

# MATTHEW C. MITCHELL

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## CURRICULUM VITA – 2020

### **Bâton Global, LLC**

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### **Drake University College of Business**

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## **EDUCATIONAL BACKGROUND**

**Ph.D. – University of South Carolina, 2010.** Columbia, SC.

- Doctor of Philosophy in Business Administration – International Business

**MBA – Crummer Graduate School of Business, 2004.** Winter Park, FL.

- Master of Business Administration – Management
- Honors Graduate

**BA - Rollins College, 2000.** Winter Park, FL.

- Major: Physics; Minor: Mathematics

## **RESEARCH**

### **Research Interests**

- Strategy, Leadership and International Management
- Innovation and Technology Leadership
- Interaction of Firms, Political Economy and Institutional Frameworks
- Multinational Firms within their Sociocultural Environment (e.g. Religion & Culture)

### **Dissertation Research**

- Corporate Legitimacy Across Cultural Contexts: Mapping the Cultural Schemata of Religio-Institutional Actors
- Dissertation Chair: Dr. Nancy R. Buchan.
- Committee Members: Dr. Kendall Roth, Dr. David Crockett, Dr. Waleed El-Ansary

## PUBLICATIONS AND PAPERS

### **Journal Articles**

- Heaston, W. R., Mitchell, M., Kappen, J., 2020. Towards an Institutional Model of Organizational Corruption Controls: The Case of FIFA. *Forthcoming Global Governance*, 21(3).
- Paltrinieri, A., Floreani, J., Kappen, J., Mitchell, M., Chawla, K., 2019. Islamic, Socially Responsible and Conventional Market Comovements: Evidence from Stock Indices. *Thunderbird International Business Review*, 61(5), 719-733.
- VanSandt, C., Sud, M., Mitchell, M., 2019. American MNEs: In Search of Legitimacy When You're WEIRD. *Journal of Management Policy and Practice*, 20(4).
- Porter, T., Case, S., Mitchell, M., 2018. Freedom of Religion or Freedom from Religion in Organizations: Dialogue for Giving Voice to Values. *Journal of International Business and Law*, 17(1).
- Kappen, J., Mitchell, M., Chawla, K., 2018. Institutionalizing Social Impact Investing: Implications for Islamic Finance. *International Journal of Social Economics*, 46(2), 226-240.
- Ramsey, J.R., Barakat, L., Mitchell, M.C., Ganey, T. and Voloshin, O., 2016. The Effects of Past Satisfaction and Commitment on the Future Intention to Internationalize. *International Journal of Emerging Markets*, 11(2): 256-272.
- Porter, T., Mitchell, M., 2015. Spiritual Institutional Entrepreneurs: An Introduction and Examination. *Journal of Management Spirituality and Religion*, August: 1-14.
- Mitchell, M., Heaston, W. R., Kappen, J., 2015. Taboo No More: A Qualitative Country Institutional Profile of Life Insurance in China and India. *Management Research Review*, 38(8): 813-839.
- Miller, C. E., Mitchell, M. C., Kappen, J. A., & De Ocampo, M. B., 2014. Whither the Professor? Crafting a Viable Business Doctoral Program in a Developing Country. *Journal of International Business Education*, 9(1).
- Mitchell, M., Rafi, M. I., Severe, S., Kappen, J. A., 2014. Conventional vs. Islamic Finance: The Impact of Ramadan Upon Sharia-Compliant Markets. *Organizations and Markets in Emerging Economies*, Vol. 5, No 1 (9): 105-124.
- Mitchell, M., Vandegrift, D., 2014. Student Perceptions of Internationalization, Multiculturalism, and Diversity in the Business School. *Journal of Teaching in International Business*, 25(1): 25-43.
- Mitchell, M., Hamad, M., Grimm, H., Klose, S. 2013. Short Term Pain and Long Term Gain: The Post-Revolution Egyptian Experience. *Drake Management Review*, 2(2): 32-37.
- Mitchell, M. 2010. An Institutional Perspective of the MNC as a Social Change Agent: The Case of Environmentalism. *Journal of Global Responsibility*, 1(2): 382-398.
- Alon, I., Gurumoorthy, R., Mitchell, M., and Steen, T. 2006. Managing Micro-political Risk: A Cross Sector Examination. *Thunderbird International Business Review*, 48 (5): 623-642.

### **Edited Works**

- Paltrinieri, A., Bellalah, M., Floreani, J., Kappen, J., Kiymaz, H., Mitchell, M. Advisory Editorial Board. 2018. Islamic Business and Finance. *International Journal of Emerging Markets*.
- Rottig, D. Contributor. 2016. Institutions and Emerging Economies. *Special Issue of International Journal of Emerging Markets*.
- Mitchell, M., Alon, I. Special Issue Editor. 2012. Globalization and Emerging Economies. *International Business: Research Teaching and Practice*, 6(1).

### **Book Chapters**

- Mitchell, M., Alon, I., Herbert, T. 2011. Assessing & Managing Political Risk. In T. Wilkinson (Ed.), *International Business in the 21st Century: Are You Ready? – Preparing for International Business Operations*. Santa Barbara, CA: Praeger.
- Munoz, J. M., Alon, I., Mitchell, M. 2010. Micro-Franchising Strategies: Drawing Lessons From Franchise Literature. In J. M. Munoz (Ed.), *Microenterprise: Concepts and Cases*. Northampton, MA: Edward Elgar.
- Alon, I., Cliquet, G., Perrigot, R., Mitchell, M. 2010. International Franchising at Best Western. In I. Alon (Ed.), *Global Franchising*. New York, NY: Palgrave Macmillan.
- Alon, I., Mitchell, M., Munoz, J. M. 2010. Microfranchising in Less Developed Countries. In I. Alon (Ed.), *Global Franchising*. New York, NY: Palgrave Macmillan.

### **Book Reviews**

- Mitchell, M. 2012. Spirituality and Corporate Social Responsibility: Interpenetrating Worlds – Book Review. *Journal of Management Spirituality and Religion*, 9(2): 209-214.

### **Teaching Cases**

- Mitchell, M., Kappen, J. A., Hamad, M., 2014. An Expanding Dilemma: A Tough Choice Between Egypt and Venezuela (Revised and Updated). In I. Alon & E. Jaffe, *Global Marketing 2e*. New York, NY: McGraw-Hill.
- Mitchell, M., 2011. An Expanding Dilemma: Between Mubarak and a Hardliner. In I. Alon & E. Jaffe, *Global Marketing*. New York, NY: McGraw-Hill.

### **Research Papers in Process**

- Budde-Sung, A., Mitchell, M. Thou Shalt Not Steal: The Impact of Religion on Intellectual Property Protection Strategies (*Submitted to Journal of International Business Studies*)
- Mitchell, M., Buchan, N.R., Kappen, J. Prophets and Profits: Mapping the Cultural-Cognitive Schemata of Religio-Institutional Actors.
- Kappen, J.A. & Mitchell, M.C. Teaching the Politics of International Trade.
- Mitchell, M., Kappen, J.A. Developing an Undergraduate Research Program in International Business.
- Hilscher, J., Kass, K., Mitchell, M. C. An Introduction to the Theory and Practice of Collaborative Classrooms in Higher Education.
- Dau, L., Mitchell M. Promarket Reforms in Latin America: A Qualitative Examination of Executive Responses.
- Buchan, N. R., Rolfe, R., Mitchell, M. Corruption and Public Goods Provision in Africa: A Multilevel Public Goods Experiment.

### **Collaborative Student Research Papers**

- Clayberg, N., Mitchell, M. 2018. Varieties of Freedom: A Cross-National Comparison of Mental Schemata.
- Feilmeyer, J. M., Mitchell, M. 2016. The Best for Benin: A Model for Agricultural Investment in Benin.
- Kinman, E., Mitchell, M. 2015. A Feasibility Study of Financial Inclusion: Gardenia Calle and Madre Selva Calle, Puerto Vallarta, Mexico.
- Green, S., Mitchell, M., 2014. A Survey of the Financial Industry in Iowa.
- Mitchell, M., Rafi, M. I., Kappen, J. A., Goebel, M., Navaratnam, R., Rahmat, K. F., Skajewski, R. 2014. Finance, Food and Pharma: The Institutionalization of Islamic Halal Regulation.

## Peer-Reviewed Conference Presentations

- Kappen J., Mitchell, M., 2019. Millennial Values and Employee Effectiveness Across Cultures. *Academy of International Business – SE*. San Antonio, TX.
- Paltrinieri, A., Floreani, J., Kappen, J., Mitchell, M., Chawla, K., 2019. Islamic, Socially Responsible and Conventional Market Comovements: Evidence from Stock Indices. *Academy of International Business – SE*. Nashville, TN.
- Mitchell, M., Buchan, N., Kappen, J., 2017. That’s Appropriate. *Academy of International Business – LAC*. Lima, Peru.
- Mitchell, M., Kappen J. 2016. The Landscape for Islamic Finance in the United States. *Academy of International Business – SE*. Tampa, FL.
- Mitchell, M., Owens, C., Saunders, C. 2016. Integrating Initiatives (Accreditation, Strategic Planning, Balanced Scorecard) to Enhance Improvement. *Higher Learning Commission – Annual Conference – Chicago, USA*.
- VanSandt, C., Mitchell, M., Sud, M., 2015. MNEs, Ethics and Religion: Why So WEIRD? *Academy of International Business – Bangalore, India*.
- Budde-Sung, A., Mitchell, M. 2015. Protecting Intellectual Property When the Law Will Not Do so: A Religious and Relational Approach. *Society for the Advancement of Socio-Economics. – London, England*.
- Kappen, J. A., Chawla, K., Mitchell, M. C. 2015. Towards the Institutionalization of Screening and Measuring for Social Impact: Implications for Islamic Finance. *International Conference on Islamic Economics and Finance – Doha, Qatar*.
- Chawla, K., Kappen, J. A., Mitchell, M. & Rafi, M. I. 2014. Towards the Institutionalization of Screening and Measuring for Social Impact: Implications for Islamic Finance. *Academy of International Business – SE*. Miami, FL.
- Rafi, M. I, Goebel, M., Navaratnam, R., Rahmat, M. F., Skajewski, R., Mitchell, M. & Kappen, J.A. 2014. Finance, Food, and Pharma: The Institutionalization of Islamic Halal Regulation. *Academy of International Business – SE*. Miami, FL.
- Mitchell, M., Sud, M., VanSandt, C. 2014. MNEs, Ethics and Religion: Why So WEIRD? *International Vincentian Business Ethics Conference*. Dublin, Ireland.
- Porter, T., Case, S., Mitchell, M., Abaza, W. 2014. Freedom of Religion or Freedom from Religion in Organizations: Dialogue for Giving Voice to Values. *Academy of Management*. Philadelphia, PA.
- Heaston, W. R., Mitchell, M. 2014. Towards an Institutional Model of Organizational Corruption Control: The Case of FIFA. *Academy of International Business*. Vancouver, Canada.
- Kappen, J.A. & Mitchell, M. 2014. Teaching the Politics of International Business. *Academy of International Business*. Vancouver, Canada.
- Heaston, W. R., Mitchell, M. 2013. Towards an Institutional Model of Organizational Corruption Control: The Case of FIFA. *Academy of International Business - SE*. Atlanta, GA.
- Rafi, I., Mitchell, M. 2013. The Impact of the Ramadan Effect upon Sharia-Compliant Stocks in Malaysia. *Academy of International Business - SE*. Atlanta, GA.
- Mitchell, M., Heaston, W. R. 2013. Savings and Superstitions: A Comparison of Life Insurance Industries in China, and India. *Academy of Management*. Orlando, FL.
- Porter, T., Case, S., Mitchell, M., Abaza, W. 2013. Freedom of Religion or Freedom from Religion – Professional Development Workshop. *Academy of Management*. Orlando, FL.
- Budde-Sung, A. Mitchell, M. 2013. Thou Shalt Not Steal: The Impact of Religion on Software Piracy. *Academy of International Business*. Istanbul, Turkey.
- Budde-Sung, A. Mitchell, M. 2013. Thou Shalt Not Steal: The Impact of Religion on Software Piracy. Henry Kaufman Forum on Religious Traditions – University of Maryland. College Park, MD.

- Mitchell, M., Heaston, W. R. 2012. Savings and Superstitions: A Comparison of Life Insurance Industries in China, and India. *Academy of International Business - SE*. Fort Lauderdale, FL.
- Mitchell, M., Vandegrift, D. 2012. Student Perceptions of Internationalization, Multiculturalism, and Diversity in the Business School. *Academy of International Business*. Washington, D.C.
- Mitchell, M. 2011. An Exposition and Examination of Sacred Legitimacy. *Academy of Management Annual Conference*. San Antonio, TX.
- Mitchell, M. 2010. Corporate Legitimacy Across Cultural Contexts: Mapping the Cultural Schemata of Religio-Institutional Actors. *Academy of Management Annual Conference*. Montreal, Canada.
- Mitchell, M. 2009. Sustainability Across Cultural Contexts: Mapping the Cultural Schemata of Powerful Institutional Actors. *International Conference on Business & Sustainability*. Portland, OR.
- Mitchell, M. 2009. Mapping the Cultural Schemata of Religio-Cultural Actors: A Methodological Note. *Academy of Management Annual Conference*. Chicago, IL.
- Mitchell, M. 2009. An Institutional Perspective of the MNC as a Social Change Agent: The Case of Environmentalism. *Academy of Management Annual Conference*. Chicago, IL.
- Mitchell, M. 2009. The MNC as a Social Change Agent: A Country Institutional Profile Perspective. *Academy of International Business Annual Conference*. San Diego, CA.
- Alon, I. & Mitchell M. 2004. A Normative Model of Micro Political Risk Assessment. *University of North Florida International Business Research Conference*. Jacksonville, FL.
- Alon, I. & Mitchell, M. 2004. The Internationalization of Business Education: An Examination of International Educational Experiences. *University of North Florida International Business Research Conference*. Jacksonville, FL.
- Alon, I. & Mitchell, M. 2004. Social Implications of Global Franchising. *Proceeding of the Southwest Academy of International Business*. Orlando, FL.
- Chase, G. Alon, I., Mitchell, M. 2004. Religious Freedom and Prosperity: Is there a relationship. *Proceeding of the Southwest Academy of International Business*. Orlando, FL.

### Practice Publications

- Mitchell, M., Kappen, J., Culek, C. 2020. Facilitation as Leadership: Best Practices. *Bâton Global (Forthcoming)*.
- Kappen J., Mitchell, M. 2020. Measuring what Matters with People Analytics. [Bâton Salon Podcast](#).
- Mitchell, M. & Kappen J. 2020. Strategy and Therapy During COVID-19. [Bâton Salon Podcast](#).
- Mitchell, M. & Kappen J. 2020. COVID-19 Perspectives: Community & Physical Safety. [Bâton Salon Podcast](#).
- Britt, W. H. & Mitchell M. 2020. COVID-19 Perspectives: Global Supply Chains. [Bâton Salon Podcast](#).
- Mitchell, M. 2018. China's Big-Brother is Not 'Creepy'. [LinkedIn](#).
- Mitchell, M., Culek, C. 2020. Coronavirus: 7 Critical Decisions to Be Prepared. [Bâton Global](#).
- Mitchell, M., Culek, C. 2019. Establishing Your Leadership Brand. [Bâton Global](#).
- Mitchell, M. 2019. 7 Tips to Effectively Execute Strategy. [Bâton Global](#).
- Mitchell, M. 2019. Self-Care and Leadership. [Bâton Global](#).
- Mitchell, M. 2019. Introduction to PESTLE Analysis: Why a Systemic Approach is Best. [Bâton Global](#).
- Mitchell, M., Britt W. H. 2019. What is SWOT Analysis. [Bâton Global](#).
- Mitchell, M. & Kappen J. 2019. Continuous Improvement in Higher Education. [Bâton Global](#).
- Mitchell, M. & Smith, K. 2018. The Halo Effect & Strategy. [Bâton Global](#).

- Smith, K., Mitchell, M., Britt, W. H. 2018. The Reorganization Journey: Part One, Planning. [Bâton Global](#).
- Mitchell, M. & Kappen J. 2018. Strategies to Retain Top Talent. [Bâton Global](#).
- Mitchell, M. & Smith, K. 2017. The Rise of Insurtech: Response Strategies for Insurers. [Bâton Global](#).
- Mitchell, M. 2017. Navigating Generational Dynamics. [Bâton Global](#).
- Mitchell, M. 2017. FinTech: Disruptive Innovation in Financial Services. [Bâton Global](#).

## GRANTS, FUNDRAISING, HONORS AND AWARDS

### **Research, Teaching and Service Grants**

- Sabbatical Award – Drake University: 2017/18.
- Drake University International Partner Development Grant: \$4850. 2017. This grant was given to further develop the international partnership with University International Business and Economics (UIBE), China.
- CIMB-Principal Financial Group + Drake University – 2016. \$20,000 sponsored-research grant to Drake University College of Business and Public Administration to support research into the similarities and differences between Islamic and Conventional Equities.
- Drake University International Partner Development Grant: \$3850. 2016. This grant was given to further develop the international partnership International Center for Education in Islamic Finance (INCEIF) in Kuala Lumpur, Malaysia.
- Drake University International Partner Development Grant: \$5630. 2015. This grant was given to further develop the international partnership with University de los Andes in Santiago, Chile.
- Drake University International Partner Development Grant: \$3500. 2014. This grant was given to explore multiple university and corporate partners in Santiago, Chile.
- Drake University International Partner Development Grant: \$3500. 2014. This grant was given to explore international research partners with faculty at Tecnológico de Monterrey in Guadalajara, Mexico.
- Drake University Undergraduate Research Assistantship: \$3600. 2014–2015. This grant was given to support undergraduate researchers for the 2014-2015 academic year.
- Drake University Undergraduate Research Assistantship: \$3600. 2013–2014. This grant was given to support undergraduate researchers for the 2013-2014 academic year.
- Drake University Undergraduate Research Assistantship: \$3600. 2010–2011. This grant was given to support two undergraduate researchers for the 2010-2011 academic year.
- Darla Moore School of Business Research Grant Program: \$2983. 2009–2010. This research develops the program “Corporate Legitimacy Across Cultural Contexts: Mapping the Cultural Schemata of Religio-Institutional Actors.”
- University of South Carolina, Research grant from the Center for International Business Education & Research (CIBER): \$3483. 2009–2010. Under supervision of Nancy R. Buchan this research finalizes field work previously conducted in Egypt, Israel, Sweden & the U.S.
- University of South Carolina, Research grant from the Center for International Business Education & Research (CIBER): \$10,000. 2008–2009. Under supervision of Nancy R. Buchan this field research investigates the process of MNC legitimation across cultural contexts by mapping cultural schemata of institutional actors in four countries: Egypt, Israel, Sweden, & the U.S.
- University of South Carolina, Research grant from the Center for International Business Education and Research (CIBER): \$8000. 2007–2008. With Nancy R. Buchan this research explores the interplay of religion and globalization as they influence the processes of organizational legitimation across national contexts.

- University of South Carolina – Moore School of Business Commendation for Research and Service: \$5500. 2009–2010.
- University of South Carolina Travel Grant. 2009. To present research to the International Conference on Business and Sustainability in Portland, OR.
- University of South Carolina Travel Grant. 2009. To lecture at the invitation of Ben Gurion University of the Negev in Be'er Sheva, Israel.
- Sheth Foundation – Academy of International Business Grant. 2009. To present research to the Academy of International Business Annual Conference in San Diego, CA.
- University of South Carolina Travel Grant. 2009. To present research to the Academy of Management Annual Conference in Chicago, IL.
- University of South Carolina Travel Grant. 2009. To present research to the Academy of International Business Annual Conference in San Diego, CA.

### **Fundraising**

- James Foster International Business Endowment – 2014-Present. \$7.0 million donation to Drake University with \$5.0 million earmarked for International Business and Study Abroad. The Foster gift will support the international business program by providing experiential opportunities for immersive language acquisition, study abroad, and global internships. Additional funding will be provided for Endowed Chair in International Business, faculty and staff internationalization, promotion and outreach and undergraduate student research.
- Chip Webster Legacy Award – 2015. \$500,000 donation to Drake University College of Business and Public Administration to support student internship experiences to gain practical work experience with companies in the United States and around the world.
- Remo Picchiatti Legacy Award – 2015. \$50,000 donation to Drake University College of Business and Public Administration to support experiential opportunities for immersive language acquisition, study abroad, and global internships. Additional funding may be available for faculty/staff internationalization, promotion/outreach and student research.
- DrakeIBiz Alumni and Friends Fund. Creation of fund to support study abroad, language acquisition, community outreach, and faculty/staff internationalization for Drake University International Business.
- Greater Des Moines Partnership + Drake University Global Internship Program – 2015. \$10,000 to support global internships for Drake University International Business students.

### **Honors and Awards**

- 2020 Outstanding Professor – Kappa Kappa Gamma: 2020.
- Generosity of Spirit Award – Drake University: 2019.
- Graduate Professor of the Year – Drake University CBPA: 2019.
- Generosity of Spirit Award – Drake University: 2018.
- Drake Sabbatical Award – Drake University: 2017/18.
- Fellow of the Royal Society for the Encouragement of Arts, Manufactures and Commerce: 2016.
- Harry I. Wolk Research Award Nomination – Drake University: 2016.
- National Residence Hall Honorary Award Winner – NRHH: 2016.
- Madelyn M. Levitt Teacher of the Year Award – Drake University: 2015.
- Graduate Professor of the Year – Drake University CBPA: 2015.
- Fellow of the Academy of International Business – Southeast USA: 2014.
- Henry Kaufman Business and Religion Fellow – University of Maryland: 2011–2013.
- Commendation for Exemplary Research and Service – University of South Carolina: 2009.
- Darla Moore School of Business Fellowship – University of South Carolina: 2005–Present.
- Honors Distinction – Rollins College Crummer Graduate School of Business: 2004.

- Full Presidential Scholarship – Rollins College Crummer School of Business: 2003–2004.
- Best Math/Science Instructor – United States Air Force: 2002.
- Algernon Sydney Sullivan Medallion: Rollins College of Arts and Sciences: 2000.
- National Leadership Award – Omicron Delta Kappa: 2000.
- Academic Honors Society Award – Phi Eta Sigma: 1996–2000.
- Congressional Nomination – West Point – United States Military Academy: 1996.
- Eagle Scout – Boy Scouts of America: 1996.

## TEACHING

### **Teaching Interests**

- Strategy (Graduate and Undergraduate)
- International Management: (Graduate and Undergraduate)
- Leadership (Graduate and Undergraduate)
- Executive Leadership & Strategy
- Innovation & Technology Management (Graduate and Undergraduate)
- International Business: Processes and Problems (Undergraduate)
- Cross-Cultural Communication and Negotiations (Graduate)

### **Teaching Experience**

- Drake University CBPA – International Management (MGMT 170 and MGMT 280)\*  
– Average Course Evaluation: Teacher Rating 4.75/5.0
- Drake University CBPA – International Business Processes and Problems (BUS 170)\*  
– Average Course Evaluation: Teacher Rating 4.92/5.0
- Drake University CBPA – Strategic Business Processes (MBA 260)\*  
– Average Course Evaluation: Teacher Rating 4.73/5.0
- Drake University CBPA – Globalization & Cross-Cultural Communication (MBA 200)  
– Average Course Evaluation: Teacher Effectiveness 100% Agree or Strongly Agree
- Drake University CBPA – Business Strategy and Policy (BUS 195)\*  
– Average Course Evaluation: Teacher Rating 4.8/5.0
- USC – Principles of Management (MGMT 371)  
– Average Course Evaluation: Overall Effectiveness 4.80/5.00
- UNCC – International Business (IBUS 3274)  
– Average Course Evaluation: Overall Effectiveness 4.80/5.00
- Faculty Development in International Business – International Management Program: 2008
- USC Teaching Assistant – Global Marketing (IBUS 402): 2006–2010
- USC Teaching Assistant – Cross-Cultural Negotiations (IBUS 734): 2006–2010
- Chair of Science Department / Science Instructor: 2004–2005
- Physics Instructor, Advanced Placement, Honors: 2001–2003

\* Teacher Rating based on The IDEA Center aggregated raw score for “Excellent Teacher” items.

## INVITED LECTURES & PRESENTATIONS

- Mitchell, M. 2020. Drake College of Business & Public Administration. *Leadership & Strategy in the Time of COVID*. Des Moines, IA.
- Mitchell, M. 2020. Business Record. *Coping w/Covid-19: Agile Business Planning in Uncertain Times*. Des Moines, IA.
- Mitchell, M. 2020. Greater Des Moines Partnership. *Maintaining Profitability During COVID-19*. Des Moines, IA.



- Mitchell, M. 2019. Grinnell Mutual. *Shift Happens: Leading Innovation and Change*. Grinnell, IA.
- Mitchell, M. 2019. MidAmerican Energy. *The Future of Leadership and Learning*. Des Moines, IA.
- Mitchell, M. 2019. Academy of International Business – Southeast USA. *Faculty Consortium*. San Antonio, TX.
- Mitchell, M. 2019. LeadingAge Iowa. *Shift Happens: Leading Through Change*. Cedar Rapids, IA.
- Mitchell, M. 2019. RaySociety. *Weltschmerz It's a Wonderful World! Contemplating the current state of our world... together!* Des Moines, IA.
- Mitchell, M. 2018. Principal Financial Group Panel. *The Future of Trade in an Era of Anti-Globalism*. Des Moines, IA
- Mitchell, M. 2018. RaySociety. *What the World Needs Now: Pilgrimage, Sabbatical, and Strategy*. Des Moines, IA
- Mitchell, M. 2017. Academy of International Business – Southeast USA. *Junior Faculty Consortium*. Washington, D.C.
- Mitchell, M. 2017. RaySociety. *Say What?! The Costs and Benefits of Having (and Voicing) a Public Opinion*. Des Moines, IA.
- Mitchell, M. 2016. Wartburg College. *Strategy & Continuous Improvement*. Waverly, IA.
- Mitchell, M. 2016. Drake University Manager's Training. *Continuous Improvement Planning Process*. Des Moines, IA.
- Mitchell, M. 2016. International Traders of Iowa. *The Business Climate in Cuba*. Des Moines, IA.
- Mitchell, M. 2015/16. Drake University RaySociety. *Who is U.S.? A Guide to Globalization in Iowa and Abroad*. Des Moines, IA.
- Mitchell, M. 2015. Center for Global Citizenship. *Doing Business Across Cultures*. Des Moines, IA.
- Mitchell, M. 2015. Drake College of Business and Public Administration Teaching Colloquium. *Collaboration Classroom: High Tech + High Touch*. Des Moines, IA.
- Mitchell, M. 2014. Drake University Convocation Speech. *I Am Drake – Des Moines, IA*.
- Mitchell, M. and Kappen, J. 2014. Tecnológico de Monterrey. *Globalization and Global Strategy – Guadalajara, MX*.
- Mitchell, M. 2014. The Principal Financial Group Leadership Development Program. *Individual and Organizational Experiences within a Globalizing Firm – Des Moines, IA*.
- Alon, I., Arora, A., Bello, D., Mitchell, M., Rottig, D., 2013. Meet the Editors Panel. *Academy of International Business - SE*. Atlanta, GA.
- Anshu, A., Mitchell, M., Mueller, C., Arora, A., Raisinghani, M. 2013. Promoting Undergraduate Business Research: A Student-Faculty Perspective. *Academy of International Business - SE*. Atlanta, GA.
- Mitchell, M. 2013. Drake College of Business and Public Administration Teaching Colloquium. *High Impact Technologies in the Classroom - an Interactive Conversation*. Des Moines, IA.
- Mitchell, M. 2013. Drake University Board of Trustees Mini-College. *High-Impact Pedagogies in International Business*. Des Moines, IA.
- Mitchell, M. 2013. The Principal Financial Group. *Developing a Global Mindset – A Simulcasted Conversation with DSM, Hong Kong, and India*. Des Moines, IA.
- Mitchell, M. 2013. Drake University Joint Global Advisory & Taskforce Committees. *GAudit – Internationalization of the Curriculum Strategic Plan*. Des Moines, IA.
- Mitchell, M. 2012. Drake College of Business and Public Administration Research Colloquium. *Savings and Superstitions: A Comparison of Life Insurance Industries in China and India*. Des Moines, IA.

- Mitchell, M. 2012. Herb and Karen Baum Ethics Symposium on Ethics and the Professions. *Internalizing International Business Ethics*. Des Moines, IA.
- Mitchell, M. 2011. Delta Sigma Pi – Business Fraternity. *Going Global – Personal and Professional Internationalization*. Des Moines, IA.
- Mitchell, M. 2011. DUIT – Drake University International Travel. *One Pilgrim’s Progress: Stories and Lessons Learned from Abroad*. Des Moines, IA.
- Mitchell, M. 2010. International Traders of Iowa. *Profits and Prophets - Doing Business Across Religious Borders*. Des Moines, IA.
- Mitchell, M. 2010. Iowa Council for International Understanding. *Profits and Prophets - Doing Business Across Religious Borders*. Des Moines, IA.
- Mitchell, M. 2009. Current Trends in International Business Research and Practice. *Midlands International Trade Association*. Columbia, SC.
- Mitchell, M. 2009. MNCs in the Middle East: Mythologies and Opportunity. *University of South Carolina – Political Science Lecture*. Columbia, SC.
- Mitchell, M. 2009. Surviving Graduate School. *University of South Carolina – Graduate School Orientation*. Columbia, SC.
- Mitchell, M. 2009. The Importance of Fundamentals: Course Work and Comps. *Academy of Management New Doctoral Student Consortium*. Chicago, IL.
- Mitchell, M. 2009. Paradigms of Globalization: Semi-Globalization as a Framework for a Transnational Mindset. *Ben Gurion University of the Negev Honors MBA Program*. Be’er Sheva, Israel.
- Mitchell, M. 2008. The Times They are A’Changin: Business, Religion and Nationalism Under Conditions of Complexity. *SUMC Summer Institute*. Columbia, SC.
- Mitchell, M. 2007–2009. Global Business Ethics and Religious Pitfalls. *University of South Carolina Moore School of Business*. Columbia, SC.
- Mitchell, M. 2007–2009. Cola Wars: Products and Associated Ideologies. *University of South Carolina Moore School of Business*. Columbia, SC.
- Mitchell, M. 2004. One Pilgrim’s Progress: Stories from the Camino de Santiago de Compostela. *FUMC Nu Class*. Orlando, FL.
- Mitchell, M. 2004. Book Review: The Place of Tolerance in Islam by Khaled Abou El Fadl. *FUMC Nu Class*. Orlando, FL.

## PROFESSIONAL ACTIVITIES

### **Bâton Global**, Partner. Des Moines, IA

Bâton Global offers a range of consultancy services to assist organizations develop and implement strategies to increase the value they provide their clients. This process can include strategic planning, leadership development, change management, market analysis or guidance to engage in world markets. Bâton works with many types of organizations including startups, nonprofits, local/national governments, and Global 100 corporations.

### **Homesteaders Life Company**, Advisory Board Member. Des Moines, IA

Homesteaders Life Company provides funeral funding for families who demand and deserve long-term security for their funded advance funeral plans. Our funeral insurance and trust products are offered through select funeral homes by more than 8,000 funeral home owners, funeral directors and prearrangement professionals.

### **Solidarity Foundation**, Board Member. Des Moines, IA

The Solidarity Foundation, Inc. creates pathways out of poverty by providing access to affordable savings-based financial services. The organization believes financial inclusion is a fundamental catalyst out of poverty, helping families build household assets and strengthen future resiliency. The Solidarity Foundation, Inc. partners with non-governmental, governmental and for-profit organizations to provide savings-based programs that meet the unique needs of their clientele.

### **Svens Sunscreen**, Board Member. Chicago, IL

Svens fights skin cancer by providing natural mineral sunscreen and inspiring everyone to make small changes every day to enable a safer, healthier future.

## **Executive Education**

- Leading Others Executive Education. 2017-Present. Executive Development Training – 18-month executive education course focused on developing four leadership & strategy capabilities.
- EMC Insurance Leading Others. 2020-Present. Executive Development Training – 12-month tailored executive education course focused on developing leadership & strategy capabilities.
- Bankers Trust Ready Leader. 2019-2020. Executive Development Training – 12-month tailored executive education course focused on developing leadership & strategy capabilities.
- Principal Leading Others Executive Education. 2018-2019. Two cohorts of a 12-month tailored executive education course focused on developing leadership & strategy capabilities in financial services/asset management businesses.
- Principal Financial Group. 2012-Present. Top Management Team - Executive Development Training – One-week residential course focused on developing four executive capabilities: 1) Strategic Alignment and 2) Execution, 3) Global Perspective, and 4) Talent Development
- Homesteaders Insurance Leadership Development Program. 2015-Present. Executive Leadership Development – Three-day residential course focused on developing leadership, marketing, finance, accounting and general strategy skills (Des Moines; Orlando; St. Louis; Charleston).
- Executive Education: Nigeria. 2018-2019. Executive Development Training – 1-week executive education course focused on developing leadership & strategy capabilities.
- US State Department – Mandela Young African Leadership Institute (YALI). 2015–Present. Executive Development Training – 8-week executive education course focused on developing individual leadership & organizational. strategy capabilities.
- CDS Global. 2014-2016. Top Management Team - Executive Development Training – One-week residential course focused on developing executive capabilities.

- DuPont-Pioneer. 2014-2017. Leadership Development Program in Regulatory Affairs and Global Strategy – Focus groups and curricular development for executive leadership development program. One-week residential course focused on developing four areas of competence: 1) Law and Policy, 2) Communication, 3) Global Awareness, and 4) Enterprise Strategy.
- Iowa Homeless Youth Centers. 2014. Board of Directors Retreat – Facilitation of board of directors retreat focusing on three key areas: 1) Mission review, 2) Board effectiveness, and 3) Financial security and fundraising.
- Hillside Health Care International. 2014-2017. Board of Directors Retreat – Facilitation of board of directors retreat focusing on: 1) Fundraising, 2) Strategic planning and 3) Execution.
- Des Moines Area Interprofessional Education Center. 2014. Formation and Strategic Planning – Formation and strategic planning for joint venture between Des Moines Area Community College, Des Moines University, Drake University, Grandview University and Mercy College of Health Sciences to form Interprofessional Educational Center.
- Des Moines Area Public Managers – Certified Public Manager Program. 2014 - Present. Successful Strategy Execution Through Coaching
- CDS Global. 2012-Present. International Aspects of Leadership and Business.
- Iowa Association for Area Agencies on Aging. 2012. Effective Business Plans.
- City of West Des Moines. 2011. Effective Communication Program.
- Hallym University, Korea Program. 2011. Globalization and Cross-Cultural Communication.
- Palmetto Development Group & South Carolina Futures Foundation. 2009. Economic Development in South Carolina: Eradicating persistent poverty in South Carolina.
- Collier County Economic Development Council – Project Innovation. 2009. Planning for the future in times of uncertainty: How to utilize and develop local talent.
- Catalyst Inc. 2008. Going Global: How is cultural context important for internationalization. Catalyst is a multinational non-profit research and advisory organization dedicated to building inclusive environments and expanding opportunities for women and business.
- Milliken & Company. 2005–2009. Cross-Cultural Management and Communication Training. Milliken is a global textile and chemical manufacturer.
- Upward Unlimited. 2007. Cross-Cultural Management and Communication Training. Multinational corporation dedicated to promoting athletics.

### Media Analysis & Appearances

- [Hy-Vee Announces Campaign to Hand Out Masks to Shoppers Without One](#) – CBS, July 2020
- [Coping w/Covid-19: Agile Business Planning in Uncertain Times](#) – Business Record, April 2020.
- [Maintaining Profitability During COVID-19](#) – GDMP, April. 2020.
- [Stimulus Bill May Put Money in Your Hands](#) – NBC, March. 2020.
- [Impact that COVID-19 Pandemic is Having on Businesses](#) – ABC, Mar. 2020.
- COVID-19 Impacting Local Businesses – NBC, Mar. 2020.
- Coronavirus: Preparedness not Panic – NBC, Mar. 2020.
- [Canada Grapples with Trump's Ban on Travel from Europe Amid Border Questions](#) – Canada Free Press, Mar. 2020.
- [Right to be Forgotten Legislation](#) – Business Record – Innovation Iowa, Mar. 2020.
- Supply Chain Disruptions: Toilet Paper and Ventilators – CBS, Mar. 2020.
- [Economic Expert Says 401Ks OK For Now Amid Stock Market Tumble](#) – CBS, Feb. 2020.
- Coronavirus: Short-lived or Global Pandemic? – NBC, Feb. 2020.
- [Expert Says Coronavirus Could Impact Economy](#) – CBS, Feb. 2020.
- [HyVee Responds to Competition and Changing Retail Landscape](#) – CBS, Feb. 2020.
- [Leaders Survey](#) – Business Record, Nov. 2019.
- [Von Maur Relocating](#) – CBS, Nov. 2019.

- [Fort Dodge mall closing](#) – CBS, Nov. 2019.
- [\\$6.7 million price tag for Project Bluejay land \(Amazon\)](#) – Business Record, Oct. 2019.
- [What the Google/Facebook investigations mean](#)– NBC Iowa Insider, Sept. 2019.
- [Business strategy expert breaks down Wal-Mart gun sales](#) – CBS, Sept. 2019.
- [Merle Hay mall closing](#) – NBC, Feb. 2019.
- [China's tariffs leave Iowa farmers, investors wary](#) – NBC, May 2019.
- [DSM Airport Highest Year-Over-Year Growth](#) – FOX & NBC, Dec. 2018.
- [Amazon boosts wages in Iowa](#), NBC, Oct. 2018
- [Wells Fargo faces layoffs and a \\$1 billion penalty](#) – Des Moines Register, April 2018.
- [How Trump's tariffs could hurt Iowa's ag industry](#) – CBS, March 2018.
- [Everybody Loses Trade Wars](#) – Minque, March 2018
- [New features of the iPhone X](#) – CBS, Sept. 2017.
- [Drake team helps grow Chinese football program](#) – China Daily, March 2018.
- [Historic Drake Football trip to China](#) – Press Conference, Sept. 2017
- [Possible impacts of the Dow/DuPont merger](#) – AgNews, Sept. 2017.
- [Apple announces new data center](#) – CBS, Aug. 2017.
- [Online versus local grocers](#) – Des Moines Register, June 2017.
- [Sharing Revolution: Save Money by Taking Part in a Brand New Economy](#)– NBC, Oct. 2016  
(*Emmy Nominated*).
- [Black Friday](#) – NBC, Nov. 2016.
- [Pokemon Go](#) – NPR – River to River, July 2016
- [Pokemon Go](#) – Business Record, July 2016.
- [Pokemon Go](#) – NBC, July 2016.
- [Pokemon Go](#) – Des Moines Register, July 2016.
- [Saving in Solidarity – Kinman Profile](#) – eBlue, April 2016.
- DU Flyer F15 – Blue Magazine, 2015.
- Greece Crisis – NBC, 2015
- [Soccer Teams Travel to Mexico](#) – eBlue Magazine, March 2015.
- [Far and Away: Drake Soccer Travel to Mexico](#) – NCAA Champion Magazine, 2015.
- [Dahl's files for bankruptcy](#) – NBC, Nov. 2014.
- [Time to Go Global](#) – Business Record, 2015.
- [Ahead of the Game Entrepreneurs](#) – Des Moines Register, Dec. 2013.

**Symbian Limited**, Project Administrator. London, England.

- Member of global executive team that released first-gen Sony, Ericsson and Nokia smart-phones
- Managed strategic balanced scorecard process for global development team
- Managed global software defects review process across four sites – UK, USA, Japan, & Sweden

**Florida Digital Network**, Marketing Associate. Orlando, FL.

- Member of team that developed statewide marketing plan for phone/internet service
- Researched and developed state and local tariffs systems

**Workforce Advantage Academy**, Chair of Science Department. Orlando, FL.

- Developed progressive integrated sciences curriculum for inner-city charter school
- Member of executive team responsible for success of new venture

**Bishop Moore High School**, Instructor of Physics & Mathematics. Orlando, FL.

- Designed and implemented new College Level/AP Physics curriculum
- Named overall, “USAF Best Math/Science Teacher”

## ACADEMIC SERVICE

### **Professional Association Service**

- Faculty Consortium, 2019. AIBSE. San Antonio, TX.
- Session Chair and Facilitator, 2018. Nashville, TN.
- Junior Faculty Consortium, 2018. AIBSE. Nashville, TN.
- Junior Faculty Consortium, 2017. AIBSE. Washington, D.C.
- Chair and Facilitator, 2016. Chapter Leadership Development – AIB Annual Conference. New Orleans, LA.
- Track Chair, 2016. Religion in International Business: Academy of International Business – Southeast USA Chapter. Tampa, FL.
- Session Chair, 2016. Southeast USA Chapter. Tampa, FL.
- Past Chapter Chair, 2015. Academy of International Business – Southeast USA Chapter.
- Chapter Chair, 2014. Academy of International Business – Southeast USA Chapter.
- Organizer, 2014. Academy of Management MSR Research Incubator. Philadelphia, PA.
- Conference Chair, 2013. Academy of International Business – SE Conference. Atlanta, GA.
- Organizer, 2013. Academy of Management MSR Research Incubator. Orlando, FL.
- Chair, 2012. Academy of Management MSR Research Incubator. Boston, MA.
- Conference Co-Chair and Membership Chair, 2012. Academy of International Business – SE Conference. Fort Lauderdale, FL.
- Session Chair, 2011. Academy of International Business – SE Conference. Winter Park, FL.
- Dissertation Advisor for Charles Omagor, Makerere University Business School, Uganda.
- Chair, 2011. Academy of Management MSR Research Incubator. San Antonio, TX.
- President/Chair, 2009. New Doctoral Student Consortium (NDSC). Chicago, IL.
  - Grew attendance and necessary funding 50% to 225 participants and a budget of \$22,000
  - Created first sponsored PDW at AOM Annual Conference.
- Session Chair, 2009. Intercultural Skills. International Management Division. Chicago, IL.
- Marketing Committee Chair, 2009. New Doctoral Student Consortium (NDSC). Anaheim, CA.
  - Developed integrated marketing campaign and secured necessary funding.
- Marketing Committee, 2007. New Doctoral Student Consortium (NDSC), Philadelphia, PA.

### **University Service**

- Faculty Director of Continuous Improvement Strategic Plan. Drake University: 2015-Present.
- Changemaker Advisory Board. Drake University: 2019-Present
- CBPA Graduation Awards-Ceremony Emcee: 2016-Present
- Madelyn M. Levitt Teacher of the Year Award Selection Committee. Drake University: 2016.
- University Institutional Planning Program. Project Team Member. Drake University: 2015.
- University Strategic Plan Administrative Effectiveness Lead Qualitative Researcher. Drake University: 2014/15.
- Prospective Student Faculty Ambassador. Drake University: 2015-Present.
- Global Strategic Partnership Delegation to Universidad de los Andes, Chile; International Centre for Education in Islamic Finance, Malaysia. Drake University: 2014 – Present.
- Global Initiatives Program Advisory Council: College of Business and Public Administration Representative. Drake University: 2012-2015.
- Faculty Salary Review Committee. Drake University: 2014-2017.
- University Marshall – College of Business and Public Administration: 2012 –Present.
- Graduate Curriculum Committee, 2010–Present. Drake University CBPA.

- Drake University Institute for International Business Studies (DIIBS) Advisor, 2011–Present. Drake University.
- Drake University International Traders of Iowa Chapter Advisor, 2011–Present. Drake University.
- Paternal leave review committee. Drake University: 2011.
- Cross Cultural and Diversity Competency Committee, 2010–2011. Drake University.
- University Grievance Committee, 2009–2010. University of South Carolina.
- Graduate Research Assistant, 2005–2010. Moore School of Business, University of South Carolina.
- Senior Thesis Advisor: Hall, J. W., 2007–2008. Dubai’s Transition from an Oil-Based Economy.
- Executive Committee, 2006–2007. Doctoral Student Association, University of South Carolina.
- Executive Director, 1998–2000. Florida Independent Student Association (FISA).
- President, 1998–1999. Student Government Association, Rollins College.

### **Editorial Service**

- Advisory Editorial Board, 2018. *International Journal of Emerging Markets - Islamic Business and Finance*.
- Contributor, 2016. *Special Issue of International Journal of Emerging Markets - Institutions and Emerging Economies*.
- Executive Editor, 2012–2015. *International Business: Research Teaching and Practice*.
- Program Chair, 2012. *Conference Proceedings of the Academy of International Business – Southeast Annual Conference*.
- Special Issue Editor, 2011–2012. *International Business Research, Teaching, and Practice Special Issue on Emerging Markets*.

### **Reviewer**

- Ad hoc reviewer – International Journal of Emerging Markets
- Ad hoc reviewer – Academy of Management
- Ad hoc reviewer – Academy of International Business
- Ad hoc reviewer – Thunderbird International Business Review
- Ad hoc reviewer – Journal of Management Spirituality and Religion
- Ad hoc reviewer – International Business: Research Teaching and Practice
- Ad hoc reviewer – Journal of Teaching in International Business
- Ad hoc reviewer – Management Research Review

### **Professional Membership**

- Academy of International Business
- Academy of International Business – Southeast USA
- Academy of Management
- Society for the Advancement of Socio-Economics
- Royal Society for the Encouragement of Arts, Manufactures and Commerce

## **ADDITIONAL INFORMATION**

### **International Experience**

- Traveled, lived, or worked in over 70 countries studying firm strategy, innovation, and culture.
- Organized and led travel seminars to Asia, Europe, Africa, Central and South America.
- Conducted dissertation field research in Israel, Palestine, Jordan, Egypt, Sweden, and the U.S.
- Conducted field research on microfinance and developed research partnerships in Uganda.

- Indiana University immersive Spanish language program in San Luis Potosi, Mexico.
- International Leadership Forum on Faith and Values with global political and business leaders.
- Conducted ethnographic study of the ancient pilgrimage named El Camino de Santiago researching Spanish history, culture, and regional dialects.

## **Methods, Computer, and Language Proficiency**

### Specialized Research Methods

- Long Qualitative Interview and Focus Group
- Cultural Analysis of Discourse: Cultural Schema Analysis
- Random Coefficients Modeling
- Hierarchical Linear Modeling
- Categorical Data Analysis (Logistic Regression, Count Models, Beta-binomial)

### Computer

- Quantitative Software: Stata, SAS, LISREL, MS Office Suite
- Qualitative Software: QSR NVivo 8, 9, 10 (Mac & PC)

### Languages

- Fluency in English
- Proficiency in Spanish