

Andrea Cherman, Ph.D.

Assistant Teaching Professor
The Polytechnic School
Ira A. Fulton Schools of Engineering
Arizona State University

Office Number (480) 727-6641
Phone Number (480) 558-6683
Email: acherman@asu.edu
Website: [LinkedIn](#) | [Google Scholar](#) | [ResearchGate](#)

EDUCATION

Ph.D.	Pontifical Catholic University of Rio de Janeiro, Business Administration Dissertation: Valuing knowledge in organizations: perceptions of the individuals and impacts on organizational practices	2014
M.S.	Pontifical Catholic University of Rio de Janeiro, Business Administration Thesis: Corporate code of ethics and the ethical decision-making process: Is the code of ethics a management tool for organizational values?	2003
MBA	Pontifical Catholic University of Rio de Janeiro, Business Management	2000
MBA	Pontifical Catholic University of Rio de Janeiro, Marketing Management	1988
Executive Education	Coloplast Leadership Program with London Business School, in-company tailor-made program	2009
B.S.	Federal University of Rio de Janeiro, Communication School ECO/UFRJ, Social Communication	1985

PROFESSIONAL EXPERIENCE

2017 – Present **Arizona State University**, The Polytechnic School, Ira A. Fulton Schools of Engineering. Mesa, AZ
Position: **Assistant Teaching Professor, Technological Entrepreneurship & Management [TEM];**
Assistant Teaching Professor, The Design School, Herberger Institute for Design and the Arts [HIDA]

As an Assistant Teaching Professor, since my starting days at TEM, I am driving the integration of the course activities with industry professionals, experts, and the community to promote a practical and innovative learning environment, which supports ASU's vision of outreach and engagement. With an ecosystem of collaborators, from the industry, and the community to interdisciplinary peers, I developed a complete track of Social Innovation Startup courses, opening an entrepreneurial space that was unexplored in the TEM department. I created and taught hands-on, project-based learning, experiential, and/or student-centric courses pedagogies, in in-person, online, and hybrid environments. My domains aimed at Systemic Design for Social Innovation; Ventures Development; Strategy Management of Technology and Innovation; Entrepreneurial and Intrapreneurial Leadership; Responsible Innovation; Technological Business Management; Master and Senior Projects. I had the opportunity to actively participate in the redesign of the TEM Graduate Program, Master of Technology, which led to its exponential growth. I was also a member of the Committee that created the first cross-collage multidisciplinary Masters of Innovation and Venture Development program involving the Fulton Schools of Engineering, WP Carey School of Business, and Herberger Design Institute, largely contributing to developing the content of leadership-supporting courses for the program. I collaborated with the ASU Learning Futures Collaboratory Project, in the Faculty & Designer Playground for Students Digital Fluency track, supporting ASU Charter to create a more inclusive classroom aiming for students' success. Currently, I am the Faculty Chair of the TEM Industry Advisory Board Committee, leading its transformation to an active strategic working group connected with the whole TEM faculty body, aiming to expand TEM undergraduate program attractiveness for new students.

2015 – 2017 Pontificia Universidade Católica do Rio de Janeiro PUC-Rio, IAG Business School, Department of Business Administration. Rio de Janeiro, Brazil
Position: **Clinical Professor, Organizational Studies Area; Academic Coordinator for Students Development**

I designed and taught courses in the graduate, MBA, and undergraduate programs. I was responsible for mentoring Master's thesis students and participating in thesis evaluation and dissertation qualifying committees. I was part of the Business School [Graduate] Administrative Committee and the Business Administration [Undergraduate] Departmental Committee. In the administrative appointment of the Academic Coordinator for Students Development, I oversaw the students' performance throughout the undergraduate years, evaluating the acquisition of content in specific core domains and proposing recommendations for students' success. I led a research line in Knowledge in Organizations, a continuation of my Ph.D. studies, which alone published five papers in the top A-ranking journals in Brazil.

2009 – 2014 Pontificia Universidade Católica do Rio de Janeiro PUC-Rio, IAG Business School, Department of Business Administration. Rio de Janeiro, Brazil
Position: **Senior Lecturer, Organizational Studies Area; Academic Coordinator for International Activities**

I developed and taught courses for the graduate, MBA, and undergraduate programs. For in-company MBA programs, I was awarded being able to share my experience in the industry while doing research studies in Social Responsibility and Organizational Knowledge fields. Besides having taught in several in-company tailored MBA programs, I had a very special experience of coordinating the course of Ethics, Social Responsibility and Sustainability for a leading banking company, addressing 750 students and involving 10 teachers working collaboratively in course activities preparation. I was part of the Business School Administrative Committee and the Business Administration [Undergraduate] Departmental Committee. I participated in the undergraduate new pedagogic plan (program redesign), approaching flexible course choices for the students, aiming to improve the learning experience. In the administrative appointment of the Academic Coordinator for International Activities, I was responsible for supporting the students in applying and succeeding in exchange and studying abroad programs. I also designed and implemented the dual degree program with SDSU San Diego State University and SUNY at New Paltz. I was also engaged with the Junior Enterprise Students' Club, coaching and mentoring students' projects for their customers.

2004 – 2009 Pontificia Universidade Católica do Rio de Janeiro PUC-Rio, IAG Business School, Department of Business Administration. Rio de Janeiro, Brazil
Position: **Adjunct Lecturer Organizational Studies Area**

I developed and taught courses for the undergraduate program and for in-company in-person and online MBA programs.

1999 – 2009 Coloplast do Brasil Ltda. Rio de Janeiro, Brazil
Position: **Marketing Director Brazil; Regional Marketing Director for South America; Marketing Manager Brazil; Market Manager Mastectomy Division**

Global Danish multinational company in the healthcare and medical devices industry, with three product divisions (Stoma; Skin & Wound; and Urology & Continence Care), which started up its activities in Brazil in 1999. In ten years, I greatly helped to turn the company from a new entrant to the market leader in their segments, adopting a high-tech, high-end portfolio of products. I was a member of the headquarters Emerging Markets Committee and the subsidiary Management Board, responsible for all the corporate decisions affecting the Brazilian subsidiary, such as corporate strategy establishment, organizational change projects, people development and career policies, investments decisions, and budgeting approval. In addition, my responsibilities on the committee board concerned the management of the strategy and marketing areas, where took place the development of the corporate strategy plan, strategic business plan, and marketing plan for each division. I structured the whole marketing from the start-up level to lead a team of 24 professionals, formed by product managers and assistants, clinical marketing assessors, and customer care service assistants. I contributed to building up the Coloplast positioning and image in Brazil, through a consistent communication platform development, product portfolio structuring, and intense annual marketing plan, allied to

diverse programs to engage customers' key buyers; members of the university that formed these professionals; institutions, from hospitals to governmental distribution centers, that chooses and buys the products; and end-users. I set a broad and reliable relationship management program. Because of the successful job done in Brazil, I oversaw the marketing division in the Argentinean subsidiary for two years, to reposition the company image and leverage the market dynamic to receive new technological products, going from a portfolio of low-end products to high-end ones. Also, as part of the corporate social responsibility program created at the marketing division, my team developed and launched the Social Responsibility Project Ativa, to inform and include low-income ostomy patients in the governmental program.

1996 -1999 **L'Oréal Paris [Procosa Ltda].** Rio de Janeiro, Brazil

Position: **Cosmetics Category Manager, Mass Consumer Division; Product Manager, Parfums & Beauté Division**

French global company, and market leader of the cosmetics and toiletries industry. In the Mass Consumer Division, I managed the Cosmetic Category Group, formed by skincare and make-up brands, coordinating a team of six professionals. I led two key projects: First, to plan and launch the whole L'Oréal Make-Up line in Brazil, in around 1,200 points of sales, accomplished after one year of intense collaborative work with the Regional International Marketing, in the USA; and second, to reposition Plénitude skincare brand, demanding product portfolio renewal and reformulations, for which I worked with the labs in France and International Skin Care R&D team to adequate the products to the Brazilian market needs. The main project in the premium brands' division, Parfums et Beauté, was repositioning Helena Rubinstein brand, after the L'Oréal acquisition. I oversaw the marketing and communication plan, for both corporate HR brand image and its product lines, including the advertising plan; visual merchandising; promotional activities calendar; and public relations plan. Also, I established budget and sales forecast, and monthly sales cycles by customer segment, distribution channel, and product line.

1989 – 1996 **Thomas De La Rue S.A. / American Banknote Company.** Rio de Janeiro, Brazil

Position: **Export Coordinator Latin America Region; Marketing Consultant for International Projects; Communication Coordinator; Product Development Assessor**

British multinational company from the security systems and printing industry, for banking transactions and governmental control and identification. I oversaw the development of new services or applications on established product lines and of educating and training around 90 institutional customers – Banks and Governmental Departments – and key players in security features, throughout the country. In 1993, the ABN Group bought Brazilian operations to expand in the Latin America region. As head of the communication department, I launched the ABN Company to the market and key customers through a road trip event in eight major states of Brazil. After the integration and training in the US sites, I was appointed to manage international projects with ABNH and Rand McNally partnerships, for transit passes, access systems, and governmental ID security. I developed projects in partnership with Monetel, Motorola, and Schlumberger, for radio frequency and smart card technology for banking, public transportation, and access systems. After one year, I also assumed the export department, managing the agents located in South America, Europe, and Africa with projects with the Brazilian subsidiary, being responsible for \$ 10 million/year in international sales (at that time), focused on market development and business opportunities, according to competitive advantages of each country or region.

1984 – 1989 **Other Positions.** Rio de Janeiro, Brazil

At the beginning of my career, I worked in medium size companies: as **Creative** at an advertising agency specialized in the pharma industry - **Lápis de Cor Planejamento e Comunicação Publicitária**; **Marketing Assistant** at a national cosmetics company **Piele Cosméticos Ltd**; and as **Communication Assessor** at a software house of administrative systems **Digidata Computing Ltd**. All the learning in these positions, in some way, supported me in my future choices.

HONORS AND AWARDS

1. Professor of Impact Award, ASU Students & Provost Office 2023Sp
2. eSeed Social Impact Challenge Funding Track, awarded by Prescott Student Venture Fund
2023F, 2023Sp, 2022Sp, 2021F
3. ASU Merit Letter for Recognition of Performance and Contribution 2022, 2021, 2019, 2018
4. Distinguished Graduate from IAG Business School, Honors Roll 2021
5. 39th Congress of Brazilian Academy of Management (ANPAD) – Best Paper Award 2015
6. CAPES Nationwide Doctoral Dissertation Award in Business Administration & Accounting Area, Secretary of Education and Secretary of Science & Technology, Honorable Mention Distinction 2014
7. PUC-Rio Recognition and Tribute for Dedication and Commitment in Classroom 2014
8. 15th Business Management and Natural Environment International Symposium – Best Paper Award 2013
9. 27th Congress of Brazilian Academy of Management (ANPAD) – Best Paper Award 2003

PUBLICATIONS, INTELLECTUAL PROPERTY, AND PRESENTATIONS

LEGEND

(*) Corresponding Author

Bold Italic Font: ASU Ph.D. Student for whom Dr. Cherman is a co-advisor or has significant mentoring responsibility

Underline Font: ASU Master's Student for whom Dr. Cherman is the primary advisor or a co-advisor

(#) ASU Undergraduate Student

(∞) Other/Visiting Undergraduate Student

(+) Equal Contributions (if not equal, include % of participation)

(~) Presenting author

SUMMARY OF PUBLICATIONS AND INTELLECTUAL PROPERTY

Book Published: 1

Invited Book Chapters Published: 1

Invited Journal Publications: 3

Journal/Reference Handbooks Publications (Published, In Press, and /or Accepted) from ASU: 5

Journal Publications Prior to ASU (All Published): 7

Total Journal Publications (Published, In Press, and /or Accepted): 15

Refereed Conference Papers: 16

Technical Reports or other Papers (non-refereed): 1

Manuscripts in Preparation from ASU (to be submitted before 06/2024): 1

Book Published

1. Cherman, A. (2004) *Códigos de ética corporativa e a tomada de decisão ética: instrumentos de gestão e orientação de valores organizacionais? / Corporate codes of ethics and the ethical decision-making process: Is code of ethics a management and guiding tools for organizational values?* Rio de Janeiro: FUNENSEG.

Invited Book Chapters

1. Cherman, A. (2012) *Gestão do Conhecimento* In: RAMAL, A. (Org.) *Educação Corporativa: Fundamentos e Gestão*. 1 ed., Rio de Janeiro: Grupo GEN, p. 58-89.

Papers in Handbook Publications (Peer-Reviewed)

1. Cherman, A. (*+), Azeredo, F. E. M. (Chapter Proposal Accepted) *Rescuing the Essentialities of Education: Consubstantiating Progress Accordingly*. In Dhiman, S. (Ed) *The Palgrave Encyclopedia of Leadership and Change*, NY: Palgrave Macmillan, Cham.

- Cherman, A. (*+), Azeredo, F. E. M. (2022) Democracy as Catalyst of Human Identities' Evolution: A Reductionist Approach to an Infinity of Political Identities. In Baikady, R. et al. (Eds) *The Palgrave Handbook of Global Social Change*. NY: Palgrave Macmillan, Cham.
- Cherman, A. (*+), Azeredo, F. E. M. (2020) The Languages of Spirituality and Science: Two Fraternal Twins. In Dhiman, S. (Ed) *The Palgrave Handbook of Workplace Well-being and Fulfillment*. NY: Palgrave Macmillan, Cham. 415-438.
- Cherman, A. (*+), Azeredo, F. E. M. (2020) Integrative Knowledge: A mindful approach to Science. In Dhiman, S. (Ed) *The Routledge Companion to Mindfulness at Work*. NY: Routledge. 399-421.
- Cherman, A. (*+), Azeredo, F. E. M. (2018) Mindfulness in the context of integrative knowledge: Separating Science from the Hype. In Dhiman, S.; Crossman, J.; Roberts, G. (Eds) *The Palgrave Handbook of Workplace Spirituality and Fulfillment*. NY: Palgrave Macmillan, Cham. 211-235.

Invited Journal Publications (Due to winning Congress Best Paper Award)

- Cherman, A. (* 80%); Rocha-Pinto; S. R. (2016) Fenomenografia e valoração do conhecimento nas organizações: diálogo entre método e fenômeno / Phenomenography and the valuing of knowledge in organizations: dialog between method and phenomenon . *RAC Revista de Administração Contemporânea*. v.20, p. 630-650.
- Turano, L. M. (*# 60%); Cherman, A. (30%); Franca, L. S. (# 10%) (2014) Sustentabilidade em uma grande corporação: uma análise da discrepância entre discurso e prática / Sustainability in a big corporation: an analysis of the discrepancy between discourse and practice. *Revista de Administração da UFSM*. v.7, p.111 - 127.
- Cherman, A. (* 80%); Tomei, P. (2005) Códigos de ética corporativa e a tomada de decisão ética: instrumentos de gestão e orientação de valores organizacionais? / Corporate codes of ethics and the ethical decision-making process: Is code of ethics a management and guiding tools for organizational values? *RAC Revista de Administração Contemporânea*. v.9, p. 99-120.

Journal Publications (Peer-Reviewed)

- Cherman, A. (* 80%); Rocha-Pinto; S. R. (2016) Valuing knowledge in organizations and its embedding into organizational practices and routines. *Review of Business Management*. v.18, p. 416- 435.
- Cherman, A. (* 80%); Rocha-Pinto; S. R. (2016) Valoração do conhecimento nas organizações: as concepções dos indivíduos no contexto do trabalho / Valuing of knowledge in organizations: conceptions of the individuals at the work context. *Organizações & Sociedade*. v.23, p.307–328.
- Franca, L. S. (*# 20%); Turano, L. M. (60%); Cherman, A. (2016) Conhecimento científico sobre comércio justo: um estudo bibliométrico de 2001 a 2013 / Scientific knowledge on fair trade: a bibliometric study from 2001 to 2013. *RGSA Revista de Gestão Social e Ambiental*. v.10, p.41–57.
- Martins, L. A. R. (*# 60%); Cherman, A. (2015) Dinâmica de poder nos espaços organizacionais de uma administradora de Shoppings Centers: um estudo etnográfico / Power dynamics inside the organizational spaces of a shopping mall management company: an ethnographic study. *Revista Pensamento Contemporâneo em Administração*. v.9, p.1-14.
- Cherman, A. (* 80%); Rocha-Pinto, S. R. (2013) Valoração do conhecimento: significação e identidade na ação organizacional / Valuing knowledge: meaning and identity in organizational activities. *RAE Revista de Administração de Empresas*. v.53, p.142-155.
- Cherman, A. (* 80%); Rocha-Pinto, S. R. (2013) Gestão do conhecimento no Brasil: visão da academia / Knowledge management in Brazil: a view from the academy. *Revista Pensamento Contemporâneo em Administração*. v.7, p. 92–107.
- Rocha-Pinto, S. R. (* 70%); Bezerra, K. (10%); Cherman, A. (20%). (2013) Technical vocational education in Brazil: the contractors' perceptions. *Journal of Technical Education and Training*. v.5, p.14-35.

Conference Papers (Peer-Reviewed)

- Cherman, A. (* 80%); Rocha-Pinto, S. R. Fenomenografia e a valoração do conhecimento nas organizações: diálogo entre método e fenômeno / Phenomenography and the valuing of knowledge in organizations: dialog

- between method and phenomenon. *XXXIX EnANPAD Encontro da Associação Nacional de Pós-Graduação e Pesquisa em Administração* (Brazilian Academy of Management), 2015, Belo Horizonte, BR.
2. Cherman, A. (* 80%); Rocha-Pinto, S. R. Valoração do conhecimento nas organizações e sua incorporação nas práticas e rotinas organizacionais / Valuing of knowledge in organizations and its embedding into organizational practices and routines. *V EnGPR Encontro de Gestão de Pessoas e Relações de Trabalho da ANPAD* (ANPAD People Management and Work Relations Symposium), 2015, Salvador, BR.
 3. Turano, L. M. (* 60%); Cherman, A. Comércio Justo no Século XXI: Uma análise bibliométrica de citações e cocitações sobre o tema de 2001 a 2013 / Fair trade in the 21st Century: a bibliometric analysis of citations and co-citations from 2001 to 2013 *XVI ENGEMA Encontro Internacional de Gestão Empresarial e Meio Ambiente* (International Meeting on Business Management and Environment), 2014, São Paulo, BR.
 4. Nogueira, N. (*# 70%); Cherman, A. Empresas conflitantes com o meio ambiente: como os funcionários lidam com a dissonância cognitiva acerca do tema de Sustentabilidade / Companies conflicting with the natural environment: how employees deal with cognitive dissonance about Sustainability. *XVI ENGEMA Encontro Internacional de Gestão Empresarial e Meio Ambiente* (International Meeting on Business Management and Environment), 2014, São Paulo, BR.
 5. Cherman, A. (* 80%); Rocha-Pinto, S. R. Valoração do conhecimento nas organizações: as concepções dos indivíduos no contexto do trabalho / Valuing of knowledge in organizations: conceptions of the individuals at the work context. In: VIII EnEO Encontro de Estudos Organizacionais da ANPAD (ANPAD Organizational Studies Symposium), 2014, Gramado - RS.
 6. Cherman, A. (* 30%); Turano, L. M. (#60%); Franca, L. S. (#10%) Sustentabilidade em uma grande corporação: uma análise da discrepância entre discurso e prática / Sustainability in a big corporation: an analysis of the discrepancy between discourse and practice. *XV ENGEMA Encontro Internacional sobre Gestão Empresarial e Meio Ambiente* (International Meeting on Business Management and Environment), 2013, São Paulo, BR.
 7. Martins, L. A. R. (*# 60%); Cherman, A. As relações de poder nos espaços organizacionais: um estudo etnográfico / Power relations in organizational spaces: an ethnographic study. *XXXVII EnANPAD Encontro da Associação Nacional de Pós-Graduação e Pesquisa em Administração* (Brazilian Academy of Management), 2013, Rio de Janeiro, BR.
 8. Cherman, A. (* 80%); Rocha-Pinto, S. R. Valoração do conhecimento nas organizações pela percepção dos indivíduos: caminho para uma construção teórica / Valuing of knowledge in organizations by the individuals perceptions: paths for a theoretical construct. *XXXVII EnANPAD Encontro da Associação Nacional de Pós-Graduação e Pesquisa em Administração* (Brazilian Academy of Management), 2013, Rio de Janeiro, BR.
 9. Franca, L. S. (*# 80%); Cherman, A. Os pontos críticos da implementação de comércio justo e solidário: um estudo de caso em uma empresa nacional / Critical issues in the implementation of fair trade: a case study in a Brazilian company. *XIV ENGEMA Encontro Gestão Empresarial e Meio Ambiente* (International Meeting on Business Management and Environment), 2012, São Paulo, BR.
 10. Franca, L. S. (*# 80%); Cherman, A. Percepção e conhecimento sobre a prática de comércio justo dentro da cadeia produtiva: um estudo de caso em uma empresa nacional / Perceptions and knowledge about fair trade throughout the productive chain. *XIV ENGEMA Encontro Gestão Empresarial e Meio Ambiente* (International Meeting on Business Management and Environment), 2012, São Paulo, BR.
 11. Cherman, A. (* 80%); Rocha-Pinto, S. R. Valoração do conhecimento nas organizações: significação e identidade na ação organizacional / Valuing knowledge in organizations: meaning and identity in organizational activities. *VI EnEO Encontro de Estudos Organizacionais da ANPAD* (ANPAD Organizational Studies Symposium), 2012, Curitiba, BR.
 12. Cherman, A. (* 80%); Rocha-Pinto, S. R. Gestão do conhecimento no Brasil: uma visão da academia / Knowledge management in Brazil: a view from the academy. *XXXV EnANPAD Encontro da Associação Nacional de Pós-Graduação e Pesquisa em Administração* (Brazilian Academy of Management), 2011, Rio de Janeiro, BR.
 13. Cherman, A. (* 80%); Rocha-Pinto, S. R. Knowledge in organizations: valuing and meaning in the organizational action. *27th EGOS Colloquium*, European Group of Organization Studies Congress, 2011, Gothenburg, SWE.

14. Cherman, A. (*+); Macedo-Soares, T. D. V. A. Knowledge transfer within the organization: investigating the international literature. *37th EIBA Annual Conference*, European International Business Academy, 2011, Bucharest, RO.
15. Cherman, A. (* 80%); Tomei, P. Environment, culture and organizational discourse for change: The AmBev-Interbrew' Global Alliance'. *BALAS Conference, Business Association for Latin American Studies*, 2005, Madrid, SP.
16. Cherman, A. (* 80%); Tomei, P. Códigos de ética e a tomada de decisão ética: instrumentos de gestão e orientação de valores organizacionais? / Corporate codes of ethics and the ethical decision-making process: Is code of ethics a management and guiding tool for organizational values? *XXVII EnAnpad Encontro da Associação Nacional de Pós-Graduação e Pesquisa em Administração* (Brazilian Academy of Management), 2003, Atibaia, BR.

Technical Article

1. Cherman, A. (2004). Walk the Talk: A Importância da Ética Corporativa no Discurso e Prática das Seguradoras./ Walk the Talk: The Corporate Ethics Relevance in the Discourse and Practice of Insurance Companies. *Cadernos de Seguro*. Funenseg. 125, jul, 6-12.

SUMMARY OF PRESENTATIONS

Invited Presentations – ASU Internal: 2

Peer-reviewed Conference Presentations, including students: 16

Peer-reviewed Section Theme Submission from ASU: 1 (see in Service, Conference Session Organizer)

Invited Presentations

1. **Marton, R., Lynch, K.** (~), Cherman, A. (Faculty Mentor) Private Funding for Global Development: Lessons from Entrepreneurship. *College of Global Futures Student Showcase 2022*. Arizona State University, 04/21/2022, Tempe, USA.
2. Cherman, A. *Giving Voice to Values: Practicing How to Speak up in Difficult Situations*. Global Futures Research Accelerator - NSF Project. Workshop invited by Knowledge Enterprise, Research Development Office, Julie Ann Wrigley Global Futures Laboratory. Arizona State University, 04/02/2022, Tempe, USA.
- 3-7 Cherman, A. Phenomenographic Method. *Guest Lecture in Qualitative Method II Course, Doctoral Program*. Pontifícia Universidade Católica do Rio de Janeiro PUC-Rio, 05/29/2017, 05/18/2016, 05/15/2015, 05/06/2014, 05/11/2013, Rio de Janeiro, BR.

Peer-reviewed Conference Presentations

1. **Marton, R.** (~), Cherman, A. (Faculty Mentor). Philanthrofi: Private Funding Solution for Global Development, developed during the incubation in the SISL Course. *Next Generation Inventors session, National Academy of Inventors 11th Annual Meeting*, 07/2022, Phoenix, AZ.
2. Cherman, A. (~); Rocha-Pinto, S. R. Fenomenografia e a valoração do conhecimento nas organizações: diálogo entre método e fenômeno / Phenomenography and the valuing of knowledge in organizations: dialog between method and phenomenon. XXXIX EnANPAD. Encontro da Associação Nacional de Pós-Graduação e Pesquisa em Administração (Brazilian Academy of Management), 09/13/2015, Belo Horizonte, BR.
3. **Turano, L. M.** (~); Cherman, A. Comércio Justo no Século XXI: Uma análise bibliométrica de citações e cocitações sobre o tema de 2001 a 2013 / Fair trade in the 21st Century: a bibliometric analysis of citations and co-citations from 2001 to 2013 XVI ENGEMA Encontro Internacional de Gestão Empresarial e Meio Ambiente (International Meeting on Business Management and Environment), 11/2014, São Paulo, BR.
4. Nogueira, N. (~#); Cherman, A. Empresas conflitantes com o meio ambiente: como os funcionários lidam com a dissonância cognitiva acerca do tema de Sustentabilidade / Companies conflicting with the natural environment: how employees deal with cognitive dissonance about Sustainability. XVI ENGEMA Encontro Internacional de Gestão Empresarial e Meio Ambiente (International Meeting on Business Management and Environment), 11/2014, São Paulo, BR.

5. Cherman, A. (~); Rocha-Pinto, S. R. Valoração do conhecimento nas organizações: as concepções dos indivíduos no contexto do trabalho / Valuing of knowledge in organizations: conceptions of the individuals at the work context. VIII EnEO Encontro de Estudos Organizacionais da ANPAD (ANPAD Organizational Studies Symposium), 05/27/2014, Gramado, BR.
6. Cherman, A.; Turano, L. M. (~); Franca, L. S. (~#) Sustentabilidade em uma grande corporação: uma análise da discrepância entre discurso e prática / Sustainability in a big corporation: an analysis of the discrepancy between discourse and practice. XV ENGEMA Encontro Internacional sobre Gestão Empresarial e Meio Ambiente (International Meeting on Business Management and Environment), 12/2013, São Paulo, BR.
7. Martins, L. A. R. (~#); Cherman, A. As relações de poder nos espaços organizacionais: um estudo etnográfico / Power relations in organizational spaces: an ethnographic study. XXXVII EnANPAD Encontro da Associação Nacional de Pós-Graduação e Pesquisa em Administração (Brazilian Academy of Management), 09/11/2013, Rio de Janeiro, BR.
8. Cherman, A. (~); Rocha-Pinto, S. R. Valoração do conhecimento nas organizações pela percepção dos indivíduos: caminho para uma construção teórica / Valuing of knowledge in organizations by the individuals perceptions: paths for a theoretical construct. XXXVII EnANPAD Encontro da Associação Nacional de Pós-Graduação e Pesquisa em Administração (Brazilian Academy of Management), 09/11/2013, Rio de Janeiro, BR.
9. Franca, L. S. (~#); Cherman, A. Os pontos críticos da implementação de comércio justo e solidário: um estudo de caso em uma empresa nacional / Critical issues in the implementation of fair trade: a case study in a Brazilian company. XIV ENGEMA Encontro Gestão Empresarial e Meio Ambiente (International Meeting on Business Management and Environment), 11/2012, São Paulo, BR.
10. Franca, L. S. (~#); Cherman, A. Percepção e conhecimento sobre a prática de comércio justo dentro da cadeia produtiva: um estudo de caso em uma empresa nacional / Perceptions and knowledge about fair trade throughout the productive chain. XIV ENGEMA Encontro Gestão Empresarial e Meio Ambiente (International Meeting on Business Management and Environment), 11/2012, São Paulo, BR.
11. Cherman, A. (~); Rocha-Pinto, S. R. Valoração do conhecimento nas organizações: significação e identidade na ação organizacional / Valuing knowledge in organizations: meaning and identity in organizational activities. VI EnEO Encontro de Estudos Organizacionais da ANPAD (ANPAD Organizational Studies Symposium), 05/22/2012, Curitiba, BR.
12. Cherman, A.; Rocha-Pinto, S. R. (~) Gestão do conhecimento: uma visão da academia / Knowledge management: the a view from the academia. XXXV EnANPAD Encontro da Associação Nacional de Pós-Graduação e Pesquisa em Administração (Brazilian Academy of Management), 09/05/2011, Rio de Janeiro, BR.
13. Cherman, A.; Macedo-Soares, T. D. V. A. (~) Knowledge transfer within the organization: investigating the international literature. 37th EIBA Annual Conference European International Business Academy, 12/10/2011, Bucharest, RO.
14. Cherman, A. (~); Rocha-Pinto, S. R. Knowledge in organizations: valuing and meaning in the organizational action. 27th EGOS Colloquium European Group of Organization Studies Congress, 07/09/2011, Gothenburg.
15. Cherman, A.; Tomei, P.(~) Environment, culture and organizational discourse for change: The AmBev-Interbrew' Global Alliance'. BALAS Conference Business Association for Latin American Studies, 05/27/2005, Madrid, SP.
16. Cherman, A. (~); Tomei, P. Códigos de ética e a tomada de decisão ética: instrumentos de gestão e orientação de valores organizacionais? / Corporate codes of ethics and the ethical decision-making process: Is code of ethics a management and guiding tools for organizational values? XXVII EnAnpad Encontro da Associação Nacional de Pós-Graduação e Pesquisa em Administração (Brazilian Academy of Management), 09/27/2003, Atibaia, BR.

PROFESSIONAL ACTIVITIES AND SERVICE

SUMMARY OF PROFESSIONAL ACTIVITIES AND SERVICE

- International/national conferences sessions organized: 1
- International/national conference sessions chaired: 3
- Peer Reviewer for 3 Journals
- 1 ASU-level Committee, and 4 Unit-level Committees, at ASU

PROFESSIONAL ACTIVITIES

Professional Organizations Participation

1. Member of AoM The Academy of Management: 2001 to Present
2. Member of ANPAD National Association of Graduate and Research Programs in Business Administration / Brazilian Academy of Management: 2003 to Present
3. Member EGOS European Group of Organization Studies: 2011-2012
4. Member IABS International Association for Business and Society: 2001- 2005

PROFESSIONAL SERVICE

International Conference Session Organizer / Peer-reviewed Session Theme

1. Rocha-Pinto, S. R., Cherman, A., Guimarães, M. I. P., Jardim, L. S. A Dinâmica das Rotinas e da Aprendizagem Organizacional / The Dynamic of Routines and Organizational Learning. XLIV EnANPAD Associação Nacional de Ensino e Pesquisa em Administração (Brazilian Academy of Management), Organizational Studies Division. Online Event, 2020, BR.

International Conference Session Chair and/or Moderator

1. Session Chair in Organizational Studies Division: *The Dynamic of Routines and Organizational Learning*, XLIV EnANPAD Associação Nacional de Ensino e Pesquisa em Administração (Brazilian Academy of Management), 14 to 16/10/2020, Online Event [Due Covid Pandemic], BR.
2. Session Chair and Moderator in Research & Education Division: *Strategies and Research Methods*, XXXIX EnANPAD Associação Nacional de Ensino e Pesquisa em Administração (Brazilian Academy of Management), 09/13/2015, Belo Horizonte, BR.
3. Session Chair in Organizational Studies Division: *Behavior and Social Interactions in Organizations*, VIII EnEO Encontro de Estudos Organizacionais da ANPAD / Organizational Studies Symposium (Brazilian Academy of Management), 05/27/2014, Gramado, BR.

Journal Articles Peer-Reviewer

1. The Palgrave Handbook of Global Social Change, Palgrave Macmillan Cham/Nature Springer Publisher – chapter blind reviewer, 2021.
2. O&S Organização & Sociedade: Brazilian top-tier journal, Business Administration & Management field, 2016-2017.
3. RAE Revista de Administração de Empresas: Brazilian top-tier journal, Business Administration & Management field, 2011-2015.
4. RAC Revista de Administração Contemporânea: Brazilian top-tier journal, Business Administration & Management field, 2004 to 2005.

Conference Article Peer-Reviewer

1. ANPAD Associação Nacional de Ensino e Pesquisa em Administração / Brazilian Academy of Management – XLIV EnANPAD Congress, Organizational Studies Division, 2020, Online Event [Due Covid Pandemic].
2. ANPAD Associação Nacional de Ensino e Pesquisa em Administração / Brazilian Academy of Management – X EnEO, Organizational Studies Symposium, 2019, Fortaleza.
3. AoM The Academy of Management – 2019 The Academy of Management Meeting, Management Organizational Cognition Division; Management Spirituality and Religion Interest Group, 2019, Boston.

4. ANPAD Associação Nacional de Ensino e Pesquisa em Administração / Brazilian Academy of Management – XXXXII EnANPAD Congress, Organization Studies Division, 2018, Curitiba.
5. AoM The Academy of Management – 2018 The Academy of Management Meeting, Management Spirituality and Religion Interest Group, 2018, Chicago.
6. ANPAD Associação Nacional de Ensino e Pesquisa em Administração / Brazilian Academy of Management – XXXIX EnANPAD Congress, Organizational Studies Division, 2016, Costa do Saúpe.
7. ANPAD Associação Nacional de Ensino e Pesquisa em Administração / Brazilian Academy of Management – XXXIX EnANPAD Congress, Human Resources Management Division; Social Responsibility and Sustainability Division, 2015, Belo Horizonte.
8. ANPAD Associação Nacional de Ensino e Pesquisa em Administração / Brazilian Academy of Management – XXXVIII EnANPAD Congress, Human Resources Management Division; Social Responsibility and Sustainability Division, 2014, Rio de Janeiro.

Book Technical Reviewer

1. RUSSO, G. M. Diagnóstico da Cultura Organizacional / Diagnosis of Organizational Culture. Rio de Janeiro, Editora Campus-Elsevier, 2009.

ASU-Level Committees

1. ASU Learning Futures Collaboratory Project. Faculty & Designer Playground, Students Digital Fluency track. Provost Mark Searle's committee. 2018-2020

TEM or TPS Unit-Level Committees

1. Faculty Chair of the TEM Industry Advisory Board. 2021 to present
2. Hiring Committee for TEM Lecturer Position. 2021-2022
3. Graduate Curriculum Committee. 2020 to present
4. MSIVD Graduate Curriculum Committee (Program Creation/Development). 2019 – 2020

IAG Business School at PUC-Rio School-Level Committees

1. IAG School/Business Administration Department Administrative Board Committee. 2010 – 2017
2. Business Administration Department Undergraduate New Pedagogic Curriculum Committee. 2009 – 2014
3. Business Administration Department Undergraduate Administrative Committee. 2009 – 2017

IAG Business School at PUC-Rio Unit-Level Service

1. Academic Coordinator for Students Development. 2016 – 2017
2. Academic Coordinator for International Activities. 2009 – 2016
3. MBA Course Coordinator/Chair: Ethics, Social Responsibility, and Sustainability. 2009 – 2010

PUC-Rio Students Organization, prior to ASU

1. Junior Enterprise [Student Club] Mentor and Advisor Professor. 2011 – 2017
Mentored students engaged in Junior Enterprise, and supervised multidisciplinary consultancy projects, such as business model planning, strategy, reorganization, and business process management for small business, new entrepreneurial ventures, and middle to big-sized established companies in the market.

PERSONNEL: STUDENT SUPERVISION / MENTORING, TEACHING, DISSERTATION COMMITTEES, AND OUTREACH

SUMMARY OF MENTORING (including co-mentored personnel):

- M.S. Portfolio / Applied Project Students Graduated, at ASU: 7
- M.S. Portfolio / Applied Project Students Current, at ASU: 27
- M.S., Ph.D. Venture Projects Mentored/Co-Mentored, at ASU: 36
- M.S. Thesis Students Graduated, prior to ASU: 2

M.S. Portfolio / Applied Project Students Graduated, prior to ASU: 7
Undergraduate Students (Capstone Project), at ASU: 18
Undergraduate Students Current (Capstone Project): 3
Undergraduate Students Venture Projects Mentored, at ASU: 41
Undergraduate Students (Capstone Project), prior to ASU: 12
Ph.D. Qualifying Committees: 4
M.S. Thesis Committees: 10
Student Fellowships and Awards (including eSeed Grants): 16

SUMMARY OF TEACHING:

Graduate Courses Taught, including New Course Development, at ASU: 4
Undergraduate Courses Taught, including New Course Development, at ASU: 14
Graduate Courses Taught and Developed, prior to ASU: 7
Undergraduate Courses Taught and Developed, prior to ASU: 9
Average Teaching Evaluation Score for Graduate Courses taught at ASU: 4.50
Average Teaching Evaluation Score for Undergraduate Courses taught at ASU: 4.38

Arizona State University

The Polytechnic School, Poly Campus, Mesa, AZ

August 2017 to Present

Assistant Teaching Professor, Technology Entrepreneurship and Management, Ira A. Fulton Schools of Engineering

Teaching

Responsibilities for graduate and undergraduate curriculum development and courses design, expanding program reach through partnerships and collaborations established within FSE, and with SFIS, WP Carey, Barrett Honors School, HIDA, Thunderbird School of Global Management; industry partners; organizations such as BestCompaniesAZ, Arizona Technological Council, Arizona Commerce Authority; and community such as Mesa United Way, VSUW, Nature Conservancy, and other non-profits. Participated in the committee for the Master of Technology Program redesign and the MS Innovation and Venture Development Program. Designed the full track of courses on Social Innovation/Social Entrepreneurship (courses from 200 to 500 levels), filling this open space in the entrepreneurship domain at TEM. Mentored more than 120 students' papers, Master's Portfolios and Applied Projects, capstone projects, venture and startup projects at ASU.

Courses Taught (Created/Developed or Redesigned in ***Bold italic***)

1. ASU 101-TEM The ASU Experience
2. ***TMC 110 Understanding the Enterprise***. Course redesign in a flipped classroom style, applying Project-Based Learning methodology, for in person and online offerings. Course content is two-fold: it integrates market analysis, organizational analysis, business model design for real-world firms working with the students, while work on students power skills development such as analytical and critical thinking, problem solving, creativity, communication, team-working, leadership, providing peer feedback; presentation skills.
3. ***TEM 294 Social Entrepreneurship I***. Course creation applying Project-Based Learning methodology for in-person and online offerings. With Mesa United Way, I proposed real-world projects from the community (homelessness, foster care shortage) for the students work on social entrepreneurial solutions. Course content integrates: social organizational models, stakeholder management, social business models, lean startup, social impact measurement, funding and scaling social ventures. ***Since it was developed in 2018Sp, TMC 294 is presented as an example of Project-Based Learning in the EdPlus Teach Online Training/Webinar for faculty.***
4. ***TEM 301 Applied Social Entrepreneurship II in conjunction with FSE 301 Entrepreneurship Venture Creation***. Course adaptation for a Social Entrepreneurship session. Applies Student-Centric Learning methodology. Course content integrates Entrepreneurial Mindset, Business Model Development, Customer Discovery with Social and Organizational Business Models, Social Business principles, patterns, and impact.

5. TMC 330 Leading the Enterprise.
6. **OMT 480 Organizational Effectiveness.** Course redesign, applying Experiential Learning methodology. Applies experiential exercises and case studies for approaching individual and social behaviors in organizations that affect performance, innovation, and long-term sustainable advantage.
7. **OMT 452 Industrial Human Resource Management.** Course redesign, applying Student-Centered Learning methodology. Approaches human resources practices in contemporary and technology companies. HR professionals presented workshops addressing corporate culture; attracting, selecting, and hiring talents; career management. Students developed resumes, interview training, and personal career plan.
8. **TMC 430 Enterprise Strategy & Innovation.** Course redesign applying Project-Based Learning methodology. Students understand the business intelligence approach and develop a complete Strategy Management Plan/report for a real-world firm, from market analysis to recommendation financial evaluation. Content integrates: strategy schools, theories, and analysis frameworks; corporate strategies; strategy formulation and finance project evaluation. Students deliver executive presentations about their plan development throughout the course, and present them to industry members.
9. **TEM 598/TMC 498/TEM 481 Social Innovation Startup Lab.** Course creation applying incubator-style classes, hands-on project-centric learning methodology. Crash-course of social/sustainable innovation in partnership with tech companies like Intel, NXP, Boeing. Labs are run with industry experts, professionals, faculty, and mentors to advance social or sustainable startup or community projects. SISL receives \$10k/year for eSeed Grant in Social Impact Challenge Funding from Tom Prescott Student Venture Fund. Content approaches tangible products and design for extreme affordability. Ventures focus on B2C models. Integrates Journey Map, Empathy, and User X; MVP and Prototyping (in MakerSpace Hubs); Lean Startup and Customer Discovery; Systems Engineering and Design for Manufacturability. Discusses technology for social good. **Presented in the FSE Full-Circle Newsletter in the 2021 March edition and in the Full-Cicle 2021 Year in Review edition.**
10. **TEM 598/TMC 498/TEM 494 Systemic Design & Social Innovation.** Spin-off course from Social Innovation Startup Lab. Follows the same concept, methodology, partnerships, and grant funding for awarding the best projects. Content differs, approaching intangible products/services, informational and platform-based business models, and software-as-a-service (SaaS). Ventures focus on B2B public/private models at the national and international levels, including complex stakeholder networks of policymakers, NGOs, and private enterprises. Deals with social and sustainable complex and systemic issues, integrating Systemic Thinking and Design Thinking for Social Innovation, Ecosystem reframing, Lean Startup, and User X. Discusses ethics of technology and human-technology interaction.
11. **IVD 525 Fundamentals of Entrepreneurial Leadership.** Course creation, applying Experiential Learning methodology. Sessions are composed of experiential exercises that lead to participants' reflection about their mindset and behavior, and provide tools for activating leadership skills in the participants. Leadership is approached in three levels: individual (personality, voicing values, authentic leadership); venture's team (team formation, cognitive biases & decision making); ecosystem/stakeholders' levels (ecosystem mapping, systemic thinking, social innovation; communication design, storytelling).
12. **OMT 520 Strategic Management of Technology.** Course redesign. Integrates three perspectives: Volatile-Uncertain-Complex-Ambiguous context due to digital transformation/Fourth Industrial Revolution; schools of strategy and their analytical frameworks and concepts; management of innovation and technology networks. Students present seminars of course topics and apply the learnings to developing a paper about an emerging technology or technological trend under strategy frameworks.
13. TMC 584 Internship Course Application
14. TMC 593 Culminating Experience – Applied Project

Courses in Development

1. **TMC 598/TMC 498 Applying Responsible Innovation into the Workplace.** Interdisciplinary course, in development with the School for the Future of Innovation in Society. Integrates innovation and emergent technological developments with social and sustainability principles. Explores issues related to ethical

dilemmas, societal consequences, and environmental impacts that arise from the development and adoption of groundbreaking innovations through the view of real-life case studies. Applies frameworks for responsible decision-making, challenges cognitive biases, and aligns corporate values with societal best practices. Addresses ethical decision-making, social impact, environmental impact, socio-economic consequences, and policy & governance considerations of development and adoption of innovations. Planned 2024Sp.

2. **TMC 598 Advanced Strategy: Technology Industry Ecosystem Analysis.** Expand the strategy analysis from the traditional industry competitiveness model to the contemporary network model of partnership ecosystem competition [cooperation]. Planned 2024F.

Talks, Workshops, and Roundtables Created/Developed for the Students (in connection to courses)

1. *Social Innovation and Inclusion: The Access Trax Case.* Kelly Twichel Access Trax Founder and CEO. Brent Sebold & Andrea Cherman hosts E+I @ Fulton Speaker Series + Lunch Mixer, 2024Sp.
2. *Aging-out Foster Youth: The Case of Mesa 360Foster.* Mark Young, Mesa United Way President and CEO. Guest talk for TEM 598/TMC 498/TEM 494 Systemic Design & Social Innovation, 2023F.
3. *The Patient Safety Technology Challenge.* Ariana Longley, Pittsburgh Regional Health Initiative, Patient Safety Consultant. Guest talk for TEM 598/TMC 498/TEM 494 Systemic Design & Social Innovation, 2023F.
4. *Access Trax Social Venture Challenge.* Kelly Twichel, Access Trax Founder and CEO. Guest talk for TEM 598/TMC 498/TEM 494 Systemic Design & Social Innovation, 2023F.
5. *Workshop Ethics of Technology.* Kate Perkins, Intel Co. Risk & Controls Program Manager; Jason Bronowitz, TEM UG Program Chair. Workshop for TEM 598/TMC 498/TEM 494 Social Innovation Startup Lab; Systemic Design & Social Innovation 2021F, 2022Sp, 2023Sp.
6. *Workshop Design Thinking & User Journey.* Anthony Roide, NXP Semiconductors Innovation and Creative Culture Expert. Workshop for TEM 598/TMC 498/TEM 494 Social Innovation Startup Lab; Systemic Design & Social Innovation 2019F, 2021Sp, 2021F, 2022Sp, 2023Sp.
7. *Business Model Redesign to Address Problems or Opportunities.* Craig Stevens, E+I Executive in Residence, Professional Teaching Associate. Guest-talk for TMC 110 Understanding the Enterprise, 2023Sp.
8. *Systems Thinking.* Michelle Fehler, Biomimicry Faculty Associate at School of Life Sciences, Affiliate Faculty at The Biomimicry Center, Senior Global Futures Scholar at Julie Ann Wrigley Global Futures Laboratory. Guest lecture for IVD 525 Fundamentals of Entrepreneurial Leadership, 2022F.
9. *Founder Agreements and Structuring Co-founder Relationships.* Connor Hubach, Attorney at Hool Coury Law. Guest talk for IVD 525 Fundamentals of Entrepreneurial Leadership, 2022F.
10. *Workshop Project Management 101.* Jannine Prokop, NXP Semiconductors Chief of Staff and PMO Director, CTO System and Board Solutions. Workshop for Master of Technology students, 2022Su
11. *Access Trax Social Venture: Social Entrepreneur Experience.* Kelly Twichel, Access Trax Founder and CEO. Guest talk for TEM 598/TMC 498 Social Innovation Startup Lab, 2022Sp.
12. *Smart Sustainable Seafood Supply.* Jade Hutchinson, Technical Lead Guru NGO, Sta Lucia Islands. Challenge project presentation for TEM 598/TMC 498 Social Innovation Startup Lab, 2022Sp.
13. *Customer Discovery & User Profile.* Janice Rohn, Intel Co. Head of Customer and Experience. Guest-talk for TEM 598/TMC 498 Social Innovation Startup Lab, 2021F, 2022Sp.
14. *Workshop Emerging Technologies and Systems Engineering.* Chris D. Lucero, Intel Co. Director of Industrial IOT Emerging Technologies. Workshop for TEM 598/TMC 498 Social Innovation Startup Lab, 2019F, 2021Sp, 2021F, 2022Sp.
15. *Workshop Design for Manufacturability.* Lexi Ulmer, Intel Co. Mechanical Design Engineer; Chad Kennedy, TEM Graduate Program Chair. Workshop for TEM 598/TMC 498 Social Innovation Startup Lab, 2019F, 2021Sp, 2021F.
16. *Workshop Technological Evolution: Emergent Technologies and Trends.* Chris D. Lucero, Intel Co. Director of Industrial IOT Emerging Technologies; Chris Lee Ross, Intel Co. Technologist for the Future of Manufacturing. Workshop for OMT 520 Strategic Management of Technology course, 2021F.
17. *Water Conservancy at Arizona: The Challenge of Information.* Kimberly Schonek, Nature Conservancy Verde River Project Manager. Guest-talk for TEM 598/TMC 498 Social Innovation Startup Lab, 2021Sp.

18. *Younited Teens Suicide Prevention Program*. Rachele Crespo, Mesa United Way, Younited Teen Advisory Council Director. Guest-talk for TEM 598/TMC 498 Social Innovation Startup Lab, 2021Sp.
19. *Social Business Model and Scaling Children Literacy: The Vello Case*. Reid DeSpiegelaere, CEO and Founder of Vello.org, a Valley of Sun United Way model project. Guest-talk for TMC 110 Understanding the Enterprise course, 2018Sp; TEM 598/TMC 498 Social Innovation Startup Lab, 2021Sp.
20. *City of Mesa and Homelessness: A Social Challenge*. Harmony Nelson, Mesa United Way, Community Impact Director. Guest-talk for TEM 294 Social Entrepreneurship I, 2018F; TEM 598/TMC 498 Social Innovation Startup Lab, 2021Sp.
21. *Corporate Social Responsibility & Sustainability*. Todd Brady, Intel Co. Vice President Global Public Affairs & Chief Sustainability Officer. Guest-talk for TMC 330 Leading the Enterprise, 2019F.
22. *Innovation & Creativity*. Anthony Roide, NXP Semiconductors Innovation and Creative Culture Expert. Guest-talk for TMC 330 Leading the Enterprise, 2019F.
23. *Human Resource Selection & Hiring Process*. Jackie Schierenberg, Dignity Health Director of Talent Acquisition. Guest-talk for OMT 452 Industrial Human Resource Management course, 2019Sp.
24. *Developing Culture and Values in Organizations*. Denise Gredler, BestCompaniesAZ Founder & CEO. Guest-talk for OMT 452 Industrial Human Resource Management course, 2019Sp.
25. *Build a Technology Career with Arizona's Best Companies*. TEM, in partnership with BestCompaniesAZ, developed a round table for TMC 110 course and opened to all Poly Campus students. Invited companies: Mark Dean, GoDaddy Vice-President of Mid-Market and Productivity Groups; Christina Nelson, Charles Schwab Sr. Manager of Security Management; Cody Phillips, USAA IT Director; and Nick Bielinski, TekSystem Direct Placement Service Manager. Cooley Ballroom, 2018Sp.
26. *Business Model Development for Small Business: The CULT Coffee Case*. Hans Schaltz, CULT Coffee CEO. Guest-talk for TMC 110 Understanding the Enterprise course, 2018Sp.
27. *Building your Natural Network*. Pamela Slim, author and K'é Community Lab Co-Founder. Guest-talk for TMC 110 Understanding the Enterprise course, 2018Sp.

Mentoring

M.S. Portfolio / Applied Project Students Graduated

1. Del Valle, Cambry. Portfolio Advisor in the Master of Technology, 2023Sp.
2. Nautiyal, Shivansh S. P Portfolio Advisor in the Master of Technology, 2023Sp.
3. Thakkar, Karan. Portfolio Advisor in the Master of Technology, 2023Sp.
4. Thombare, Gayatri. Portfolio Advisor in the Master of Technology, 2023Sp.
5. Vinodkeerthi, Surabhi. Portfolio Advisor in the Master of Technology, 2023Sp.
6. Sankhe, Riddhi Rajendra. Portfolio Advisor in the Master of Technology, 2022F.
7. Tatkare, Tanmay. Portfolio Advisor in the Master of Technology, 2022F.

M.S. Portfolio / Applied Project Students Current

1. Khan, Ali. Portfolio Advisor in the Master of Technology, planned 2025Sp.
2. Sharma, Divyansh. Portfolio Advisor in the Master of Technology, planned 2025Sp.
3. Shamasundar, Mohith Kalsapura. Portfolio Advisor in the Master of Technology, planned 2025Sp.
4. Yarnall, Nicholas Collins. Portfolio Advisor in the Master of Technology, planned 2025Sp.
5. Dani, Parimal. Portfolio Advisor in the Master of Technology, planned 2025Sp.
6. Valluru, Rishika Reddy. Portfolio Advisor in the Master of Technology, planned 2025Sp.
7. Lambghare, Rony Sudhir. Portfolio Advisor in the Master of Technology, planned 2025Sp.
8. Chavan, Saloni Sundar. Portfolio Advisor in the Master of Technology, planned 2025Sp.
9. Jaiswal, Sarang Ganesh. Portfolio Advisor in the Master of Technology, planned 2025Sp.
10. Akshanthula, Aditya. Portfolio Advisor in the Master of Technology, planned 2024F.
11. Boominathan, Vendhan. Portfolio Advisor in the Master of Technology, planned 2024F.
12. Forsythe, Keisha. Portfolio Advisor in the Master of Technology planned 2024F.
13. Mohan, Tanishq. Portfolio Advisor in the Master of Technology, planned 2024F.

14. Nolasname, Arun Tej S. G. Portfolio Advisor in the Master of Technology planned 2024F.
15. Suresh, Vyas Kutti. Portfolio Advisor in the Master of Technology, planned 2024F.
16. Swamy, Navaneeth G. V. M. Portfolio Advisor in the Master of Technology, planned 2024F.
17. Vijayakumar, Sanjanaa. Portfolio Advisor in the Master of Technology, planned 2024F.
18. Abdulrahman, Suhail V. A. Portfolio Advisor in the Master of Technology, planned 2024Sp.
19. Dalvi, Radhesh. Portfolio Advisor in the Master of Technology, planned 2024Sp.
20. Hukre, Raj Arvind. Portfolio Advisor in the Master of Technology, planned 2024Sp.
21. Kharayat, Aakash Singh. Portfolio Advisor in the Master of Technology, planned 2024Sp.
22. Kotian, Shashank S. Portfolio Advisor in the Master of Technology, planned 2024Sp.
23. Gangoli, Niharika. Innovation Network Analysis: The Case of a Tech Firm. Applied Project Research Advisor in the Master of Technology, planned 2024Sp.
24. Sonawane, Sheetal S. Portfolio Advisor in the Master of Technology, planned 2024Sp.
25. Wagadre, Atharva Kamlesh. Portfolio Advisor in the Master of Technology, planned 2024Sp.
26. Desai, Anuj Mangesh. Dendritic Identifiers. Applied Project Research co-Advisor with Kozicki, Michael; Kennedy, Chad. Master of Technology, 2023 F.
27. Mukherjee, Ishika D. Portfolio Advisor in the Master of Technology, planned 2023F.

Undergraduate Students Graduated (Capstone Project)

1. Antone, Amy. *Innovative O'otham: Social Innovation Startup Lab Project*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, planned 2023F.
2. Bharti, Aarushi. *Vello Project*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, **Outstanding Graduate 2023Sp.**
3. Murray, Nicholas. *Social Innovation Startup Lab: Upscaling Ugandan Youth*. Capstone Project, Bachelor in Applied Sciences, Operations Management, 2022Sp.
4. Teglas, Christopher. *Thriving Learners Institute: A Capstone Report*. Capstone Project, Bachelor in Applied Sciences, Operations Management, 2022Sp.
5. Del Valle, Cambry. *GoGuru Social Innovation Startup Lab Consultancy Project*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2021F.
6. Deutsch, Andrew Michael. *Open Mobility Project*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2021F.
7. Mansour, Marina Rae. *Innovative O'otham Journey*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2021F.
8. Devries, Jacob Morran. *SolarGoKarts Project*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2021Sp.
9. Fourcher, Jordan Alain. *SolarGoKarts and STEM Education*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2021Sp.
10. Lescoe, Blake. *Mesa United Way Homelessness Program*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2021Sp.
11. Pinto, Marc. *The Nature Conservancy Project*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2021Sp.
12. Rhoades, KateLynn Marie. *SolarGoKarts Scaling Project*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2021Sp.
13. Strickland Jr., William Wesley. *The Nature Conservancy Data Management*. Capstone Project, Bachelor in Applied Sciences, Operations Management, 2021Sp.
14. Thakkar, Bhavik. *YOUNITED Teen Suicide Prevention Program*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2021Sp.
15. Thomas, Alan. *Vello Innovation Project*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, **Outstanding Graduate 2021Sp.**
16. Guadarrama, Benigno F. *Circular Economy and Sustainable Disposal*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2020Sp

17. Valdez, Maximilian. *Visual Recognition App for Circular Economy*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2020Sp
18. Thurber, Michael Akio. *STEM4Education Project*. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2020Sp

Undergraduate Students Current (Capstone Project)

1. Aguilar, Yared. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2023F.
2. Bochenek, Michael. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2023F.
3. Kondragunta, Gokul Sai. Capstone Project, Bachelor in Technological Entrepreneurship & Management, 2023F.

M.S., Ph.D. Venture Projects Mentored/Co-Mentored

1. Genna, Giulia. *Financial Literacy for Social Change*. Startup Project Mentor in TEM 598 Systemic Design & Social Innovation course, 2023F.
2. Harper, Mark. *Homeslice*. Startup Project Mentor in TEM 598 Systemic Design & Social Innovation course, 2023F, Startup Project Co-Mentor in the MS IVD, 2022F.
3. Anderson, Hope. *Lesson Magic*. Startup Project Mentor in TEM 598 Systemic Design & Social Innovation course, 2023Sp, Startup Project Co-Mentor in the MS IVD, 2022F. **Winner of 5K Venture Devils Grant Competition; 3K eSeed Social Impact Challenge, Prescott Students Venture Fund to Social Innovation Startup Lab**
4. Prim, Russell. *Contak High*. Startup Project Mentor in TEM 598 Systemic Design & Social Innovation course, 2023Sp, Startup Project Co-Mentor in the MS IVD, 2022F. **Winner of 2K Venture Devils Grant Competition; 2K eSeed Social Impact Challenge, Prescott Students Venture Fund to Social Innovation Startup Lab**
5. Zilevu, Hero-Godsway. *Innoview*. Startup Project Mentor in TEM 598 Systemic Design & Social Innovation course, 2023Sp.
6. Kulkarni, Shweta; Mohan, Tanishq; Pawan, Nolasname; Podrezov, Vladimir; Vijayakumar, Sanjanaa. *Open Mobility*. Startup Project Mentor in TEM 598 Systemic Design & Social Innovation course, 2023Sp.
7. Dhanasekaran, Hemanth; Evans, Rachel; Katey, Chandu; Mysore, Preksha; Rameshraj, Isha. *Partnering Upskilling Ugandan Youth*. Startup Project Mentor in TEM 598 Systemic Design & Social Innovation course, 2023Sp.
8. Gatz, Aspen. *Gatzby*. Startup Co-Mentor in the MS IVD, 2022F.
9. Haas, Shelby. *Mossii*. Startup Project Co-Mentor in the MS IVD, 2022F.
10. Podrezov, Vladimir. *ArchHunters*. Startup Project Co-Mentor in the MS IVD, 2022F.
11. Marton, Rick; Lynch, Katelyn; Munoz, Eduardo; Patel, Devarsan. *Philanthrofi*. Startup Project Mentor in TEM 598 Social Innovation Startup Lab course, 2022Sp. **Big Winner of 20K Venture Devils' Edson Social Impact Venture Challenge; 3K eSeed Social Impact Challenge, Prescott Students Venture Fund to Social Innovation Startup Lab**
12. Namulansi, Pauline; Ariel, Antonio Augusto; Teglas, Christopher; Murray, Nicholas. *Upskilling Ugandan Youth* project for Thriving Learners Institute. Startup Project Mentor in TEM 598 Social Innovation Startup Lab course, 2022Sp. **Winner of 100k MasterCard Foundation Grant; 2K eSeed Social Impact Challenge, Prescott Students Venture Fund to Social Innovation Startup Lab**
13. Alasfour, Abdulwahab T A A E.; Quispe, David; Leuty, Zachary. *Beyond Silicon*. Startup Project Co-Mentor in the MS IVD, 2021F. **Big Winner of 20K Venture Devils Grant Competition.**
14. Cohen, Eric. *Brain Power*. Startup Project Co-Mentor in the MS IVD, 2021F. **Winner of 5K Venture Devils Grant Competition.**
15. Dardhaj, Figali; Kreimeyer, Todd. *NXT Mode Homes*. Startup Project Co-Mentor in the MS IVD, 2021F.
16. Eagan, Kendall. *Oradeza*. Startup Project Co-Mentor in the MS IVD, 2021F. **Winner of 5K Venture Devils Grant Competition.**
17. Falcon, Claudia Hernandez. *Los Cielitos*. Startup Project Co-Mentor in the MS IVD, 2021F.
18. Gowler, Stacy. *Gowlery Innovations*. Startup Project Co-Mentor in the MS IVD, 2021F.
19. Ledbetter, Nicholas. *LIT*. Startup Project Co-Mentor in the MS IVD, 2021F.

20. Mihalcescu, Ioana. *Riviulet*. Startup Project Co-Mentor in the MS IVD, 2021F. **Big Winner of 20K Venture Devils Grant Competition.**
21. Munoz Ordosgoitia, Eduardo. *Open Wave*. Startup Project Co-Mentor in the MS IVD, 2021F.
22. Nakleh, Gabriel. *Traident*. Startup Project Co-Mentor in the MS IVD, 2021F.
23. Olguin Ricky. *Meliora Health Solutions*. Startup Project Co-Mentor in the MS IVD, 2021F.
24. Zhu, Prudence. *Baoba Lending*. Startup Project Co-Mentor in the MS IVD, 2021F.
25. Andren, Travis. *Lemna*. Startup Project Co-Mentor in the MS IVD, 2020F. **Winner of 10K Venture Devils Grant Competition.**
26. Barr, Parker; Cohen, Teshar; Desousa, Kyle. *Koko Ni*. Startup Project Co-Mentor in the MS IVD, 2020F.
27. Cheeseborough, Brian. *Bodega 46*. Startup Project Co-Mentor in the MS IVD, 2020F.
28. Datta, Oishik; White, Alayisha. *Agora Wisdom*. Startup Project Co-Mentor in the MS IVD, 2020F.
29. Deenah, Syed; Deitchman, Elizabeth; Kelly, Justice. *Galleri*. Startup Project Co-Mentor in the MS IVD, 2020F.
30. Gaugler, Grady; Goksoy, Alp. *Solaris Prime*. Startup Project Co-Mentor in the MS IVD, 2020F.
31. Kerentseva, Ksenia; McDaniel, Kaitlin, Rios, Rafael. *Human-Nature*. Startup Project Co-Mentor in the MS IVD, 2020F.
32. Li, Yuxuan; Peters, Abigail; Piper, Reece. *Reorative*. Startup Project Co-Mentor in the MS IVD, 2020F.
33. Mariotti, Daniel; Pringle, Rebecca. *The New Cadre*. Startup Project Co-Mentor in the MS IVD, 2020F.
34. Markel, Samuel. *CXR*. Startup Project Co-Mentor in the MS IVD, 2020F.
35. Spisak, James. *Illusions*. Startup Project Co-Mentor in the MS IVD, 2020F.
36. Tarlow, Doug. *Frolic*. Startup Project Co-Mentor in the MS IVD, 2020F.

Undergraduate Students Venture Projects Mentored

1. Bochenek, Michael. *HydroClean*. Startup Project Mentor in TMC 498 Systemic Design & Social Innovation course, 2023F.
2. Grimm, Jannis. *SeeMe*. Startup Project Mentor in TEM 494 Systemic Design & Social Innovation course, 2023F, 2023Sp.
3. Boyer, Ellie. *HygieneHelper*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
4. Cabalquinto, Lizell. *Ice Breaker*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
5. Cortez, Jaime. *TeamSolver*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
6. Dsouza, Adam. *TheConceptConnect*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
7. Eldessouki, Fatima. *Beauty's Not Pain*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
8. Erickson, Tyler. *DroneOn*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
9. Hanna, Elie Joe Abi. *Mor'lacaths Map Makers*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
10. Harris, Nicholas. *ChronicAlly*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
11. Leal, Marcos Torres. *Re:technology*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
12. Lee, Andrew. *Wader*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
13. Moon, Connor. *Shower Saver*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
14. Savard, Emile. *Travel Path*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.

15. Standage, Trevor. *Learn2Play*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
16. Svilar, Juliana. *Knitting Club*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
17. Teglas, Christopher. *Prime Social and Sustainable Bistro*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
18. Van Norman, Haydn. *Reddit Story Videos*. Startup Project Mentor in TEM 301 Applied Social Entrepreneurship II / FSE 301 Entrepreneurship & Value Creation course, 2023Sp.
19. Adjam, Romeo; Coil, Alex; Daniel, Brody; Howard, Alex; Jimenez, Crystal. *AfterSchool: Program for Kids*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2022Sp.
20. Antone, Amy; Burggraff, Jacob; Mansour, Marina Rae. *Innovative O'othams*. Startup Project Mentor in TEM 498 Social Innovation Startup Lab course, 2021F. **Winner of 2K eSeed Social Impact Challenge, Prescott Students Venture Fund to Social Innovation Startup Lab**
21. Bharti, Aarushi; Flaherty, Sonya; Thomas, Alan. *Vello Upscale*. Startup Project Mentor in TEM 498 Social Innovation Startup Lab course, 2021Sp. **Winner of 1K eSeed Social Impact Challenge, Prescott Students Venture Fund to Social Innovation Startup Lab**
22. Figueroa, Michael; Ray, Calvin; Tully, Eric; *Coffee Hound*, Startup Project Mentor in TMC 430 Enterprise Strategy and Innovation course, Sp2021.
23. Brown, Kenneth; Mares, Victor; Ward, Chelsie. *Bridges to Well-Being: Caring about Human Trafficking*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2020F.
24. Guadarrama, Benigno; Hasse, Kimberly; Mbuthia, Rosemary; Terzic, Danilo. *GlassCycle: Sustainability Through Upcycled Glass*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2020F.
25. Lashley, Robyn; Lewis, Spencer; Surana, Ishika. *Off-The-Street: Aid to Los Angeles' Homelessness*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2020F.
26. Martin, David; Montoya, Audrey; Romero, Rheanna. *Organic Farming Consultancy*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2020F.
27. Nolan, Connor; Oxley, Gregory; Prasad, Anjali. *Solar Outreach*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2020F.
28. Blankenship, David; Bugler, Sean; Dusman, Brian; Harvey, Andrew; Hoffman, Brandon. *Untapped*. Startup Project Mentor in TMC 110 Understanding the Enterprise course, 2020Su.
29. Aguilar, Miguel; Lehman, Stephanie; Noches, Les. *Clean Beginnings*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2020Sp.
30. Ceja, Luis; Gupta, Kartik; Minotto, Alex. *TeachForTeachers*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2020Sp.
31. Fourcher, Jordan; Uesato, Sam. *Plastics Alternative*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2020Sp.
32. Lynch, Tim. *Plastic Money*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2020Sp.
33. Adolf, Tyler; Hermosillo, Jennifer; Mazadiegos, Alexander; Rudsinski, Chase; Zeek, Andrew. *Operation Homefront*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2019F.
34. Barrigan, James; Whalen, Nate. *Hemp for Homes*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2019F.
35. Baula, Victoria; Bohannon, Christopher; Mercado, Alexandra; Ojeda, Desiree; Valenzuela, Sofia. *Mental Health Community Clinics*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2019F.
36. Bradley, Brianna; Green, Tristin; Hill, Scott; Louie, David. *REpurpose*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2019F.
37. Cooper, Joshua; Faye, Ari; Jiang, Michelle; Mabey, Miles; Syfritt, Michael. *Pixel Prix*. Startup Project Mentor in TMC 110 Understanding the Enterprise course, 2019Sp.
38. Donaldson, Robin; Hunter, Brianna; Rawlings, Randy; Sarmiento, Christopher; Solovieff, Christa. *Sleeping Shelter: A place where you feel safe and welcome*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2018F.

39. Caraveo, Francisco; Kamba, Lemy; Kim, Albert; Stoffel, Collin. *Homeless Social: Affordable Houses*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2019Sp.
40. Ross, Christopher Lee. *Project Tableland: Equality Elevated*. Startup Project Mentor in TEM 294 Social Entrepreneurship I course, 2018F. **Outstanding Graduate 2020Sp ***.
41. Arnold, Timothy; Christensen, Zachary; Hartnett, Ryan; Wilkerson, Sharisse Nicole. *Dash for Cash*. Startup Project Mentor in TMC 110 Understanding the Enterprise course, 2018Sp.

Students Mentored: Teaching Assistant

1. Vijayakumar, Sanjanaa. TA for TEM 598/TEM 494 Systemic Design & Social Innovation; IVD 525 Foundations of Entrepreneurial Leadership, 2023F.
2. Chandravel, Preetha. TA for OMT 520 Strategic Management of Technology, 2023F; TMC 430 Enterprise Strategy & Innovation, 2023SU, 2023F; TEM 598/TEM 494 Systemic Design & Social Innovation; TEM 301/FSE 301 Applied Social Entrepreneurship II, 2023Sp.
3. Mukherjee, Ishika. TA for TMC 110 Understanding the Enterprise, 2023Sp, 2023Su.
4. Thombare, Gayatri. TA for OMT 520 Strategic Management of Technology, 2022F; TMC 430 Enterprise Strategy & Innovation, 2022Sp, 2022F, 2023Sp.
5. Mukhadam, Ravina. TA for TMC 430 Enterprise Strategy & Innovation, 2021F; TMC 110 Understanding the Enterprise, 2022Sp, 2022F.
6. Syfritt, Michael. TA for TEM 598/TMC 498/TEM 481 Social Innovation Startup Lab, 2021F, 2022Sp.
7. Sankhe, Riddhi. TA for TMC 330 Leading the Enterprise, 2021Su.
8. Gupta, Aditya. TA for TMC 430 Enterprise Strategy & Innovation, 2020F, 2021Sp.
9. Prabhakar, Subhgangi. TA for TMC 110 Understanding the Enterprise, 2020F, 2021Sp.
10. Gill, Alveera. TA for TMC 110 Understanding the Enterprise, 2019F, 2019Sp.

Students Mentored: Undergraduate Teaching Assistant

1. Mansur, Mariana Rae. UGTA for TEM 598/TMC 498/TEM 481 Social Innovation Startup Lab, 2022Sp.
2. Antone, Amy. UGTA for TMC 110 Understanding the Enterprise, 2021Sp.
3. Winans, Samaria. UGTA for TMC 110 Understanding the Enterprise, 2020F.
4. Sullivan, Wesley. UGTA for TMC 110 Understanding the Enterprise, online, 2020Sp.
5. Marek, Karolina. UGTA for TMC 110 Understanding the Enterprise, 2019Sp.
6. Ross, Christopher Lee. UGTA for TEM 294 Social Entrepreneurship, in person and online, 2019Sp; TMC 330 Leading the Enterprise, 2019F. **Outstanding Graduate 2020Sp ***.
7. Black, Irelynn. UGTA for TMC 110 Understanding the Enterprise, 2018F.
8. Bentson, Scott. UGTA for TMC 110 Understanding the Enterprise, 2018F.
9. Carpenter, Ashley. UGTA for TMC 110 Understanding the Enterprise, 2018Sp.

Dissertation and Thesis Committees

Master's Thesis Committees

1. Bronowitz, J.; Cherman, A. Member of dissertation applied project examining committee of Mikayla Laufer Stokes. Drive to Excellence at Hillel ASU. Master of Technology, Arizona State University, 2021.

Students' Success

Master Students Hired

1. Thombare, Gayatri. Product Program Manager, at Microchip Technology, Inc. 2023Su
2. Mukadam, Ravina Chandrakant. IT Project Manager position for Educational Outreach & Students Service EOSS, Technology Team at Arizona State University. 2023Sp
3. Sankhe, Riddhi R. Pathway Operations Manager, at Amazon.com Services LLC. 2023Sp
4. Milkis-Edward, Marianna. Enterprise Product Manager Pocket, at Enterprise Technology, Arizona State University, 2022F

5. Milkis-Edward, Marianna. Project Manager Starbucks Global Academy at EdPlus, Arizona State University, 2020Sp
6. Ross, Christopher Lee. Adjunct Faculty at TEM; STEM Education Manager at Intel Foundation. 2020F; 2022Sp.

Master Students' Internship

1. Bapat, Chaitanya. Building Information Modeling Intern, at Tesla Inc. 2023F.
2. Mukherjee, Ishika. Finance Data Analyst, at HotelKey Inc. 2023F
3. Jha, Rajat Kumar. Marketing Analyst Intern, at Accessory Partners LLC. 2023Su.
4. Nautyial, Shivansh S. Data Analyst intern, at Ensign Services. 2023Sp.
5. Thakkar, Karan. Procurement Co-Op, Junior Buyer role, at Reckitt Co. 2023Sp
6. Sankhe, Riddhi R. Masters' Pathway Operations Manager Intern, at Amazon.com Services LLC. 2022Su
7. Tatkare, Tanmay. Masters' Pathway Operations Manager Intern, at Amazon. com Services LLC. 2022Su
8. Thombare, Gayatri. Marketing Intern, at Rockwell Automation, Inc. 2022Su
9. Vinodkeerthi, Surabhi. Program Manager intern, at Hewlett Packard Enterprises. 2022Su

Student Fellowships (Awards and eSeed Grants already mentioned in the Mentored/Co-Mentored Venture Projects were not repeated here)

1. Akshanthula, Aditya. Graduate College University Grant, from ASU Graduate College. 2023F

Outreach & Volunteering

1. Koru [Philanthrofi] Startup. Member of Strategy Board. 2022 to present.
2. EPICS Engineering Social Impact Challenge. Volunteer judge. 2022, 2021.
3. Venture Devils Pitch Playoffs and Demo Day. Volunteer judge. 2018 to 2021.
4. *Lead your Life with Carolyn Hirata and Andrea Cherman*. Promotional Webinar for MS Innovation and Venture Development. July 2020.

Pontifícia Universidade Católica do Rio de Janeiro

IAG Business School, BR

March 2004 to June 2017

Clinical Professor, Department of Business Administration

Teaching:

Courses Taught (Created/Developed or Redesigned in ***Bold italic***)

1. ADM 1021 Integrative Discipline I (UG)
2. ***ADM 1951 Introduction to Business Administration*** (UG)
3. ***ADM 1952 General Theory of Administration*** (UG)
4. ***ADM 1957 Organizational Structures and Processes*** (UG)
5. ***ADM 1958 Sustainability and Social Responsibility*** (UG)
6. ***ADM 1650 Organizational Behavior / Organization Theory*** (UG)
7. ***ADM 1993 Organizational Learning and Knowledge Management*** (UG)
8. ADM 1997 Research Methodology (UG)
9. ADM 1024 Capstone Thesis Advisor (UG)
10. ***Contemporary Organizations*** (MBA)
11. Human Resources Management / People Management (MBA)
12. ***Social Responsibility and Sustainability*** (MBA)
13. ***Knowledge Management*** (MBA)
14. ***ADM 2388 Identity and Organizational Change*** (MS)
15. ***ADM 2569 Knowledge and Learning in Organizations*** (MS)
16. ADM 2324/5 Thesis Advisor (MS)

Mentoring

M.S. Thesis Students Graduated

1. Rodrigues, Ana Paula Ulysea. Processos de Identificação e Identidade Organizacional em uma Empresa de Telefonia. Applied Project/Thesis Advisor in the Master of Science in Business Administration, 2018.
2. Mendes, Bruno Eduardo Marques. Papel da Comunicação no Gerenciamento de Projetos. Applied Project/Thesis Advisor in the Master of Science in Business Administration, 2017.

M.S. Applied Project Students Graduated

1. Cerqueira, C. A. M. Ferramentas de Gestão de Conhecimento Aplicadas à área de Proteção e Controle do ONS. Monograph Advisor in the Master of Managerial Development, 2015.
2. Nunes, R. S. Transferência de Conhecimento Tácito: Experiência da Gerência NNNE-1. Monograph Advisor in the Master of Managerial Development, 2015.
3. Peixoto, Patricia. G. Gestão do conhecimento em equipes multidisciplinares. Monograph Advisor in the Master of Managerial Development, 2014.
4. Iencarelli, Carlos Eduardo. Mudança e seus Impactos: Análise da Reorganização de um Centro de Pesquisa Nacional. Monograph Advisor in the Master of Managerial Development, 2013.
5. Pestana, Tatiana. Plano de Gestão do Conhecimento para a Área de Relacionamento Estratégico com Agentes. Monograph Advisor in the Master of Managerial Development, 2011.
6. Torrecilha, M. Storytelling do Projeto SINOCON. Monograph Advisor in the Master of Managerial Development, 2011.
7. Gonçalves, Dariene M. C. Gestão do Conhecimento e Alinhamento Organizacional: Estudo de Caso de uma Empresa do Setor Elétrico. Monograph Advisor in the Master of Managerial Development, 2010.

Undergraduate Students Graduated (Capstone Project)

1. Nogueira, Natalia. Empresas Conflitantes com o Meio Ambiente: Como os funcionários lidam com a Dissonância Cognitiva acerca do tema de Sustentabilidade. Capstone Advisor in the Bachelor in Business Administration, 2014.
2. Armas, Krishna. Inteligência Emocional nas Organizações. Capstone Advisor in the Bachelor in Business Administration, 2014.
3. Silva, G. K. R. Diferenças motivacionais e valores geracionais: Uma comparação das Gerações X e Y. Capstone Advisor in the Bachelor in Business Administration, 2013.
4. Zorzi, Amanda G. Governança em Empresas Familiares: Estudo de Caso D'Angelo. Capstone Advisor in the Bachelor in Business Administration, 2013.
5. Calmon, Joana. O Sentido do Trabalho para Geração Y. Capstone Advisor in the Bachelor in Business Administration, 2013.
6. Martins, Luiz A. R. Poder nas Organizações: Como as relações de poder se manifestam nos espaços organizacionais? Capstone Advisor in the Bachelor in Business Administration, 2012.
7. Turano, Lucas M. Sustentabilidade nas Organizações: Dissonância entre Discurso e Prática. Capstone Advisor in the Bachelor in Business Administration, 2012.
8. Franca, Letícia. Os Pontos Críticos da Implementação de Comércio Justo e Solidário: Um Estudo de Caso em uma Empresa Nacional. Capstone Advisor in the Bachelor in Business Administration, 2011.
9. Dimitrescu, João Pedro. O Empreendedorismo e o Jovem Administrador. Capstone Advisor in the Bachelor in Business Administration, 2010.
10. Coelho, Flavia A. Organizações Não-Governamentais: Desafios de Gestão. Capstone Advisor in the Bachelor in Business Administration, 2010.
11. Pessanha, Andrea B. V. As Dimensões da Resiliência e Mudança Organizacional. Capstone Advisor in the Bachelor in Business Administration, 2006.
12. Eyler, Alavaro. Novo Ambiente de Resseguros e as Competências Essenciais: O Estudo de Caso da Capital Re. Capstone Advisor in the Bachelor in Business Administration, 2005.

Dissertation and Thesis Committees

Ph.D. Qualifying Committees

1. Rocha-Pinto, S. R.; Cherman, A.; Lemos, A. H. C.; Costa, A. S. M.; Ruas, R. L. Member of the qualifying examining committee of Samantha Luiza de Souza Broman, *A Trégua em Rotinas Orçamentárias / The Truce in Budgetary Routines*. Doctoral Program in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2019.
2. Rocha-Pinto, S. R.; Cherman, A.; Lemos, A. H. C.; Fontes Filho, R. J.; Bastos S. A. P. Member of the qualifying examining committee of Carlos Trevia, *As Rotinas de Governança Societária na Prática / The Routines of Corporate Governance in Practice*. Doctoral Program in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2019.
3. Rocha-Pinto, S. R.; Cherman, A.; Lemos, A. H. C.; Costa, A. S. M.; Ruas, R. L. Member of the qualifying examining committee of Nicássia Novôa. *Competências Coletivas: A Experiência do Processo de Desaprendizagem na (re)Construção das Rotinas Organizacionais/ Collective Competencies: The Experience of the Process of Unlearning in the (re)Construction of Organizational Routines*. Doctoral Program in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2016.
4. Rocha-Pinto, S.R.; Cherman, A.; Lemos, A. H. C.; Cavazotte, F.; Ruas, R. L. Member of the qualifying examining committee of Maria Isabel Peixoto Guimarães. *Aprendizagem baseada na prática ou prática baseada na aprendizagem? Observando o design thinking nas rotinas organizacionais / Learning based on practice or practice based on learning? Observing design thinking in organizational routines*. Doctoral Program in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2016.

Masters' Thesis Committees

1. Cherman, A.; Oliveira, L. B.; Lemos, A. H. Chair of the dissertation examining committee of Ana Paula Ulyssea Rodrigues. *Processos de Identificação e Identidade Organizacional em uma Empresa de Telefonia*. Master in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2018.
2. Rocha-Pinto, S. R.; Cherman, A.; Costa, S.R. Member of the dissertation examining committee of Leandro Schoemer Jardim. *A compreensão das competências nas rotinas de programação da produção*. Master in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2017.
3. Cherman, A.; Costa, A. S. M.; Rego, M. L.; Pinto, M. C. S. Chair of the dissertation examining committee of Bruno Eduardo Marques Mendes. *O Papel da Comunicação no Gerenciamento de Projetos*. Master in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2017.
4. Rocha-Pinto, S. R.; Cherman, A.; Pinto, M. C. S. Member of the dissertation examining committee of Mauricio Manzueto. *Automação de processos: a influência dos softwares de automação de processos nas rotinas organizacionais*. Master in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2016.
5. Rocha-Pinto, S. R.; Cherman, A.; Beyda, T. T. Member of the dissertation examining committee of Erick Cardoso da Silva Figueira. *Compreendendo as Rotinas Organizacionais: Percepção de Consultores em suas Experiências de Campo*. Master in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2016.
6. Rocha-Pinto, S. R.; Cherman, A.; Gomes, L. S. Member of the dissertation examining committee of Florence Vidal Perfeito. *Variações em Rotinas Organizacionais: O Caso de um Instituto de Tecnologia e Inovação*. Master in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2016.
7. Rocha-Pinto, S. R.; Cherman, A.; Teixeira, C. Member of the dissertation examining committee of Theiza Conte Paiva. *Uma Análise Fenomenográfica Sobre Compartilhamento de Competências nas Rotinas de Inovação*. Master in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2015.
8. Rocha-Pinto, S. R.; Cherman, A.; Oliveira, L. B. Member of the dissertation examining committee of Samantha Luiza de Souza Broman. *Como os gestores percebem a formação de competências coletivas em suas experiências com rotinas organizacionais*. Master in Business Administration, Pontifícia Universidade Católica do Rio de Janeiro, 2015.

9. Rego, M. L.; Zanini, M. T. F.; Cherman, A. Member of the dissertation examining committee of Bruno Siqueira Moreira. *Confiança na gestão de equipes de alto desempenho da indústria farmacêutica*. Executive Master in Business Management, Fundação Getúlio Vargas, 2015.

RESEARCH INTERESTS

Field of Research: Organizational Knowledge domain

1. ***Integrative Knowledge in Organizations*** analyzes the dynamic of innovative knowledge creation in a scenario in which Science and Spirituality can experience synergistic effects impacting innovation, strategy, and corporate cultures in organizations.
2. ***Spirituality in Knowledge Development*** examines the significant benefits of incorporating a more spiritual mindset into organizational structures, thus contributing to a more comprehensive, evolutionary, and integrative knowledge framework for individuals, organizations, and society.
3. ***Ethics in Knowledge-Based Organizations*** deals with complex and consciousness-related ethical boundaries that involve the individuals' well-being in their workplace, collectively aspiring for a more spiritual, humanistic, and egalitarian society.

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