

nd Vice President for Academic Affairs

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## EDUCATION

PhD (Industrial Engineering and Operations Research)  
Indian Institute of Technology Bombay, India, 1988.

ME (Industrial Engineering )  
P.S.G. College of Technology, University of Madras, India, 1982.

BE (Mechanical Engineering)  
Government College of Technology, University of Madras, India, 1980.

Participated in several training programs/seminars/workshops organized by prominent institutions, such as UMass Dartmouth, CSU Bakersfield, AACSB, NASPAA, NEASC, WASC, George Blumenthal Scholar, and CSUB Deans Academy, to name a few.

## SUMMARY OF ADMINISTRATIVE POSITIONS

Special Assistant to the Provost for Academic Affairs and Student Success (2021 - Present)  
Office of the Provost  
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BPA Profile (additional information)

- x Total student population: 2,273
- x Undergraduate students: 2,024; Graduate students: 249
- x Annual revenue: approximately \$16 million (\$12 million in 2017)
- x Growth in undergraduate program (Fall 2017 - Fall 2019): 16%

- x Established the D \_\_\_\_\_ iverse and Research Seminar Series.
- x Initiated an Entrepreneur-in-Residence program.
- x Developed a BPA Industry Partnership in support of student experiential learning opportunities and faculty consulting and research.
- x Ensured that BPA student clubs and organizations are active, with commitment to providing strong financial and faculty support.
- x Created a strong Internship and Career Development Team for both BPA undergraduate and graduate students, together with a Student Professional Development Program (SPDP).
- x Established a new student club - the BPA Student Entrepreneurship Club.
- x Created a new student club for MBA students - the MBA Student Association.
- x Established a new student club - the Public Policy and Administration Club.
- x Established the Ag Business Student Club to support Ag Business programs.

#### Intellectual and Human Capacity

- x Ensured diversity and inclusion of candidates and appointments of faculty, staff, administrators, and executive advisory board members within BPA to reflect the demography of the community. We have hired a significant number of faculty, staff and administrators from underrepresented minorities. CSU Bakersfield is a Hispanic Serving Institution (HSI).
- x Established a Graduate Program Office (with two full-time staff - Program Coordinator and Administrative Support Assistant) to support growth and provide quality service to students in all graduate programs.
- x We have significantly increased support for faculty and student research. This includes conference support, graduate assistants, summer stipends, and faculty and student research awards, among others.
- x Hired 15 outstanding tenure-track and one full-time faculty, from 2017 to 2020, who have completed their doctorates from excellent universities and demonstrate strong research and teaching skills. Also hired three professional staff.
- x Established a strong Internship and Career Development Team (we hired a Coordinator for Internships and Career Development) to engage our alumni, faculty, and professional staff to enhance student experiential learning and career development support for both undergraduate and graduate students.
- x Committed additional resources for faculty and staff professional development.

#### Research and Development

- x Established a Trading Center with Bloomberg Terminals to promote faculty and student research, innovation, and entrepreneurship.
- x Supported resources for establishing a State of the Art Behavioral Research Lab (BRL) which is expected to be ready in Spring 2021.
- x Hosted the First BPA Annual Research Day in 2018, which was well received by the faculty and students.
- x Established the \_\_\_\_\_ to bring real-life experiences to classroom learning and networking opportunities with alumni, and executives and leaders of local organizations.
- x BPA faculty have made significant progress in research by publishing their articles in high-quality journals.
- x BPA faculty edit more than 10 journals, serve on the editorial board of over 40 journals, and guest edit special issues for top journals.
- x Research productivity is at an all-time high at BPA in terms of both quality and quantity. Close to 275 journal publications were accepted over the past 5 years with 18,000 citations.
- x Submitted grant applications worth over \$2.5 million for projects including innovation and entrepreneurship, sustaining minority businesses, and energy economics.
- x The Business Research and Education Center (BREC), Center for Economics and Education Research (CEER), and Public Service Institute

- x BPA has hosted international visiting scholars to support faculty collaboration and research.
- x Significant increase in faculty research grant activities during my tenure, standing now at \$350,000 per annum.

#### Resource Development and Fund Raising

- x The school budget size has increased from \$12 million (Fall 2017) to \$16 million (Fall 2019) through increase in enrollment in both the undergraduate and graduate programs, online degree programs, etc. I have implemented a Responsibility Centered Management (RCM) budget model within BPA.
- x Developed a BPA Advancement Strategic Plan, including a named school of business, student administration, centers of excellence, student scholarships

- x In my administrative team, many female leaders and leaders from diverse backgrounds have served. Also, Executive Advisory Council (EAC) at the School of Business and Public Administration at CSU Bakersfield did not have diversity when I joined. However, within three years, we have improved the diversity to reflect the demography of the population we serve.
- x Ensured all the school committees have fair representations from people of different backgrounds and also developed policies and procedures to ensure transparency and fairness in decision making. The core values of my leadership include the following: diversity, inclusiveness, integrity, ethical, fairness, transparency, and shared governance.
- x Always closely worked with Human Resources and Chief Diversity Officer to strengthen the diversity, inclusion, and equity at BPA.

#### Community Outreach and Regional Economic Development

- x Organized the First Start-up Weekend in November 2018 in collaboration with Bank of America.
- x , five Speaker Panel Sessions, in Spring 2019. This was sponsored by Bank of America. It has been leveraged to seek input from local industries for curriculum development, research centers, student experiential learning, and faculty research.
- x Strengthened the Executive Advisory Council to reflect the demography and diversity of Kern County.
- x Worked with Chambers of Commerce in Bakersfield and in Kern County to support student experiential learning and career development and, in turn, support Kern economic development.
- x Initiated two volunteer positions (Entrepreneur-in-Residence and Executive-in-Residence) to assist student career development and networking with local organizations.
- x Established Volunteer Income Tax Assistance (VITA) program in 2018 to support the community and student service learning.
- x Focused on supporting more students and faculty to work on real-life projects, with local small and medium enterprises, as a Principal Investigator of SBDC Bakersfield.
- x BPA student clubs and organizations have enhanced their social media presence to increase visibility.
- x We have several award-winning student clubs and organizations.

#### Dean and Professor, Charlton College of Business, UMass Dartmouth (January 1, 2013 – June 30, 2017)

As Dean of the Charlton College of Business from January 1, 2013 (interim until May 31, 2013) to June 30, 2017, I was responsible for providing administrative and academic leadership for the college, along with an associate dean, two assistant deans, and three chairs. The college has 49 full-time faculty, 30 part-time faculty, 16 administrative assistants and professional staff, three departments, two research centers, and 2,200 students (1,800 undergraduates and 400 graduate students). My responsibilities included strategic planning, student recruitment and retention, improving graduation rates, recruiting and retaining faculty and staff, AACSB accreditation, internationalization, external relations, regional economic development, and fundraising.

The Charlton College of Business is fully accredited by AACSB International, a distinction given only to the most prestigious business colleges. The Charlton College of Business was named in The Princeton Review's 2015 edition of its "Best 295 Business Schools." The College's undergraduate programs also recently earned the #150 ranking in the U.S. News and World Reports ¶ Another report ranked the Master of Accounting #2 in Massachusetts. The Master of Science in Healthcare Management (MSHM) program was ranked 26<sup>th</sup> nationally. In 2016, CCB added a new 22,000-square-foot Learning Pavilion at a cost of \$15 million, with the state-of-art classrooms, a computer lab, an auditorium, a trading room with Bloomberg terminals, and 3D printers.

#### CCB Profile (additional information)

- x Annual revenue: approximately \$24 million (\$12 million in 2013)
- x Graduate program revenue: approximately \$8 million .
- x Increase in undergraduate program growth (1,511 in 2013 to 1,620 in 2016): 7%.
- x Increase in graduate program growth (237 in 2013 to 445 in 2016): 88%.

- x New tenure-track and full-time faculty hires since January 2013: 18; new staff hired: 6.
- x Growth in honors enrollment (2012: 11 to 2016: 56): 409%.
- x Increase in onlo5vre W 3iro002 (e)JTJ ET Q q 0 0 612.12 792.12 re W\* n BT /TT1 9.986a6TJ ET Q qe9.986a6Tl

- x Received approval from the college, university curriculum committee, faculty senate, and Provost to launch an MS in Finance.
- x Received approval for launching four new Online BSBA (Accounting, Marketing, Operations Management, and Management) programs effective Fall 2017.
- x Offered onsite MBA program for two major corporations in the area (Ahold and Southcoast Hospitals Group).
- x Established several international exchange programs and projects with universities in countries, such as Finland, France, England, UAE, and India.
- x Launched a joint Professional Masters (Industrial and Systems Engineering) program with the College of Engineering.
- x Signed articulation agreements with universities in China and Malaysia for 2+2 and 1+1 undergraduate and graduate programs.

Student Access, Experience, and Success

- x Established Student Advisory Councils for both undergraduate and graduate students to address their concerns and needs.
- x Established new student clubs and organizations (Management Consulting Club, Charlton Student Entrepreneurship and Start-Ups Club, and Charlton Graduate Student Consulting Club) with adequate funding.

Established the Charlton Technology Center (with IT) in 2013. Also established the Charlton Entrepreneurship Center in 2014.



edit top journals.

- x Established a Trading Center with Bloomberg terminals to promote faculty and student research, innovation, and entrepreneurship.
- x Hosted the first CCB Student Research Day in 2015. It was well received by the faculty and students.
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- x In the school retreat meeting we had every year, diversity has been included as one of the major goals in the strategic plan of CCB and we had a detailed group discussion with faculty, staff and administrators to implement the best practices for promoting inclusion, diversity and fairness.
- x Supported clubs and organizations run by students from underrepresented communities and multicultural students.
- x Ensured that the search committees have a strong diverse pool of candidates. This has helped in the recruitment of faculty from underrepresented communities. I have reached out to PhD

- x Certificate Programs (Network Plus) in MIS in partnership with Alliance Plus Inc.
  - x Coordinating the Development of Transatlantic Dual Degree Program in Information Systems (TraDIS) funded by the EU-ATLANTIS grant of 1.6 million.
  - x Supervising student and faculty exchange programs (TraDIS) in DIS.
  - x Serving on the Charlton College of Business Executive Committee/leadership team.
  - x Chairperson of the Department of Decision and Information Sciences Faculty Evaluation Committee.
  - x Chair of the AACSB Strategic Planning Committee at CCB.
  - x Co-chair of the NEASC subcommittee on Library and Information Technology Resources.
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- x Saw the department through some exciting times in terms of student-centered learning, curriculum development, research productivity, and grant and outreach activities.
  - x The department hired two new Management Information Systems (MIS) faculty to enhance the MIS program in both teaching and scholarship; worked with search committees to ensure that outstanding faculty were hired; routinely handled various personnel actions, including tenure, promotion, contract renewals, and faculty annual evaluations.
  - x Ensured that the department has standards and that they are followed in personnel evaluations as the Chair of Faculty Evaluation Committee (FEC).
  - x Also served on the Charlton College of Business (CCB) Executive Council/Leadership Team, which is chaired by the Dean, to discuss the functioning of departments and the college to make sure that the college mission and goals were achieved.
  - x Worked with MIS and Operations Management (OM) faculty groups to develop innovative curriculum and teaching methods on a continuous basis considering globalization, technology, and ethics.
  - x Established a Student club (OMIS)

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September 1990 April 1995

Senior Researcher, Assistant Professor and Associate Professor, School of Business, University of Vaasa, Finland.

Responsibilities included teaching and research.

January 1990 June 1990

Assistant Professor of Computer Science and Mechanical Engineeri

x Established good working relationships with loca

x Visiting Professor at many universities around

- x Served on 12 committees at the college level, including chairing a couple of them. I chaired the Strategic Management Committee for AACSB and established college strategic plans that set direction and priorities.
- x Served on 12 department committees, including the Chair of the Depar



## Selected Recent Publications

(2020)

1. Gawankar, S.A., Gunasekaran, A. and Kamble, S.S., 2020, A study on investments in the big data-driven supply chain, performance measures and organizational performance in Indian retail 4.0 context, *International Journal of Production Research* , 58 (5), 1574-1593.
2. Dubey, R

14. Dubey, R., Gunasekaran, A., Childe, S.J. and Papadopoulos, T., 2011. Human agency in supply chain-human agency and social capital analysis in third party logistics, *Management Decision* , 56 (1), 143-159.
15. Mani, V., Gunasekaran, A., 2010. Enhancing supply chain performance through supplier social sustainability: An emerging economy perspective, *International Journal of Production Economics* , 195, 259-272.
16. Rao, M., Chhabria, R., Gunasekaran, A. and Mandal, P., 2018, Improving competitiveness through performance evaluation using the APC model: A case in micro-irrigation, *International Journal of Production Economics* , 195, 1-11.
17. Dubey, R., Gunasekaran, A., Childe, S.J., Papadopoulos, T., Hazen, B., Giannakis, R.,

29. Wang, G. and Gunasekaran, A., sustainable supply chain dynamics, *Annals of Operations Research*, 250 (2), 521-536.
30. Dubey, R., Gunasekaran, A., Papadopoulos, T., 2017, Green supply chain management: theoretical framework and further research directions, *Benchmarking: An International Journal*, 24 (1), 184-218.
31. Papadopoulos, T., Gunasekaran, A., Dubey, R., Altay, N. and Childe, S.J., 2017

- x International Journal of Production Planning and Control
- x International Journal of Quality & Reliability Management / T1 91 ET Q q 0i(ab)3.el

## Industrial Collaboration/Consultancy

The following are some of the companies with whom I have consulted on various projects: Century Rayon Ltd (India), Bi-Metal Bearings Ltd (India), PSG Foundry Ltd (India), Edward High Vacuum International (U.K.), ABB Strömberg (Finland), Neste Company (Finland), FishNet (Finland), Flight Refueling Limited (U.K.), Marconi Instruments Ltd (U.K.), British Airways World Cargo (U.K.), G.E. Mustill Company (U.K.), Lucas Heavy Duty Products (U.K.), Thorn EMI Electronics (U.K.), Euro Gas Turbines Limited (U.K.), Portescap (U.K.), Cerametal (Greece), Paragon Business Products and Carson Office Furniture Systems (U.K.), Exel Logistics (U.K.), Volkswagen (Brussels), IMI Marston Ltd (U.K.), Marconi Aerospace Company (U.K.), Bull Europe (France), Van den Bergh Foods (U.K.), JCB Hydrapower Ltd (U.K.), Arcam Ltd (U.K.), Dzus Fasteners Ltd (U.K.), GEC • Marconi Aerospace Ltd. (U.K.), GEC • Marconi Avionics (U.K.), Ken Meters Ltd (U.K.), Elastomeric Engineering & Technologies Pvt. Ltd (Sri Lanka), Kumho Tyre Commercial Ltd. (Greece), Hunting Engineering Ltd (U.K.), Titliest Golf Ball Manufacturing Company (USA), E-Commerce Logistics (Hong Kong), China Resources Logistics (Hong Kong), Line Logistics (Hong Kong) and Tolam Logistics (Hong Kong), Commercial Press (Hong Kong), Chinese Peer Manufacturing Company (China), FedEx (China), Café de Carol (Hong Kong), Caterpillar (France), Swarovski (Cranston, RI), and Brahmin Leather Company (Fairhaven, MA), Jansons Textiles (Erode, India), Jay Packaging (Cranston, Rhode Island), Group Pyramid (Grenoble, France), Winthrop Atkins (Middleboro, MA) and MIKEL INC, Fall River (MA), Cadence Inc. (Cranston, RI), American Dryer Corporation (Fall River, MA). Also, visited and worked with many organizations (both for-profit and non-profit) in Bakersfield, Kern County, CA. Some of them include Edwards Airforce Base, Wonderful Orchards, Tel-Tec Security Systems, Inc., Comprehensive Blood Cancer Center (CBCC), etc.

Member of Non-Executive International Advisory Group, MCB University Press, Bradford, Great Britain; advised the publisher on the new launches and scope of the existing journals from time to time.

## Conferences (Chair, Keynote Speaker, Discussant, and Panel Member)

Invited to many conferences as a speaker, keynote speaker, panel discussion member, and resource person; acted as Chair or Co-chair for several conferences; and chaired sessions at about 20 conferences.

## RESEARCH GRANTS (total worth about \$2,500,000)

The following are some funded research projects:

1. Title: Small Business Development Center (SBDC) Bakersfield  
Supporting Agency: US Small Business Administration (SBA), County of Kern, CEC Blue Tech Valley Energy and California Government Business and Economic Development.  
Amount: \$1.20 million  
Grant Period: 2017-2021
2. Title: Modelling Country Attractive Factors Potential with One Belt One Road Countries Trade  
Supporting Agency: The Research Grants Council (RGC), the Competitive Research Funding Schemes for the Local Self-financing Degree Sector, Faculty Development Scheme (FDS)  
Amount: HK\$476,990  
Grant Period: 2018-2019
3. Title: Developing a Dynamic Marketing Tool Kit for Nonprofit Arts and Cultural Organizations  
Supporting Agency: UMass President  
Amount: \$40,000  
Grant Period: 2013-2014
4. Title: Benchmarking Southcoast and Pioneer Valley Creative Economies  
Supporting Agency: UMass President

5. Title: International Conference on Supply Chain Management and Information Systems  
Supporting Agency: Hong Kong Polytechnic University, Hong Kong  
Amount : HK\$300,000  
Grant Period: 2000 2001
6. Title: Improving Productivity and Quality in Russian SMEs  
Supporting Agency: World Institute for Development Economics Research (WIDER)  
UNIDO/UNU  
Amount: US\$50,000  
Grant Period: April 1995 March 1997
7. Title: Activity Based Costing and Management in Finnish Banks  
Supporting Agency: Op-Bank Foundation  
Amount: US\$15,000  
Grant Period: July 1993 June 1994
8. Title: Management and Financial Accounting  
Supporting Agency: Finnish Foundation for Economic Research in Finland  
Amount: US\$15,000  
Grant Period: April 1992 March 1993
9. Title : Implementation of JIT in Finnish Industry  
Supporting Agency: Scandinavia-