

LEON C. PRIETO

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BIO: As the Assistant Dean of Strategic Initiatives & Community Engagement, Director of the Center for Social Innovation & Sustainable Entrepreneurship, and Professor of Management at Clayton State University, I focus on developing strategic initiatives that centers our passion for community centered activities. My responsibilities include leading executive education and management training programs, bridging connections between local schools and our College of Business, and fostering a sustainable innovation ecosystem, all aimed at enriching our educational offerings through innovative collaborations. My research intersects with Responsible Management, Management History, Management Education, and Social Innovation. It has been featured in prominent publications like the Academy of Management Learning & Education, Journal of Business Ethics, Harvard Business Review, MIT Sloan Management Review, and Journal of Management History. My work has also been recognized by Thinkers50, The Academy of Management, the United States Association of Small Business & Entrepreneurship, and the Think list.

EDUCATION

LOUISIANA STATE UNIVERSITY, Baton Rouge, LA

PhD in Human Resource & Leadership Development

Dissertation: The Influence of Proactive Personality on Social Entrepreneurial Intentions among African Americans & Hispanic Undergraduate Students: The Moderating Role of Hope.

OXFORD UNIVERSITY, Oxford, UK

Executive Certificate in Leading Sustainable Corporations

HARVARD UNIVERSITY, Harvard Extension School, Cambridge, MA

Master of Liberal Arts (ALM) in History with Graduate Certificates in 1) Social Justice & 2) Corporate Sustainability & Innovation

GEORGIA SOUTHERN UNIVERSITY, Statesboro, GA

Master of Business Administration (MBA)

CLAFLIN UNIVERSITY, Orangeburg, SC

Bachelor of Science (BSc.) in Business Administration (Management - summa cum laude)

PROFESSIONAL CERTIFICATION

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| June 2023-Present | Fundamentals of Google AI for Web Based Machine Learning (Google/edX) |
| January 2015-Present | SHRM Senior Certified Professional (SHRM-SCP) |
| May 2013-Present | Senior Professional in Human Resources (SPHR) |

ACADEMIC POSITIONS

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| January 2024 -Present | <i>Assistant Dean of Strategic Initiatives & Community Engagement</i> College of Business, Clayton State University |
| August 2021-Present | <i>Director – Center for Social Innovation & Sustainable Entrepreneurship</i> College of Business, Clayton State University |
| October 2019-Present | <i>Visiting Research Fellow</i> Cambridge Centre for Social Innovation - Judge Business School |

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| April 2016-May 2021 | <i>Visiting Professor of Management</i> Duale Hochschule Baden-Wurttemberg (DHBW) – Germany |
| August 2012-Present | <i>Professor of Management w/ Tenure (previously Assistant/Associate Professor)</i> College of Business, Clayton State University |
| August 2010-July 2012 | <i>Assistant Professor of Management/Co-Director of ACE Center</i> College of Business Administration, Savannah State University |

CAREER HIGHLIGHTS

@Clayton State University

- Work and accomplishments featured by Forbes.com: <https://www.forbes.com/sites/niharchhaya/2021/12/03/how-two-of-the-worlds-top-business-professors-are-preparing-leaders-for-the-future-by-honoring-the-unsung-heroes-of-the-past/?sh=124b92905ef6>
- Selected to serve as an Academy of Management (AOM) Subject Matter Expert: <https://aom.org/about-aom/aom-news/aom-subject-matter-experts>
- Winner of the Thinkers50 2021 Breakthrough Idea Award: <https://thinkers50.com/biographies/leon-prieto-simone-hipps/>
- Named to the Thinkers50 Radar Class of 2021: <https://thinkers50.com/radar/2021/leon-prieto-and-simone-hipps/>
- Book on **African American Management History** featured by Emmy Award winning, The List Tv Show: <https://www.youtube.com/watch?v=IQTXY0XxyUA&t=17s>
- Book on **African-American Management History** featured by **Quartz magazine** : <https://qz.com/work/1868106/black-business-history-reveals-potent-management-lessons/>
- Book on **African-American Management History** featured by **Harvard University** : <https://news.harvard.edu/gazette/story/2019/07/how-african-american-culture-bred-business-success/>
- Book on **African American Management History** recognized by **Thinkers50** and resulted in Charles Clinton Spaulding being admitted to the **Thinkers50 Hall of Fame**: <https://qz.com/work/1902860/thinkers50-hall-of-fame-will-honor-charles-clinton-spaulding/>
- Won the 2019 **Alice. J. Smith Faculty Award**, which is the highest faculty award at Clayton State University
- Developed partnerships and initiatives with Coca Cola, McKinsey Social Initiative and Clayton County Schools that benefited those organizations and Clayton State students.

@Savannah State University

- Served as the Founding Co-Director, Savannah State University's Center for the Advancement of Creativity and Entrepreneurship (2011-2012) - The ACE Center is an initiative that assists members of the SSU community in practicing creativity and entrepreneurship. These efforts included a business incubator that provides budding entrepreneurs with guidance and resources such as access to experienced entrepreneurs, review of business plans, feedback on presentations, and help networking with local investors or relevant parties.
- Developed a minor in Entrepreneurship and some of the classes developed were Social Entrepreneurship, Creativity and Entrepreneurship, Family Business Management, Global Entrepreneurship, and Franchising.

INTERESTS

Responsible Management
Social Innovation
Management History
Management Education
Human Resource Development
Sustainable and Entrepreneurial Ecosystems

GRANTS & EXTERNAL FUNDING

- Awarded a **\$29,190** Grant by VentureWell to launch a STEM-Based Social Innovation & Sustainable Entrepreneurship competition Challenge for undergraduate and graduate students.
- CSISE received **\$100,000** from Kiwanis to fund programming for the Center for Social Innovation & Sustainable Entrepreneurship. Spearheaded by the Dean of the College of Business and Institutional Advancement.
- Awarded a **\$25,000** Grant by Gilead Sciences to launch a Social Innovation Challenge for undergraduate and graduate students.
- Served as the Co-Principal Investigator of a Title III grant to the amount of **\$45,000** that established Savannah State University's Center for the Advancement of Creativity and Entrepreneurship (Ace Center). The grant funded the ACE Speaker series, Creativity Slam, workshops, and a Business Incubator.
- Awarded an Undergraduate Research and Creative Activities (URCA) mini-grant to the amount of **\$3,110** to help support undergraduate research activities.

FELLOWSHIPS AND AWARDS

- Selected to serve as an AOM Subject Matter Expert (2022)
- Named to the #ThinklistImpact – University of Bath School of Management (2022)
- Winner of the Minority and Women Entrepreneurship Educator Award – USASBE (2021)
- Winner of the Thinkers50 Breakthrough Idea Award (2021)
- Named to the Thinkers50 Radar Class of 2021 – Thinkers50 (2021)
- Named to the #ThinklistAmplify – University of Bath School of Management (2020)
- Appointed Associate Research Fellow of Social Innovation – Cambridge Judge Business School (2019)
- Alice J. Smith Faculty Award – Clayton State University (2019)
- Emerald Literati Best Paper Award, *Journal of Management History* (2019)
- College of Business Overall Professor of the Year – Clayton State University (2017)
- Appointed International Research Fellow – University of Stellenbosch Business School (2016)
- College of Business Research Professor of the Year - Clayton State University (2016)
- Winning Paper (Competitive Papers Competition) – Labor and Employment Relations Association (2016)
- Winning Paper (Competitive Papers Competition) – Labor and Employment Relations Association (2015)
- College of Business Overall Professor of the Year – Clayton State University (2015)
- Outstanding Advisor of the Year – SHRM GA State Council (2015)
- Best SHRM Student Chapter in Georgia – SHRM GA State Council (2015)
- Best SHRM Student Chapter in Georgia – SHRM GA State Council (2014)
- College of Business Research Professor of the Year - Clayton State University (2014)
- Mclean and Company - HR Hall of Fame (2014)
- H.C Sanders Fellowship (2008, 2010)
- Earl G. Graves Scholarship (2008-2009)
- Huel Perkins Diversity Fellowship (2007-2010)
- UNCF/PepsiCo Corporate Scholarship (2005-2006)
- UNCF/UPS Corporate Scholarship (2002-2004)
- Alice Carson Tisdale Honors Scholarship (2000-2004)

MEDIA MENTIONS

- **Clayton State Professor and Students Collaborate with Companies On AI Prototype:**
https://www.news-daily.com/news/clayton-state-professor-and-students-collaborate-with-companies-on-ai-prototype/article_748bca44-e011-11ee-acde-43e9192f8c70.html
- **BBC - The Animal Instinct That Drives Workers to Adopt Corporate Jargon:**
<https://www.bbc.com/worklife/article/20240202-the-animal-instinct-that-drives-workers-to-adopt-corporate-jargon>
- **Washington Post – A Newspaper Giant Tried to Diversify its Staff. White Workers Sued:**
<https://www.washingtonpost.com/business/2023/10/29/gannett-diversity-lawsuit-reverse-discrimination-white-workers/>
- **Washington Post – The Growing Battle Over Corporate Diversity Practices, Explained:**
<https://www.washingtonpost.com/business/2023/10/02/corporate-diversity-inclusion-affirmative-action-ruling/>
- **Atlanta Journal Constitution – Local Seniors Move Development of Black-owned Businesses forward:** <https://www.ajc.com/life/aging-in-atlanta/searching-for-a-black-owned-business-directory-here-are-a-few/YAGXJRV3DZB7VH75P456RMIGRI/>
- **Financial Times – Corporate Diversity in the Crosshairs after US Supreme Court Ruling:**
<https://www.ft.com/content/ec147f73-e5b6-4470-b133-d983febcb333>
- **NPR/WABE – Lessons from the “Golden Age” of Black Business:** <https://www.wabe.org/lessons-from-the-golden-age-of-black-business/>
- **Quartz at Work – What Does An Ethical Business Education Look Like?:**
<https://qz.com/2123953/what-does-an-ethical-business-school-education-look-like/>
- **Forbes.com - How Two of the World’s Top Business Professors are Preparing Leaders for the Future by Honoring the Unsung Heroes of the Past:** <https://www.forbes.com/sites/niharchhaya/2021/12/03/how-two-of-the-worlds-top-business-professors-are-preparing-leaders-for-the-future-by-honoring-the-unsung-heroes-of-the-past/?sh=124b92905ef6>
- **Building Worker Co-op Infrastructure: What Knowledge Does the Field Need?:**
<https://nonprofitquarterly.org/building-worker-co-op-infrastructure-what-knowledge-does-the-field-need/>
- **Fortune.com (RaceAhead Newsletter) – What Would an Inclusive Business Curriculum Look Like?**
<https://fortune.com/2021/02/19/the-crisis-in-texas-continues/>
- **The List Show TV – Powerful Lessons from Groundbreaking Black Managers:**
<https://www.youtube.com/watch?v=IQTXy0XxyUA&t=17s>
- **Quartz at Work – A Hall of Fame for Management Thinkers is Inducting its First African American Honoree:** <https://qz.com/work/1902860/thinkers50-hall-of-fame-will-honor-charles-clinton-spaulding/>
- **Quartz at Work – The History of Black Management Reveals an Overlooked Form of Capitalism:**
<https://qz.com/work/1868106/black-business-history-reveals-potent-management-lessons/>
- **Harvard Gazette – How African American Culture Bred Business Success:**
<https://news.harvard.edu/gazette/story/2019/07/how-african-american-culture-bred-business-success/>

SELECTED INVITED KEYNOTES/TALKS/PODCASTS

- **Prieto, L. C., & Phipps, S. T. A. (2023).** Thinkers50 Hall of Fame: Maggie Lena Walker. **Thinkers50.**
- Bailey, J., **Prieto, L. C.,** Phipps, S. T. A., & Toktay, B. (2023). Building Sustainable Ecosystems: Strategies for Inclusive Business Growth. **Thinkers50.**
- Alonso, A., Kossek, E., **Prieto, L. C.,** & Taylor, J. (2023). Employee Engagement Best Practices in Today's Workplace. **Academy of Management.**
- Feagin, J., Gibbs, S., Kucher, J., **Prieto, L. C.,** Taylor, A., & Younge, S. (2023). **Social Justice & Social Entrepreneurship Symposium. USASBE & Morehouse College.**
- Lardner, Y., Phipps, S. T. A., & **Prieto, L. C. (2023).** **Minority Owned Businesses & Founders. Cambridge Judge Business School Livestream Series, The Balance Sheet.**
- **Prieto, L. C., & Phipps, S. T. A. (2023).** Social Innovation & Cooperative Advantage: An Africana Perspective. **On the Edge, Visiting Designer Lecture Series: IDEO.**
- **Prieto, L. C. (2023).** Social Entrepreneurship & Cooperative Advantage: An Africana Perspective. **Boston Ujima.**
- Cervini, P., Crainer, S, **Prieto, L. C.,** Reinhardt, M., & Stadler, C. (2023). Growing Together: LinkedIn Live with Capgemini and Thinkers50. **Capgemini & Thinkers50.**
- **Prieto, L. C. (2022).** Lessons from African American Management History. **The Deep Dive with Philip McKenzie.**
- **Prieto, L. C. (2022).** Social Sustainability: A Cooperative Advantage Perspective. **Ray C. Anderson Center for Sustainable Business, Georgia Institute of Technology.**
- Gordon Nembhard, J. Haynes, C., Sharpe, R., & **Prieto, L. C. (2021).** Racial Capitalism & Black Political Economy. **The Association for Social Economics.**
- **Prieto, L. C.,** Phipps, S. T. A. & Hollingsworth, K. (2021). History and Legacy of Black Entrepreneurship in the United States Fall Roundtable. **Keller Center at Princeton University.**
- **Prieto, L. C., & Phipps, S. T. A. (2021).** How Can the History of Black Management in the US Positively Impact Diversity, Equality, & Inclusion in Business Schools? **University of Cambridge, Judge Business School.**
- **Prieto, L. C. (2021).** Decolonizing the Business Curriculum: Insights from Africana History & Philosophy. **Keller Center at Princeton University.**
- **Prieto, L. C.,** Phipps, S. T. A., Bridgman, T. & Cummings, S. (2021). Making Management History. **Thinkers50 Awards Gala Pre-Event.**
- **Prieto, L. C. (2021).** Black Business Revolution Roundtable. **Joe's Movement Emporium.**
- **Prieto, L. C. (2021).** Racial Justice, History, and Business Ethics. **Academy of Management, Social Issues in Management Racial Justice Webforum Series 2021.**
- **Prieto, L. C.,** and Phipps, S. T. A. (2021). Cooperative Advantage: Facilitating Strategic Alliance and Social Innovation. **University of Cambridge, Judge Business School.**

- **Prieto, L. C., and Phipps, S. T. A. (2021). History of Black Management. Dalhousie University.**
- **Prieto, L. C., and Phipps, S. T. A. (2021). Cooperative Advantage: A Path to Social Sustainability. Cambridge University Social Impact and Sustainability Society.**
- **Prieto, L. C., and Phipps, S. T. A. (2021). Thinkers50 Curated LinkedIn Live Session with Radar Class Of 2021 Thinkers: Leon Prieto & Simone Phipps. Thinkers50.**
- **Prieto, L. C., and Phipps, S. T. A. (2021). Book Discussion on African American Management History. Stockton University.**
- **Prieto, L. C. (2021). Teaching at the Top: Black Men in Academia. East London Connect Podcast Series.**
- **Prieto, L. C., and Phipps, S. T. A. (2020). Decolonizing the Curriculum: Insights from the Golden Age of Black Business. University of Liverpool Management School.**
- **Prieto, L. C., and Phipps, S. T. A. (2020). Exploring the Contributions of Black Management Thought Leaders and Practitioners. Western Washington University.**
- **Prieto, L. C. (2020). Charles Clinton Spaulding: Father of African American Management. Yunus Centre for Social Business and Health – Glasgow Caledonian University.**
- **Prieto, L. C., and Phipps, S. T. A. (2020). Gaining A Cooperative Advantage: Lessons from Black History. Clarkson University.**
- **Prieto, L. C., and Phipps, S. T. A. (2020). I am, because we are: Black Management History. What's Next with Tiffani Bova.**
- **Phipps, S. T. A., and Prieto, L. C. (2020). Insights from African American Management History. Business History Collective.**
- **Prieto, L. C., and Phipps, S. T. A. (2020). Cooperative Advantage: Lessons from African American Management History. United States Association for Small Business & Entrepreneurship.**
- **Phipps, S. T. A., and Prieto, L. C. (2020). Integrating African American Management History into the Business Curriculum. Georgia State University. J. Mack Robinson College of Business.**
- **Phipps, S. T. A., and Prieto, L. C. (2020). African American Management History. Social Innovation Think Tank - University of Cambridge, Judge Business School.**
- **Prieto, L. C. (2020). Decolonizing the Business Curriculum: Lessons from Black History. Harvard Extension Alumni Association - Saturday Symposium.**
- **Phipps, S. T. A., and Prieto, L. C. (2020). Strategic Alliances, Social Innovation & Global Supply Chains: An Ethic of Care Approach. University of Cambridge, Judge Business School – Centre for Social Innovation.**
- **Prieto, L. C. (2020). Facilitating a Culture of Social Intrapreneurship & Racial Equity in the Workplace. Circle of Intrapreneurs.**
- **Prieto, L. C. (2020). African American Management History: Lessons for Social Innovators and Entrepreneurs. Clayton State University.**
- **Prieto, L. C. (2019). I am, because we are. Social Ideas Podcast - University of Cambridge, Judge Business School.**

- **Prieto, L. C.** (2019). Black Management History and Social Entrepreneurship: Embracing an African Philosophy of Cooperation. **University of Cambridge, Judge Business School.**
- Phipps, S. T. A., and **Prieto, L. C.** (2019). Cooperative Advantage – Charles Clinton Spaulding. **Talking About Organizations Podcast.**
- **Prieto, L. C.** (2019). Graduate Ceremony Address – I am, because we are. **Clayton State University’s Graduate Commencement.**

BOOKS & BOOK CHAPTERS

- **Prieto, L. C.,** & Phipps, S. T. A. (2023). Certain Uncertainty: Leading with Agility & Resilience in an Unpredictable World. In D. Dearlove (Ed.), *Servant Leadership, Cooperative Advantage, and Social Sustainability* (pp. 159-166). Hoboken, NJ: John Wiley & Sons.
- **Prieto, L. C.,** & Phipps, S. T. A. (2021). Creating Diverse and Inclusive Business Ecosystems: A Cooperative Advantage Perspective. In S. Crainer (Ed.), *The Power of Ecosystems: Making Sense of the New Reality for Organizations* (pp. 140-147). London, UK: Thinkers50 Limited.
- **Prieto, L. C.,** and Phipps, S. T. A. (2019). African American Management History: Insights on Gaining a Cooperative Advantage. *Emerald Publishing Limited.*

PUBLICATIONS (Practitioner & Peer Reviewed)

1. **Prieto, L. C.,** Vincent, V., Davis, E. A., & Chacko, J. (2024). Resilience Amidst Adversity: A Qualitative Exploration of Black Entrepreneurs in Atlanta’s Southside. *Journal of Applied Business & Economics.* 26 (1), 114-123.
2. Eugene, W., **Prieto, L. C.,** & Phipps, S. T. A. (2023). Harnessing the Power of Inclusive Innovation for Tomorrow’s Tech Landscape. *Minority Business Review:* <https://minoritybusinessreview.com/harnessing-the-power-of-inclusive-innovation-for-tomorrows-tech-landscape/>
3. **Prieto, L. C.,** & Phipps, S. T. A., & Reynolds, S., & Hannah, A. (2023). Facilitating a Culture of Sustainable Innovation: A Cooperative Advantage Perspective. *Strategic HR Review.* 22 (2), 61-64.
4. **Prieto, L. C.,** & Phipps, S. T. A. (2023). Facilitating the Next Golden Age of Black Business. *MIT Sloan Management Review:* <https://sloanreview.mit.edu/article/facilitating-the-next-golden-age-of-black-business/>
5. **Prieto, L. C.,** & Phipps, S. T. A., & Vincent, V. (2023). Alternative Compensation, Teacher Performance, & Policy Implications: An Equity Theory Approach. *Compensation & Benefits Review.* 55 (1), 19-30.
6. **Prieto, L. C.,** Phipps, S. T. A., & McKoy, H. (2022). Supporting Black Business Ecosystems: Lessons from Durham’s Black Wall Street. *MIT Sloan Management Review:* <https://sloanreview.mit.edu/article/supporting-black-business-ecosystems-lessons-from-durhams-black-wall-street/>
7. Phipps, S. T. A., **Prieto, L. C.,** Giugni, L., & Stott, N. (2021). The “Bluefield Experiment” in Co-op Economics: Why it Matters for HBCUs Today. *Nonprofit Quarterly:* <https://nonprofitquarterly.org/the-bluefield-experiment-in-co-op-economics-why-it-matters-for-hbcus-today/>
8. **Prieto, L. C.,** Phipps, S. T. A., Giugni, L., & Stott, N. (2021). Teaching (Cooperative) Business: The “Bluefield Experiment” and the Future of Black Business Schools. *Academy of Management Learning & Education.* 20 (3), 320 – 341. ***Best Paper Finalist & Most downloaded AMLE article in 2021***

9. **Prieto, L. C., & Phipps, S. T. A** (2021). How 20th Century Black Business Leaders Envisioned a More Just Capitalism. *Harvard Business Review*: <https://hbr.org/2021/04/how-20th-century-black-business-leaders-envisioned-a-more-just-capitalism>
10. **Prieto, L. C., & Phipps, S. T. A** (2021). Why Business Schools Need to Address Black History. *Harvard Business Publishing*: <https://hbsp.harvard.edu/inspiring-minds/why-business-schools-need-to-address-black-history> ***Aspen Institute 5 Best Ideas of the Day (2/18/2022)***
11. **Prieto, L. C., & Phipps, S. T. A** (2021). Reconfigure Your Board to Boost Cooperative Advantage. *MIT Sloan Management Review*: <https://sloanreview.mit.edu/article/reconfigure-your-board-to-boost-cooperative-advantage/>
12. **Prieto, L. C., Waimuru, J., Ndinguri, E. N., & Kungu, K. K.** (2020). Promoting Sustainable Enterprise & Human Resource Development in Rural Kenya: A Cooperative Approach. *Journal of Leadership, Accountability and Ethics*. 17 (5), 94-102.
13. **Prieto, L. C., & Phipps, S. T. A** (2020). Cooperative Advantage: Rethinking the Company's Purpose. *MIT Sloan Management Review*: <https://sloanreview.mit.edu/article/cooperative-advantage-rethinking-the-companys-purpose/>
14. **Phipps, S. T. A., & Prieto, L. C.** (2020). Leaning in: A Historical Perspective on Influencing Women's Leadership. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-020-04566-6>
15. **Prieto, L. C., & Phipps, S. T. A., & Kungu, K. K.** (2020). Facilitating a Culture of Intrapreneurship: An Employee Involvement Approach. *Strategic HR Review*. 19 (2), 93-95.
16. **Prieto, L. C., & Phipps, S. T. A., & Mathur-Helms, B.** (2018). From Slaves to Servant Leaders: Remembering the Contributions of John Merrick and Alonzo Herndon. *Society and Business Review*. 13 (2), 140 – 140.
17. **Phipps, S. T. A., & Prieto, L. C.** (2018). The Business of Black Beauty: Social Entrepreneurship or Social Injustice? *Journal of Management History*. 24 (1), 37 – 56. ***Emerald Literati Best Paper Award***
18. **Prieto, L. C., Mathur-Helm, B., & Dawson, K.** (2018). The Ethic of Care: An HR Strategy to Addressing Obesity in the Workplace. *Human Resource Management International Digest*. 26 (2), 12 – 15.
19. **Prieto, L. C., Phipps, S. T. A., Osiri, J. K., & Lecounte, J. F.** (2017). Creating an Interface: Aiding Entrepreneurial Success via Critical Pedagogy and Insights from African American Management History. *Journal of Management History*. 23 (4), 489-506.
20. **Chang, P., Norman, M. V., & Prieto, L. C.,** (2017). Stimulating Critical Thinking in U.S. Business Students through the inclusion of International Students. *Journal of Business Diversity*. 17 (1), 122 – 130.
21. **LeCounte, J. F., Prieto, L. C., & Phipps, S. T. A.** (2017). CEO Succession Planning and Organizational Performance: A Human Capital Theory Approach. *Journal of Leadership, Accountability and Ethics*. 14 (1), 70-81.
22. **Prieto, L. C., Norman, M. V., Phipps, S. T. A., & Chenault, E. B. S.** (2016). Tackling Micro-Aggressions in Organizations: A Broken Windows Approach. *Journal of Leadership, Accountability and Ethics*. 13 (3), 36-49.
23. **Phipps, S. T. A., & Prieto, L. C.** (2016). A discovery of early labor organizations and the women who advocated work-life balance: An ethical perspective. *Journal of Business Ethics*. 134 (2), 249-261.

24. **Prieto, L. C., & Phipps, S. T. A.** (2016). Rediscovering Charles Clinton Spaulding's "The Administration of Big Business": Insight into Early 20th Century African American Management Thought. *Journal of Management History*. 22 (1), 73-90.
25. **Prieto, L. C., Phipps, S. T. A., Thompson, L. R., & Smith, X.** (2016). Schneiderman, Perkins, and the Early Labor Movement: An Ethic of Care Approach to Labor & Safety Reform. *Journal of Management History*. 22 (1), 50-72.
26. **Prieto, L. C., Phipps, S. T. A., Thompson, L. R., & Ogbuehi, A.** (2015). Social Entrepreneurship and National Human Resource Development: A Caribbean Perspective. *International Journal of Entrepreneurship*. 19, 105-118.
27. Phipps, S. T. A., & **Prieto, L. C.** (2015). Women vs. men in entrepreneurship: A comparison of the sexes on creativity, political skill, and entrepreneurial intentions. *Academy of Entrepreneurship Journal*. 21 (1), 32-43.
28. Phipps, S. T. A., & **Prieto, L. C.** (2015). Politicking and entrepreneurship: Determining the critical political skill dimensions for high entrepreneurial intentions. *Academy of Entrepreneurship Journal*. 21 (2), 73-86.
29. Phipps, S. T. A., **Prieto, L. C., & Kungu, K.** (2015). Exploring the influence of creativity and political skill on entrepreneurial intentions among men and women: A comparison between Kenya and the United States. *International Journal of Entrepreneurship*. 19, 179-194.
30. Phipps, S. T. A., **Prieto, L. C., & Deis, M. H.** (2015). The role of personality in organizational citizenship behavior: Introducing counterproductive work behavior and integrating impression management as a moderating factor. 19 (1), 176-196. *Journal of Organizational Culture, Communications, and Conflict*.
31. Wright, B., Ogbuehi, A., & **Prieto, L. C., & Donthu, N.** (2015). The power of can't. Reactance & product preference among young consumers. *Academy of Marketing Studies Journal*. 19 (1), 149-165.
32. **Prieto, L. C., & Phipps, S. T. A.** (2014). Capitalism in question: Hill, Addams and Follett as early social entrepreneurship advocates. *Journal of Management History*. 20(3), 266-277.
33. Phipps, S. T. A., & **Prieto, L. C. & Ndinguri, E. N.** (2014). Emotional intelligence: Is it necessary for leader development? *Journal of Leadership, Accountability and Ethics*. 11(1), 73-89.
34. **Prieto, L. C., Phipps, S. T. A., & Addae, I. Y.** (2014). Is Walmart a social enterprise? An exploration of the relationship between corporate reputation, corporate social responsibility & financial performance. *Academy of Strategic Management Journal*. 13 (2), 51-60.
35. Ndinguri, E. N., Phipps, S. T. A., & **Prieto, L. C.** (2014). Predictors of entrepreneurial venture exploitation tendencies: Role of gender, emotion, motivation and role model accessibility. *Academy of Entrepreneurship Journal*. 20(1), 23-36.
36. Ndinguri, E. N., **Prieto, L. C., Phipps, S. T. A., & Katsiolouides, V.** (2013). The synergy between minority business enterprises and corporations: A proposed supplier diversity relationship framework. *International Journal of Supply Chain Management*, 2(3).
37. Phipps, S. T. A., **Prieto, L. C., & Ndinguri, E. N.** (2013). Understanding the impact of employee involvement on organizational productivity: The moderating role of organizational commitment. *Journal of Organizational Culture, Communications and Conflict*. 17 (2), 107 – 120.
38. Thompson, L. R., and **Prieto, L. C.** (2013). Improving retention among college students: Investigating the utilization of virtualized advising. *Academy of Educational Leadership Journal*. 17 (4), 13 – 26.

39. Phipps, S. T. A., **Prieto, L. C.**, & Ndinguri, E. N. (2013). Teaching an old dog new tricks: Investigating how age, ability, and self-efficacy influence intentions to learn and learning among participants in adult education. *Academy of Educational Leadership Journal*. 17 (1), 13 – 26.
40. **Prieto, L. C.** (2012). Women issues to wonder woman: Contributions made by the students of Hugo Munsterberg. *Journal of Management History*. 18 (2), 166 – 177.
41. Kungu, K. K., Machtmes, K. L., & **Prieto, L. C.** (2012). Assessing readiness for lifelong learning: Volunteers to a 4-H youth development program. *International Journal of Learning*. 18 (3), 23 – 44.
42. **Prieto, L. C.**, & Phipps, S. T. A., and Friedrich, T. L. (2012). Social entrepreneur development: An integration of critical pedagogy, the theory of planned behavior, and the ACS model. *Academy of Entrepreneurship Journal*. 18 (2), 1 – 16.
43. Phipps, S. T. A., **Prieto, L. C.**, and Verma, S. (2012). Holding the helm: Exploring the influence of transformational leadership on group creativity, and the moderating role of organizational learning culture. *Journal of Organizational Culture, Communications and Conflict*. 16 (2), 145 – 156.
44. Ndinguri, E. N., **Prieto, L. C.**, & Machtmes, K. L. (2012). Human capital development dynamics: The knowledge based approach. *Academy of Strategic Management Journal*. 11 (2), 121 – 136.
45. Phipps, S. T. A., and **Prieto, L. C.** (2012). Knowledge is power? An inquiry into knowledge management, its effects on individual creativity, and the moderating role of an entrepreneurial mindset. *Academy of Strategic Management Journal*. 11 (1), 43 – 57.
46. Ndinguri, E. N., **Prieto, L. C.**, & Phipps, S. T. A. (2012). American entrepreneurship then, now and tomorrow. *Business Journal for Entrepreneurs*, 2012(1), 107 – 118.
47. Phipps, S. T. A., & **Prieto, L. C.** (2011). Big five personality and transformational leadership: Exploring the moderating role of political skill. *International Journal of Leadership Studies*, 6(3), 430 – 447.
48. **Prieto, L. C.**, Phipps, S. T. A., Ndinguri, E. N., and Kungu, K. K. (2011). Cloud computing: Aiding social enterprises towards efficiency, performance & social impact. *Business Journal for Entrepreneurs*, 2011(4), 101 – 110.
49. **Prieto, L. C.** (2011). The influence of proactive personality on social entrepreneurial intentions among African American and Hispanic undergraduate students: The moderating role of hope. *Academy of Entrepreneurship Journal*. 17(2), 77 – 96.
50. **Prieto, L. C.**, & Phipps, S. T. A. (2011). Self-monitoring and organizational identification as moderators of the effects of proactive personality on the transfer of learning in the workplace: A theoretical inquiry. *International Journal of Management*, 28(3), 509 – 518.
51. **Prieto, L. C.**, & Phipps, S. T. A. (2011). Transformational leadership: Lessons in managing a learning organization. *Leadership and Organizational Management Journal*, 2011(1), 19 – 27.
52. **Prieto, L. C.** (2010). The influence of proactive personality on entrepreneurial leadership: Exploring the moderating role of organizational identification and political skill. *Academy of Entrepreneurship Journal*, 16(2), 107 – 121.
53. **Prieto, L. C.**, Phipps, S. T. A., & Kungu, K. K. (2010). A framework for designing and evaluating a Pan-African leadership development program. *Journal of International Diversity*, 2010(3), 55 – 69.
54. **Prieto, L. C.**, Osiri, J. K., & Gilmore, J. (2009). Developing social entrepreneurs for developing Pan-African nations. *The Business Renaissance Quarterly*, 4(2), 41-57.

55. **Prieto, L. C., & Phipps, S. T. A.** (2009). An exploration of leadership thought and an introduction to proactive leadership in the context of managing change and diversity. *The Journal of Human Resource and Adult Learning*, 5(1), 64 -74.
56. **Prieto, L. C., Gilmore, J., & Osiri, J.K.** (2009). Environmental leadership development: A framework for designing and evaluating a training program. *European Journal of Social Sciences*, 9(4), 586-593.
57. **Prieto, L. C., Phipps, S. T. A., & Osiri, J. K.** (2009). Linking workplace diversity to organizational performance: A conceptual framework. *Journal of Diversity Management*, 4(4), 13-21.

SELECTED PRESENTATIONS

- **Prieto, L. C., Phipps, S. T. A., Osiri, J. K. & LeCounte, J. F.** (2017). *Aiding Entrepreneurial Success via Critical Pedagogy and Insights from African American Management History*. Paper presented at the Annual International Conference of the Academy of Management Annual Meeting, Atlanta, Georgia.
- Phipps, S. T. A., & **Prieto, L. C.** (2017). *The Entrepreneurial Philosophies of C.C. Spaulding: Lessons from a Black Business Pioneer*. Paper presented at the Association of Business Historians Conference, Glasgow, Scotland.
- Phipps, S. T. A., & **Prieto, L. C.** (2016). *The Business of Black Beauty: Entrepreneurship or Injustice*. Paper presented at the Annual International Conference of the Academy of Management Annual Meeting, Anaheim, California.
- **Prieto, L. C., Norman, M. V., Phipps, S. T. A., & Chenault, E. B. S** (2016). *Tackling Micro-aggressions in the Workplace: A Broken Windows Approach*. Paper presented at the Labor and Employment Relations Association Annual Meeting, Minneapolis, Minnesota.
- **Prieto, L. C., & Phipps, S. T. A., Mathur-Helms, B.** (2016). *From Slaves to Social Entrepreneurs: A Historical Perspective*. Paper presented at the International Council for Small Business, Hoboken, New Jersey.
- **Prieto, L. C., & Phipps, S. T. A.** (2016). *Integrating Black Business History into the Curriculum: A Critical Pedagogical Approach to Management and Entrepreneurship Education*. Paper presented at the Business History Conference, Portland, Oregon.
- **Prieto, L. C.** (2015). *Black Entrepreneurship and Workforce Development: A Historical Perspective*. Paper presented at the Pan-African Enterprise Research Council Conference, Atlanta, Georgia.
- **Prieto, L. C., Phipps, S. T. A., Thompson, L. R., & Smith, X.** (2015). *Frances Perkins, Rose Schneiderman, and the Early Labor Movement: A Feminist Ethic of Care Approach to Labor & Safety Reform*. Paper presented at Labor and Employment Relations Association Annual Meeting, Pittsburgh, Pennsylvania, USA.
- **Prieto, L. C., & Phipps, S. T. A.** (2015). *Spaulding's "Administration of Big Business". Insight into Black Management Thought*. Paper presented at the Annual Conference of the Academy of Management, Vancouver, Canada.
- Phipps, S. T. A., & **Prieto, L. C.** (2014). *A Discovery of Early Labor Organizations and the Women who advocated Work-life Balance: An Ethical Perspective*. Paper presented at the Southern Management Association, Savannah, GA, USA.
- **Prieto, L. C., & Phipps, S. T. A.** (2013). *Capitalism in question: Hill, Addams and Follett as Early Social Entrepreneurship Advocates*. Paper presented at the Annual Conference of the Academy of Management, Lake Buena Vista (Orlando), Florida, USA.

- Phipps, S. T. A., Prieto, L. C., & Kungu, K. K. (2013). *Exploring the Influence of Creativity and Political Skill on Entrepreneurial Intentions among Men and Women: A Comparison Between Kenya and the United States*. Paper presented at the Annual Conference of the United States Association of Small Business and Entrepreneurship, San Francisco, CA.
- Phipps, S. T. A., & Prieto, L. C. (2011). *Emotional intelligence: Is it necessary for leader development?* Paper presented at the Annual Conference of the Academy of Human Resource Development, Chicago, IL.
- Prieto, L. C. (2010). *Proactive personality and learning transfer: Exploring the moderating roles of organizational identification and self-monitoring*. Paper presented at the Annual Conference of the Academy of Human Resource Development, Knoxville, TN.
- Prieto, L. C. (2008). *Women Issues to Wonder Woman: Contributions made by the students of Hugo Munsterberg*. Paper presented at the Annual Conference of the Academy of Management, Anaheim, CA.

TEACHING EXPERIENCE

Clayton State University

2012-Present

- Social Innovation and Entrepreneurship (Traditional and Online)
- Management Principles (Traditional, Hybrid and Online)
- Global Business
- Entrepreneurship (Traditional, Hybrid, and Online)
- Human Resource Management
- Organizational Behavior (Traditional and Hybrid)
- Communication & Leadership (MBA)
- International Business & Global Logistics (MBA)
- Global Human Resources (MBA)
- Human Resource Consulting (MBA)

Duale Hochschule Baden-Wuerttemberg (DHBW) Heidenheim, Germany

2016-2021 International Human Resource Management

Savannah State University

2010-Present

- Social Entrepreneurship
- Entrepreneurship and Small Business Management
- Human Resource Management
- Staffing, Training, and Development
- Management of Diversity
- Management of Organizations
- Strategic Management (MBA)

ACADEMIC SERVICE

Division Chair: Academy of Management (Management History Division) (2023-Present)
 Division Chair Elect: Academy of Management (Management History Division) (2022-2023)
 Program Chair: Academy of Management (Management History Division) (2021-2022)
 Track Chair: USASBE, Emerging Research (2021-2022)
 PDW Chair: Academy of Management (Management History Division) (2020-2021)
 Research Chair: USASBE Minority & Women in Entrepreneurship Special Interest Group (2020-2021)
 Associate Editor: Journal of Management History (2017-2020)
 Editor: The Journal for the Advancement of Developing Economies (JADE) (2011-2016)
 Program Committee: Pan-African Enterprise Research Council Conference
 Ad-hoc Reviewer: Academy of Management Annual Meeting
 Journal of Management History
 Academy of Management Learning & Education

Enterprise & Society
Journal of Co-operative Organization & Management
Journal of Cross-Cultural Psychology
Midwest Academy of Management
Africa Academy of Management
USASBE
National Science Foundation – Science of Organizations Program

UNIVERSITY SERVICE

Clayton State University

Entrepreneurship Major Project Team (2022 - Present)
Master of Strategic Leadership Development Assessment Committee (2022-Present)
Faculty Advisor, Society for Human Resource Management (SHRM) (2013-2020)
Chair, Department of Management Search Committee (2018)
Strategic Planning and Budget Advisory Committee (2016-2017)
Faculty Affairs Committee (2013-2016)
Provost Search Committee (2014-2015)
University Curriculum Committee (2012-2018)
Curriculum Committee, College of Business (2012-2018)
Faculty Development and Intellectual Contributions Committee, College of Business (2012-2018)
Dean of the College of Business's Search Committee (2013, 2017)
Give 4 Dreams Fundraising Committee (2016-2017)

Savannah State University

Academic Programs Committee, College of Business Administration (2010-2012)
Student Grievances Committee, College of Business Administration (2010-2012)
Faculty Recruitment Committee, College of Business Administration (2011-2012)
Vice President of Academic Affairs Search Committee (2012)
Computer Utilization Committee (2011-2012)
International Education Taskforce (2011-2012)
Black Executive Exchange Program (BEEP) Planning Committee (2011-2012)
Secondary Advisor, Society for the Advancement of Management (SAM) (2011-2012)
Developed Minor in Entrepreneurship (2011-2012)

INDUSTRY EXPERIENCE

- Occupational Development Specialist, **National Energy Skills Center** (2007)
 - Evaluated the potential for client specific training programs.
 - Organized workshops and marketed the training programs to energy sector leaders.
 - Developed promotion and marketing plans.

- Safety Engineer Co-op, **Briggs and Stratton** (2006)
 - Inspected health, safety, and environmental systems within the facility.
 - Analyzed workers' comp, injury, and safety program information to develop trend data.
 - Created job safety analysis documents to help identify hazards in the assembly lines

- Recruit Estate Constable/ Health & Safety Technician, **Petrotrin Trinmar Operations** (1996-2000)
 - Conducted daily safety meetings with shift personnel before the start of each tour.
 - Ensured employees adhered to all policies and procedures as outlined by the Company's Health and Safety Policy.
 - Identified unsafe conditions at facilities and documented findings to ensure remedial action is taken.
 - Conducted sea patrols to ensure the safety and security of offshore platforms

- Conducted routine perimeter checks of facility in particular Tank Operations and Marine Base.
- Responded to emergencies within and around Company Operations

EXECUTIVE EDUCATION, WORKSHOPS & CONSULTING EXPERIENCE

- Central Bank of Belize, (2018)
 - Delivered a workshop entitled “Leading Innovation and Change” to the Governor and her senior staff.
- United Nations – Office of Human Resources Management, (2018)
 - Developed learning resources on various leadership topics identified through a needs assessment.
- University of Nebraska - Lincoln, (2018)
 - Delivered an international management workshop for the “Nebraska Export Challenge”.
- Resurgia Health Solutions, (2017)
 - Delivered a workshop entitled “Personalities at Work: The Essentials to Building Effective Teams”.
- Petropars Ltd, (2016)
 - Delivered a Keynote Speech on “Human Resource Leadership & Organizational Performance” that was attended by approximately 100 employees.
- Morrison Executive Education (MEXE), Dominican Republic (2015)
 - Delivered a “Talent & Career Management” workshop to HR Managers in the Dominican Republic.
- Arthur Lok Jack Graduate School of Business, University of the West Indies (2014)
 - Delivered a Corporate Entrepreneurship workshop to executives in Trinidad and Tobago.
- Advanced Baton Rouge (2008)
 - Conducted a strategic needs assessment that analyzed performance gaps.
 - Trained charter school principals in basic project management skills.

SAMPLE OF GRADUATE COURSEWORK TAKEN RELATED TO RESPONSIBLE MANAGEMENT

- **Hazardous Waste Management** (3 hrs.) - Georgia Southern University
- **Occupational Safety** (3 hrs.) - Georgia Southern University
- **Sustainability Leadership in the 21st Century** (4 hrs.) - Harvard University
- **Design of Renewable Energy Projects** (4 hrs.) - Harvard University
- **Innovative Technologies & Practices for Climate Change Resilience** (4 hrs.) - Harvard University
- **Sustainable Product Design & the Innovation Ecosystem** (4 hrs.) - Harvard University
- **Sustainable Manufacturing & Technologies (4 hrs.)** – Harvard University
- **Great Ideas: Thinking Big About Society from Adam Smith to Piketty** (4 hrs.) - Harvard University
- **Human Trafficking and Modern-Day Slavery** (4 hrs.) - Harvard University
- **Migration and Labor in US History** (4 hrs.) - Harvard University
- **Race in the Americas** (4 hrs.) - Harvard University
- **Social Reform Movements 1 & 2** (8 hrs.) - Harvard University
- **Seminar in Organization Behavior** (3 hrs.) – Louisiana State University
- **Current Issues in Strategic Management** (3 hrs.) – Louisiana State University
- **Seminar in Human Resource Management** (3 hrs.) – Louisiana State University
- **Development of Management Thought** (3 hrs.) – Louisiana State University

- **Leadership and Organizations** (3 hrs.) – Louisiana State University
- **Leadership Development Strategies in Organizations** (3 hrs.) – Louisiana State University
- **Managing Change in Organizational Systems** (3 hrs.) – Louisiana State University
- **Education, Business and Entrepreneurship** (3 hrs.) – Louisiana State University
- **Evaluation Methods** (3 hrs.) – Louisiana State University
- **Ethics and Educational Leadership** (3 hrs.) – Louisiana State University

PROFESSIONAL AFFILIATIONS

- Thinkers50
- The Think list (University of Bath)
- Academy of Management
- United States Association for Small Business and Entrepreneurship
- Pan African Enterprise Research Council.
- Alpha Phi Alpha Fraternity, Inc.