

David E. Desplaces, Ph.D.

ddesplac@citadel.edu | 171 Moultrie Street, Charleston, SC 29409

EDUCATION

Ph. D. Management (Change Management) University of Rhode Island, RI	2004
○ Dissertation: Readiness to adopt Enterprise Resource Planning Software	
○ Advisor: Dr. Laura Beauvais	
MS in Education – Instructional Design Development and Evaluation Syracuse University, NY	1999
MBA in Finance Bentley University, MA	1996
BS in Management with honors/CS Minor Bentley College, MA	1994

SPECIAL TRAINING & PROFESSIONAL DEVELOPMENT

Executive Coach Weatherhead School of Management, Case Western Reserve, Cleveland, OH	2019
Designing Your Life Certified Coach DYL Studio, Stanford, CA	2019
Executive Coach Berkeley Executive Coaching Institute, Berkeley, CA	2019
Certificate in Business Excellence Haas School of Business/UC Berkeley, CA	2017
Level 2 Case Writing Certification The CASE Association	2017
Hogan Certified Hogan Assessment Systems, OK	2014
ISO 9001/14001, Certified Quality/EMS Auditor/Lead Auditor IRCA/Bureau Veritas, Dubai	2013/2014
Certificate for Global Business Professional (CGBP) NASBIT, OH	2008
Symposium for Entrepreneurship Educator (SEE) Babson College, Welsley, MA	2008
Faculty Development in International Entrepreneurship (CIBER) University of Colorado, Denver, CO	2008
NxLEVEL, Certified Instructor Sandy, UT	2008

PROFESSIONAL EXPERIENCE

The Citadel Charleston, SC	2020 – Present
<i>Military College of South Carolina. Tommy and Victoria Baker School of Business.</i>	
Lieutenant Colonel/ Professor of Strategy and Entrepreneurship	
Tenure track professor supporting the mission of the university in the areas of teaching, research and service.	
<ul style="list-style-type: none">• Teach undergraduate and graduate courses in areas of entrepreneurship, innovation management, and small business management• Support Management and Entrepreneurship department initiatives	

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College of Charleston/University of Charleston | Charleston, SC

2007 – 2020

Liberal arts and science comprehensive university. School of Business.

Full Professor of Global Commerce, School of Business

Tenured professor supporting the mission of the university in the areas of teaching, research and service.

- **Taught undergraduate courses in areas of entrepreneurship, global commerce and international management**
- **Published 17 peer-reviewed publications and presented over 35 workshops/symposiums/papers around the world**
 - *Leadership responsibilities: Global Business Resource Center, Enactus/SIFE Advisor, Center for Entrepreneurship Director, International Business Program Director, College of Charleston Emergency Operations Team*
 - *PI or co-PI for \$36,000 in research or other grants*

Genius Renewal/Desplaces Consulting | Charleston, SC

2012 – Present

Private consulting practice focused on leadership development.

- **Facilitate leadership development workshops or coaching in small to mid-size companies around the world and in CofC MBA program**
- **Advise selective CEO/Owners on developmental matters**

PROFESSIONAL EXPERIENCE

Navtech Marine Services | Dubai, UAE

2007 – Present

Oil service company that designs and leases self-propelled accommodation barges for the Arab Gulf.

VP for Strategy and Business Development/Board Member

- **Develop and assist in the implementation of strategic recommendations**
- **Participated in the building of 3 jack-up barges in China and UAE (sabbatical internship)**
- **Support leadership development and alignment**

University of Hartford | West Hartford, CT

2003 – 2007

Liberal arts comprehensive University. Barney School of Business.

Associate Professor of Management, Barney School of Business

Tenure-track professor/Director of the Entrepreneurial Studies program supported the mission of the university in areas of teaching, research and service.

- **Taught undergraduate and graduate courses in the areas of entrepreneurship and management:** Small Business Management, Entrepreneurship (Business Planning), Managing Organizational Behaviors (Principles of Management), Managerial Skills; Entrepreneurship, Leadership and Management (MBA Program); Managerial Skills (MSAT Program).
- **Published 7 peer-reviewed publications and presented 23 workshops/symposium/papers**
 - *Founding Director of Institute for Entrepreneurship and Economic Development*
 - *PI or co-PI for \$24,000 in research or other grants*

RSfi, S.A. | Paris, France

1995 – 2009

Publishing company focused in print media holdings.

Business Partner/Board Member

- **Made strategic and operational recommendations**
- **Participated in investment, expansion and downsizing efforts including office relocation**

L'AGENCE, S.A. | Paris, France

1999-2001

Company focused on developing marketing campaigns for large companies including Vivendi Environment.

Director for Educational Research

- **Coordinated product research and testing by independent evaluations**
- **Initiated strategy development for North American regional implementation for educational products**

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Public Consulting Group | Boston, MA

1997-1999

Company providing consulting services in areas of government or community providers with a focus on revenue maximization.

Business Analysis/Account Manager/External Consultant

- Extracted and analyzed historical data to identify service patterns
- Trained over 500 clients on new state procedures

Office of Residential Life | Bentley University, MA

1997-1999

Office responsible for providing safe and inclusive learning.

Resident Director

- Supervised and trained, directly and indirectly, a total of 74 student staff members
- Developed and implemented programs and campaigns to develop community awareness including campus-wide Annual Clothing Drive and Alcohol Free Friday
- Co-created Professional Staff Employee Manual

SPECIALTY (2)/STUDYABROAD (13) COURSES

INTB 313: Global Commerce & Enterprise in <u>Dubai</u> 19 Students,	College of Charleston, SC	Spring 2016
INTB 313: Global Commerce & Enterprise in <u>Dubai</u> 20 Students,	College of Charleston, SC	Spring 2015
MBA Travel trip to <u>Dubai</u> 20 MBA Students,	College of Charleston, SC	June 2015
FYSE 146: Business of Culture in <u>Paris</u> 10 Students,	College of Charleston, SC	Summer 2013
INTB 390: International Social Enterprise in <u>Cameroon</u> 6 Students,	College of Charleston, SC	Spring 2013
MGMT 360: Destination Management in <u>Dubai (Winter)</u> 24 Students,	College of Charleston, SC	Fall 2012
FYSE 146: Business of Culture in <u>Paris</u> 8 Students,	College of Charleston, SC	Summer 2012
INTB 390: International Social Enterprise in <u>Cameroon</u> 4 Students,	College of Charleston, SC	Spring 2011
INTB 360: International Business Enterprise in <u>Dubai (Winter)</u> 10 Students,	College of Charleston, SC	Fall 2011
INTB 313: Global Commerce & Enterprise in <u>Dubai (Winter)</u> 12 Students,	College of Charleston, SC	Fall 2010
MGMT 360: International Social Enterprise in <u>Cameroon</u> 8 Students,	College of Charleston, SC	June 2009
FYLC 146: Art of Business with Allen Lyndrup, Theatre,	College of Charleston, SC	Fall 2008
MGMT 360: International Business in <u>Dubai (Winter)</u> 11 Students,	College of Charleston, SC	Fall 2008
FYLC 146: Art of Business with Laura Turner, Theatre,	College of Charleston, SC	Fall 2008
MGMT 360: International Business in <u>Dubai (Winter)</u> 18 Students,	University of Hartford, CT	Fall 2007

AWARDS & HONORS

Teaching Related Awards | 5 Awards

Outstanding Diversity Teacher of Year School of Business, College of Charleston, SC	2011
2010 International Trade Teacher of the Year Award NASBITE, OH	2011

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2010 Fall Convocation Co-Speaker (Tech for Africa) College of Charleston, SC	2010
Leavey Award Winner (for Outstanding Project) Freedoms Foundation, Forge Valley, PA	2009
Distinguished Teaching Award School of Business, College of Charleston, SC	2009
<u>Research Related Awards 5 Awards</u>	
2017 Emerald Best Case Award The CASE Journal sponsored by Emerald Publishing	2018
2017 The CASE Journal Top 10 Reviewers (ranked 2nd) The CASE Journal published by Emerald Publishing	2018
Global Scholar College of Charleston, SC	2009
Outstanding Reviewer Eastern Academy of Management Annual Meeting	2006
Outstanding Reviewer Eastern Academy of Management Annual Meeting	2004
<u>Service Related Awards 18 Awards</u>	
Operational Excellence Award US Coast Guard	2020
Meritorious Team Commendation (Fourth Award/National Boat Safety Week) US Coast Guard	2019
Humanitarian Service Award (distinguished humanitarian effort) US Coast Guard	2019
Sustained Auxiliary Service Award (Second Service Award: 750 Hours) US Coast Guard	2019
Commandant Letter of Commendation US Coast Guard	2018
Auxiliary Performance Award (Second Operational Award: 200 Hours) US Coast Guard	2018
Distinguished Service Award Campus wide, College of Charleston, SC	2018
Meritorious Team Commendation (Third Award/National Boat Safety Week) US Coast Guard	2018
Meritorious Team Commendation (Second Award/CG Academy Admission Partner) US Coast Guard	2018
Sustained Auxiliary Service Award (First Service Award: 750 Hours) US Coast Guard	2018
Meritorious Team Commendation (First Award) US Coast Guard	2017
Auxiliary Performance Award (First Operational Award: 200 Hours) US Coast Guard	2017
Howard F. Rudd Distinguished Service Award School of Business, College of Charleston, SC	2014
District Award of Merit Etiwan District, Coastal Carolina Boy Scout of America, SC	2014
District Rising Start Award Recipient Etiwan District, Coastal Carolina Boy Scout of America, SC	2012
Distinguished Service Award School of Business, College of Charleston, SC	2011
40 Under 40 Awardee <i>Charleston Business Journal</i> , Charleston, SC	2009
Excellence in Service Award Barney School of Business, University of Hartford, CT	2006
Connecticut Quality Improvement Silver Award, Standard, CT	2006
40 Under 40 Awardee <i>Hartford Business Journal</i> , Hartford, CT	2005
Beta Gamma Sigma St. Louis, MO	2003

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LEADERSHIP DEVELOPMENT EXPERIENCE

Certificate in Global Business Professional (CGBP), Trainer The Citadel/College of Charleston	2008 – Present
Case Writing Certification, Marketing Director The CASE Association	2017 – Present
Leadership Development Program, Content Facilitator/Hogan Coaching MUSC	2015/2016
Trustee Leadership Institute, Facilitator MUSC	2008/2009

SERVICE TO COLLEGE/UNIVERSITY

Department of Management and Marketing School of Business, College of Charleston, SC	2010 – 2020
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Faculty Senate

- *Departmental Senator (2019-2020)*
- *Departmental Senator (2010-2011)*

Management and Entrepreneurship Internship Coordinator

- Since Summer 2016 supervised total of 20 internships (16 unpaid)
- Assisted Success Center in Web site redesign/consolidation of information
- Coordinated departmental contribution to system redesign and curriculum changes

Previous Departmental Service

- *New Faculty Search Committee Member (2 searches – 2012/2015)*
- *Departmental Senator (2010-2011)*

George P. Spaulding Speakers Series School of Business, College of Charleston, SC	2016 – 2018
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Endowed distinguished speaker series.

Series Coordinator

Coordinated endowed speaker series

- **Successfully increased from one to two-a-year speakers**
- **Responsible for logistics including 120+ average community attendance and private lunch/breakfast between speaker/students/special guests**
- **Coordinated all aspects of visit including speaker logistics, event space, marketing campaign/press release and registration**

Center for Entrepreneurship School of Business, College of Charleston, SC	2012, 2016 – 2018
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Sought to support College of Charleston students across all disciplines in the development of an entrepreneurial mindset through experiential activities.

Global Entrepreneurship Week Coordinator

Global event designed to promote entrepreneurship

- Coordinated yearly weeklong schedule of events including planning, scheduling, marketing for 4-5 events including moderating panel, administering event survey, and catering services with over 400 in attendance yearly

Center Director – Paid Appointment (2012)

- Ran center and supervise staff including designing center strategy and direction
- Managed Entrepreneur HelpDesk including coordinating student active learning experience
- Designed GO lecture/speaker series/Business Idea Competition

Dismissal Appeal Committee College of Charleston, SC	2018
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Review cases facing dismissal, readmission or continuation due to academic performance.

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Emergency Operations Team | College of Charleston, SC

2016 – 2020

Group dedicated to preparation and coordination of response in event of man-made and natural disasters on campus.

Co-Chair

Supported Randy Beaver, Emergency Manager, in college wide efforts

- **Attended team meetings as well as campus leadership meetings in response to events (hurricane/tropical storms)**
- **Planned table top drills/simulations for groups**
- **Liaison with Charleston Country Emergency Management**
- **Graduate of Emergency Management Institute Train the Trainer ICS Curriculum (FEMA) – 5 day course**

PAWWS | Office of Admissions, College of Charleston, SC

2015 – 2020

Supported international recruiting efforts.

Volunteer/Visitor

Supported office's effort in UAE and France

- **Made MBA presentation at American Consulate in Dubai, Visit international schools in Paris and Dubai**
- **Supported international counselor's visits in Charleston including panel participation**
- **Conducted phone calls to international prospects**

Teaching, Learning and Technology | College of Charleston, SC

2012-2018

Leading resource on campus to support, develop and educate the faculty in the integration of educational technology into pedagogy.

Distance Education Course Mentor (Spring 2013, Spring 2018, Spring 2019)

- **Nominated by peers for expertise in Distance Education delivery**
- **Support Distance Education Faculty 7-week Training Program**
- **Work with 6-8 mentees including reviewing and grading of weekly assignment work**

Distance Education Task Force (2012-2014)

- **Researched and recommended policies for successful Distance Education implementation**
- **Participated in panel of faculty**

Faculty Educational Technology Committee | Faculty Senate, College of Charleston, SC

2014 - 2018

Reviewed, considered, planned, promoted, and recommended teaching and learning through educational technology.

Member (2016-2018), Chair (2014-2016)

- **Designed campus wide survey**
- **Attended Board of Trustees meetings (as chair)**
- **Coordinate monthly meetings and guest lists (as chair)**

Global Business Resource Center | College of Charleston, SC

2008 – 2020

Organization dedicated to promotion of trade on campus and off campus.

Associate Director | (2018 - 2020) – Paid Appointment

Responsible for community engagement (career match up), internships, CGBP workshop coordination, speaker series, and summer grant process.

- **Member of various Ad hoc committees related to global business and travels.**

CGBP Workshop Coordinator | (2016/2017, 2018) – Additional Travel Support Provided

Coordinate semester workshop delivery

- **Design and implement on and off campus marketing campaign to generate sign ups**
- **Coordinate 3 additional co-instructor scheduling, room booking and catering services**

GBRC Summer Scholars' Program | (Summer 2018/2019)

Middle East Affairs Specialist | (2010, 2019)

Create cultural briefing for SC Department of Commerce delegation for Arab Health 2019 (Dubai)

Supported SC Department of Commerce trade mission lead by LT Governors Bauer (2012)

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Global Trade HelpDesk | (2008 - 2020)

Course based initiative designed to support small businesses in SC

- Designed and coordinated student active learning experience with SC World Trade Center, FastTrack program and City of Charleston Small Business & Minority Office – manage student consulting projects
- Over 20 different companies/organization clients and student projects to date

School of Business | College of Charleston, SC

2007 – 2020

Mission, Vision & Goals Task Force | Chair (2017 - 2020)

Coordinate school strategic

- Coordinated 5 member committee including meeting and deliverables
- Lead effort that meet AACSB International requirements

Director of International Business Major | (2007 - 2009) – Paid Appointment

250+ strong multi-disciplinary business major

- Responsible for the major including curriculum review, teaching selection/backup, and curriculum planning
- Advised students on internship and course sections
- Represented school on CIE school wide scholarship committee (200+ applications a year)
- Assisted in design of first online scholarship application process

Faculty Development Committee | Committee Member (2016-2018), Chair (2013-2015)

Tasked with supporting school faculty development needs.

- Reviewed sabbatical proposals
- Review and recommend edits to school faculty policy manual
- Review school outstanding/Rudd Award nominees

SIFE/Enactus Faculty Advisor | (2007-2009, 2010-2013)

Sam Walton Fellow/Project Coordinator.

- Team won regional competitions (2008, 2009, 2011, 2012, 2013) and placed second runner up at the national competition in 2008 and first runner up in 2009 and 2013 (top 60 teams in the US)
- Coordinated Cougar Under Graduate Enterprise retail operations (Snack Bar and Printing) with sales growth of over 20% a year (23 student workers, budget of \$13,500)
- Selected and trained students for regional and national competition
- Managed Board of Advisors and interaction with National SIFE Headquarters
- Assisted in project selection and development (Habitat for Humanity, Technology for Africa, Youth Business Plan Competition, global business competition, lemonade stand) including grant applications

University of Hartford | Barney School of Business, West Hartford, CT

2003 – 2007

Business School at a Liberal Arts University.

Founding Director, Institute for Entrepreneurship and Economic Development | (2003 - 2007)

Promote economic development on and off campus

- Ran Entrepreneur HelpDesk including coordinating student active learning experience with CT-EGG and Upper Albany Main Street Micro Business Incubator (service-learning project with local communities and chambers of commerce) following Small Business Institute® model – managed 25 student consulting projects a year
- Organized panel series events including seeking sponsors
- Organized campus-wide business plan competition including sponsorship and award banquet organizer

Director of Entrepreneurial Studies Major | (2003 - 2007)

- Responsible for the major including curriculum review, teaching selection/backup, and curriculum planning
- Advise 35 students on internships and course sections

Sam Walton Fellow | (2003 - 2007)

Developed team to win regional runner up in 2004 and regional champions in 2005

- Advise 35 students on internships and course sections

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Board Member, College Union Advisory Board | (2005 - 2007)

Faculty Senate | (2005 - 2007)

Represent school's interest on campus

- **Chair of the Student Affairs' Committee, Member of the Executive Committee (2006-2007)**
- **Grants Committee, Curriculum Committee (2005-2006)**
- **Webmaster, Human Subjects Committee | (2004 - 2006)**

SU Ambulance | Syracuse University, NY

1998-1999

Student ran organization that supports over 1500 emergency calls a year.

Crew Chief

- **Trained EMT-D (States of NY & MA) - Performed EMT duties according to New York state protocol**
- **Supervised and trained duty ambulance crew members**
- **1999 National Collegiate EMS Foundation conference committee member**

SERVICE TO ACADEMIA

CASE Association | Certification Marketing Director

2016 - Present

Assist in case writer certification design, web site design and implementation and program marketing.

CASE Association | Program Chair

2007-2008, 2011-2012, 2017 - 2019

Responsible for 41 program submission, review and program design including PDW delivery prior to 2018 conference.

Eastern Academy of Management | Director, Board of Governors

2008 - 2011

Provided oversight of organization including sponsored journal

CASE Association | President

2008 - 2011

Provided leadership to organization including mentorship.

Eastern Academy of Management | Entrepreneurship Track Chair

2008 - 2010

Managed review process and coordinated programming for track.

Eastern Academy of Management International (Brazil) | Entrepreneurship Track Chair

2008 - 2009

Managed review process and coordinated programming for track.

CASE Association | VP for Membership/Fundraising coordinator

2005 - 2007

Developed first organization database and successful fundraising for organization 30th anniversary.

Connecticut Entrepreneurship Educators Consortium | Secretary

2005 - 2007

Organization designed to bridge partnership and relationship with entrepreneurship professionals in CT.

Eastern Academy of Management | Local Arrangements Chair

2004 - 2005

Selected to lead local arrangements for annual meeting. Successfully manage 200+ attendee conference including conference surplus.

GREATER COMMUNITY LEADERSHIP

United States Coast Guard Auxiliary | Mount Pleasant, SC

2015 – Present

Nonmilitary service organization designed to support the USCG.

Division Staff Officer for Operations (2019 - Present), District 7 Division 12

Support operations for the Division 12 and its flotillas.

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Vice Flotilla Commander (2018), District 7 Flotilla 12 6 East Cooper

Support Commander and coordinate flotilla staff officers efforts overseeing 48 strong membership/unit in support of Sation/Sector Charleston.

- Boat Crew qualified, Facility Owner, ATON Verifier, French Interpreter, ABS Instructor, ICS 100-400 Qualified Course Instructor (EMI graduate)
- Previous flotilla responsibilities: Staff Officer for Operations (2016-2017), Staff Officer for Member Training (2018)
- Contributed over 1300 hours to unit since joining

Lowcountry Emergency Response Team | North Charleston, SC

2015 – Present

Organization dedicated to response and safe life and property in the area.

Team Member

Support effort including supporting Emergency Operations Center activation during flood and hurricane events.

- Completed national CERT training
- Completed ICS 100, 200, 300, 400, 700, 800, and MGT 346 FEMA courses
- CPR/First Aid certified (expire 2020)
- Trained to support Citizens Helpline/Charleston County Emergency Operations Center Recall Listed

Possibilities Without Borders | Mount Pleasant, SC

2009 – 2019

International Service-Learning organization that facilitates international projects.

Director/Chairman of Board (currently)/Operations Director

Assist in fundraising and facilitation of various international service-learning projects in Cameroon, Ghana, and Kenya.

- Directly oversaw 3 projects to Cameroon including coordinating fundraising efforts totaling over \$135,000 with \$150,000 in media exposure
- Assisted 3 additional international service-learning projects in Cameroon, Ghana, and Kenya including fundraising efforts with Water Missions International

Scouting of America | Coastal Carolina Council, SC

2010 – Present

Support the scouting movement to boys.

- Eagle Scout Counselor (2017-Present)
- Training Director (2017-2018), Assistant Scoutmaster (Troop 15)
- Summer Camp Director/Registrar (100 boy camp/3 years, Council/Etiwan District)
- Merit Badge Counselor (Council)
- Den Leader/Treasurer (Pack 505)
 - Wood Badge Antelope Patrol (2 Beads recipient) (2011)

SC World Trade Center | Charleston, SC

2008 – 2009

Promote international trade in SC and the Charleston area.

Chair of the Educational Initiatives/ Board Member

- Review center performance and offer strategic direction
- Examine globalMARKETS and 9-steps to import and export programs

RESEARCH FUNDING/ACTIVITY

Initiative for Public Choice and Market Process | School of Business, Charleston, SC

Summer 2018

Grant to fund summer research on Venture Capital and Freedom Index

- PI of \$6100 research effort for Fall 2017 to summer 2018 (Funded)

School of Business | Charleston, SC

2017

Grant to fund summer research on Ethics Education

- PI of \$4000 summer grant (Funded)

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<u>School of Business</u> Charleston, SC	2012
<i>Grant to fund phone app project management and research</i>	
<ul style="list-style-type: none"> • PI of \$7500 summer grant (Funded) 	
<u>School of Business</u> Charleston, SC	2011
<i>Grant to fund research on spatial differences in business creation in US</i>	
<ul style="list-style-type: none"> • PI of \$5000 summer grant (Funded) 	
<u>Initiative for Public Choice and Market Process</u> School of Business, Charleston, SC	2011
<i>Grant to fund research on geography of trade</i>	
<ul style="list-style-type: none"> • Co-PI of \$5000 summer research effort (Funded) with Norm Levine (Geography) 	
<u>School of Business</u> Charleston, SC	2010
<i>Grant to fund research on ethics education</i>	
<ul style="list-style-type: none"> • PI of \$3000 summer grant (Funded) 	
<u>SC Campus Compact Nonprofit Capacity Building</u> Charleston, SC	2009
<i>Grant to conduct training of faculty and non for profit agencies for a 3 year service-learning consortium program</i>	
<ul style="list-style-type: none"> • Sub award for training for \$10,000/year requested (Not Funded) 	
<u>Office of Economic Analysis</u> Charleston, SC	2009
<i>Grant to fund research on special allocation of funding</i>	
<ul style="list-style-type: none"> • PI of \$4000 summer grant (Funded) 	
<u>Kauffman Firm Survey</u> NORC	2008
<i>Grant to fund research on special allocation of start-ups</i>	
<ul style="list-style-type: none"> • PI with Kelly Shaver (Co-Pi) • \$20,000 requested (Not Funded) 	
<u>Global Trade Initiatives</u> School of Business, Charleston, SC	2008
<i>Grant to fund research on international business practices</i>	
<ul style="list-style-type: none"> • PI of \$5000 summer research effort (Funded) 	
<u>Ewing Marion Kauffman Foundation</u> Kansas City, MO	2008
<i>Grant to fund conference on entrepreneurship case writing/teaching</i>	
<ul style="list-style-type: none"> • PI with Kelly Shaver (Co-Pi) • \$23,000 requested (Not Funded) 	
<u>CT Center for Advance Technology</u> East Hartford, CT	2006
<i>Grant to fund research on the Diffusion of Laser Technology in CT</i>	
<ul style="list-style-type: none"> • Co-Pi on \$5,000 summer research effort (Funded) with J. Santos and F. Wergeles 	
<i>Grant to fund research on Road Map to Creating a Laser Technology Center of Excellence</i>	
<ul style="list-style-type: none"> • Co-Pi on \$5,000 summer research effort (Funded) with F. Wergeles 	

STUDENT RESEARCH GUIDANCE

Taylor Crawford (Honors) Venture Funding and Economic Freedom	Fall '17/Spring '18
Rachel Parola (Honors) Assessing Effective of Micro-Finance in Cameroon, Africa	Fall '16/Spring '17
Louisa Porta (Visiting Student) Is Business Education Problematic?	Fall '16
Carolyn Upchurch (Int'l Studies) Micro Financing for Women: Successes and Failures	Fall '12/Spring '13

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Nicole Metcalf (Honors) Mapping Foreign Trade Policy	Fall '10/Spring '11
Jonathan Green (IB) Study Abroad Survey and Navigator	Spring '10
Nicole Metcalf (Honors) Ship Bound Traffic: US and Mexico	Spring '10
Micah Cannon (IB) Export Guide to Dubai	Fall '09
Fouad El-Amir (IB) Global Entrepreneurship Monitor	Fall '09
David Munson (IB) Not-Profit Fundraising	Fall '09
Jessica Levkoff (BADM) Micro Enterprise in Elementary Education	Spring '08
Ashley Walpole (BADM) Entrepreneur Resources	Spring '08
Elizabeth Ely-Kelso (IB/Honors) Are Blood Diamonds Ethical?	Fall '07/Spr.' 08

CURRENT RESEARCH PROJECTS

Desplaces, D.E. & Bosco, S. M. Is Business Education Problematic? A Look at the Instructor. Status: Revised and Resubmit: *Business & Society Review*.

Beauvais, L., Bosco, S. M., **Desplaces, D.E.** & Kay, A. Is Business Education Problematic? A Look at the Instructor. Status: Final edits for first submission: *Business & Society Review*.

Desplaces, D.E. Relationship between Venture Capital and Freedom Index. Status: Lit Review completed/Data Collected.

PEER REVIEWED PUBLICATION

Desplaces, D.E. & Ogilvie, J.R. (Forthcoming). Scenario-Based Training for Sexual Harassment Prevention: Does It Make a Difference? *Journal of Behavioral Applied Management*.

Desplaces, D.E., Congdon, S. & Wergeles, F. (2019). Proposing a framework for understanding the diffusion of technology: The Case of Laser Technology. *American Journal of Management*, 9 (4): 39-51.

Messal, C & **Desplaces, D.E.** (2018). Conflict Management through the Negotiations Canvas: Getting Participants to Understand. *Conflict Resolution Quarterly*, 36 (1): 39-51.

Perrault, E. & **Desplaces, D.E.** (2017) Bank of America's Investment in the Dakota Pipeline: A Wake-Up Call for Stakeholders. *International Journal of Instructional Cases*, 1 (1).

Desplaces, D.E. & Congden, S. (2017) Expat Pay & Compensation: Fair or Not Fair? *The CASE Journal*, 13 (2): 168-186.

Desplaces, D.E. , Messal, C. & Salvaggio, T. (2015) Do E-learning Tools Make a Difference? Results from a Case Study. *Quarterly Review of Distance Education*, 16 (4): 23-34.

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Metcalf, N., **Desplaces, D.E.**, & Levine, N. (2014). Geography of Trade in the Southeast: 2004 to 2008. *Global Business & Economics Anthropology*, 1: 50-63.

Desplaces, D.E., & Ogilvie, J. (2013). A Manager's Action? An Exercise for Exploring Sexual Harassment. *Organization Management Journal*, 10 (1): 36-44.

Welsh, D. H. B., Davis, A. E. **Desplaces, D.E.**, & Fable, C. (2011). A Resource Based View of Three Forms of Businesses in the Startup Phase: Implications for Franchising. *Journal of Small Business Strategy*, 22 (1). 39-64.

Welsh, D. H. B., **Desplaces, D.E.**, & Davis, A. E. (2011). A Comparison of Retail Franchises, Independent Businesses and Purchased Existing Independent Business Startups: Lessons from the Kauffman Firm Survey. *Journal of Marketing Channels*, 18 (1): 3-18.

Bosco, S. M., Melchar, D. E., Beauvais, L. L., **Desplaces, D.E.** (2010). Teaching Business Ethics: The Effectiveness of Common Pedagogical Practices in Developing Students' More Judgment Competence. *Journal of Ethics Education*, 5 (3), 263-280.

Desplaces, D.E., Blockson, L. & Delaurell, R. (2010). Competing for New York's Best Lobster Roll: Failed Trade Protection. *The CASE Journal*, 6 (2): 1-7.

Congden, S., Matveev, A. & **Desplaces, D.E.** (2009). Cross-Culture Communication and Multicultural Team Performance: A German and American Comparison. *Journal of Comparative International Management*, 12 (2), 73-89.

Desplaces, D.E., Wergeles, F., & McGuigan, P. (2009). Economic Gardening through Entrepreneurship Education: A Service-Learning Approach. *Industry & Higher Education*, 23 (6), 1-12.

Desplaces, D.E. & McIntyre, N. K. (2009). Revising Doing Business in the Middle East. *New England Journal of Entrepreneurship*, 12 (1), 55-58.

Beauvais, L. L., **Desplaces, D.E.**, Melchar, D. E. & Bosco, S. M. (2007). Business Faculty Perceptions and Actions Regarding Ethics Education. *Journal of Academic Ethics*, 5 (1), 121-136.

Desplaces, D.E., Beauvais, L. L., Melchar, D. E. & Bosco, S. M. (2007). The Impact of Business Education on Moral Judgment Competence: An Empirical Study. *Journal of Business Ethics*, 74 (1), 73-97.

Desplaces, D.E., Congden, S.W. & Boothe, P. (2007). The Group Creativity Exercise: Getting MBA's to Work and Think Effectively in Groups. *Organization Management Journal*, 4 (1), 69-86.

Desplaces, D. E., Steinberg, M., Coleman, S. & Kenworthy-Unn, A. (2006). A Human Capital Model for Inner City Economic Development: Service-Learning and the Upper Albany Micro Business Incubator (MBI) Program. *Michigan Journal of Community Service Learning*, 13 (1).

Steinberg, M., Kenworthy-Unn, A., **Desplaces, D. E.**, Coleman, S. & Golden, R. (2006) The Upper Albany Micro Business Incubator: Service Learning in Real Time. *International Journal of Case Method Research and Application*, 18 (2), 200-208.

Desplaces, D.E. (2005). A Multilevel Approach to Individual Readiness to Change. *The Journal of Behavioral Applied Management*, 7 (1), 25-39.

Congden, S. W., **Desplaces, D. E.** & Kim, E. B. (2005). Differences in Drivers of ERP Adoption Between Large and Small Firms. *Journal of Business and Entrepreneurship*, 17 (1), 85-95.

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Desplaces, D.E., Beauvais, L.L., & Peckham, J. M. (2003). What Information Technology Asks of Business Higher Education Institution: The Case of Rhode Island. *Journal for Information Systems Education*, 14 (2), 193-199.

Desplaces, D.E. & Comerford, R. M. (2003). Impact of September 11 on the IT Section in Rhode Island: A Partial Assessment of Human Resource Management Practices. *The Employee Responsibilities and Rights Journal*, 15 (2), 45-53.

CONFERENCE PRESENTATIONS WITH PROCEEDINGS

Beauvais, L.L., Bosco, S. M., **Desplaces, D.E.**, & Kay, A. (2020). What factors predict faculty engagement in business ethics education?. To be presented at the Society for Business Ethics Annual Meeting (Virtual Conference due to COVID-1), August 7-9.

Desplaces, D.E., Wyman, D. & May, C. (2017). Generating Creative Universal Solutions: The Why and How? Presented at the Experiential Learning Association/Eastern Academy of Management Annual Meeting, May 3-5. Biltmore, MD.

Desplaces, D.E. (2017). Is Business Education Problematic? A Look at the Instructor. Presented at the Eastern Academy of Management Annual Meeting, May 3-5. Baltimore, MD.

Messal, C. & **Desplaces, D.E.** (2015). From the Balcony: Conflict Management and Canvas. Presented at the Experiential Learning Association/Eastern Academy of Management Annual Meeting, May 7-9. Philadelphia, PA. Nominated for Best Experiential Exercise, Experiential Learning Association.

Desplaces, D. E. (2014). Destination Management: Learning from Dubai and Charleston. Presented at EuroCHRIE, October 6-9. Dubai, UAE.

Desplaces, D. E. & Congden, S. (2014). Expat Pay & Compensation: Fair or Not Fair? Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 7-9. Newport, RI.

Desplaces, D. E., Blaire, C. & Salvatore, T. (2014). Do E-learning Tools Make a Difference? Results from a Case Study. Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 7-9. Newport, RI.

Welsh, D. H. B., **Desplaces, D.E.**, & Davis, A. E. (2010). A Comparison of Retail Franchises, Independent Businesses and Purchased Existing Independent Business Startups: Lessons from the Kauffman Firm Survey. Proceedings of the International Society of Franchising Annual Meeting, June 7-8. Sydney, Australia.

Desplaces, D.E., Matveev, A. V., & Congden, S. W. (2009). Importance of Cross Cultural Communication: A Comparison across American, German and Expatriates in the United Arab Emirates. In Kathleen Suchon (Ed.), Proceedings of the Eastern Academy of Management International Bi-Annual Meeting, June 21-25. Rio de Janeiro, Brazil.

Desplaces, D.E., Blockson, L. & Delaurell, R. (2009). Lobster Rolls: New York Style. In Herb Sherman (Ed.), *Cases in Progress* Proceedings of the CASE Association/Eastern Academy of Management Annual Meeting, May 13-16. Hartford, C.T.

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Rudd, H., **Desplaces, D.E.** & Olejniczak, O. (2008) Relationship Marketing and Partnership Building: Critical Success Factors in the Design & Implementation of Two Economic Development Focused Study Abroad Programs. In Glen Riecher & Dave Shepherd (Eds), *Expanding Marketing Horizons, Into The 21st Century*. Proceedings of The Association of Marketing Theory and Practice Annual Meeting, March 27-29. Savannah, GA.

Desplaces, D.E., Santos, J. & Wergeles, F. (2007). Proposing a Framework for Understanding the Diffusion of New Laser Technology. In Dilip Mirchandani (Ed.), *Creating and Managing Sustainable Organizations and Systems*. Proceedings of the Eastern Academy of Management Annual Meeting, May 17-19, (p. 1248-1274). New Brunswick, NJ.

Desplaces, D.E., Wergeles, F., Eppes, T. A. & Milanovic, I. M. (2007). Road Map to Creating a Laser Technology Center of Excellence in Connecticut: Assessment and Recommendations of the Curriculum. In Jeff Alfes and Bruce Kemelgor (Ed), *The Wide World of Entrepreneurship*. Proceedings of the USASBE Annual Meeting, January 11-14. Orlando, FL.

Desplaces, D.E., Ulrich, H.T. & Congden, S.W. (2006). The Relationship Between High Tech Employment, High Tech Start-ups and Venture Capital Activity. In Edward Christensen (Ed), *Management Scholarship, Teaching & Learning in the 21st Century*. Proceedings of the Eastern Academy of Management Annual Meeting, May 10-13. Saratoga Springs, NY.

Bosco, S. M., Melchar, D. E., **Desplaces, D.E.** & Beauvais, L. L. (2006). The Impact of Classroom Methodologies on Business Ethics Education. In Edward Christensen (Ed), *Management Scholarship, Teaching & Learning in the 21st Century*. Proceedings of the Eastern Academy of Management Annual Meeting, May 10-13. Saratoga Springs, NY.

Desplaces, D.E., Steinberg, M. & Coleman, S. (2006). A Service Learning Approach to Inner City Economic Development: The Case of the Upper Albany Micro Business Incubator. Proceedings of the United States Association for Small Business and Entrepreneurship Annual Meeting, 12-15. Tucson, AZ.

Desplaces, D.E., Congden, S.W. & Boothe, P. (2006). The Art of Creativity: Getting MBAs to THINK in Groups. In Edward Christensen (Ed), *Management Scholarship, Teaching & Learning in the 21st Century*. Proceedings of the Eastern Academy of Management Annual Meeting, May 10-13. Saratoga Springs, NY. Nominated for Best Experiential Exercise, Experiential Learning Association.

Congden, S. W., Matveev, A. V. & **Desplaces, D. E.** (2005). Cross-Cultural Communication and Multicultural Team Performance: A German and American Comparison. In Shanthi Gopalakrishnan (Ed), *Managing Ethically in Times of Change*. Proceedings of the Eastern Academy of Management Annual Meeting, May 10-13, (p. 2148-2171). Springfield, MA.

Desplaces, D. E. & Ogilvie, J.R. (2005). A Manager's Action Exercise. In Shanthi Gopalakrishnan (Ed), *Managing Ethically in Times of Change*. Proceedings of the Eastern Academy of Management Annual Meeting, May 10-13, (p. 1357-1387). Springfield, MA.

Desplaces, D. E. & Ulrich, H.T. (2005). Venture Capital: A Spatial Distribution of Firms and Investments, 1997-1999. In Shanthi Gopalakrishnan (Ed), *Managing Ethically in Times of Change*. Proceedings of the Eastern Academy of Management Annual Meeting, May 10-13, (p. 1761-1783). Springfield, MA.

Desplaces, D. E. (2004). A Multi Level Approach to Individual Readiness to Change. Proceedings of the Institute of Behavior and Applied Management Annual Meeting. Providence, RI.

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Congden, S. W., **Desplaces, D. E.** & Kim, E. B. (2004). Firm Size and ERP Adoption. In Eric Kessler (Ed), *Organizational Wisdom*. Proceedings of the Eastern Academy of Management Annual Meeting, May 12-15, (p. 2449-2465). Providence, RI.

Desplaces, D. E. & Leonard, N. H. (2004). Revisiting Doing Business in the Middle East. In Eric Kessler (Ed), *Organizational Wisdom*. Proceedings of the CASE Association, May 13-15, (p. 836-853). Providence, RI.

Desplaces, D. E. & Melchar, D. E. (2003). Moral Judgment Competence, Differentiating Between Moral Reasoning and Moral Competency: The Influence of Teaching and the Strong Environment. Proceedings of the Society for Business Ethic Annual Meeting, July 31-August 2. Seattle, WA.

Desplaces, D. E. (2003). Doing Business in the Middle East. In Linda Richardarson (Ed), *Cases in Progress*. Proceedings of The CASE Association. Eastern Academy of Management Meeting, May 1-3, (p. 11-122). Baltimore, MD.

Desplaces, D.E. & Comerford, R. M. (2002). Impact of September 11 on the IT Sector in Rhode Island: A Partial Assessment of Human Resource Management Practices. Proceedings of the Institute of Behavior and Applied Management Annual Meeting, November 13-16, (p. 50-59). Denver, CO.

Desplaces, D.E. & Beauvais, L.L. (2002). How to Recruit IT Workers: Reviewing Current Practices in Rhode Island. Proceedings of The Association on Employment Practices and Principles (AEPP) Annual Meeting, (p. 20-26). New York, NY.

Desplaces, D.E., Peckham, J. M. & Beauvais, L.L. (2002). What Information Technology Asks of Business Higher Education Institutions: The Case of Rhode Island. Proceedings of The Association on Employment Practices and Principles (AEPP) Annual Meeting. New York City.

CONFERENCE PRESENTATIONS WITHOUT PROCEEDINGS

Bertels, H. & **Desplaces, D.E.** (2020). Starbucks Versus Luckin: Which Business Model Will Win Chinese Customers? To be presented at the CASE Association/Eastern Academy of Management Annual Meeting (Virtual Conference due to COVID-1), June 24-26.

Desplaces, D.E. & Mueller, R. (2019). Importing Pipes into Africa. Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 9-11. Wilmington, DE.

Desplaces, D.E. (2018). Hero or Bad Employee? When to Follow Procedures. Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 3-5. Providence, RI.

Perrault, E. & **Desplaces, D.E.** (2017) Bank of America's Investment in the Dakota Pipeline: A Wake-Up Call for Stakeholders. Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 3-5. Biltmore, MD.

Desplaces, D.E., & Davis, J. (2016). Embryo Case: Can Our Supply Chain Support Our Decisions? Case study in the Oil & Gas Industry. Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 7-9. New Heaven, CT. Not sure the title is right...but it did not make sense as it was.

Desplaces, D.E., & Wyman, J. (2016). Embryo Case: At the Heart of Snapchat's Betrayal: Who Owns It? Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 7-9. New Heaven, CT.

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Desplaces, D.E., & Congden, S. (2014). Embryo Case: Exiting the Oil and Gas Business at an opportune Time: Is this the time? Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 7-9. Newport, RI.

Metcalf, N., **Desplaces, D.E.**, & Levine, N. (2014). Geography of Trade in the Southeast: 2004 to 2008. Global Business & Economics Anthropology. Presented at the 23rd Business & Economics Society International Conference, January 15-18. Abu Dhabi, UAE.

Upchurch, C. & **Desplaces, D.E.** (2014). Microfinance, A Means to End Poverty: The Case of Fouban, Cameroon. Presented at the 23rd Business & Economics Society International Conference, January 15-18. Abu Dhabi, UAE.

Desplaces, D.E., & Davis, A.E. (2012). Spatial Allocation of Human Capital: Differentiating Between Types of Firms and Regions between Rural and Non-rural Locations. Presented at the 39th Academy of Economics and Finance annual meeting, February 8-11. Charleston, SC.

Desplaces, D.E., Levine, N. & Metcalf, N. (2011). Geography of Trade. Presented at the NASBIT International Trade Annual Meeting, April 3-5. Charleston, SC.

Desplaces, D.E., (2011). Mother Teresa: Indian or Albanian? Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 10-12. Boston, MA.

Desplaces, D.E., (2010). Embryo Case: Mother Teresa: Indian or Albanian? Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 12-15. Portland, ME.

Desplaces, D.E., Blockson, L. & Delaurell, R. (2008). Embryo Case: Lobster Rolls: New York Style. Presented at the CASE Association/Eastern Academy of Management Annual Meeting, May 14-17. Washington, D.C.

Desplaces, D. E., Beauvais, L. L. & Albert, T. (2006). Antecedents to Individual Readiness to Change. In K. Mark Weaver (Ed), *Knowledge, Action and the Public Concern*. Presented at the Academy of Management Annual Meeting, August 11-16. Atlanta, GA.

Golden, R., **Desplaces, D.E.** & Coleman, S. (2006). A Practical Examination of Measuring Outcomes of Service-learning Programs. Presented at the Academy of Management Annual Meeting. Atlanta, GA.

Beauvais, L. L., **Desplaces, D.E.**, Melchar, D. E. & Bosco, S. M. (2006). Business Faculty Perceptions and Actions Regarding Ethics Education." Presented at the Academy of Management Annual Meeting. Atlanta, GA.

Desplaces, D. E. & Beauvais, L. L. (2004). Readiness to Change Attitude. In M. Mark Weaver (Ed), *Creating Actionable Knowledge*. Presented at the Academy of Management Annual Meeting, are these dates? What month? 6-11. New Orleans, LA.

TRADE PUBLICATIONS/ TECHNICAL REPORTS

Desplaces, D.E. (2014). Environmental Management System (EMS): Is it Just Utopia? Maybe Not! *Synergies*, July Issue.

Desplaces, D.E. (2002). What the State of IT in Rhode Island Means. *Rhode Island Business. Special Supplement to the Rhode Island Monthly*. Vol. 2, No. 2, p. 12.

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Desplaces, D.E. & Comerford, R. M. (2002). State of Information Technology in Rhode Island: Report and Data Summary. RITEC.

CONFERENCE WORKSHOPS, SYMPOSIUM & PANELS

Desplaces, D.E. & May, C. (2020). Zooming in on Problem-Based Learning: Using Universal Principles to Flip the Classroom. Teaching Learning & Technology Conference, Charleston, SC.

May, C. & **Desplaces, D.E.** (2019). University Design for Learning. Neurodiversity Series 2019, Charleston, SC.

May, C. & **Desplaces, D.E.** (2018, Spring). Wild Card Winners: Learning through Problem Solving and Friendly Competition. Teaching Learning & Technology Conference, Charleston, SC.

Chaffin, LaTasha Y.; Flynn, Susan M.; **Desplaces, D.E.**; Hart, Leslie Burdett; Verlinden, Marianne J. (2017, Spring). Student Engagement: WHY, WHAT, and HOW? Teaching Learning & Technology Conference, Charleston, SC.

Desplaces, D.E. & Betters-Reed, B. (2011). The CASE Association Mentoring Program. Presented as part of a professional development workshop at the CASE Association/Eastern Academy of Management Annual Meeting, May 10-12. Boston, MA.

Desplaces, D.E., Rodriguez, C. & Woodilla, J. (2009). Symposium in Case Teaching and Research: a Global Perspective. Presented at the Eastern Academy of Management International Bi-Annual Meeting. Rio de Janeiro, Brazil.

Blair, C., Dehler, G., Gorman, C.A. & **Desplaces, D.E.** (2009). Learning What's New in Business Publications while Teaching Students to Habitually Scan for Additional Information. Part of panel at the OBTS meeting. Charleston, SC.

Blockson, L., Bosco, S., **Desplaces, D.E.** & Ebrahimpour, M. (2008) The Questions we Ask or Don't Ask of Business Ethics Education. Professional Development Workshop presented at the Academy of Management meeting. Anaheim, CA.

Clarkin, J., **Desplaces, D.E.**, Matthews, C. & McGuigan, P. (2008). How to Launch a Successful Business Plan Competition? A Best Practice Symposium. Symposium presented at the Academy of Management meeting. Anaheim, CA.

Congden, S., **Desplaces, D.E.**, Olejniczak, O., Rudd, H. & Sobiesuo, A. (2008). Developing a Study Abroad Experiential Learning Tool Box. Presented at the ABSEL meeting. Charleston, SC.

Desplaces, D.E., Matthews, C., Kirch, P. & Roer, M. (2008). How to Launch a Successful Business Plan Competition? A Best Practice Symposium. Symposium presented at United States Association for Small Business and Entrepreneurship Annual Meeting, January 10-13. San Antonio, TX.

Kenworthy-U'Ren, A., Taylor, M. DiPadova-Stocks, L. N., Papamarcos, S., McStay, D., Berry, G., Coates, T., & **Desplaces, D.E.** (2007). Creating Live Cases in the Community. Participated in the Symposium part of the Academy of Management meeting. Philadelphia, PA.

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Steinberg, M., Coleman, S., Golden, R., Kenworthy-Unn, A. & **Desplaces, D.** (2006) The Upper Albany Micro Business Incubator: Service Learning in Real Time. Part of the full-day symposium Cases Gone Live: Service-Learning as a Catalyst for Interactive Real-World Learning, The 23rd International Conference of the World Association for Case Method Research & Application, (p. 233-242). Brisbane, Australia.

Desplaces, D. E., Morgan S., Levesque, L. & Stork, D. (2004). Creative Uses of Groups in Management Classes: Empowerment and Reflections in Student Teams. Proceedings of the Institute of Behavior and Applied Management Annual Meeting Annual Meeting, (p. 228-229). Providence, RI. Should this be up in proceedings?

Steinberg, M., **Desplaces, D. E.**, Reilly, R. & Golden, R. (2004). Students and Businesses Together Crafting a Road to Success. Presented at the Academy of Business Education Meeting. Mystic, CT.