategic Applicant: An Evolutionary Game Theory Approach to Career Planning using Generative AI. *Games. Southwest Academy of Management Conference, Dallas Texas. (*Best Paper Award).*

DeGrassi, S. W., Wengelnik, D. C., & **Black, S. L.** (March 18-24, 2026) Advancing Human Resource Management: Actionable Strategies for HR Professionals in a Dynamic Legal Environment. *Southwest Academy of Management Conference, Dallas Texas.*

Johnson, A. Roberto, K., & **Black, S.** (March 18-24, 2026). Employment Discrimination and Sexual Orientation In The Age of Social Media. *Southwest Academy of Management Conference, Dallas, Texas.*

Zhang, Z. & **Black, S.** (March 18-24, 2026). Resilience By Design: A Pedagogical Approach To Teaching Resilience From Rejection. *Southwest Academy of Management, Dallas, Texas.*

DeGrassi, S., **Black, S.**, Burnett-Hayes, A. (March 4-5, 2026). The Strategic Applicant: An Evolutionary Game Theory Approach to Career Planning using Generative AI. AI in Teaching and Learning Symposium. Texas State University, *San Marcos, Texas.*

Degrassi, S. & **Black, S.** (June, 2025). Diversity under the Big Top: Utilizing The Greatest Showman to Teach Management Students How to Foster Inclusion. MOBTS Conference, Purdue, Fort Wayne, IN.

Wengelnik, C., Degrassi, S., **Black, S.**, & Sweet, K. (March, 2025). The Civility Dilemma: How Human Resources Can Lead the Charge for Respect. *Southwest Academy of Management, Tulsa, Ok.*

Zhang, Z., **Black, S.**, & Sun, G. (March, 2025). How Does Corruption Affect SMEs in Different Institutional Environments? *Southwest Academy of Management, Tulsa, Ok. (*Best Track Paper).*

Carter, D., Love, L., **Black, S.** (March, 2025). Investigating Start-Up Financing Options for Entrepreneurs with Limited Industry Experience. *Southwest Academy of Management, Tulsa, Ok.*

Black, S., Degrassi, S., Daniels, R. (April, 2024). Ride the Wave of the Future. Integrating Artificial Intelligence into the Business Classroom. *Southwest Academy of Management.*

Guerrero, L. **Black, S. L.**, & Blancero, D. (March, 2023). Retrospective View of Five Decades of Literature of Hispanics at Work. *Southwest Academy of Management.*

Ahamed, F., **Black, S. L.** (March, 2023). Antecedents of the great resignation: why employees have resigned during the covid-19 pandemic and how organizations can get them back. *Southwest Academy of Management. (March 8-11, 2023).*

Black, S. L., & Washington, M. (November, 2022). Innovations in social enterprise investments: Aligning strategy, structure, and business models. IEREK Sustainability in Creative Industries.

Ahamed, F., **Black, S. L.**, & Johnson, A. (October, 2022). Understanding the Impact of Invisible and Visible Stigmas in the Workplace through Political Ideology, Caste, and Gender. Midwest Academy of Management, Detroit Michigan. (October, 2022).

Black, S. L., Carter, D., & Love, L. (March, 2022). Big, but not easy: best practices for locating entrepreneurship programs and innovation spaces in the university. *Southwest Academy of Management*. (March, 2022).

Ahamed, F., & **Black, S. L.** (March, 2022). Understanding the Impact of Invisible and Visible Stigmas in the Indian Workplace through Political Ideology, Caste and Gender. *Southwest Academy of Management*. (March, 2022).

Black, S. L., & Glasser, D. (March, 2021). Supply chain resilience under a pandemic: the need for revised contingency planning. *Southwest Academy of Management*. (March 2-5 2021).

Black, S. L., & Washington, M. (March, 2021). Innovations in social enterprise investments: Aligning strategy, structure, and business models. *Southwest Academy of Management*. (March 2-5 2021).

Degrassi, S., **Black, S. L.**, & La Guardia, A. (March, 2021). The impact of HRM practices, safety climate, coworker support on employee attitudes during a pandemic. *Southwest Academy of Management*. (March 2-5 2021).

Guerrero, L. **Black, S. L.**, & Blancero, D. (March, 2021). Hispanics in Management. *Southwest Academy of Management*. (March 2-5 2021).

Dell, K., Kelly, D., Nicholson, A., **Black, S.** et al. (Aug 7-11, 2020). Indigenous Management Research Broadens its Sights. Caucus. Academy of Management Conference, Vancouver, Canada.

Black, S. L., Degrassi, S., & Sweet, K. (March, 2020). Multisource feedback as an experiential learning enabler in large-format management classes. Southwest Academy of Management Conference, San Antonio, Texas. (March, 11-14, 2020).

Black, S. L., & Staples, H. (March, 2020). Individual factors, norms, & organizational use of social networking sites in hiring practices. Southwest Academy of Management Conference, San Antonio, Texas. (March, 11-14, 2020).

Black, S. L., & Staples H. (March, 2020) Professional Development Workshop: reflecting on how can organizations embrace new technologies in the workforce and what are the benefits and risks? Southwest Academy of Management Conference, San Antonio, Texas. (March, 11-14, 2020).

Rigsbee, C., Hammond, C., Jessup, C., & **Black, S.** (February, 2020). Benefit corporation awareness in the accounting and legal fields: A Key Enabler of Social Progress. Sustainability Ethics Entrepreneurship Conference and Consortium (February, 2020, San Juan, Puerto Rico).

Noguero, J. (2019). **Black, S.** (Panelist). Emerging entrepreneurship education models: what makes your school truly distinctive? AACSB Global Accreditation Conference, San Antonio, Texas. (September 14-14, 2019).

Georgiadou, A., Olivas-Lujan, M. R. (organizers) & Black, S. (facilitator) (2019). Isms in Academia: Exploring how to foster an inclusive culture inside and outside the classroom. Academy of Management Conference, Boston, PA. (August 9-13, 2019).

Black, S., Rigsbee, C., & Cassidy, G. (2019). Is there a market for benefit corporation control? SEE Conference, Miami, Florida. (February 28, 2019).

Black, S., & Kennedy, D. (2019). Native American entrepreneurship and supply chain management. SEE Conference, Miami, Florida. (February 28, 2019).

Black, S., & Staples, H. (2018). Perception of privacy and organizational use of social networking websites in hiring practices. Southern Management Association Conference, Lexington, KY. (November).

De La Vina, L., & **Black, S.** (2017). Intrastate equity crowdfunding. Academy of Business Research, San Antonio, Texas. (November).

Black, S. (2017). Cross-cultural differences in professional's advice networks: Whom do our leaders turn to for advice? Southwest Fulbright Symposium, San Antonio, Texas. (September).

De La Vina, L., & **Black, S.** (2017). A comparative analysis of U.S. vs. Mexican equity crowdfunding. Southwest Fulbright Symposium, San Antonio, Texas. (September).

Black, S., & Rigsbee, C. (2016). Organization purpose and locus of control: Predictors of corporate social responsibility. Academy of Management Conference, San Diego, CA (August).

Lee, W., & **Black, S. L** (2016). Small business development: Immigrants' access to loan capital. International Council for Small Business (ICSB)-World Conference, New York, NY (June).

De la Vina, L., & **Black, S. L.** (2016). Legislation and a conceptual model of the implications for equity funding. USASBE Conference, San Diego (January).

Black, S., & Washington, M. (2015). Employees' perceptions of the use of social networking sites for hiring purposes. Accepted to the *Southern Management Association*, St. Petersburg, Florida (October).

Stewart, D., Verbos, A., Burmingham, C., **Black, S.,** & Gladstone, J. (2015). Being Native American in business: Culture, identity, and authentic leadership in modern American Indian enterprises. Presented at the Academy of Management Conference, Vancouver, Canada (August).

Verbos, S., Burmingham, C., **Black, S.,** & Stewart, D. (2015). Social entrepreneurship in Indian Country USA: Lessons from tribal enterprises. Academy of Management Conference, Vancouver, Canada (August).

Black, S., & Luse, W. (2015). Individual factors affecting African American entrepreneurship. Presented at the Academy of Management Conference, Vancouver, Canada (August).

Verbos, S., Stewart, D., **Black, S.,** & Burmingham, C. (2015). A Native American path to business. Accepted to the International Association for Business and Society, Costa Rica (March).

Sorial, A. & **Black, S. L.** (2014). Executive characteristics and corporate acquisition: The Strategic Choice View. Presented at the Southern Management Association Conference, Savannah, GA (October).

Ogilvie, D.T., Suazo, M., Hood, A., & **Black, S.** (2014). Professional Development Workshop. Leaks in the pipeline: Increasing retention of minority students and faculty in management. Professional Development Workshop. Presented at the Academy of Management Conference, Philadelphia, PA (August).

De la Vina, L., & **Black, S. L.** (2014). Equity crowdfunding: Implications of U.S. legislation on equity based financing and capital funding networks. Presented at the International Council for Small Business (ICSB)-World Conference, Dublin, Ireland, (June).

Black, S., & Washington, M. (2013). Employers' user of social networking sites for hiring purposes. Accepted to the Society for Advancement of Management Conference, Arlington, VA (March).

Black, S., Rasheed, H., & Washington, M. (2013). Crowdsourcing an innovative alliance. Presented at Southern Academy of Management, New Orleans, Louisiana Conference (October).

Black, S., Johnson, A., Lukaszewski, K., & Stone, D. (2013). Professional Development Workshop on Human Resource Information Systems (HRIS) or electronic Human Resource Management (e-HRM). Presented at Academy of Management, Orlando, Florida Conference (August).

Rudy, B., & **Black, S.** (2013). Complement or substitute? Assessing proprietary versus defensive patent litigation across two industries. Presented at Academy of Management, Orlando, Florida Conference (August).

Rasheed, H., Washington, M., & **Black, S.** (2013). Business model innovation: The new frontier of value creation. Accepted to Eastern Academy of Management Conference, Spain (June).

Rasheed, H., **Black, S.,** & Washington, M. (2013). Innovations in social enterprise. Emerging alignments of revenue, governance, and strategy. Accepted to Eastern Academy of Management Conference, Spain (June).

Washington, M., & **Black, S.** (2013). SNW and the digital divide. Society for Industrial and Organizational Psychology. Accepted to SIOP Conference, Austin, Texas (June).

Innocencio-Gray, J. & **Black, S.** (2012). Wrongful termination? The perceived fairness of social networking sites and employee dismissal. A procedural justice perspective. Accepted to IAMB Conference, San Antonio, Texas (January).

Black, S., & Johnson, A. (2012). Employers use of social networking in the selection process. Presented at the annual meeting of the Southern Management Association, Ft. Lauderdale, Florida (October).

Johnson, A., **Black, S.**, Takach, S., & Stone, D. L. (2012). Factors affecting applicants' reactions to the collection of data in social networks. Presented at the annual meeting of the Academy of Management, Greenville, SC (October).

GRANTS & FUNDING

NSF I-Corp Grant (2016). Participated with Tony Hoang, doctoral student in development and commercialization of RNA Instrumentation.

Alumni Donation, Technology Commercialization (2016). Worked to secure funding for Business School.

Agris, P. (2016). RNA antibiotic therapy grant (STTR) grant. Assisted with grant and commercialization.

Agris, P. (2016). SUNY Technology Accelerator Fund (TAF) grant (2016). Assisted with grant application.

Agris, P. (2016). Albany VPR Antibiotic against MRSA grant. Assisted with grant and commercialization.

PAPERS, BOOK CHAPTERS, AND PROFESSIONAL CONFERENCES UNDER REVIEW

Degrassi, S. & **Black, S.** (Under Review). Diversity under the Big Top: Utilizing The Greatest Showman to Teach Management Students How to Foster Inclusion. *Journal of Organizational Behavior Education*.

Black, S., DeGrassi, S, Burnett-Hayes, Pounds, T. (Under Review). The Strategic Applicant: A Social Cognitive Career Theory Framework for Technology-Assisted Career Action Planning Using Generative AI. *Journal of Employment Counseling*.

Johnson, A., Roberto, K, & **Black, S.** (Under Review). Employment Discrimination and Sexual Orientation In The Age of Social Media. *Equality, Diversity, and Inclusion Journal*.

DeGrassi, S & **Black, S.**, & Guardia, A. (Under 2nd Review). Managing Through the Storm: How HR, Safety Culture, and Peer Support Shape Hispanic Employee Attitudes. *Research in Human Resource Management*. Emerald Publishing.

Fayyaz, A., **Black, S. L.**, Khalid, A., & Attique Ur Rehman, S., (Under Review). Sustaining Donor-Funded SME Networks in Developing Country Clusters: Insights from the Lahore Garments Industry. *Journal of Development Studies*.

Black, S. L., DeGrassi, S. (Under Review). A Review of Student Engagement Tools (2020-2025) and Future Directions for Management Educators. *Organizational Management Journal*.

Rigsbee, C. & **Black, S.** (To be Remitted, Fourth Review). Organization purpose and locus of control: Predictors of corporate social responsibility. *Business & Society*.

DISSERTATION

Cross-Cultural Differences In Executive's Professional Advice Seeking Networks: Whom Do Our Leaders Turn To For Advice?

RESEARCH-IN-PROGRESS

- Vipul, G., DeGrassi, S., & **Black, S.** & Yadava, H., (2025). Signals of Inclusion or Displacement? How AI Investment Strategies Influence Employee Security, Well-Being, and Work Performance. *Journal of Management Studies*.
- Zhang, Z., **Black, S.**, & Sun, G. (2025). The Paradox of Corruption: Water That Is Too Clean Has No Fish Corruption, Control of Corruption and Firm Growth. *Journal of Small Business Management*.
- Stone, D., Murray, B., & **Black, S.** (editors). Handbook of Indigenous People At Work. World Scientific Publishers.
- Washington, M., **Black, S.**, Maden, J., & Weston Moore, K. (2025). Nonprofits as Business Allies: Unlocking Entrepreneurial Potential Through Community Support.
- DeGrassi, S. W., Wengelnik, D. C., & **Black, S. L.** (2025). Intersection of legal obligations and inclusive practices in Human Resource Management.
- DeGrassi, S. W., & **Black, S.** (2025). Avoiding the student zombie apocalypse: Leverage generative AI to think WITH you, not FOR you!
- Black, S.**, & Degrassi, S. (2025). Impactful Business: Cultivating Corporate Social Responsibility in Organizations. *Management Teaching Review*.
- Zhang, Z. & **Black, S.** (2025). Resilience By Design: A Pedagogical Approach To Teaching Resilience From Rejection. *Management Teaching Review*.
- Black, S.** (2025). Wakanda Case. *Management Teaching Review*.
- Degrassi, S., **Black, S.**, & Chen, D. (2025). Teaching with Artificial Intelligence Study.
- Washington, M., **Black, S.**, Maden, J., & Weston Moore, K. (2025). Nonprofits as Business Allies: Unlocking Entrepreneurial Potential Through Community Support.
- Black, S. L.** & Washington, M. (2026). Innovations in social enterprise: Aligning strategy, structure, and business models.
- Black, S. L.**, & Schmidt, G.B. (2026). Social media use in HR functions: steps to stay current and credible. *Rutgers Business Review*.
- Black, S. L.** (2026). Individual Factors Affecting African American Entrepreneurship.
- Black, S. L.**, & Staples, H. (2026) Perception of privacy and organizational use of social networking websites in hiring practices. *Business & Society or Business Horizons Journal*.
- Black, S. L.** (2026). An empirical analysis of employees' perceptions of the use of social networking sites for hiring purposes. *Journal of Management*.

EXPERT CONTRIBUTOR

- Baker, C. (October, 20,2024). Best Car Insurance in Texas. *WalletHub*. https://wallethub.com/car-insurance/texas#stephanie_black
- Kiernan, J. (October 14, 2024). Business Credit Cards for New Businesses FAQ Business Credit Cards for New Businesses FAQ. *WalletHub*. https://wallethub.com/credit-cards/business-new-businesses/#expert=Stephanie_Black
- Baniwal, R. (March 21, 2024). How to Build Business Credit. *MoneyGeek*. <https://www.moneygeek.com/credit-cards/business/advice/how-to-build-business-credit/>
- Van Steenwyk, J. (March 12, 2024). Service Members & Veteran's Guide to Starting a Business MoneyGeek. <https://www.moneygeek.com/financial-planning/resources/guide-starting-veteran-owned-business/>

Anzivino, R. (November 6, 2024). Is A Chapter 11 Bankruptcy Right For Me? <https://www.moneygeek.com/debt/bankruptcy/chapter-11-for-business/#expert=stephanie-black-phd>

McCann, A. (Janury, 20, 2024). Best & Worst States to Start a Business (2025). *WalletHub*. [https://wallethub.com/edu/best-states-to-start-a-business/36934#expert=Stephanie Black](https://wallethub.com/edu/best-states-to-start-a-business/36934#expert=Stephanie%20Black)

PRIMARY TEACHING INTERESTS

Business Strategy

International Management

Entrepreneurship

Organizational Behavior

COURSES & CERTIFICATIONS DEVELOPED

2024 AI Certification
2021 MGMT 4334 Decision-Organizational Leadership, designated as experiential course
2021 MGMT 3370 Entrepreneurship, Foundations of Business Startup, designated as experiential course
2020 BAUD 5135 Business Capstone Lab
2020 BAUD 4070 Business Capstone Lab
2020 MGMT 4370 Decision-Making and Business Policy, designated as experiential course
2019 International Business Certification
2019 Entrepreneurship Certification
2019 Human Resource Management Certification
2018 MGMT 3370 Social Entrepreneurship

COURSES DESIGNATED AS EXPERENTIAL

MGMT 3328 Internship in Management, University of Texas A&M, San Antonio, Texas
MGMT 3370 Entrepreneurship, Foundations of Business Startup, University of Texas A&M, San Antonio, Texas
MGMT 4344 Decision-Organizational Leadership, University of Texas A&M, San Antonio, Texas
MGMT 4370 Decision-Making and Business Policy, University of Texas A&M, San Antonio, Texas
MGMT 5335 Advanced Strategic Management, University of Texas A&M, San Antonio, Texas

TEACHING EXPERIENCE- MBA & MASTERS COURSES

MGMT 5335 Advanced Strategic Management, University of Texas A&M, San Antonio, Texas
BAUD 5135 Business Capstone Lab, University of Texas A&M, San Antonio, Texas
MGMT 5351 International Business Management, University of Texas A&M, San Antonio, Texas
MGMT 5340 Organizational Development, University of Texas A&M, San Antonio, Texas
MGMT 5335 Advanced Business Policy, University of Texas A&M, San Antonio, Texas
BMGT 680 Entrepreneurship & New Venture Creation, University at Albany, New York
BMGT 680 Work Study Projects, Graduate Student Internships, University at Albany, New York
BMGT 694 Human Resource Field Study Projects, University at Albany, New York
BMGT 685 Global Strategic Management, University at Albany, New York
BMGT 513 Organizational Behavior and Management Studies, University at Albany, New York

- MGT 675 Entrepreneurship-New Venture Creation- Commercialization and Enterprise Planning,
University at Albany, New York
- MGT 680 Entrepreneurship-New Venture Creation-Commercialization and Enterprise Planning In the Life
Sciences & Business, University at Albany, New York

TEACHING EXPERIENCE-UNDERGRADUATE COURSES

- Mgmt 3371 Entrepreneurship: Small Business Management, University of Texas A&M, San Antonio, Texas
- MGMT 3372 Introduction to the Entrepreneurial Experience: From Ideation to Launch, TAMUSA
- BAUD 4070 Business Capstone Lab, University of Texas A&M, San Antonio, Texas
- MGMT 3371 Entrepreneurship: Small Business Management, University of Texas A&M, San Antonio, Texas
- MGMT 3370 Introduction to Entrepreneurship, Exploring the World of the Entrepreneur, TAMUSA
- MGMT 3370 Principles of Entrepreneurship, University of Texas A&M, San Antonio, Texas
- MGMT 3370 Entrepreneurship, Foundations of Business Startup, University of Texas A&M, San Antonio, Texas
- MGMT 4334 Decision-Organizational Leadership, University of Texas A&M, San Antonio, Texas
- MGMT 4331 Global Management, University of Texas A&M, San Antonio, Texas
- MGMT 4327 Organizational Behavior, University of Texas A&M, San Antonio, Texas
- MGMT 4370 Decision-Making and Business Policy, University of Texas A&M, San Antonio, Texas
- MGMT 4371 Entrepreneurship: Business Plan Development, University of Texas A&M, San Antonio, Texas
- MAN 336 Organizational Behavior, University of Texas, Austin, Texas
- MGT 3013 Intro. to Organizational Theory, Behavior, & Management, University of Texas at San Antonio, Texas
- MGT 4893 Management Strategy, University of Texas at San Antonio, Texas
- MGT 4943 Managing Effective Teams and Resolving Conflict, University of Texas at San Antonio, Texas
- MGT 4923 Leading Organizing and Making Decisions, University of Texas at San Antonio, Texas
- MGT 4073 International Management, University of Texas at San Antonio
- MGT 4083 International Comparative Management, University of Texas at San Antonio, Texas

TEACHING EXPERIENCE-ON-LINE AND HYFLEX COURSES

- Mgmt 3371 Entrepreneurship: Small Business Management, University of Texas A&M, San Antonio, Texas
- MGMT 3370 Introduction to Entrepreneurship, Exploring the World of the Entrepreneur, TAMUSA
- MGMT 3372 Introduction to the Entrepreneurial Experience: From Ideation to Launch, TAMUSA
- MGMT 5335 Advanced Strategic Management, University of Texas A&M, San Antonio, Texas
- BAUD 5135 Business Capstone Lab, University of Texas A&M, San Antonio, Texas
- BAUD 4070 Business Capstone Lab, University of Texas A&M, San Antonio, Texas
- MGMT 3370 Introduction to Entrepreneurship, University of Texas A&M, San Antonio, Texas
- MGMT 5351 International Business Management, University of Texas A&M, San Antonio, Texas
- MGMT 5340 Organizational Development, University of Texas A&M, San Antonio, Texas
- MGMT 3370 Principles of Entrepreneurship, University of Texas A&M, San Antonio, Texas
- MGMT 3370 Entrepreneurship, Foundations of Business Startup, University of Texas A&M, San Antonio, Texas
- MGMT 4334 Decision-Organizational Leadership, University of Texas A&M, San Antonio, Texas
- MGMT 3370 Entrepreneurship, Foundations of Business Startup, University of Texas A&M, San Antonio, Texas
- MGMT 5335 Advanced Business Policy, University of Texas A&M, San Antonio, Texas

MGMT 4370 Decision-Making and Business Policy, University of Texas A&M, San Antonio, Texas
 MGMT 4331 Global Management, University of Texas A&M, San Antonio, Texas
 BA 3305 Organization Management, Texas Tech University, Texas
 BA 3301 Fundamentals of Marketing, Texas Tech University, Texas
 BA 3303 Foundations of Finance, Texas Tech University, Texas
 BA 3304 Operations Management, Texas Tech University, Texas

TEACHING EXPERIENCE-OTHER COURSES

2021-2022 Organizer & Speaker, NAWBO Transformational High School Female Student Program
 2020-2021 Organizer & Speaker, NAWBO Virtual High School Female Student Entrepreneurship Program
 2021-2024 Co-Organizer Transformational Leadership Academy, Institute for Emerging Leaders, Cisneros Institute
 2021-2022 Co-Organizer, STRIDE Program, Institute for Emerging Leaders, Cisneros Institute

OTHER TEACHING EXPERIENCE

Teaching Assistant University of Texas at San Antonio-Fall 2010-2013
 Graduate Research Assistant University of Texas at San Antonio- Fall 2010-2015

ACADEMIC SERVICE-UNIVERSITY

(2026) Speaker, Discovery Day, Texas A&M University System
 (2026) Committee Member, Research Excellence Grant Fund, Texas A&M University System
 (2024-2026) Committee Member, Faculty Innovation Advisory Group, Texas A&M University System
 (2021-2026) Committee Member, Carnegie Classification, Texas A&M, San Antonio, TX
 (2021-2026) Committee Member, Student Wellness Committee, Texas A&M, San Antonio, TX
 (2018-2026) Committee Member, University Library Committee, Texas A&M, San Antonio, TX
 (2024-2025) Committee Chair, Faculty Development Leave Committee, Texas A&M, San Antonio, TX
 (2024-2025) Advocate, Complaint Resolution, Texas A&M, San Antonio, TX
 (2022-2024) Committee Member, University Curriculum Committee, Texas A&M, San Antonio, TX
 (2023-2025) Jaguar Recruitment Ambassador- Jaguar Community Outreach, Texas A&M, San Antonio, TX
 (2021-2024) Co-organizer & Instructor, Transformational Leadership Academy, Cisneros Institute, Texas A&M, San Antonio, TX
 (2021-2024) Committee Member, President's Commission on Equity and Inclusive Excellence Program (PCOE), Texas A&M, San Antonio, TX
 (2022-2023) Committee Chair, Communications Committee PCOE, Texas A&M, San Antonio, TX
 (2020-2023) Committee Member, American Indian Heritage Month, Texas A&M, San Antonio, TX
 (2021-2022) Committee Member, Communications Committee-PCOE, Texas A&M, San Antonio, TX
 (2021-2024) Committee Member, Campus Arts & Grounds Aesthetics Committee, Texas A&M, San Antonio, TX
 (2020-2022) Committee Member, Study Abroad University Committee, Texas A&M, San Antonio, TX

- (2021-2022) Co-organizer, STRIDE, Entrepreneurship Program, Cisneros Institute, Texas A&M, San Antonio, TX
- (2021-2022) Committee Member, University Interpretive Plan Development Committee, Texas A&M, San Antonio, TX
- (2021-2022) Committee Member, University First-Year Seminar Committee, Texas A&M, San Antonio, TX
- (2020, & 2021) Presenter, Native American Entrepreneurship-Native American Heritage Month, Texas A&M, San Antonio, TX
- (2020) Committee Member, Hispanic Heritage Month, Texas A&M, San Antonio, TX
- (2019-2020) Sub-Committee Member, Assurance of Learning, Texas A&M, San Antonio, TX
- (2019-2020) Decision-Making Task Force, Assurance of Learning, Texas A&M, San Antonio, TX
- (2019-2023) Faculty Advising Program, Texas A&M, San Antonio, TX
- (2018-2023) Committee Member, University Research Council, Texas A&M, San Antonio, TX
- (2018) Presenter, Jaguar Recruiting Event, Texas A&M, San Antonio, TX
- (2016-2017) Scientific Advisory Board University at Albany, NY
- (2016-2017) Corporate Advisory Board University at Albany, NY
- (2015-2017) Organizer, RNA Institute Symposium and Workshop Development, University at Albany, NY
- (2015-2016) Committee Internal Review Committee, SUNY Technology Accelerator Fund (TAF), NY
- (2015-2017) Blackstone Venture Board, University at Albany, NY
- (2015-2017) Committee Member, Blackstone Venture Fund Advisory Committee, University at Albany, NY
- (2015-2017) Committee, Technology Commercialization Committee RNA Institute, University at Albany, NY
- (2015-2017) Advisor, Junior Faculty RNA Faculty Mentoring, University at Albany, NY
- (2015-2016) Co-Developed, Native American/Indigenous People Forum, University at Albany, NY

ACADEMIC SERVICE-COLLEGE OF BUSINESS

- (2025-2026) Committee Chair, Search Committee, Human Resource Faculty, Texas A&M, San Antonio, TX
- (2025-2026) Committee Chair, Strategic Planning Task Force, Texas A&M, San Antonio, TX
- (2025-2026) Committee Chair, Strategic Management Curriculum Task Force, Texas A&M, San Antonio, TX
- (2025-2026) Committee Chair, Entrepreneurship Curriculum Task Force, Texas A&M, San Antonio, TX
- (2025-2026) Committee Chair, International Business Curriculum Task Force, Texas A&M, San Antonio, TX
- (2025-2026) Committee Chair, Faculty Evaluation, Texas A&M, San Antonio, TX
- (2025-2026) Committee Chair, Promotion Committee (Full Professor), Texas A&M, San Antonio, TX
- (2025-2026) Committee Chair, College of Business Tenure-Track Promotion and Evaluation Committee, Texas A&M, San Antonio, TX
- (2025-2026) Committee Member, Post-Tenure Review Evaluation Committee, Texas A&M, San Antonio, TX
- (2025-2026) Committee Member, Ad Hoc Advisory Interim Associate Dean, Texas A&M, San Antonio, TX
- (2024-2025) Mentor, College of Business, Texas A&M, San Antonio, TX
- (2024-2025) Committee Member, College of Business Tenure-Track Promotion and Evaluation Committee, Texas A&M, San Antonio, TX
- (2023-2024) Undergraduate Recruitment & Retention Task Force, Texas A&M, San Antonio, TX
- (2023-2025) Chair, Entrepreneurship Curriculum Task Force, Texas A&M, San Antonio, TX
- (2023-2024) Chair, International Curriculum Task Force, Texas A&M, San Antonio, TX

- (2023-2025) Chair, Strategy Curriculum Task Force, Texas A&M, San Antonio, TX
- (2023-2024) Committee Chair, Search Committee, Strategy Mgmt. Faculty, Texas A&M, San Antonio, TX
- (2023-2024) Committee Chair, Search Committee, Supply Chain Faculty, Texas A&M, San Antonio, TX
- (2022) Volunteer, Hooding Ceremony
- (2022-2023) Judge, Regional Ethics Bowl, Texas A&M, San Antonio, TX
- (2022-2024) College of Business, Representative for DEI, Texas A&M, San Antonio, TX
- (2022-2024) Committee Chair, Curriculum Committee, Texas A&M, San Antonio, TX
- (2022-2023) Committee Member, COB Strategic Planning Committee, Texas A&M, San Antonio, TX
- (2022-2024) Committee Member, Student Awards, Management & Marketing Dept., Texas A&M, San Antonio, TX
- (2021-2024) Committee Member, Awards Task Force, College of Business, Texas A&M, San Antonio, TX
- (2021-2022) Core Course Coordinator, College of Business, Texas A&M, San Antonio, TX
- (2021-2023) Representative, DEI for the Management & Marketing Dept., Texas A&M, San Antonio, TX
- (2021) Volunteer, Money Smart Week, Texas A&M, San Antonio, TX
- (2020-2021) Committee Member, Scholarship Committee, Texas A&M, San Antonio, TX
- (2019-2020) Volunteer, Business Professional, Texas A&M, San Antonio, TX
- (2017-2020) Committee Member, Curriculum Committee, Texas A&M, San Antonio, TX
- (2019) Panelist, SHRM Embracing New Technologies, Texas A&M, San Antonio, TX
- (2019-2020) Committee Member, Search Committee, Marketing Lecturer, Texas A&M, San Antonio, TX
- (2019-2020) Volunteer, GM Financial Night, Texas A&M, San Antonio, TX
- (2019-2020) Volunteer, Hooding Ceremony, Texas A&M, San Antonio, TX
- (2018-2020) Committee Member, Career Skills Workshop, Texas A&M, San Antonio, TX
- (2018) Panelist, SHRM Best Places to Work, Texas A&M, San Antonio, TX
- (2017-2018) Committee Member, College of Business Innovation Committee, Texas A&M, San Antonio, TX
- (2017-2018) Committee Member, COB Professional Development Committee, Texas A&M, San Antonio, TX
- (2017-2018) Committee Member, COB Strategic Planning Committee, Texas A&M, San Antonio, TX
- (2017-2018) COB International Learning & Knowledge Assessment Development, Texas A&M, S.A. TX
- (2016-2017) Committee Member, Management Scholarship Committee, University at Albany, NY
- (2016-2017) Volunteer, Business Alumni Networking Event, University at Albany, NY
- (2016-2017) Mentor, Students New York State Competition, University at Albany, NY
- (2016-2017) Mentor, NSF New York's Capital Region I Corps Site Program, University at Albany, NY
- (2015-2017) Mentor & Organizer, 300 Students Blackstone Venture Competition for University at Albany, NY
- Blackstone Team Advanced Modular Devices with Tony Hoang & Antoinette Fraser, won 2016
 - Competed in NY State Competition 2017
 - Blackstone Team Mash Card, won Blackstone Competition 2017
 - Blackstone Team CRD, Omar Bailey, Finalist 2017.
 - Blackstone Team Critiquer with Michael Papa Finalist, 2017.
 - Competed in NY State Competition 2107
 - Blackstone Team Commitment with Cristal Perez, Finalist, 2017
- (2016-2017) Direct Admit MBA Initiative, University at Albany, NY

- (2016-2017) Mentor, Doctoral Student for the Forbes Under 30 Competition, Boston, New York
- Tony Hoang with Advanced Modular Devices-Forbes Under 30 Competition Finalist 2016
 - Tony Hoang with Advanced Modular Devices-Congressional Award Recipient 2017
- (2016-2017) Mentor-Doctoral Student I-Corp training program, University at Albany, New York
- (2016-2017) Committee Member, Teaching and Learning Committee, University at Albany, New York
- (2015-2016) Committee Member, Management Faculty Search Committee, University at Albany, NY
- (2015) Mentor, UTSA Teams MBA Global Free Trade Alliance Entrepreneurship Competition
- (2013-2014) Mentor, UTSA Teams CITE (Center for Innovation Technology and Entrepreneurship Management) Competition, University of Texas San Antonio, San Antonio, Texas
- Team Mediflow with Nancy Perdicho, undergraduates, won Cite Competition, 2014
 - Team with undergraduates took 2nd place, 2013
- (2011-2015) Volunteer, faculty and doctoral student recruiting activities, University of Texas San Antonio, San Antonio, Texas

OTHER ACADEMIC SERVICE

- (2026) Editor, Handbook of Indigenous Work Issues. JMSR.
- (2026) Reviewer, International Journal of Entrepreneurial Behavior & Research
- (2026) Reviewer, MOBTS
- (2026) Reviewer, Journal of Entrepreneurial Behavior & Research
- (2025-2026) Reviewer, Equality, Diversity and Inclusion: An International Journal
- (2025) Presenter, Southwest Academy of Management Doctorial Consortium, Tulsa, Oklahoma
- (2024) Reviewer, International Journal of Education Research Open
- (2024-2025) Reviewer, Management Teaching Review
- (2024-2025) Reviewer, Indigenous Business & Public Administration
- (2022-2026) Editorial Board, IEREK Editorial Board
- (2023-2024) Editorial Board, Environmental Science and Sustainable Development Journal (ESSD)
- (2023-2024) Editorial Board, ASTI Book Series, Springer
- (2019-2026) Reviewer, Southwest Academy of Management (SWAM)
- (2022-2026) Reviewer, Organizational Management Journal
- (2021-2026) Reviewer, Research in Human Resource Management (RHRM)
- (2022-2023) Editorial Board, Research in Human Resource Management (RHRM)
- (2022) Volunteer, Accelerator Rap Challenge, Penn State University
- (2022) Reviewer, Journal of Small Business Management
- (2022) Reviewer, Academia
- (2023-2025) Southwest Academy of Management, Board of Directors
- (2021-2022) Southwest Academy of Management, Representative at Large
- (2020-2023) San Antonio Collegiate Entrepreneurship Roundtable, San Antonio, Texas
- (2021-2022) Committee Member, Multi Faculty of Color
- (2021) Reviewer, Journal of Organizational Effectiveness: People and Performance
- (2021-2024) Reviewer, Society and Business Review Journal
- (2020-2026) Reviewer, Organization Management Journal
- (2020-2024) Co-organizer & Instructor, Cisneros Institute, Transformational Leadership Camp.

- (2019-2020) Mentor-Student Research, Julia Wasik, Stars Student Technology, Arts & Research Symposium
- (2019) Reviewer, Southwest Academy of Management
- (2018-2025) Co-organizer, NAWBO High School Mentorship Conference, San Antonio, TX
- (2020-2021) Co-organizer, NAWBO Entrepreneurial Connections Virtual Conference, San Antonio, TX
- (2018) Reviewer, Southern Academy of Management
- (2017-2020) Reviewer, Research in Human Research Management Journal
- (2016) Reviewer, Human Resource Management Review
- (2016) Reviewer, AIS Transactions on Human-Computer Interaction
- (2016) Reviewer, United States Association for Small Business and Entrepreneurship (USASBE)
- (2015-2023) Caucus Organizer, *Self-Determination and Indigenous Governance: The Native and Indigenous People's Caucus*. National Academy of Management Conference.
- (2015) Judge, Texas State University Undergraduate Business Plan Competition
- (2015) Reviewer, National Academy of Management Conference
- (2015) Committee Member, Digital Media Committee for National Academy of Management
- (2012-2014) Lecturer, MDSA Conference
- (2012-Present) Mentor, MDSA Mentorship Program-recruiting and mentoring minorities in higher education
- (2011) Committee Member, Local Arrangements AOM Conference in San Antonio, Texas (August).

PROFESSIONAL AFFILIATIONS

Southwest Academy of Management
 Academy of Management
 Southern Management Association
 Minority Faculty of Color
 Minority Doctoral Student Association
 International Council of Small Businesses
 United States Association of Small Business Entrepreneurs
 Ph.D. Project Faculty Alumni Association
 Fulbright Association, San Antonio Chapter
 Management Faculty of Color Association
 NABSWASAI-The Native American Business Scholars Working Group

PROFESSIONAL DEVELOPMENT

- 2025 Babson Entrepreneurship Educators Certificate
- 2023-2024 Effective Online Teaching Practices, ACUE
- Fall 2024 Safe Space Training
- Fall 2024 Teaching with Cases Seminar, Harvard
- Spring 2024 Advanced RCR for PI's, Texas A&M, San Antonio, Texas
- Spring 2024 Experiential and Service-Learning Workshop, Texas A&M, San Antonio, Texas
- Fall 2023 Teaching with Artificial Intelligence CATIE, Auburn University
- Fall, 2023 Digital Trust Summit, Arizona State University, Tempe, AZ
- Summer 2023 HERS Leadership Institute Leadership Certificate for Higher Ed Professionals
- Spring 2023 Effective Teaching Practices Certificate, ACUE

Fall 2022	Inclusive Teaching for Equitable Learning Certificate, ACUE
Fall 2022	Promoting Active Learning Online Certificate, ACUE
Fall 2022	Effective Hiring Practices, Texas A&M, San Antonio, Texas
Fall 2022	Information Security Awareness, Texas A&M, San Antonio, Texas
Spring 2022	Writing Intentional Course Design Workshop, Texas A&M, San Antonio, Texas
Spring 2021	Envisioning the Future: Defining the Student Experience workshop (strategic plan), Texas A&M, San Antonio, Texas
Fall 2021	Creating a Discrimination-Free Workplace, Texas A&M, San Antonio, Texas
Fall 2021	Ethics, Texas A&M, San Antonio, Texas
Fall 2021	Inclusive Teaching for Equitable Learning Certificate, Texas A&M, San Antonio, Texas
Fall 2020	Making Online Classrooms Work for You (and Your Students), Harvard University, Boston, MA
Fall 2020	Babson Entrepreneurship Educator Webinar: We Are All Innovators Now, Wellesley, MA
Fall 2020	NSF Workshop, Diversity, Inclusion, and Belonging in Accelerators, Penn State University
Fall 2020	Amplifying Engagement: Energizing Students in Large Online Classrooms, Harvard Business School, Boston, MA
Fall 2020	Diversity and Inclusion: Building Connection and Community in Physical, Online, and Hybrid Classrooms, Harvard Business School, Boston, MA
Fall 2020	COB Asynchronous Teaching Tips, Texas A&M San Antonio
Summer 2020	Faculty online training 1: Technology for adjusting your teaching to online delivery, Texas A&M San Antonio
Summer 2020	COB Synchronous Online Teaching Strategies, Texas A&M San Antonio
Summer 2020	Higher Education Teaching Certificate, Harvard Business School
Summer 2020	Improvising in a Time of Crisis, Harvard Teaching and Learning, Harvard Business School
Summer 2020	Designing a Curriculum for Online & Hybrid Classes, Harvard Teaching and Learning, Harvard Business School, Boston, MA
Summer 2020	Compassionate Integrity Training, SA Compassionate Institute, San Antonio, Texas
Summer 2020	OLC Innovate Education Reimagined Training (OLC Innovate 2020 Virtual Conference)
Summer 2020	Exploring the Challenges and Opportunities in Online Case Teaching: Insights from Two Case Teaching Experts, Harvard Teaching and Learning, Harvard Business School, Boston, MA
Summer 2020	Protocol and Certification for System Member Employees
Summer 2020	Safe Practices for Returning to the Office During the COVID-19 Pandemic
Spring 2020	Deep Dive Into Case Teaching Online, Harvard Teaching and Learning, Harvard Business School
Spring 2020	Symposium on Energy, Environment, & Sustainability
Spring 2020	Active Diversity Learning: Redesigning Diversity Training to Enhance Skill Development
Spring 2020	Faculty Immersion Program
Summer 2019	Teaching & Learning Sessions, Academy of Management Conference
Spring 2019	Grant Workshop
Spring 2019	Military Culture Competency Training
Spring 2019	Standing in the Future-Implications for Diversity, Equity, and Inclusion
Fall 2018	Design Think Seminar, SMA Conference

Fall 2018	Women at Work Seminars
Spring 2018	Get in the Driver's Seat of Your Brain-Help Students Think About Their Thinking
Spring 2018	Promoting Equity with Children's Literature Innovations from Within
Spring 2018	Implications & Imperatives for the Workplace, Spring Learning Event
Spring 2018	Metacognition: Teach Students How to Learn Workshop
Spring 2018	Financial Conflicts in Research, Texas A&M, San Antonio, Texas
Fall 2017	COB Hyflex Workshop, Texas A&M San Antonio
Summer 2017	Teaching and Learning Seminar, Academy of Management
Spring 2016	Social Enterprise Conference, Harvard Business School, Boston, MA
Summer 2016	Teaching & Learning Seminar, Academy of Management Conference
Fall 2016	NIH & NSF Grant Writing Workshop
Spring 2014	Online Teaching Certificate, University of Texas at San Antonio, Texas
Spring 2014	Acumen Human-Centered Design for Social Innovation Certification
Fall 2013-2015	Doctoral Studies, Entrepreneurship Department, University of Texas at San Antonio, Texas
Summer 2014	Entrepreneurship Doctoral Student Consortium, Southern Academy of Management Conference
Fall 2013	CARMA Workshop
Summer 2013	Dissertation Workshop
Fall 2012	Pre-Doctoral Consortium, Southern Academy of Management Conference
Summer 2012	Pre-Doctoral Consortium, Academy of Management Conference
Summer 2011	Statistics Workshops, University of Texas at Austin, Texas

FOREIGN STUDY

Center for International Studies, Madrid, Spain

University of Paris, Paris, France

Center for Bilingual Multicultural Studies, Cuernavaca, Mexico

Ortega and Gasset Foundation, Toledo, Spain

Choate Rosemary Hall, Valladolid, Spain

LANGUAGE PROFICIENCY

Highly Proficient in Spanish

Proficient in French, Portuguese, and German

Knowledge of Japanese and Italian

ACADEMIC HONORS & ACHIEVEMENTS

(2026) College of Business Rockstar Research Award

(2026) Southwest Academy of Management Conference, Best Paper in Track award

(2025) Named by College of Business Students as Faculty Member Who Has Positively Impacted Them The Most

(2025) Southwest Academy of Management Conference, Best Paper in Track award

(2025) Southwest Academy of Management, Distinguished Service Award, Proceedings Editor 2023-2025

(2024)	College of Business Community Ambassador Award
(2024)	Nominated for Outstanding Service Award, Management & Marketing Department
(2024)	Nominated for Inspirational Teaching Award, Management & Marketing Department
(2023)	College of Business Rockstar Research Award
(2023)	Southwest Academy of Management, Representative at Large
(2020-2023)	University President Nomination HERS Leadership Institute
(2022)	MOBTS's 2022 Fritz Roethlisberger Memorial Award, Best Paper
(2021-2022)	University Distinguished Service Award, Texas A&M University
(2022)	Honoree, President's nomination for the Chancellors Summit on Diversity Equity and Inclusion
(2022)	Best Paper-on the teaching and behavior and management, Journal of Management Education
(2021)	Nominee Cynthia Teniente-Matson Jag Women's Rock Award
(2017)	Academy of Business Research Best Paper Award ABR Conference, San Antonio, Texas
(2015)	Recipient MDSA Promising Young Scholar Research Excellence Award
(2014)	Nominated by UTSA for Distinguished Doctoral Teaching Award
(2014)	Who's Who at UTSA & Among Students in American Colleges and University Award
(2013)	UTSA Professional Graduate Student Professional Development Award
(2013-Present)	UTSA Beta Gamma Sigma, Business Honor Society
(2013-Present)	Golden Key International Honour Society
(2012-Present)	Alpha Chi National Honor Society
(2011-2013)	Flandreau Santee Sioux Educational Grant Recipient
(1988-1990)	Young Entrepreneurs of Dallas
(1987)	New Mexico State Delegate for National Conference of State Societies, Washington, D.C.
(1987)	American Association of University Students
(1987-1989)	Association of Collegiate Entrepreneurs
(1987-1989)	S.M.U. Beta Gamma Sigma, Business Honor Society
(1986-1989)	S.M.U. Pi Delta Phi, French Honor Society
(1986-1989)	S.M.U. Sigma Delta Pi, Spanish Honor Society, Treasurer (1988-1989)
(1986-1989)	S.M.U. Athletic Honor Roll
(1986-1987)	S.M.U. Student Senate
(1986-1987)	S.M.U. Resident Hall Association Committee
(1985-1986)	S.M.U. Program Council, Public Relations

PROFESSIONAL ACADEMIC EXPERIENCE

2021-Present	Texas A&M University San Antonio, Texas Associate Professor of Management College of Business	Responsible for teaching capstone courses for undergraduates and MBA students, but teach various courses as needed. Also, conduct research on various topics related to entrepreneurship
2017-2020	Texas A&M University San Antonio, Texas Assistant Professor of Management College of Business	Responsible for mainly teaching capstone courses. Also, conduct research on various business topics, particularly related to minority entrepreneurship and diversity initiatives.
2017-2020	Texas A&M University	Responsible for teaching various business classes in

	San Antonio, Texas Assistant Professor of Management College of Business	traditional, hybrid, and hyflex format and conducting research. Conduct research on various business topics, particularly related to minority entrepreneurship and diversity initiatives.
2015-2017	University at Albany Albany, New York Dual Appointment-Assistant Professor of Entrepreneurship School of Management & Technology Commercialization Life Science Department	Responsible for commercialization of technology from the department of Life Sciences and assisting with technology transfer for the University. Also responsible for the development and teaching of entrepreneurship classes out of the Massry School of Business as well as teaching other subjects such as global strategic management, organizational studies, and leadership. Conducted research on various business topics, particularly related to entrepreneurship.
2017	University of Texas Austin, Texas Lecturer	Taught organizational behavior classes.
2013-2015	Texas Tech University Lubbock, Texas Instructor	Responsible for teaching a variety of business classes in hybrid and hyflex format
2010-2015	University of Texas at San Antonio San Antonio, Texas Business School Research Assistant, Instructor	Conducted research in the management department, entrepreneurship department, and taught undergraduates in a variety of business classes

PROFESSIONAL INDUSTRY EXPERIENCE

2005- Present	Consultant	Work with entrepreneurs and organizations to improve various aspects of their businesses (e.g. strategic planning, cash flow management, commercialization of new products and services, marketing, human resources, organizational behavior, DEI initiatives, succession planning, etc.)
2005- Present	President, Co-Owner Bridgeway Aviation	Aircraft leasing to air medical program providers.
2000- Present	President, Co-Owner HNA Properties	Development and management of commercial real estate properties.
2000-2016	President, Owner Kokopelli Real Estate Corp.	Real estate sales and investment company.
2006-2016	Vice President, & Co-Owner Sundance Homebuilders	Custom home and commercial builders
1996-2016	President & Co-owner B.E. New-Tex Investment Corp.	Management of holding company with entities in real estate, retail, and catalog operations.
1992-2000	Vice President & Co-owner Seven Bar Enterprises, Inc.	Marketing, public relations, sales, and risk management for holding company and its entities including fixed base airport operations, charter services, air medical transport services, & commercial real estate development and management.

1998-2000	President & Owner SB Air Care (subsidiary of Seven Bar Enterprises)	Management of airplane charter services to provide regional and international air medical services.
1998-2000	Director & Co-owner SBE Development (subsidiary of Seven Bar Enterprises)	Real estate investment management
1995-1998	Vice President & Owner Air Medical Alliance (subsidiary of Seven Bar Enterprises)	Marketing and public relations associated with air medical insurance for individuals and group on a national and international basis.
1994	V.P. Sales & Marketing Jardine Foods	Coordinated new product launches and developed international markets.
1992-1994	Regional Manager, South America Universal Foods Corporation	Established worldwide partnerships with food processors and beverage manufacturers, managed and trained licensees and commissioned agents throughout South America.
1991	International Sales M&M/Mars Incorporated	Prepared product health registrations and cost feasibility studies for export markets in Europe, Asia, Canada, and Latin America, developed <i>International Internship Training Handbook</i> . Developed Latin American Department.
1989-1992	International Sales & Marketing Manager Seven Bar Enterprises, Inc.	Long-term risk management, strategic sales planning, foreign government liaison, and public relations coordinator.
1985-1989	President & Co-Owner Walkabout, Inc.	Responsible for development and sales of apparel

BOARD OF DIRECTORS & EXECUTIVE COMMITTEE EXPERIENCE

(2021-2022)	Foundation Board Member, National Association of Women Business Leaders, (NAWBO)
(2023-2025)	Board Member, Southwest Academy of Management
(2021-2023)	Representative at Large, Southwest Academy of Management
(2021-2022)	Membership Committee, Management Faculty of Color Association (MFCA)
(2023-Present)	Advisory Board Member, AJ Coyote Flats
(2019-Present)	Advisory Board Member, BJV
(2018-2020)	Advisory Board Member, Lone Star Capital Bank
(2005-Present)	Board of Directors, Bridgeway Aviation
(2016- 2024)	Board of Directors, Seven Bar Interests, Inc.
(2000-Present)	Board of Directors, HNA Properties
(1996-2016)	Board of Directors, B.E. New-Tex Investment Corporation
(2010-2013)	International Executive Committee AQHA
(2010-2012)	Board of Directors, Crossroads, L.L.C
(2008-2010)	Board of Directors, Bonner Biomedical
(2006-2016)	Board of Directors, Sundance Homebuilders, L.L.C.
(2000-2016)	Board of Directors, Kokopelli, L.L.C.
(2000-2001)	Board of Directors, PAWS Shelter of Central Texas
(1999, President 2000-2001)	Board of Directors, Granite Ridge Homeowners' Association

- (1992-2000) Board of Directors, Seven Bar Enterprises, Inc.
- (1998-2000) Board of Directors, SB Air, Inc.
- (1998-2000) Board of Directors, S.B.E. Development, Inc.
- (1995-1998) Board of Directors, Air Medical Alliance, L.L.C.
- (1995-1998) Board of Directors, Mobile Health Care, L.L.C.

SERVICE TO THE COMMUNITY

- (2018-Present) Co-Organizer & Presenter, NAWBO, High School Mentorship Program, San Antonio, Texas
- (2020-2024) Co-Organizer & Teacher, Cisneros Transformational Leadership Academy, San Antonio, Texas
- (2020-2022) Co-Organizer, NAWBO Virtual High School Female Student Entrepreneurship Program Conference
- (2020, 2022) Judge, NAWBO, Entrepreneurship Competition, San Antonio, Texas
- (2018-2019) Speaker, SHRM, San Antonio, Texas
- (2019) Moderator, LaunchSA, Entrepreneur Panel, San Antonio, Texas
- (2019) Consultant, San Antonio Economic Development
- (2019-2021) CPS Foster Care Assistance for Children, Burnet County, Texas
- (2018) Speaker, National Rotary, How to Attract & Retain Talent, Marble Falls, Texas
- (2018) Speaker, LaunchSA, How to Access Financing, San Antonio, Texas
- (2017) Volunteer, Austin Pets Alive, Austin, Texas
- (2010-Present) Rehabilitator, Wildlife Rescue, Austin, Texas
- (2010) Volunteer, CASA, Burnet, Texas
- (2000-2001) Board Member, PAWS Animal Shelter, Central Texas

OTHER COMMUNITY INVOLVEMENT/MEMBERSHIP

- (2000-Present) Member, Austin Board of Realtors
- (2000-Present) Member, Texas Board of Realtors
- (2010-2023) Member, Williamson County Board of Realtors, Austin, Texas
- (2005-2023) Member, Marble Falls Board of Realtors, Marble Falls, Texas
- (1986-Present) Member, Tri Delta Sorority
- (1989-2003) Member, Dallas Junior League, Dallas, Texas
- (1989-2003) Member, Dallas Garden Club, Dallas, Texas
- (1989-Present) Member, Daughters of the American Revolution
- (1967-Present) Member, Lakota Sioux Tribe, South Dakota

REFERENCES

References Supplied Upon Request

