

Curriculum Vitae

Stephanie L. Black

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ACADEMIC APPOINTMENTS

- 2020-Present 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
Doctor of Philosophy-Major: Business Administration, Major
Concentration: Strategic Management & Organizational Studies
- M.I.M./M.B.A. 1991 American Graduate School of International Management, Glendale,
Arizona
With honors *Master of International Management*- Major Concentration: Marketing and
Finance. Other areas of study: Commercial Spanish and Commercial
German
- B.A. 1989 Southern Methodist University, Dallas, Texas
Cum laude *Major field areas:* Foreign Languages (Spanish, French, and Japanese) and
Ibero-American Studies
Minor field areas: History and Business

ACADEMIC TEACHING CERTIFICATIONS

- 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

Ethnic Entrepreneurship
 Social Networks
 Innovation
 Strategy

REFERRED PUBLICATIONS & PROCEEDINGS

Black, S. L. & Kennedy, D. (In Publication). 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. (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>

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>

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, 1-30*. <https://doi.org/10.1111/basr.12256>

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>

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 and Education*. *(MOBTS's 2022 Fritz Roethlisberger Memorial Award, Best paper) <https://doi.org/10.1177/1052562920987292>

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

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.

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>

Stewart, D., Verbos, A., Burmingham, 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>

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>

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>

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>

Black, S., Stone, D., & Johnson, A. (2015). Use of social networking websites on applicants. Factors. *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>

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.

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)

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. L. & Johnson, A. (In Publication). 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).

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*.

EXPERT CONTRIBUTOR

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/>

SEMINARS AND CONFERENCE PRESENTATIONS

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.**, & Blanco, 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.**, & Blanco, D. (March, 2021). Hispanics in Management. *Southwest Academy of Management*. (March 2-5 2021).

Dell, K., Kelly, D., Nicholson, A., 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, Birmingham, 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., Birmingham, 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.,** & Birmingham, 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, Boston, MA (August).

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 CONFRENCES UNDER REVIEW

Guerrero, L. **Black, S. L.,** & Blancero, D. (August, 2024, Under Fourth Review). Hispanics in the Workplace Their Demands and Resources. *Equality, Diversity, & Inclusion*.

Black, S. L., & Schmidt, G.B. (Under Review). Social media use in HR functions: steps to stay current and credible. *Rutgers Business Review*.

Rigsbee, C. & **Black, S.** (August, Under Third Review). Organization purpose and locus of control: Predictors of corporate social responsibility. *Business & Society*.

Degrassi, S., **Black, S.** & La Guardia, A. (Under Review). The impact of HRM practices, safety climate, coworker support on employee attitudes during a pandemic. *Journal of Managerial Issues*.

DISSERTATION

Cross-cultural differences in executive's professional advice seeking networks: Whom do our leaders turn to for advice?

RESEARCH-IN-PROGRESS

Degrassi, S. & **Black, S.** (Oct 1, 2024). The Greatest Showman. *Management Teaching Review*.

Black, S., & Degrassi, S. (Oct 1, 2024). Impactful Business: Cultivating Corporate Social Responsibility in Organizations. *Management Teaching Review*.

Ozbeck, O., **Black, S.,** (2024). Market Performance of Spun-Off Subsidiaries Under Dynamic And Munificent Industry Conditions: The Moderating Effect Of Firm Size And Capital Intensity. *Business Strategy & The Environment Journal*.

Degrassi, S., **Black, S.,** & Chen, D.. (2024). Teaching with Artificial Intelligence Study.

Black, S., Degrassi, S, Daniels, R. (2024). Integrating Artificial Intelligence into the Business Classroom.

Zhang, Z., **Black, S.,** & Sun, G. (2024). The Paradox of Corruption: Water That Is Too Clean Has No Fish
Corruption, Control of Corruption and Firm Growth. *Journal of Small Business Management*.

Ahamed, F., & **Black, S.L.** (2025). Invisible and Visible Stigmas in the Workplace: An Example of Political Ideology, Caste and Gender.

Black, S.L. & Washington, M. (2025). Innovations in social enterprise: Aligning strategy, structure, and business models.

Black, S. L. (2025). Individual factors affecting African American entrepreneurship.

Rigsbee, C., Hammond, C., Jessup, C., & **Black, S. L.** (2025). The moral entrepreneur in social and sustainable enterprise.

Rigsbee C., **Black S.** & Cassidy G. (2025). Is There a Market for Benefit Corporation Control?

Black, S. L., & Staples, H. (2025) Perception of privacy and organizational use of social networking websites in hiring practices. *Business & Society or Business Horizons Journal*.

Cassidy, G., **Black, S. L.,** & Rigsbee, C. (2024). B Corp.

De la Vina, L. & **Black, S. L.** (2025). Inter-state equity crowdfunding. *Journal of Entrepreneurship Theory and Practice*.

Black, S. L. (2025). An empirical analysis of employees' perceptions of the use of social networking sites for hiring purposes. *Journal of Management*.

Black, S. L. (2025). Individual factors affecting African American Entrepreneurs (empirical analysis). *Entrepreneurship Theory and Practice*.

Black, S. L. (2025). Native Americans and the resource-based perspective. *Academy of Management Journal*.

De la Vina, L., **Black, S. L.** (2025). L3C business model innovation. USASBA Conference & *Journal of Business Venturing*.

Black, S. L. (2024). Crowdsourcing for innovation. *Journal of Business Strategy*.

PRIMARY TEACHING INTERESTS

Business Strategy

International Management

Entrepreneurship

Organizational Behavior

COURSES & CERTIFICATIONS DEVELOPED

2024 AI Certificate

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

2018 MGMT 3370 Social Entrepreneurship

TEACHING EXPERIENCE- MBA & MASTERS COURSES

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

BAUD 4070 Business Capstone Lab, 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 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

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

- (2024-2024) Committee Member, Faculty Innovation Advisory Group, Texas A&M, San Antonio, TX
- (2021-2024) Committee Member, Carnegie Classification, Texas A&M, San Antonio, TX
- (2021-2024) Committee Member, Student Wellness, Texas A&M, San Antonio, TX
- (2018-2024) Committee Member, University Library, Texas A&M, San Antonio, TX
- (2022-2024) Committee Member, University Curriculum Committee, Texas A&M, San Antonio, TX
- (2023-2024) 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

- (2024-2025) Committee Member, College 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) Chair, Entrepreneurship Curriculum Task Force, Texas A&M, San Antonio, TX
- (2023) Chair, International Curriculum Task Force, Texas A&M, San Antonio, TX
- (2023) Chair, Strategy Curriculum Task Force, Texas A&M, San Antonio, TX
- (2023) Committee Chair, Search Committee, Strategy Mgmt. Faculty, Texas A&M, San Antonio, TX
- (2023) 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) COB 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

- (2024) Reviewer, Indigenous Business & Public Administration
- (2023) Editorial Board, Environmental Science and Sustainable Development Journal (ESSD)
- (2023) Editorial Board, ASTI Book Series, Springer
- (2022-2023) Reviewer, Southwest Academy of Management (SWAM)
- (2022-2024) Reviewer, Organizational Management Journal
- (2022-2024) 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
- (2021-2022) Southwest Academy of Management, Representative at Large
- (2020-Present) 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 (RHRM)
- (2020) Reviewer, Organization Management Journal
- (2019-2020) Mentor-Student Research, Julia Wasik, Stars Student Technology, Arts & Research Symposium
- (2019) Reviewer, Southwest Academy of Management
- (2021-Present) Co-organizer, NAWBO Transformational Leadership Conference, San Antonio, TX
- (2020-2021) Co-organizer, NAWBO Entrepreneurial Connections Virtual Conference, San Antonio, TX

- (2018-Present) Volunteer, NAWBO Entrepreneurial Connections Event, Texas A&M, 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-Present) 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

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

(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
 (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
San Antonio, Texas
Assistant Professor of Management
College of Business | Responsible for teaching various business classes in 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)
(2023-2024)	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)
(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 Homeowner's 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

(2018-2024)	Presenter, NAWBO, High School Female Student Entrepreneurship Program, 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-Present) 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
- (2018-2024) Host, NAWBO, High School Mentorship Program, Texas A&M, 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