

**AACSB 5-YEAR CURRICULUM VITAE**  
**For 2010-11 through 2018-2019**  
**SANDRA K. PATE Ph.D.**  
**ASSOCIATE PROFESSOR, MANAGEMENT**

**EDUCATION:**

Ph.D. University of North Texas, Organizational Theory & Policy, August, 1995  
M.B.A. University of Nebraska at Kearney, Business Administration, August, 1991  
B.S. Kearney State College, Business Administration, 1976 (cum laude)

**COURSES TAUGHT AT ASU:**

MGMT 4303 Strategic Management  
MGMT 3304 Organization Behavior  
MGMT 4306 Applied Leadership  
MGMT 3311 International Business  
MGMT 4308 Housley Principled Leadership  
MGT 6301 Marketing Management  
MGMT 6313 Strategic Management in a Global Environment (capstone) online

**ACADEMIC EXPERIENCE:**

Associate Professor  
Management Department, Angelo State University, 2011-present

Senior Lecturer  
Management Department, Texas State University-San Marcos, 2008-2011

Professor  
University of Maryland University College-Europe, 2003-2008

Online Adjunct Professor  
Satish & Yasmin Gupta College of Business, University of Dallas, 2003-2004

Associate Professor  
College of Business Administration, American University in the Emirates, 2002-2003

Professor  
University of Maryland University College-Asia, 2000-2002

Lecturer, University of Texas Austin, 1996-2000

## **ADMINISTRATIVE:**

MBA Program Director, Texas State University-San Marcos, 2008-2011

Service Program Director, Air Force (Europe,) University of Maryland University College-Europe, 2007-2008

Director of Graduate Programs, University of Maryland University College-Europe  
2005-2007

Executive Assistant to Associate Dean, University of Maryland University College-Europe,  
2004-2005

Consultant, Workplace Global Network, Australia, 1996

Marketing Director, Center for the Study of Work Teams University of North Texas  
1993-1995

## **INTELLECTUAL CONTRIBUTIONS:**

### Peer Reviewed Journal Article:

Sosa, N.A. and Pate, S.K. (2017). Environmental Scanning and a Proposed Stakeholder Mapping Process. *Midwestern Business and Economic Review*, 52, 1-22.

Pate, S.K. and Moody, R.T. (2016). Build a Leadership Greenhouse and Root Young Leaders in Learning Experiences. *American Journal of Management*, 16(1), 2016, 1-6.

Pate, S. K. and Sweo, R. (2016). The Social Progress Index in International Business Site Selection: Three Case Studies. *Journal of International Education and Leadership*, 6(2), Summer 2016, 1-10.

Pate, S. K. and Sweo, R. (2016). Business and Society in a Post Work Economy. *Business and Society Review*, Responding to request to revise and resubmit, April 10, 2016.

Sweo, R. and Pate, S. (2010). Understanding Currency Market Dynamics Through Constructal Theory: A Managerial Perspective. *Journal of International Management Studies*, 5(1), 75-81.

Pate, S.K., Watson, W.E., and Johnson L.J. (1998). The Effects of Competition on the Decision Quality of Diverse and Nondiverse Groups. *Journal of Applied Social Psychology*, 28(10), 912-923.

Thibodeaux, M.S. and Faden (Pate), S.K. (1994). Organizational Design for Self-Managed Teams. *Industrial Management & Data Systems*, 94(10), 20-25.

### Peer Reviewed Conference Proceedings

Moody, Rex T., Sandra K. Pate, and Frank R. Veltri (2017), "A Basic Course in Data Analytics," in The 41st Annual Marketing Educators' Association Conference 2017 Annual Conference Proceedings: Enhancing Marketing Education Through Technology and New Methodologies, Chrisann Merriman and Mindy Welch (eds.), San Diego, CA, April 6-8, 60-64. (TLS)

Pate, S. and Moody, R. (2016). Build a Leadership Greenhouse and Root Young Leaders in Learning Experiences. In V. P. Prabhu (Ed.). *Things Ain't What They Used to Be*. Paper presented at the Southwest Academy of Management Annual Meeting, Oklahoma City, OK, March 9-12, 2016 (225-230).

### Research Monographs

Sweo, R. and Pate, S. (2014). International Business: A Practical Approach 2nd Edition (Volume 2). CreateSpace Independent Publishing: Charleston, SC.

Sweo, R. and Pate, S. (2013). International Business: A Practical Approach 1st Edition (Volume 1). CreateSpace: Charleston, SC.

### Non-Peer Reviewed Activity

Pate, S. and Moody, R. (2016). *Build a Leadership Greenhouse and Root Young Leaders in Learning Experiences*. Presented at the Southwest Academy of Management Annual Meeting, Oklahoma City, OK, March 9-12, 2016.

Pate, S. (2016). *Seeds of Demand-Side Legitimacy: Why Customers Find Some New Ventures More Acceptable Than Others?* Reviewer for this paper Southwest Academy of Management Annual Meeting, Oklahoma City, OK, March 9-12, 2016.

Pate, S. (2013). *Generational Differences: The New Diversity*. Presented at The Norris-ASU International Research Symposium, October 23, 2013.

Pate, S. (2013) *Generational Differences: The New Diversity*. Presented at ISIS-San Antonio Conference, October 18-20, 2013.

### **SERVICE:**

#### University

2018-present: Alpha Chi Sponsor

2016-present: University Curriculum Committee (Chair)

2017-2018: Strategic Planning Council

2015-2018: Academic Excellence Committee

2017: Served on Security Studies Graduate Advisory Committee for Yolanda Melendez

2015 – 2017: University Discipline Committee

2016: Attended the Presidential Distinguished Student Awards Lunch and Ceremony

2016: Spoke at the 17<sup>th</sup> Annual Junior Leadership Forum  
2015: Shanequa Sanders, Graduate Advisor Animal Science Thesis  
2014-present: Faculty Advisor for Women's Golf  
2014-present: Faculty Athletic Sponsor  
2014: Faculty Advisor Honors Thesis for Maxwell Kennady  
2014 -2016: Member of Distinguished Carr Scholarship Committee  
2014 Fall: Faculty Representative, September 17 meeting with Commissioner Paredes  
2013: Spring: University Core Curriculum Committee, Management Department  
Representative April Meeting  
2013: Presented at ASU Entrepreneurship Day (eDay)  
2012: Strategic Planning Committee, ASU's VISION 2020

### College of Business

2017-2018: Member Management and Marketing Department Chair Search Committee  
2017: College Tenure and Promotion Committee  
2017: COB Teaching Quality Assurance Committee/ Instructional Design Team  
2017-2018: Thesis Committee Nolan Sosa  
2017: Department Peer Review Committee  
2017: Presidential & Distinguished Student Awards for Abby Glass and Christian Garcia  
2017: 19<sup>th</sup> Annual Holland's Sports Banquet  
2017: Detachment Commissioning Ceremony AROTC Det 847  
2016-2017: COB Faculty Search Committee Chair for Three Positions  
2017: New Student Orientation May 19 and June 9  
2016-2018: 18<sup>th</sup> Annual Holland's Sports Dinner Honoring ASU Student Athletes  
2016: Presented at the Business Advisory Council (BAC) Meeting with two Housley  
Leadership students  
2016: Attended the 5<sup>th</sup> Annual Undergraduate Research and Creative Endeavor Symposium  
2018: 2017, 2016, 2015, 2014, 2013, 2012: Attended the Faculty Recognition Dinner  
2016: New Student Orientation May 19 and February 19  
2016: New Student Orientation May 10 and 11  
2015- 2016: Member Department of Management and Marketing Chair Search Committee  
2015: Experience ASU November 21  
2015: Chaired Wall of Honor Committee, College of Business  
2015: New Faculty Orientation, August 17, Faculty Panel  
2015: New Student Orientation June 13 and May 19  
2014: Member POM Faculty Search Committee  
2014: Member Dean Search Committee for College of Business  
2018, 2017, 2016, 2015, 2014, 2013, 2012 Marshall for ASU Commencement  
2013 Summer: New Student Orientation June 15, College of Business  
2013 Spring: True Blue Event representative for College of Business  
2012 – Present: Fall/Spring Advising College of Business Students  
2012-SOAR: Advising for new College of Business students  
2012: Search Committee for Management Faculty Member  
2012-2015: Hosted the College of Business Christmas Party at my home

### Department:

Spring 2017: Sponsored Undergraduate Research Symposium Klohe Harrion, Sydney Dankworth, and Jacqueline Dowell  
Spring 2016: Sponsored Undergraduate Research Symposium; Nolan Sosa  
Spring 2016: Sponsored Undergraduate Research Symposium; Klohe Harrion  
Fall 2015: Experience ASU  
Spring 2014: Sponsor Undergraduate Research Symposium; Maxwell Kennady  
Spring 2014: Participated in True Blue Friday, January 24  
Spring 2014: Participated in Management Learning Goal Assessment Plan  
Spring 2013: Participated in True Blue Friday on March 1

### Professional Development:

2017: AACSB Online and Blended Education Seminar, April 21-22, Houston  
2008, 2009, 2010, 2015, 2016, 2017: Academy of Management member  
2016: Attended Foreign Affairs Speaker Program with Mr. James Purcell, February 2  
2015: The Global Leadership Summit, August 6 and 7 @ Southland Baptist Church  
2015: San Angelo Chamber Membership Luncheon, June 9  
2015: Leadercast: *The Brave Ones* ASU Alumni Center May 8  
2013: eDay presentation Great Leaders = Great Businesses  
2013: Completed Etiquette Dinner Training with Sierra Howry  
2012: Attended HSI Speaker, Mark Taylor presentation on Nov. 2  
2012: Participated in Study Abroad Mentoring Program, Sofia, Bulgaria  
2011: Attended the Lilly Conference at Miami University, Oxford, OH  
2010: Attended the Academy of Management Conference in Montreal, Canada  
2009: Attended the Academy of Management Conference in Chicago, IL  
2009: Attended Harvard Case Seminar, Boston, MA  
2005: Attended Center for Teaching and Leadership Workshop, Adelphi, Maryland.  
2000: Attended a three-day Teaching Effectiveness Conference in Tokyo, Japan.  
2006-2007: Facilitated marketing and customer service workshops for field representatives located in nine different countries.  
2006: Facilitated teaching effectiveness workshops for UMUC faculty

### Community

2012, 2013, 2014, 2015: Friends of Foster Communication client party  
Fall 2016: Business Solutions Group of San Angelo Luncheon SWOT Presentation  
2015: Chamber Luncheon June 9, Dean Jones spoke about ASU  
2013, 2015, 2016: Sierra Vista Welcome Lunch for ASU Football Team  
2015: Pink Out San Angelo October 14, Laura Bush Institute Fundraiser, Christoval, TX

### **HONORS AND AWARDS:**

2017, 2018: Angelo State University President's Award for Faculty Excellent Nominee  
2018-2019: Norris –Vincent College of Business Outstanding Faculty in Teaching  
2018: Angelo State University Faculty Excellence in Teaching Award  
2013-2014: College of Business Outstanding Faculty member in Teaching  
2016: Nominee Gary and Pat Rodgers Distinguished Faculty Award  
2014: Nominee Gary and Pat Rodgers Distinguished Faculty Award

