

*Curriculum Vitae*

**AUGUSTINE Y. DZATHOR**

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**PROFESSIONAL PROFILE/OBJECTIVE**

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A trained teacher and a seasoned management professional with over 10 years managerial experience and over 10-years of university teaching experience; seeking to advance a career in teaching, research and service

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**EDUCATION**

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- Ph.D. Management, Jackson State University
- M.B.A. (Distinction), Africa University (1997)
- Post-graduate Diploma in Public Administration, Ghana Institute of Management and Public Administration (1994)
- B.Com. (Honors.) 1990; Dip. in Education, Univ. of Cape-Coast (1990)

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**ACADEMIC HONORS AND AWARDS**

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- Best Researcher in Management & Marketing Department, COB, GSU 2014
- Best Paper Award – Clute Institute International Academic Conference, Las Vegas 2011
- A pioneer member of the Kauffman Foundation & National Opinion Research Council (NORC) KFS (research) Data Enclave community (2008)
- Best MBA graduating student, Africa University ( 1997)
- Commonwealth scholarship (1996-1997)

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**ACADEMIC/TEACHING EXPERIENCE**

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- Assistant Professor
  - Grambling State University, LA, August 2009-ToDate
- Graduate Assistant
  - Jackson State University, MS, August 2005-July 2009
- Assistant Professor
  - Faculty of Management & Administration, Africa University, Mutare, Zimbabwe July 2000-August 2005

## **COURSES TAUGHT**

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- **Undergraduate**

Fundamentals of Business; Applied Quantitative Methods in Business; Organizational Behavior; Operations Management; Supervisory Management; Organizational Theory and Management Systems; Collective Bargaining and Industrial Relations; Entrepreneurship; Marketing Management; Consumer Behavior; Marketing Research and Sales Forecasting; Promotions and Advertising; Direct Marketing; International Marketing; Purchasing and Materials Management; Distribution and Logistics Management;

- **Graduate**

Management and Organizational Behavior; Marketing Management; Change Management; Consumer Behavior; Strategic Management; Sports & Recreation Human Resource Management

## **TEACHING INTERESTS**

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Management, Marketing and entrepreneurship related courses

## **PROFESSIONAL EXPERIENCE**

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**CEO or Other Executive Positions in Companies.**

Jan.-Aug. 2000

**Deputy Head Corporate Banking**

Agricultural Development Bank Ghana, Accra

- Appraised credit applications, participated in loan consortium arrangements,
- Designed credit schemes for corporate clients, monitored projects and managed Corporate-client relationships

**Ghana Immigration Service (G.I.S), Ghana, Accra**

1983-1999

**Head- International Migration Data Management Department, H.Q.**

Jan-Dec.1999

- Managed international migration data and supervised 12 departmental staff
- Worked in conjunction with IT firm (Coalition Ventures [Ghana] Ltd.) to design a document imaging solution for the G.I.S.

1990-1992

**Administrative Officer and A.D.C. to Director General of the G.I.S., H.Q.**

- Administrative duties and personal assistant to the Director General of the G.I.S
- Instrumental in reviewing human resource position and wholesale enlistment of graduates and professionals into the G.I.S. (1992)
- Member-secretary of G.I.S. Immigration Control Law review committee (1991-1992)
- Prepared annual master budgets and participated in their defense at national budget hearing at the Ministry of Finance (1990-1992)
- Designed organizational chart and prepared job descriptions for the restructured G.I.S. (1991)
- Drafted scheme of service and disciplinary code for the restructured G.I.S. (1991)

## Position in Companies That Are Related To Teaching Field

1993-1998

### Head- Training and Human Resource Development, H.Q.

- Formulated and implemented human resource development and training programs
- Supervised Training School and Academy
- Controlled budget of over 100 million cedis (1998)
- Developed curricula and programs for recruits and cadets training (1998)
- Prepared a medium-term Gateway Project implementation plan to transform the Ghana Immigration Services into a proactive facilitator of trade, investment and tourism in Ghana without compromising national security & interest (1998)
- Designed career development plan for the G.I.S. (1995)
- Prepared institutional self assessment report (1995)

### Owned Companies or Owned Businesses Related To Teaching Field

### Consulting Related To Teaching Field

## SCHOLARLY CONTRIBUTIONS

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### Peer Reviewed Journals (Cabell's Index Listing and others)

- Dzathor, A.Y. (2013). Do Business Demographics Matter to nascent venture performance? Longitudinal evidence from the Kauffman Firm Survey. *International Journal of Business and Social Research*, Vol.3 No.8.
- Dzathor, A.Y., Mosley, A. L. & White M. M. (2013). A Longitudinal Examination of the Impact of Founding-Owner-Operator Characteristics on Nascent Venture Performance: Evidence from the Kauffman Firm Survey. *International Journal of Business and Social Research*, Vol.3 No.5

### Research Monographs

### Books

### Chapters

### Peer Reviewed Proceedings

### Peer Reviewed Conference Paper Presentations

- Clute Institute International Academic Conference, Las Vegas October, 2011  
Peer Reviewed Proceeding Paper. *Analyzing relationship between enhanced set of human development indicators and G.D.P: An empirical investigation*

### Faculty Research Seminar (Symposium)

- September 30, 2010. *The Challenges of Using Secondary Data to Conduct Research: A Case of the Kauffman Firm Survey Dataset*. JTS Room 262 Grambling State University, Grambling, Louisiana, USA. Presented by Dr. Augustine Dzathor, Grambling State University, Grambling, Louisiana, USA.
- January 12, 2010, *Research Seminar: Conceptual versus Empirical Research in Management for Publishing*, JTS Room 262, Grambling State University, Presented by Dr. Augustine Dzathor

## None-Peer Reviewed Journals

## Manuscripts Under Review

## Manuscripts in Progress

- Does gender moderate the impact of founding owner characteristics on nascent venture performance? Evidence from the Kauffman Firm Survey.
- Does technological classification of firms moderate the impact of business demographics on nascent venture performance? A longitudinal test of the Kauffman Firm Survey data.

## Other

## Presentations and Workshops

- October 30, 2012, Academic Advising Workshop, , JTS Room 262, Grambling State University, Presented by Dr. Augustine Dzathor, Mrs. Patricia J. Hutcherson and Ms. Brittany Hoskin.
- May 17, 2012, *Teaching and Research Workshop for College of Business Faculty*, Squire Creek Country Club, Choudrant, Louisiana, USA. Presented by Dr. Augustine Dzathor.
- Second IIPT African Conference on Peace Through Tourism (2003)  
*Proceedings Paper: Sports for peace and development*

## Book Reviews

## RESEARCH INTERESTS

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- Nascent Business Survival and Performance:
- Organizational Behavior
- Strategy

## PROFFESIONAL SERVICE

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- 16 years as a professional immigration officer in Ghana of which 10 years were spent in various managerial positions including head of human resource development, and international migration data management bureau
- Consultant under the Entrepreneurship and Business Development Center at Africa University, Zimbabwe

## UNIVERSITY SERVICE

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- Served on University Library committee (2011-2013)
- Current member of the Grambling State University Faculty Senate
- Current Member of Grambling State University Curriculum Committee
- Wrote an International Marathon Project proposal for Grambling State University ( in 2011) with the theme-“The Grambling State University Equal Opportunity Marathon” which was judged very

good by administration but was not implemented because of the current financial position of the University

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## COLLEGE OF BUSINESS SERVICE

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- Co Chair- AACSB Accreditation reaffirmation committee
- Member of Grambling State University College of Business Strategic Management Committee
- Chair COB Student Advising Committee
- Advisor Management Club
- Member –COB Graduate Programs Committee
- Assistant Chair COB Assessment Committee

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## COMMUNITY SERVICE

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- Member of Knights of Saint Peter ; Participates in charitable activities and community service
- Executive Member African Christian Fellowship of Jackson Chapter of the North America African Christian Fellowship: Participates in charitable activities and community service

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## PROFESSIONAL AFFILIATIONS

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- Academy of Management (*Reviewed over 30 AOM annual conference papers*)
- Decision Science Institute
- Academy of Business Research
- Reviewer of International Journal of Business and Social Research(IJBSR)

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## PROFESSIONAL DEVELOPMENT

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### Classes Attended

### Seminars Attended

### Workshops Attended

- January 12, 2010, *Grant Writing Workshop*, JTS Room 262, Grambling State University, Presented by Dr. Janet Guyden, Grambling State University, Grambling, Louisiana, USA.
- January 13, 2010, *Best Practices for Effective Teaching Seminar*, Adams Hall Room 216, Grambling State University, Presented by Dr. Vicki Brown and Dr. Patricia Johnson, Grambling State University, Grambling, Louisiana, USA.
- Master Teacher Workshop, August 2010.

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## GRANTS

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### Sponsored

### Non-sponsored