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**David B. Zoogah, Ph.D.**  
**Associate Professor**  
**Xavier University**  
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## **PROFESSIONAL EXPERIENCE**

### **Academic Degrees**

2006 Ph.D. The Ohio State University Labor and Human Resources/Organizational Behavior  
2004 M.L.H.R. The Ohio State University Labor and Human Resources Management  
1999 M.B.A. Xavier University Finance  
1996 B.A. Cape Coast University Business Administration  
1996 Dip. Ed. Cape Coast University Education

### **Certifications**

Leadership in Crises, Harvard University, KSG, 1, 1

### **Academic Work Experience**

2016-Present Associate Professor of Management, Xavier University, Cincinnati, USA  
2015-2016 Full Professor of Management, Morgan State University, USA  
2011-2016 Associate Professor of Management, Morgan State University  
2006-2011 Assistant Professor of Management, Morgan State University

## **TEACHING ACTIVITIES**

### **Courses Taught at Xavier University**

Masters level: Strategy and Organization  
Undergraduate: International Human Resources Management  
Undergraduate: Strategic Human Resources Management

### **Courses Taught at Other Universities**

Doctoral level: Foundations of Scientific Research  
Morgan State University (2014, 2015, 2016)  
Measurement Theory and Method  
UPSA (2018, 2019)  
Organizational Behavior  
Morgan State University (2009)  
Human Resources Management.  
Morgan State University (2009-2010)  
Executive MBA: Business Environment – GIMPA – Summer 2014, Summer 2015  
Masters level: Strategy and Organizations – Xavier – 2016-2017  
Business Environment – GIMPA – Winter 2013  
Organizational Behavior – GIMPA – Summer 2009  
Negotiation and Conflict Management – GIMPA – Summer 2008  
Organizational Leadership and Ethics  
Administrative Theory and Organizational Behavior.

Morgan State University  
Undergraduate: Compensation and Benefits Management;  
Fundamentals of Human Resources Management; Organizational  
Behavior; Staffing and Performance Management. Morgan State University  
HRM and Corporate Environmental Sustainability – Kaiserslautern  
University, Germany – Summer 2015

## **INTELLECTUAL CONTRIBUTIONS**

### **Refereed Journal Articles**

- Gomes, E., Pina e Cunha, M., Zoogah, B., Wood, G., & Li, P. P. (2020). Paradoxes of knowledge, management, and knowledge management in Africa: an editorial introduction. **Journal of Knowledge Management**  
<https://www.emerald.com/insight/publication/issn/1367-3270/vol/24/iss/1>
- Zoogah, D. B. & Zoogah, B. R. (2019). Benevolence and Negative Deviant Behavior in Africa: The Moderating Role of Centralization. **Journal of Business Ethics**.  
<https://link.springer.com/article/10.1007/s10551-019-04347-w>
- Zoogah, D. B. (2019). Embracing the Secular in Our ‘Sacred Scholarly World’. Presidential Address. **Africa Journal of Management**.  
<https://www.tandfonline.com/doi/full/10.1080/23322373.2019.1616987>
- Asiedu, F., and Zoogah, D. B. (2019). Work-Life Balance Policies, Cognitive Engagement and Percieved Organisational Support: A Multi-Level Analysis. **Africa Journal of Management**.
- Zoogah, D. B. & Peng, M. W. (2019). Behind the Emergence of Management Scholarly Communities in Asia And Africa. **Africa Journal of Management**.
- Zoogah, D. B. (2018). Institutional Risk and Firm Performance in Africa: The Moderating Role of Corruption Control. **Africa Journal of Management**, 4(4), 401-425.
- Zoogah, D. B. (2018) High Performance Organizing, Environmental Management, And Organizational Performance: An Evolutionary Economics Perspective. **Human Resource Management**, 57(1), 159-175.
- Zoogah, D. B. (2017). Natural Resources Endowment and Firm Performance: The Moderating Role of Institutional Endowment. **Global Strategy Journal**, 8(4), 578-611.
- Zoogah, D. B. (2016). Tribal Diversity, Human Resources Management Practices, and Firm Performance. **Canadian Journal of Administrative Sciences**. Canadian Journal of Administrative Sciences / Revue Canadienne des Sciences de l'Administration, 33 (3): 182–196.
- Zoogah, D. B. (2016). Ecological Transcendence and Ecological Behavior: A Test of the S-curve Hypothesis. **Management Research Review**, 39 (9): 1034-1055.
- Zoogah, D.B., Noe, R.A. & Shenkar, O. (2015). Shared Mental Model, Team Communication and Collective Self-efficacy: An Investigation of Strategic Alliance Team Effectiveness. **International Journal of Strategic Business Alliances**, 4 (4); 244–270.
- Zoogah, D. B., Peng, M., & Woldu, H. (2015). Institutions, Resources and Organizational Effectiveness. **Academy of Management Perspectives**, 29 (1), 7-31.
- Nkomo, S. & Zoogah, D. B. (2015). Organizational Behavior in Africa. Guest editorial. **Journal of Managerial Psychology**, 30 (3). <http://dx.doi.org/10.1108/JMP-10-2014-0310>

- Zoogah, D. B. & Mburu, H. K. (2015). Are Firms in Developing Countries in Spider Webs or Iron Cages? Geographic Traps and Firm Performance. ***Thunderbird International Management Review***, 57(6): 481–503.
- Zoogah, D. B., Zoogah, R. B., & Dalaba-Roohi, F. (2015). Riding the Tide: Management in Africa and the Role of High Impact Research. ***Africa Journal of Management***, 1(1), 27-53; (Invited)
- Golshan, J., & Zoogah, D. B. (2014). Toward a Comprehensive Understanding of Stereotype Vulnerability and Stereotype Reactance in Organizational Settings: The Contribution of Relative Deprivation Theory. ***Industrial and Organizational Psychology***, 7 (2014), 403–474.
- Zoogah, D. B. (2013). Antecedents and Consequence of Ecological Transcendence. ***Journal of Corporate Citizenship***, 2012 (46), 103-121.
- Zoogah, D. B. (2012). A Cooperative Advantage: An Alternative Informed by Institutional Theory. ***Industrial and Organizational Psychology. Perspectives on Science and Practice***, 5 (1), 116-119.
- Zoogah, D. B. (2011). The Dynamics of Green HRM Behaviors: Cognitive Social Information Processing Approach. ***Zeitschrift für Personalforschung***, 25 (2), 117-139.
- Zoogah, D. B. & Peng, M. W. (2011). What Determines the Performance of Strategic Alliance Managers: Two Lens Model Studies. ***Asia Pacific Journal of Management***, 28 (3), 483-508.
- Zoogah, D. B., Vora, D., Richards, O., & Peng, M. (2011). Strategic Alliance Team Diversity, Coordination, and Effectiveness. ***International Journal of Human Resources Management***, 22 (3), 510-529.
- Zoogah, D. B. (2010). Why Should I be Left Behind? Relative Deprivation and Participation in Development Activities. ***Journal of Applied Psychology***, 95 (1), 159-173.
- Zoogah, D. B. & Abbey, A. (2010). Cross-cultural Experience, Strategic Motivation and Employer Hiring Preference: An Exploratory Study in an Emerging Economy. ***International Journal of Cross-Cultural Management***, 10 (3), 321-343.
- Zoogah, D. B. (2008). African Business Research: A Review of Studies Published in the Journal of African Business and a Framework for Enhancing Future Studies. ***Journal of African Business***, 9 (1), 219-255.
- Zoogah, D. B. (2007). Managing Human Resources in Africa. ***Human Resource Management***, 46 (3), 697-700.
- Zoogah, D. B. (2006). Participation in development activities: attitudinal and social determinants of employee participation in development activities in Ghana, ***Ghana Journal of Development Studies***, 3 (1): 85–101
- Bycio, P., & Zoogah, B. (2002). Exercise order and assessment centre performance. ***Journal of occupational and organizational psychology***, 75(1), 109-114.
- Queneau, H., & Zoogah, D. B. (2002). Preference discrimination and faculty diversity, ***Social Science Journal***, 39(3): 483-488
- Bycio, P., & Zoogah, B. (2002). Exercise order and assessment centre performance. ***Journal of Occupational and Organizational Psychology***, 75, 109-114

### **Invited Articles/Reviews**

- Nkomo, S., Zoogah, D. B., & Acquaaah, M. (2015). Why Africa Journal of Management and Why Now. *Africa Journal of Management*. 1(1), 4-26.
- Zoogah, D. B., Zoogah, R. B., & Dalaba-Roohi, F. (2015). Riding the Tide: Management in Africa and the Role of High Impact Research. *Africa Journal of Management*. 1(1), 27-53.

### **Refereed Full Paper Proceedings**

- Zoogah, D. B. (2016). Strategic Followership: A Symposium on an Emerging Area of Followership Research. *European Academy of Management*.
- Zoogah, D. B. (2014). Tribal Diversity and Firm Performance: A Dual Process Model. *Africa Academy of Management*.
- Zoogah, D. B. (2014). Entrepreneurial Signatures and Creative Capitalism. *Africa Academy of Management*.
- Zoogah, D. B. (2009). Development and Validation of a Multidimensional Measure of Mentoring Readiness. *Society for Industrial and Organizational Psychology*.
- Zoogah, D. B. & Josephs, S. (2005). Institutional Stakeholders and Faculty Diversity. *Academy of Management Annual Meeting*.

### **Books**

- Zoogah, D. B. (2018). *Strategic Followership: Theoretical Perspectives*. NY: Routledge
- Zoogah, D. B. (2015) (Editor). *Advancing Strategic Management in the African Context: Techniques, Methods, and Designs for Research Methodology in Strategy and Management*. UK: Emerald Group Publishing Ltd.
- Zoogah, D. B. (2014). *Strategic Followership: How Employees Improve Organizational Productivity*. NY: Palgrave-MacMillan.

### **Refereed Book Chapters**

- Zoogah, D. B. (2018). A Murmured Model of Change in The African Context. Published in the *Routledge Handbook of Organizational Change in Africa*.
- Zoogah, D. B. (2018). A Model of Change in The African Context: The Circumstantiated OD Model. Published in the *Routledge Handbook of Organizational Change in Africa*.
- Zoogah, D. B., Melwahi, E., & Tantoush, T. (2018). Human Resources Management in North Africa. *Human Resources Management: A Comparative Analysis*.
- Zoogah, D. B. (2016). Tribal Diversity and Collective Productivity: The Intervening Mechanisms of Social Inclusion, Human Resource Development and Tribal Identity. *Diversity and Inclusion Management*.
- Zoogah, D. B. (2015). Rise of Africa: Implications for Organizations. *The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd edition*.
- Zoogah, D. B. (2014). *Ingenuity Spirals and Corporate Environmental Sustainability*. In B. Honig, J. Lampel and I. Drori (eds.), *Handbook of Organizational and Entrepreneurial Ingenuity* (pp. 57-73). UK: Edward Elgar Publishing.
- Zoogah, D. B. (2014). *Dynamic Analysis and Strategy in Africa*. In D. B. Zoogah (ed.), *Advancing Research Methodology in the African Context: Techniques, Methods, and*

Designs (Research Methodology in Strategy and Management, Volume 10) (pp. 99-132)  
UK: Emerald Group Publishing.

- Zoogah, D. B. & Bolaji, M. H.A. (2014). *Work and the Self in Ghanaian Culture*. In B. Gehrke & M. Claes (eds.), *Advanced Cross-Cultural Management* (pp. 238-252). London: Palgrave-MacMillan.
- Zoogah, D. B. & Rigg, J. S. (2014). *Bibliographic Analysis and Strategic Management Research in Africa*. In D. B. Zoogah (ed.), *Advancing Research Methodology in the African Context: Techniques, Methods, and Designs* (Research Methodology in Strategy and Management, Volume 10) (pp. 189 - 213). UK: Emerald Group Publishing.
- Zoogah, D. B. & Zoogah, R. B. (2014). *Experimenting with Resource Strategy: Experimental Analysis and Strategic Human Resources Management Research in Africa*. In D. B. Zoogah (ed.), *Advancing Research Methodology in the African Context: Techniques, Methods, and Designs* (Research Methodology in Strategy and Management, Volume 10) (pp. 21 - 53). UK: Emerald Group Publishing.
- Zoogah, D. B. (2014). Introduction. In D. B. Zoogah (ed.), *Advancing Research Methodology in the African Context: Techniques, Methods, and Designs* (Research Methodology in Strategy and Management, Volume 10) (pp. ix - xii). UK: Emerald Group Publishing.
- Zoogah, D. B. & Nkomo, S. (2013). *Review of African Management Research*. In T. Lituchy, B. J. Punnett, B. B. Puplampu (Eds.), *Management in Africa: Macro and Micro Perspectives* (pp. 9-31). NY: Routledge.
- Zoogah, D. B. (2013). *Green Management in Africa*. In T. Lituchy, B. J. Punnett, B. B. Puplampu (Eds.), *Management in Africa: Macro and Micro Perspectives* (pp. 70 - 89). NY: Routledge.
- Zoogah, D. B. (2012). *Strategic Management Research in Emerging Economies: A Lens Model Perspective*. In C. Wang, D. J. Ketchen, and D. D. Berg (Eds.), *West Meets East: Toward Methodological Exchange* (Research Methodology in Strategy and Management, Volume 7) (pp.35-72), UK: Emerald Group Publishing.

### **Cases**

- Zoogah, D. B. (2016). Employee Retention During Institutional Transition: A Case Study of PIGAMU., In M. W. Peng (ed.), 2015-2016, *Global Business* (4th ed.). Cincinnati: Cengage Learning.
- Zoogah, D. B. (2011). Human Capital Retention During Institutional Transition: A Case Study of APMIG. In J. Hayton (ed.) *Global Human Resource Management Casebook* (pp.203-216). NY: Routledge.

### **Presentations at International Conferences (Refereed Papers)**

- Zoogah, D. B., Agbola, R. M., Wee, G., and Matenge, T. (2019). Unethical Behaviour in Organizations: A Test of Strain, Interest, and Ethnos Oblige Theories. Academy of Management, Boston, MA. August, 2019
- Zoogah, D. B., & Benedicta. A. Quao (2019). Why Do Some Firms Perform Well In Natural Resources-Poor Countries And Others Perform Poorly In Natural Resources-Rich Countries? Academy of Management, Boston, MA. August, 2019
- Zoogah, D. B. (2019). Tribal Identity and the Challenge of Building Inclusive Organizations. Part of Professional Development Workshop. Academy of Management, Boston, MA. August, 2019

- Zoogah, D. B. (2019). Successful Publishing for Early Career Scholars of Management in Africa. Part of Professional Development Workshop. Academy of Management, Boston, MA. August, 2019
- Zoogah, D. B. (2019). "Africa in Global Value Chains; The Diffusion of Multinational Buyer Firms' Sustainability Strategies". Chair of Part of Professional Development Workshop. Academy of Management, Boston, MA. August, 2019
- Tendy M., Zoogah, D., & Mundia, K. (2018). *Conceptualising a Multilevel Emergent Model of Industrial Development Through Firm Internationalisation*. Academy of International Business Sub-Saharan Africa Chapter Annual Conference to be held from August 6 – 8, 2018, at Lemigo Hotel in Kigali, Rwanda.
- Zoogah, D. B. & Akoto, E. J. K. (2018). Ethnos Oblige and Well-being: A Strain Theory Perspective. Paper presented at the Academy of Management Annual Meeting, Chicago, IL
- Zoogah, D. B. (2017). *High or Low?: The See-Saw of Heterogenous Social Demands and Diversity Management*. Presented as part of symposium on Diversity and Inclusion Management: Theory and Research At The Organizational Level Of Analysis at the Academy of Management Annual Meeting, Atlanta, GA.
- Zoogah, D. B. and Ametorwo, A. (2017). *Psychological Ownership, Self-monitoring and Follower Strategic Decision in the Context of Bad Leadership*. Presented as part of symposium on Restorative Followership at the Academy of Management Annual Meeting, Atlanta, GA.
- Zoogah, D. B. and Abugre J. A. (2017). *Active Engagement, Restorative Behavior and Restorative Value: The Moderating Roles of Situational Strength and Follower-Leader Fit*. Presented as part of symposium on Restorative Followership at the Academy of Management Annual Meeting, Atlanta, GA.
- Zoogah, D. B. (2016). *Antecedents and Outcomes of Transcendent Followership*. Antecedents, Mediators, and Moderators of Strategic Followership Symposium. Academy of Management Annual Meeting, Anaheim, CA. August 5-9, 2016
- Zoogah, D. B. (2016). *Stressful Situations and Strategic Followers' Response Behaviors*. The Role of Values-based Leadership and Followership in Employee Stress Symposium. Academy of Management Annual Meeting, Anaheim, California, August 5 – 9, 2016.
- Zoogah, D. B. & Anthony, E. (2016). *Strategic Followership in the Classroom*. Teaching and Learning Conference, Academy of Management Annual Meeting, Anaheim, CA. August 5-9, 2016.
- Zoogah, D. B. (2016). *Conducting Meaningful Research in Management in Africa*. Academy of Management Annual Meeting, Anaheim, CA. August 5-9, 2016.
- Zoogah, D. B. (2016). *To Give is to Die but to Receive is to Live?: Ethnos Oblige and Performance of Firms in the Informal Economy*. Research and Theory Building in the Informal Economy: An Interactive Workshop. Academy of Management Annual Meeting, Anaheim, CA. August 5-9, 2016
- Zoogah, D. B. (2016, March). *Alliance Cognition and Strategic Alliance Management*. European Academy of Management, Paris, France.
- Zoogah, D. B. (2016, March). *Strategic Followership: A Symposium on an Emerging Area of Followership Research*. European Academy of Management (EURAM), Paris, France.
- Zoogah, D. B. (2016). *Development of African Leadership and Followership Styles. Elevating Research and Collaboration: Developing a Research Agenda in and on Africa Research in and on Africa*. Professional Development Workshop, Academy of Management

Annual Meeting, Anaheim, CA. August 5-9, 2016

- Beugre, C. & Zoogah, D. B. (2015). *Governance, Informal Entrepreneurship, and Creative Capitalism in sub-Saharan*. Academy of Management Annual Meeting, Vancouver, Canada.
- Rompi, D. & Zoogah, D. B. (2015). *Research in and on Africa: Opportunities and Challenges in Data Collection and Publishing*". Academy of Management Annual Conference, Vancouver, Canada.
- Zoogah, D. B. & Rivera Santos, M. (2015). *Management Research, Governance, and Natural Resources in Africa: Taking Stock and Looking Ahead*. Academy of Management Annual Conference, Vancouver, Canada.
- Zoogah, D. B. & Anthony, E. (2015). *"Strategic Followership as an Emerging Area of Research*. Academy of Management Annual Conference, Vancouver, Canada.
- Zoogah, D. B. (2015). *Management Research, Governance, and Natural Resources in Africa: Taking Stock and Looking Ahead*. Academy of Management Annual Meeting, Vancouver, Canada.
- Zoogah, D. B. (2015). *Autochthonous Management in Africa*. Africa Faculty Development Workshop, Pretoria, South Africa.
- Zoogah, D. B. (2015). *Which Mode of Governance in Africa?: The Strategic, and Cultural Challenges*". Academy of Management Annual Conference, Vancouver, Canada.
- Zoogah, D. B. (2015, June). *Natural Resource Curse, Governance, and Firm Performance*. Toulouse Business - Barcelona Workshop on Governance, Barcelona, Spain.
- Zoogah, D. B. (2015, June). *The Natural Resource Curse, Governance Dynamics, And Firm Performance*. Understanding Governance Colloquium, Barcelona, Spain.
- Zoogah, D. B. (2015, August). *High Performance Organizing, Environmental Management, and Organizational Performance*. Academy of Management Meeting, Vancouver, Canada (British Columbia).
- Zoogah, D. B. (2015, April). *Ecological Transcendence and Ecological Behavior*. Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
- Zoogah, D. B. (2015, April). *Climate for Environmental Management and Environmental Management Effectiveness*. Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
- Zoogah, D. B., Nkomo, S., & Nyathi, N. (2013, January). *Identity of African Management*. Academy of Management Meeting, Johannesburg, South Africa.
- Zoogah, D. B. (2012, August). *Strategic followership and Follower Effectiveness*. Academy of Management Annual Meeting, Boston, Massachusetts.
- Zoogah, D. B. (2012, August). *Ecological Transcendence and Environmental Management Effectiveness*. Academy of Management Annual Meeting, Boston, Massachusetts.
- Zoogah, D. B. (2011, August). *Determinants of Strategic Followership*. Academy of Management Annual Meeting, San Antonio, Texas.
- Zoogah, D. B., Muthuri, J., & Acquah, M. (2010, August). *Daring to Care: Passion and Compassion for Africa Management Research*. Academy of Management Annual Meeting, Montreal, Canada.

- Zoogah, D. B. (2010, April). *With You or Under You? A Multilevel Model of Virtuous Followership for Leader-Follower Relationship Effectiveness*. Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Zoogah, D. B. (2009, August). *Organizational Mentoring Relationships: A Strategic Perspective*. Academy of Management Annual Meeting, Chicago, Illinois.
- Zoogah, D. B., Vora, D., & Orlando, R. (2009, June). *The Influence of Strategic Alliance Team Coordination on the Relationship between Team Diversity and Effectiveness*. Academy for International Business (AIB), San Diego, California.
- Zoogah, D. B. (2009, April). *Development and Validation of a Multidimensional Measure of Mentoring Readiness*. Society of Industrial and Organizational Psychology (SIOP), Atlanta, Georgia.
- Zoogah, D. B. (2009, April). *Career Motivation and Mentoring Readiness: The Moderating Role of Personality*. Society of Industrial and Organizational Psychology (SIOP), Atlanta, Georgia.
- Zoogah, D. B. (2009, January). *How Flexible Are African Labor Markets?* Labor and Employment Relations Association (LERA), San Francisco, California.
- Zoogah, D. B. (2008, August). *Personality and Employer Preferences*. Academy of Management Annual Meeting, Anaheim, California.
- Zoogah, D. B. (2008, August). *Relative Deprivation and Participation in Development Activities*. Academy of Management Annual Meeting, Anaheim, California.
- Zoogah, D. B. (2008, May). *Governing Recruitment and Selection Transactions in Africa: A Transaction Cost Perspective*. Eastern Academy of Management Meeting, Arlington, Virginia.
- Zoogah, D. B. (2008, April). *Alliance Mental Models and Strategic Alliance Team Effectiveness*. Society for Industrial and Organizational Psychology, San Francisco, California.
- Zoogah, D. B. & Vora, D. (2007, August). *Strategic Alliance Team Diversity and Effectiveness*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Zoogah, D. B. (2007, August). *A Multilevel Model of Executive Involvement in Strategic Alliances*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Zoogah, D. B. & Peng, M. (2007, August). *What Determines the Performance of Strategic Alliance Managers: Two Lens Model Studies*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Zoogah, D. B. (2007, January). *Governance Mechanisms and Trade Union Strength Moderation*. Industrial Relations Research Association, Chicago, Illinois.

#### **Presentations of Non-Refereed Papers at International Conferences**

- Zoogah, D. B. (2015). *Multinational Firms Still Have a Lot to Learn About Doing Business in Africa*. London School of Economics and Politics, London, United Kingdom.
- Zoogah, D. B. (2010, August). Presentation Topic: What it Takes to Succeed as a Doctoral Student. *2010 GDO Doctoral Consortium*. Academy of Management Annual Meeting, Montreal, Canada.

#### **Other Presentations**

- Zoogah, D. B., Stewart, J., and Clark, T. (2019). Looking at Job Applicants through the eyes of a recruiter: An Experiential Exercise. Presented at the Center for Teaching Effectiveness Celebration of Teaching on September 16, 2019.



Zoogah, D. B., Stewart, J., and Clark, T. (2019). Looking at Job Applicants through the eyes of a recruiter: An Experiential Exercise. Presented at the Lilly Conference on Teaching in November 21, 2019.

### **Research Reports**

Zoogah, D. B. (2010): Presented report on Mentoring Needs Survey to Ghana Broadcasting Corporation, Ghana.

Zoogah, D. B. (2006): Presented report on Alliance Mental Models and Strategic Alliance Effectiveness. to the Strategic Alliances Professional Association.

### **Papers under Review**

Zoogah, D. B. Why Do Some Firms Perform Well in Natural Resource Curse Countries and Others Perform Poorly in Natural Resource Blessed Countries? A Political Economy Perspective. Initial Submission to ***Strategic Management Journal***.

Zoogah, D. B. and Abugre, J. Restorative Followership in Africa. ***Africa Journal of Management***. Revise and Resubmit

Zoogah, D. B. Companionate Leadership: The Shemswian Perspective. ***Africa Journal of Management***. Revise and Resubmit

### **Working Papers**

Zoogah, D. B., & Agbola, R., Wee, G., & Matendy, T. Unethical Behaviour in Organizations: A Test of Strain, Interest, and Ethnos Oblige Theories. Targeting Academy of Management Journal

Zoogah, D. B. Does your attitude determine your altitude? Ethnos Oblige and Individual Workplace Outcomes, Target journal is *Academy of Management Discoveries*

Zoogah, D. B. Institutional Complexity and Strategic Responses: The Case of The Africa Continental Free Trade Area. *Africa Journal of Management* (Special Issue)

Zoogah, D. B. Self-determination Model of Integration. *Africa Journal of Management*

Zoogah, D. B. Development of the Motivation to Restore Scale. *Personnel Psychology*

Zoogah, D. B. Restorative Climate and Leader Effectiveness. *Journal of Management*.

Zoogah, D. B. Human Resources Analytics and Organizational Effectiveness.

Zoogah, D. B. Restorative Behavior in Organizations: A Review and Proposed Model.

Zoogah, D. B. Does your attitude determine your altitude? Ethnos Oblige and Individual Workplace Outcomes, Target journal is Academy of Management Discoveries

### **Invited Lectures and Presentations**

2019: Epistemic Racism, Complex Identities and Institutional Restoration. University of Johannesburg Business School (June)

2018: 22nd Technical - Scientific Conference Speaker, Huambo, Angola

2017: University of Cape Town, South Africa – Keynote Speaker for PhD Doctoral Consortium

- 2013: Baylor University Conference on Global Business Forum - Emerging Africa.
- 2010: Northeastern Illinois University Africa International Business Conference, Chicago, Illinois. Presentation on Institutions and Strategic Choices in Africa.

## **TEACHING RELATED ACTIVITIES**

### **Doctoral Students**

- 2020 – Emefa Ansaah, Nobel International Business School (Chair)
- 2020 – Kubi Collins, Nobel International Business School (Chair)
- 2019 – Tendy Matenge, University of Cape Town (Co-Chair), South Africa
- 2016 – Kweku Nduom, George Washington University (Committee Member), Washington, DC
- 2014 – Golshan Javadian (Chair), Morgan State University, Baltimore, Maryland
- 2014 – Felicity Tanoe - Kwame Nkrumah University of Science and Technology, Kumasi, Ghana; Doctoral Exam Preparation/Grading
- 2013 - Ahmed Agyapong - Kwame Nkrumah University of Science and Technology, Kumasi, Ghana; Doctoral Exam Preparation/Grading

### **RECOGNITIONS/AWARDS**

- 2020: Best Paper Award in Africa Journal of Management with Asiedu, F. (2019).
- 2019: Downing Scholar – Williams College of Business, Xavier University
- 2018: Best Paper Award AFAM Conference with Asiedu, F., Zoogah & Osei, V.
- 2018: Downing Award – Williams College of Business, Xavier University
- 2017: Honorable Mention for article in Canadian Journal of Administrative Sciences
- 2015: Outstanding Author Contribution in the 2015 Emerald Literati Network Awards for Excellence.
- 2015: Society for the Advancement of Management Funding (5000 Euros) for AFAM Doctoral Consortium in January 2016 in Nairobi, Kenya.
- 2011: Morgan State University. Outstanding Accomplishments in Research for 2010 - 2011.
- 2011: Academy of Management. Along with Benson Honig of McMaster University, Canada, I was awarded the **Strategic Doing Proposal Award** of \$50,000.00 to organize an Africa Management Faculty Development (AMFD) Academy in Ghana for scholars of Africa.
- 2007: Deloitte & Touche Foundation. Deloitte Foundation ExecEd Faculty Scholar
- 2007: Academy of Management, Organizational Behavior Division. Outstanding Reviewer Award (Organizational Behavior Division) for the 2007 Meeting held in Philadelphia, PA.

## **SERVICE**

### **University, School, and Department Service**

2019-2020: Co-chair – Core Curriculum Committee, Xavier University

2018-2019: Co-chair – Core Curriculum Committee, Xavier University

2010-Present: PhD Committee, Member

2007-Present: Consortium for the Advancement of Research Methods (CARMA) Coordinator

2007-to Present: Faculty Development Committee, Member

2015: Ghana Institute of Management and Public Administration, Presentation on Natural Resources in Africa. EMBA Student visiting MSU

2014: Chair, Dissertation Committee

2014: Washington Young Africa Leaders Initiative (YALI) of President Obama at MSU

2008-2009: Academic Planning Committee, Member

### **University**

Core Curriculum Committee, 2018-2021

Oral Communication Flag, 2019-2019

Faculty Learning Community (2017) – Metacognition

Faculty Learning Community (2018-2019) – Inclusive Teaching

Faculty Learning Community (2019) – Jesuit Values

## **PROFESSIONAL SERVICE**

### **Editorial Boards or Positions**

2014: Asia Pacific Journal of Management.

<http://www.springer.com/business+%26+management/business+for+professionals/journal/10490?detailsPage=editorialBoard>

2014: Africa Journal of Management.

2013: South African Journal of Human Resources Management, Johannesburg, South Africa.

<http://www.sajhrm.co.za/index.php/sajhrm/pages/view/editorial-team>

2013: Journal of Managerial Psychology. Editor of Special Issue on Organizational Behavior in Africa.

2011: Journal of African Business (Publisher: Taylor & Francis Group).

<http://www.tandfonline.com/action/aboutThisJournal?show=editorialBoard&journalCode=wjab20>

### **Editorship**

2018-2020: Paradoxes and Knowledge Management in Africa: Journal of Knowledge Management.

2019-2020: Management Theory in Africa – Africa Journal of Management

2019-2021: Sustainability and Global Supplier Chains in Africa – Africa Journal of Management

2020 – 2022: The Tribe and Organizations: Africa Journal of Management.

### **Manuscript Review for Academic Journals**

2018-2019: Journal of Knowledge Management;

2018-2019: Africa Journal of Management;

2018-2019: Journal of Business Ethics;  
2017-2018: Thunderbird International Business Review;  
2017-2018: Journal of Business Ethics  
2016-2017: British Journal of Management  
2008-2015: Thunderbird International Business Review  
2013-2015: Academy of Management Perspectives  
2014-Present: Asia Pacific Journal of Management  
2012-2015: Leadership Quarterly  
2015: Africa Journal of Management  
2015: Journal of World Business  
2012: South African Journal of Human Resources Management  
2007: Journal of African Business

### **Grant Review for Foundations**

2013: Reviewed grant proposal on Personal Relative Deprivation and Status Consumption for the Leverhulme Trust Foundation.

### **Academic Conferences Review**

2006-2016: Academy of Management. Reviewer.  
2010-2016: Society for Industrial and Organizational Psychology. Reviewer.  
2009-2010: Academy for International Business (AIB). Reviewer.  
2006-2008: Society for Industrial and Organizational Psychology. Reviewer.

### **Academic Conferences (Non-review roles)**

2015: PhD Doctoral Consortium, Academy of Management Annual Meeting, Vancouver, Canada.  
2014: Africa Academy of Management (AFAM), Gaborone, Botswana. Discussant, Organizer, Session Chair, Doctoral Consortium Facilitator (Topic: Conducting High Impact Research).  
2014: Academy of Management Annual Meeting, Philadelphia, PA, Business Policy Division Global Representatives  
2010: Academy of Management Annual Meeting, Montreal, Canada. Facilitator - OB Division.  
2010: Academy of Management Annual Meeting, Montreal, Canada. GDO Doctoral Consortium  
2010: Academy of Management Annual Meeting, Montreal, Canada. Panelist.  
2010: Eastern Illinois University Conference on Africa. Presentation on Doing Business in Africa.  
2008: African Management Researchers Group (AMRG). Organized the first AMRG as part of the Academy of Management.

### **CONSULTING & PRIOR WORK EXPERIENCE**

#### **Consulting**

2008: Ghana Broadcasting Corporation, Institution of Conflict Management Program, A survey of employee's perception of conflict and conflict management in Ghana Broadcasting Corporation.  
2008: Ghana Broadcasting Corporation, Establishment of Workplace Mentoring Program, A workplace program to help develop employees.

### **Non-Academic Work Experience**

1999-2001 Delphi Automotive

1999-2000 Adjunct Faculty in Organizational Behavior, Xavier University

### **PROFESSIONAL MEMBERSHIPS**

Academy of Management Africa Academy of Management American Psychological Association

Society for Industrial and Organizational Psychology

### **FACULTY/PROFESSIONAL DEVELOPMENT**

2014: Online Course Design, Baltimore, Maryland. Certified to teach online graduate and undergraduate courses.

2010: Center for International Business Education and Research (CIBER) - Faculty Development of International Business, Johannesburg, South Africa.  
(<http://ciberweb.org/facultydev/index.asp?ViewID=1&Archive=1&CoSponsorID=11>).

2010: Academy of Management Annual Meeting, Montreal, Canada. Caucus on Africa Management Research.