About the Contributors

**Mette L. Baran** completed her Ed.D. in Administrative Leadership and Supervision from DePaul University. She obtained an M.B.A. in International Business and a baccalaureate degree in Marketing from DePaul University. Mette is a tenured associate professor in the School of Leadership-Doctoral Studies Department within the College of Education and Leadership at Cardinal Stritch University and teaches leadership, learning, higher education, and research courses. Her background includes being a faculty member and senior executive at Robert Morris University in Chicago including the positions as campus director, director of education, and director of development. She is an international consultant preparing U.S. professionals for their overseas assignments. Dr. Baran’s research interests and expertise include looping, student attitudes and achievement, charter schools, middle school education, higher education administration and access, international family policy, and peace study. She has authored the book, The Impact of Looping in Middle School. She is a member of the Board of Trustees to Robert Morris University. In addition, she is a Board member of several not-for-profit organizations.

**Janice E. Jones** received her Ph.D. in Counseling Psychology from the University of Wisconsin-Milwaukee, her Master’s in Educational Psychology from the University of Wisconsin-Milwaukee and her bachelor’s in Business Administration from Mt. Senario College. Janice is a tenured associate professor in the School of Leadership-Doctoral Studies Department within the College of Education and Leadership at Cardinal Stritch University. Janice teaches in the Doctoral Leadership Studies Department in both leadership and higher education courses in addition to the Master’s In Educational leadership programs at Cardinal Stritch University. Janice has worked as a consultant for the Department of Public Instruction for the state of Wisconsin and has provided workshops, trainings and professional staff development for a wide variety of K-12 schools throughout the state. Janice has also worked on a number of grants for both the private and public sector. Janice’s areas of expertise and research interests overlap and include issues around early childcare, students with disabilities, vocational development across the lifespan and work/family conflict. Janice has presented locally, regionally, nationally and internationally at research conferences. Having a strong commitment to improve the lives of children, Janice is a member of the Executive Board of Kids Matter, Inc. which is working to improve the lives of foster children in Milwaukee County.

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**Roger J. Baran** received his Ph.D. and MBA degrees from the University of Chicago Graduate School of Business and his BBA (cum laude) from the University of Notre Dame. His dissertation was awarded first prize by the American Marketing Association in the North America competition. He is a fellow of
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the National Opinion Research Center, has served on the U.S. Department of Commerce Census Advisory Committee of the American Marketing Association, and was Chair of the Bank Marketing Association National Research and Planning Council. Dr. Baran serves as a consultant in the area of marketing strategy, marketing research and customer relationship management for many well-known companies in the U.S., Europe, Asia, and Middle-East. He is currently Executive Vice-President of the Asian Forum on Business Education based in Bangkok, Thailand. Dr. Baran joined DePaul University after serving as Director of Marketing Research at Continental Bank of Chicago. His teaching and publishing specialities are marketing research, global marketing management, marketing of services, marketing management and customer relationship management. He has served as visiting associate professor of marketing at the University of Chicago Graduate School of Business, Helsinki School of Economics and Business Administration; University of Hamburg; University of the Thai Chamber of Commerce, Siam University, and Mahidol University in Bangkok, Thailand; KIMEP University in Kazakhstan and Prague School of Economics. For seven years he served as DePaul’s Director of Asian and Middle East Graduate Programs, managing its MBA programs in Hong Kong and Bahrain and establishing partner relationships with schools in Thailand and China. Dr. Baran wrote the first textbook on Customer Relationship Management with colleagues R. Galka and D. Strunk for Thomson Southwestern which was published in 2008. Along with R. Galka he published CRM: The Foundation of Contemporary Marketing Strategy in 2013 and they are currently writing a second edition (Routledge: Taylor & Francis Group). Cengage Publishing commissioned his book Principles of Marketing: MBA Primer for their MBA Business Series and published it in 2011. His book, Practical Bank Marketing Research was the first book published by the Bank Marketing Association dealing exclusively with the topic. His book International Joint Ventures in East Asia with Yigang Pan and Erdener Kaynak was published in 1995. His monograph, The CEO’s Guide to Maximizing Managers’ Daily Use of MBA Concepts, was awarded 1st prize by the American Association of Collegiate Schools of Business Mid-Continent East Association. He has published in numerous marketing, banking and international journals.

Lauren Harkrider Beechy is a Consultant for IBM’s Smarter Workforce team where she develops and validates assessments, helping clients to identify the right candidates for their jobs. Dr. Beechy leads many projects including test development, selection process consulting, job analysis, competency modeling, predictive studies, and return on investment studies. Previously, Dr. Beechy worked as an internal human capital management consultant where she led company-wide job evaluations, developed career progressions, and analyzed human capital data to recommend strategic HR initiatives and inform talent decisions. She earned Bachelors’ degrees in Human Resource Management and Psychology, a Master’s and Ph.D. in Industrial-Organizational Psychology, and a minor in Quantitative Psychology from the University of Oklahoma.

Christopher Boachie is a lecturer of Central Business School, Central University College in Accra Ghana, an academic and a practising Chartered Accountant (ACCA-UK) with specialization in corporate finance, international economics and trade and financial risk management. He was educated in Kwame Nkrumah University of Science and Technology in Kumasi Ghana, Technical University of Freiberg in Germany and the London School of Accountancy (UK). He is currently reading his PhD at Open University of Malaysia. He has considerable, teaching, consulting and practise experience in the application of accountancy and finance theory and financing of international trade and risk management. He is a Chartered Accountant with the Association of Certified Chartered Accountants of UK. He was an
Investment Manager and in charge of oil and gas unit of International Energy Insurance. He has worked and consulted for Stephens and Co in London, LD and sons both in Ghana and Italy. He is a founding Director of Premia consulting firm in Ghana. His professional focus is on the corporate financial analysis, financial accounting and reporting and has a strong passion for financial risk management.

Clavon Byrd is an Assistant Professor and Department Chair of Teacher Education at Cardinal Stritch University in Milwaukee, WI. Clavon worked in K – 12 education for 17 years, including 10 years as a principal. Clavon earned a doctorate in educational leadership. His areas of interest are teacher preparation, edTPA support, and experiences of minority teachers and students.

Cristina Byrne graduated from the University of Oklahoma with a PhD in Industrial/Organizational Psychology where she studied leadership, creativity, innovation, communications, and ideological groups.

Ka Fai Peter Chan is a researcher at the Council of Scientific and Industrial Research (CSIR) in the department of Defence Peace Safety and Security with the focus on cyber defence. His research interest lies in formal methods, cybersecurity awareness and network security.

Preston B. Cosgrove, Ph.D., is an Assistant Professor at Cardinal Stritch University in the Doctoral Leadership program where he teaches Research Methods, Survey Research, and courses in Higher Education. His research interests include the philosophy of science, validity in qualitative inquiry, survey development, Christian higher education, and adoption.

Jennifer A. Griffith, PhD, is an Assistant Professor of Management at Alfred University. Her research interests include leadership, emotions, gender, and communication, specifically computer-mediated communication.

Marthie Grobler has been working as a Cyber Security Researcher at the Council for Scientific and Industrial Research (CSIR) since January 2008. She has a PhD Computer Science (Live Digital Forensics), and a MSc Computer Science (Information Security Governance), both from the University of Johannesburg. Her research focus is on cyber security awareness, strategic data management and incident management and response. She is co-editor of the now published ISO/IEC 27037, Guidelines for identification, collection and acquisition and preservation of digital evidence; and ISO/IEC 27035, Incident management. Marthie is an ISACA Certified Information Security Manager and is appointed as a visiting Professor at the University of Johannesburg, Academy for Computer Science and Software Engineering. She is currently supervising a number of post graduate students, and Managing Editor of the Journal of Contemporary Management.

Michael Hughes is an I/O psychologist whose primary areas of expertise include test development and validation, and analyses of high-stakes testing data. His research interests also include complex skill acquisition, training, and ideological groups.

Peter M. Jonas is a tenured Professor in the Doctoral Leadership Department at Cardinal Stritch University in Milwaukee WI. Dr. Jonas has a doctorate in History from Marquette University but has been working in administration and as a faculty member in higher education for more than 35 years. He has
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been at Cardinal Stritch University for 30 years teaching, researching, and serving in various leadership capacities (e.g., Director of Institutional Research, Dean in the College of Business, Director of Strategic Planning and Assessment). For the past 18 years Dr. Jonas has been teaching research and statistics in the doctoral program at Stritch and has served as the department chairperson for 16 years. Over the years Dr. Jonas has written three books in support of his research: Outcomes Assessment in Higher Education Linked with Strategic Planning and Budgeting [2nd ed.] (2013), Laughing and Learning: An Alternative to Shut-up and Listen (2009), Secrets of Connecting Leadership and Learning to Humor (2004). He has made more than 100 presentations across the country talking about humor, research, leadership, and assessment. In addition, he has authored more than 40 books, manuals, and articles in professional periodicals, in addition to serving as a consultant (typically in the area of professional development and program evaluation) for more than 25 different organizations and projects.

Sema Kalaian is a Professor of Statistics and Research Methods in the College of Technology at Eastern Michigan University. Professor Kalaian was a recipient of the (1) “Best Paper” award from the American Educational Research Association (AERA), and (2) “Distinguished Paper Award” from the Society for the Advancement of Information Systems (SAIS). Over the years, Dr. Kalaian taught introductory and advanced statistical courses such as Statistical and Research Methods, Multivariate Statistics, Survey Research, Multilevel Modeling, Structural Equation Modeling, Meta-Analysis, and Program Evaluation. Professor Kalaian’s research interests focus on the development of new statistical methods and its applications. Much of her methodological developments and applications have focused on the (a) development of the multivariate meta-analytic techniques for combining evidence from multiple primary studies; (b) applications of the meta-analysis methods to multi-site studies; (c) developments of statistical methods for analyzing Delphi survey data; and (d) applications of multilevel modeling methods for meta-analysis to Science, Technology, Engineering, and Mathematics (STEM) teaching and learning research. Recently, Professor Kalaian completed a major grant project funded by the National Science Foundation (NSF) to investigate the effectiveness of various forms of active small-group learning methods in STEM disciplines. For more information about the project visit https://arc.uchicago.edu/reese/users/skalaian and http://people.emich.edu/skalaian/stem/index.htm.

Nitty Hirawaty Kamarulzaman is a senior lecturer in the Department of Agribusiness and Information Systems, Universiti Putra Malaysia. Her research interest include supply chain management, sustainable logistics, reverse logistics, agribusiness marketing, and consumer purchasing behavior.

Rafa Kasim is a professor of statistics and research methods at Indiana Tech University. Prior to that, Dr. Kasim served as a professor of statistics and research design in the College of Education at Kent State University. He was also a senior statistician at the Evaluation, Management & Training Associates Inc. (EMT). His research focused on the application of multilevel analysis to study the effects of educational and social contexts on educational outcomes and human development in large-scale longitudinal data sets. Some of Dr. Kasim work has also addressed the issues of selection and attrition bias in multi-site large studies. He has collaborated on numerous studies in fields such as small groups versus lecture-based traditional learning in STEM, adult literacy, education, and substance abuse treatments. Some of his work appears in book chapters in Application of Multilevel Models, Multilevel Meta-analysis: Effectiveness of Small-group Learning Methods Compared to Lecture-based Instruction in Science, Technol-

Louise Leenen is a Principal Scientist in the Cyber Defence Research Group at the CSIR in South Africa. She holds a PhD Computer Science from the University of Wollongong in Australia. Her research focus is on AI applications in cyber defence.

Dale MacKrell has a long track record of professional contributions as a researcher and educator in the Information Systems discipline. Her scholarly interests include business intelligence and gender relations, and a cooperative learning project for a not-for-profit organisation operating in the homelessness sector. Dale has published in Information Systems Journal, Decision Support Systems journal and the Australasian Journal of Information Systems as well as numerous Australian and international conferences. Dale is an Assistant Professor in Information Systems at the University of Canberra in Australia.

Amir Manzoor holds a bachelor’s degree in engineering from NED University, Karachi, an MBA from Lahore University of Management Sciences (LUMS), and an MBA from Bangor University, United Kingdom. He has many years of diverse professional and teaching experience working at many renowned national and internal organizations and higher education institutions. His research interests include electronic commerce and technology applications in business. He is a member of Chartered Banker Institute of UK and Project Management Institute, USA.

A. J. Metz is an Assistant Professor in the Department of Educational Psychology at the University of Utah. She earned a M.Ed. in Vocational Rehabilitation Counseling and a Ph.D. in Urban Education (specialization in Counseling Psychology) from the University of Wisconsin-Milwaukee. Her research examining factors related to academic and career success in underrepresented and underserved student populations has led to numerous journal articles, book chapters, conference presentations, workshops, and most recently a student success textbook. Dr. Metz has extensive teaching, counseling, and career advising experience in high schools, community colleges, and four-year public and private institutions of higher education. She is passionate about mentoring students and received an Early Career Teaching Award in 2015. She has served on the board of directors of the Utah Psychological Association for six years most notably as president.

Never Mujere is a lecturer and Doctor of Philosophy (DPhil) candidate specializing in Water Resources in the Department of Geography and Environmental Science at the University of Zimbabwe (UZ). Since joining the University in 2006 as a staff member, he has been involved the teaching and research. He teaches undergraduate and post-graduate courses in water resources, waste management, research methods, disaster management and climate change and environmental issues. Never Mujere has published 10 journals articles, 3 book chapters, 3 books and presented more than 10 papers at local and international conferences. Never is a member of the International Association of Hydrological Sciences (IAHS). He is an early career scientist and researcher who is a team player, highly versatile, creative and results-oriented.
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Aroop Mukherjee is a PhD Scholar in the Department of Agribusiness and Information Systems, Universiti Putra Malaysia. His research interest include agility, agribusiness, supply chain management, supply chain strategies, sustainability, innovation, knowledge management, and agri-informatics.

Carolyn Stevenson is a veteran educator currently working as a faculty member for OC@KU (Open College at Kaplan University). Carolyn has over 17 years teaching and administrative experience in higher education. She holds a Master of Arts degree in Communication, Master of Business Administration, and Doctor of Education with an emphasis in Higher Education. Prior to pursuing a career in higher education, she worked in the publishing field and served as a technical writing consultant. She currently serves as Associate Editor for the International Journal of Technologies and Educational Marketing (IJTEM), published by IGI-Global; Editorial Board Member and Reviewer for the Journal of Education and Learning published by the Canadian Center of Science and Education; and Membership Committee Member for the Qualitative Research Special Interest Group (AERA). Recent publications include a chapter entitled: “Leading across Generations: Issues for Higher Education Administrators” published in the Handbook of Research on Transnational Higher Education Management, by IGI Global; Technical Writing: A Comprehensive Resource for Technical Writers at all Levels, (Martinez, Hannigan, Wells, Peterson and Stevenson) Revised and Updated Edition, Kaplan Publishing; and Building Online Communities in Higher Education Institutions: Creating Collaborative Experience (with co-editor Joanna Bauer).

Randa Suleiman currently works as an assistant professor at Cardinal Stritch University Teacher Preparation Program. She worked in K-12 education for fifteen years in private, public school districts in USA and Internationally. She graduated from Cardinal Stritch University in May 2010 with a PhD degree in Leadership for the Advancement of Learning and Service in Higher Education. Randa earned National Board certification in early adolescent science in 2008. Currently working on developing a teacher assessment mentoring and support program. Areas of interest are teacher preparation, assessment, educator effectiveness, edTPA, and science education.

Ben Tran received his Doctor of Psychology (Psy.D) in Organizational Consulting/Organizational Psychology from California School of Professional Psychology at Alliant International University in San Francisco, California, United States of America. Dr. Tran’s research interests include domestic and expatriate recruitment, selection, retention, evaluation, & training, CSR, business and organizational ethics, organizational/international organizational behavior, knowledge management, and minorities in multinational corporations. Dr. Tran has presented articles on topics of business and management ethics, expatriate, and gender and minorities in multinational corporations at the Academy of Management, Society for the Advancement of Management, and International Standing Conference on Organizational Symbolism. Dr. Tran has also published articles and book chapters with the Social Responsibility Journal, Journal of International Trade Law and Policy, Journal of Economics, Finance and Administrative Science, Financial Management Institute of Canada, and IGI Global.
Joey Jansen van Vuuren is the Research Group Leader for Cyber Defence for Scientific Research at the CSIR South Africa. She gives the strategic research direction for the research group that is mainly involved in research on network forensics, social media, and national security for the SANDF and Government sectors on Cyber Defence. As Cyber threats became extremely important for South Africa with the recent broadband changes, she focused her research around cyber security and government policies required to ensure national security. In particular her group is involved in contract research for all the main players responsible for the implementation of the National Cybersecurity Policy Framework for South Africa. She already presented this research on several national and international conferences and published journal articles on cyber security in South Africa. She was also a keynote speaker on international conferences and was invited for several radio interviews on this topic and published an article scientific magazine on the implementation of Cyber policies in South Africa.

Thomas A. Zeni is an Assistant Professor of Management, and the Chickasaw Nation Professor of Business Administration at East Central University in Ada, OK. He holds a Ph.D. in Industrial & Organizational Psychology, as well as an MS and MBA degree from the University of Oklahoma. His undergraduate degree in Psychology is from Mercy College in Dobbs Ferry, NY. In addition, he maintains a Senior Professional in Human Resources (SPHR) certification and is a SHRM Senior Certified Professional. Dr. Zeni teaches undergraduate and graduate coursework in Business Communication, Human Resource Management, Personnel Selection & Assessment, Compensation & Benefits, Training & Development, Principles of Management, Strategic Management, Organizational Behavior, Leadership, and Applied Statistics. His research interests include leadership, business ethics, emotions in organizations, and quantitative design and methodology.