

## **CHARLES MOSES**

### **Education**

- Doctor of Business Administration (DBA) – Case Western Reserve University  
Dissertation: *Entrepreneurial Emergence: The Challenge of Growth in Urban Contexts*
- M.B.A., Management – Zicklin School of Business, Baruch College (CUNY)
- B.S., Psychology – Howard University, Washington, DC

### **Academic Leadership**

#### **University of the Pacific, Stockton, CA**

##### **Dean, Eberhardt School of Business**

**June 2022–May 2023**

- Led the School through AACSB reaccreditation (2023–2029), strengthening faculty alignment, learning assurance, and strategic planning.
- Launched a hybrid MBA program designed for working professionals; exceeded enrollment targets in its first two cohorts.
- Introduced curricular enhancements across undergraduate programs, including the establishment of a business analytics and digital finance program.
- Expanded industry engagement through advisory board growth and executive roundtables with regional business leaders.
- Directed a strategic plan redesign, aligning academic goals with university mission and regional workforce needs.

##### **Professor of Management, Eberhardt School of Business**

**June 2023–Present**

- Teach undergraduate and graduate courses in International Business, Strategic Management, and Entrepreneurship.
- Member, University Promotion & Tenure Committee and Provost's Search Committee.
- Advise students on academic and career pathways, with emphasis on first-generation and underrepresented populations.

- Developed experiential learning modules tied to regional businesses and global markets.
- Contributed to strategic enrollment task forces at the university level.

### **University of San Francisco, San Francisco, CA**

#### **Dean, School of Management J**

**July 2019–June 2022**

- As the academic leader of an urban business school with 3,000 students, 100+ faculty, and 50 staff, I successfully increased MBA and graduate enrollment by 200% between 2019 and 2022, reversing multi-year declines and fostering a sense of growth and expansion within our academic community.
- Increased MBA and graduate enrollment by 200% between 2019 and 2022, reversing multi-year declines.
- Advanced MBA program's ranking in *U.S. News* from #110 to #87.
- Led AACSB and NASPAA accreditation processes.
- Raised approximately \$24 million in philanthropic support during the capital campaign.
- Launched new programs, including:
  - Undergraduate Business Analytics major
  - Graduate Marketing Intelligence program
  - Expanded executive and certificate offerings.
- Developed a 1+2 undergraduate-to-graduate degree pathway.
- Directed the school's digital transition to online teaching during the pandemic.
- Established international academic partnerships to enhance global learning.
- Fostered a culture of shared governance in a unionized environment, emphasizing transparency and collaboration.

### **Clark Atlanta University, Atlanta, GA**

#### **Interim Dean, College of Business Administration**

**April 2012–August 2015**

- Increased graduate enrollment by 40% through targeted recruitment, articulation agreements, and expanded student services, demonstrating my strategic recruitment skills.
- I established two Centers of Excellence: Supply Chain Management and Financial Planning, funded through industry partnerships, to advance and innovate our academic programs.
- Secured and managed a \$1.5 million U.S. Department of Education Title III grant for entrepreneurship and innovation programming.
- Designed new undergraduate and graduate programs in *Sports & Entertainment Management* and *Innovation & Entrepreneurship*.
- Expanded corporate partnerships, creating new pipelines with Fortune 500 companies and local startups.
- Directed AACSB reaffirmation (2015) and strategic budget realignment.
- Strengthened faculty retention and development, achieving a 20% increase in scholarly productivity and external funding.

**Associate Professor (tenured), Management**

**May 2011–2016**

**Assistant Professor, Management**

**July 2005–May 2011**

- Courses taught: Strategic Management, Entrepreneurship, Business Policy, Human Resources, Managerial Communications, and Ph.D. seminars in organizational competencies.

**Austin Peay State University, Clarksville, TN**

**Interim Dean and Visiting Professor, College of Business Administration**

**May 2016–May 2018**

- Oversaw 30% increase in undergraduate enrollment through employer partnerships and targeted program marketing.
- Founded the Innovation & Entrepreneurship Center, linking university resources to regional business development.
- Implemented faculty development programs that increased publications by 25% in two years.
- Served on the Austin Peay Foundation Board, managing a \$30M endowment and raising \$500,000 in new business scholarships.

## **Stillman College, Tuscaloosa, AL**

### **Director, Stillman Accelerated Management Program (STAMP)**

**May 2018–May 2019**

- Designed and launched an online adult degree completion program.
- Increased adult student enrollment by 20% and inquiries by 35% in the first year.
- Built partnerships with community colleges, employers, and faith-based organizations.
- Developed articulation agreements with regional institutions for transfer pipelines.
- Implemented learning analytics, improving retention by 15%.
- Conducted workforce needs assessments to align curriculum with employer demand.

### **Fundraising, Grants, and External Engagement**

- During my tenure at the University of San Francisco (2019–2020), I raised approximately \$24 million in philanthropic support during the university's capital campaign. These funds were instrumental in supporting scholarships, faculty research, and program innovation, demonstrating my ability to secure substantial funding for academic initiatives.
- At Austin Peay State University (2016–2018), I supported a \$30 million foundation endowment as a board member. I raised \$500,000 in new scholarships for business students, ensuring financial stability and support for our academic initiatives.
- Clark Atlanta University (2012–2015) — Secured a \$1.5 million Title III U.S. Department of Education grant as Principal Investigator for the Innovation and Entrepreneurship Design Space.
- During my time at the University of the Pacific (2022–2023), I significantly expanded industry engagement through advisory board growth and executive roundtables with regional business leaders. These efforts created new pathways for philanthropy and corporate partnerships, fostering a culture of collaboration and innovation within our academic community.
- U.S. Department of Education (Title III) — *Innovation and Entrepreneurship Design Space* (\$1.5 million, Principal Investigator, 2014).

- Salzburg Global Seminar / Mellon Foundation — *Global Citizenship Initiative* (\$20,000, 2015).
- City of Atlanta “Rising Stars” Grant — Supported student entrepreneurship and workforce readiness (\$197,000, 2006–2007).

### **Advancing Student Success & Equity**

- At the University of the Pacific, I mentored and advised first-generation and underrepresented students, designing experiential learning modules tied to regional businesses and international markets. My contributions to university strategic enrollment task forces have expanded access pathways, demonstrating my commitment to student success and equity.
- University of San Francisco — Led program growth that reversed graduate enrollment declines, achieving a 200% increase in MBA and graduate enrollment (2019–2022). Expanded offerings in Business Analytics and Marketing Intelligence to better prepare students for emerging workforce needs.
- At Austin Peay State University, I oversaw a significant 30% growth in undergraduate enrollment, achieved through targeted marketing and outreach to regional, first-generation, and military-connected students. I founded the Innovation & Entrepreneurship Center to connect students with local employers and development opportunities, demonstrating my commitment to expanding access and opportunities.
- Clark Atlanta University — Strengthened student success at an HBCU, expanding pipelines with Fortune 500 companies and startups, and establishing Centers of Excellence that created new opportunities in high-demand fields. Increased graduate enrollment by 40%.
- Stillman College — Designed and launched the Stillman Accelerated Management Program (STAMP), an adult degree completion initiative. Increased adult learner enrollment by 20% and improved retention by 15%, expanding access for non-traditional and working students.
- University of the West Indies (International Engagement) — Mentored doctoral and executive students from Jamaica, Trinidad and Tobago, Barbados, and other Caribbean nations, advancing leadership pipelines for underrepresented populations across the region.
- Fulbright Fellowship (Caribbean) Advanced scholarship on global citizenship and educational equity, contributing to policy dialogues on university access and community partnerships in the Caribbean.

## **International & Global Engagement**

**University of the West Indies, Mona School of Business & Management,  
Kingston, Jamaica**

**International Faculty and DBA Advisor  
July 2007–Present**

- Serve as international doctoral advisor for the Doctor of Business Administration (DBA) program.
- Supervise multiple DBA candidates on research spanning:
  - Entrepreneurial networks and firm performance
  - Consumer-based brand equity and measurement scale development
  - Digitalization and SME internationalization in Caribbean markets
- Deliver doctoral seminars on:
  - Internationalization Strategy
  - Strategy Dynamics
  - Economics for managers and executives
- Support curriculum review to align with AACSB accreditation standards and regional workforce needs.
- Facilitate scholarly exchanges and institutional collaboration between U.S. and Caribbean business schools.
- Conduct faculty capacity-building workshops on case teaching, doctoral supervision, and publication strategy.
- Promote cross-border research and publications, co-authoring peer-reviewed studies on Caribbean and African business topics.
- Mentor students from Jamaica, Trinidad and Tobago, Barbados, and other Caribbean nations, advancing leadership pipelines across the region.
- Participate in strategic planning sessions, positioning UWI as a hub for applied business research in the Caribbean.
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**Fulbright Fellowship, University of the West Indies, Kingston, Jamaica  
2010–2011**

- Conducted comparative research on internationalization of higher education and institutional partnerships.

- I researched global citizenship education and university-community partnerships.
- Contributed to regional policy and higher education strategy dialogues.

#### USAID Consultant — South Africa & Zimbabwe

1995-2001

- Deputy Chief of Party, Tertiary Education Leadership Project (TELP), a \$3M USAID-funded initiative to strengthen educational leadership capacity.
- Provided technical assistance on strategic planning and financial reporting for higher education institutions.
- Served as professional-in-residence, advising emerging business leaders on trade, entrepreneurship, and development policy.
- Partnered with South African parastatals on privatization initiatives and workforce realignment projects.

#### Additional International Engagements

- Delivered lectures and workshops globally, including:
  - *“On International Development”* – University of the West Indies, 2014
  - *“Entrepreneurialism in South Africa”* – Duke University, Fuqua School of Business, 2003
  - *“Working in Africa”* – University of North Carolina at Chapel Hill, Kenan Institute of Private Enterprise, 2003
  - *“Investing in Educational Ventures”* – World Bank Regional Conference, Abidjan, Côte d’Ivoire, 1999.

#### Entrepreneurship & Consulting Leadership

##### **Charles Moses & Associates — South Africa & New York**

**Managing Director**

**August 2001–Present**

- Provided high-level strategic counsel to senior executives, government leaders, and nonprofit organizations on repositioning, corporate recovery, and change management.
- Designed and administered strategic analysis exercises for clients navigating transformation and market shifts.

- Guided U.S. firms and South African parastatals on privatization initiatives in the transportation sector.
- Supported telecommunications rollout for Lucent Technologies, facilitating startup operations and market entry.
- Served as SME advisor for Enterprise Florida, strengthening small business international trade development.
- Counseled USAID subcontractors on a \$3 million educational leadership project (TELP), advancing tertiary education reform in South Africa.
- Advised South Africa's top auditing and accounting firm on SME development strategies.
- Partnered with municipal clients, including the Atlanta Department of Watershed Management, on infrastructure and organizational strategy.
- Consulted with Albany State University on strategic planning.
- Served as a professional-in-residence in South Africa and Zimbabwe, training emerging business leaders in trade and development.

### **Earth Gazer Pty. Ltd., South Africa**

#### **Founder & Managing Director**

**August 1999–August 2001**

- Established and led a satellite data company, leveraging IKONOS one-meter satellite imaging technology to provide spatial data of the African continent.
- Built an international distribution network of resellers and affiliates.
- Supplied critical geospatial intelligence to clients in environmental planning, resource management, and engineering.
- Positioned Earth Gazer as a regional leader in applied satellite technology for development planning.

### **External Partnerships & Industry Engagement**

- Expanded corporate internship pipelines with Fortune 500 firms and Atlanta startups (Clark Atlanta University).
- Built partnerships with community colleges and employers to streamline adult education pathways (Stillman College STAMP program).
- Hosted executive roundtables and increased advisory board participation to link curriculum with workforce needs (University of the Pacific).

- Launched an Innovation & Entrepreneurship Center serving students and the regional business community (Austin Peay).
- Connected business schools with international firms through consulting roles in South Africa, Zimbabwe, and Jamaica.

### Academic Service & Faculty Leadership

#### University of the Pacific

- Promotion and Tenure Committee, member (current).
- Provost's Search Committee, member (2020).
- Strategic Enrollment Task Forces, contributor.
- Interim Director, Pacific PDEP (entrepreneurship initiative).

#### Clark Atlanta University

- Academic Director, Center for Innovation and Entrepreneurship (2014–2015).
- University Senate (2012–2014).
- Enrollment Effectiveness Committee (2012–2014).
- School of Business Assurance of Learning Committee (2010–2014).
- Post-Tenure Review Committee (2012).
- School of Social Work Dean's Search Committee (2008).
- University Task Forces:
  - Distinguished Professorships and Endowed Chairs (Chair, 2010).
  - Faculty Handbook Revision (Chair, 2010).
  - Provost's Search Committee (2010).
- Study Abroad Advisory Committee (2010–2011).
- External Reviewer, School of Social Work:
  - MSW program (2010).
  - Ph.D. program (2010).
- Committee on Committees (2005–2016).
- School of Business Strategic Planning Committee (2009–2016).
- School of Business Committee on Academic Standards (2008–2009).

#### Austin Peay State University

- Foundation Board Member (2016–2018), supporting endowment growth and scholarship fundraising.

## Stillman College

- Program Director, Stillman Accelerated Management Program (STAMP).
- Coordinated with the faculty senate and IT teams to implement the new LMS platform and faculty development training.

## Doctoral and Ph.D. Supervision (Completed and Ongoing)

- Ayanna Cummings, Ph.D. 2017 *Effects of Social Power Bases in Varying Organizational Cultures*.  
Dissertation submitted in partial fulfillment of the Ph.D. in Psychology, Baruch College (CUNY).
- Sheralee Morgan, DBA (2018) — *The Role of Entrepreneurial Networks on Firm Performance: A Focus on Jamaican Small Firms*.  
Doctor of Business Administration, Mona School of Business & Management, University of the West Indies.
- Shauna Guthrie, DBA Candidate (2021) *Measuring Scale for Consumer-Based Brand Equity*.  
Doctor of Business Administration, Mona School of Business & Management, University of the West Indies.
- Joan Ferrara-Dallas, DBA Candidate (in progress) — *The Impact of Resources, Capabilities, and Digitalization in Accelerating the Internationalization of Jamaican Small and Medium-Sized Enterprises*.  
Doctor of Business Administration, Mona School of Business & Management, University of the West Indies.

## Honors & Professional Recognition

- Fulbright Fellow (2010–2011) — Conducted international higher education research and civic engagement projects in the Caribbean.
- Kettering Foundation Public Scholar (2010–2011) — Recognized for contributions to scholarship and practice in civic life and democratic engagement.
- Mellon Fellow, Salzburg Global Seminar (2008–2009) — Researched the internationalization of higher education institutions; contributed to the *Creating Sites of Global Citizenship* initiative.

- Mandel Fellowship, Case Western Reserve University (2001–2004) — Supported doctoral research on entrepreneurship and urban community economic development.
- Phi Kappa Phi Honor Society (2011).
- Beta Gamma Sigma International Business Honor Society (2010).

### Professional Boards & Community Engagement

- National Issues Forum Institute — Board Member (2018–Present).
  - Provide thought leadership on national civic engagement initiatives.
  - Contribute to developing dialogue frameworks on public issues.
- Fulbright Association of Georgia — Member (2015–2016).
- Austin Peay State University Foundation Board — Board Member (2016–2018).
  - Helped manage a \$30 million endowment.
  - Raised over \$500,000 in scholarships for business students.
- Special Olympics of New Jersey — Board Member (1992–1994).
- Elmcor Youth and Adult Activities, New York — Board Member (1990–1994).
- New York Association of Black Journalists — President (1989–1990).
  - Led professional development initiatives for Black journalists in New York.
  - Expanded organizational membership and public engagement activities.

### Selected Publications (Full publication list available upon request)

#### Peer-Reviewed Journal Articles

- Moses, C., & Vest, D. (2010). *Coca-Cola and Pepsi in South Africa: A Landmark Case in Corporate Social Responsibility, Ethical Dilemmas, and the Challenges of International Business*. *Journal of African Business*, 11, 1–17.
- Kim, Y., Davis, E., & Moses, C. (2014). *An Empirical Study on the Behavior of Monthly Stock Prices of Fortune 50 Firms and S&P Smaller Firms: Evidence and Implications*. *International Research Journal of Applied Finance*, 5(9), 1148–1168.

- Vest, D., Boyer, L., & Moses, C. (2014). *Internationalizing U.S. Colleges and Universities While Decreasing the Trade Deficit: The Positive Double Whammy*. International Journal of Education Research, 9(1), 177–185.
- Pleasant, J., Moses, C., & Vest, D. (2010). *Effectively Marketing Managed Health Care: The Role of Marketing Mix Variables*. I-Manager's Journal on Management, 5(1), 1–11.
- Moses, C., Moore, K., Pleasant, J., & Vest, D. (2011). *Adapting the E.P.R.G. Paradigm to Internationalizing Business Schools: A Conceptual Framework*. International Journal of Business and Social Science, 2(23), 60–67.
- Moses, C., Jefferson, J., Creque, C. A., Vest, D., & Johnson, E. (2010). *Student Mentoring at Two Business Colleges of a Historically Black University and a Caribbean University: A Comparative Study*. International Journal of Education Research, 5(5), 1–24.
- Moses, C., & Vest, D. (2010). *Entrepreneurial Emergence: Key Congruence Factors and Community Processes*. International Journal of Business and Economics Perspectives.

### Book Chapters

- Moses, C. T. (2020). *My Academic Journey*. In Cola, P. A., Lyytinen, K. L., & Nartker, S. A. (Eds.), *Voices of Practitioner Scholars in Management: The History and Impact of the Doctor of Management Programs at Case Western Reserve University* (pp. 68–78). Orange Frazer Press.
- Hewitt, C., Gadaheldam, N., & Moses, C. (2009). *An Experience of International Civic Engagement: A White Paper on the Darfur Conflict*. In *Creating Sites of Global Citizenship – The Mellon Fellow Global Initiative* (pp. 48–55). Salzburg Global Seminar.

### Conference Proceedings

- Moses, C., & Vest, D. (2009). *Mentoring: A Comparative Study of Mentoring Preferences at Two Schools of Business Serving Students of Color*. International Academy of Business and Public Administration Disciplines, Memphis, TN.
- Vest, D., & Moses, C. (2009). *E.P.R.G. Strategies Used to Internationalize Business Schools*. IABPAD Proceedings, Memphis, TN.

- Vest, D., & Moses, C. (2009). *Entrepreneurial Emergence: Key Congruence Factors and Community Processes*. IABPAD Proceedings, Dallas, TX. (Research Award Winner).
- Vest, D., & Moses, C. (2008). *A Holistic Approach to Internationalizing Business Programs: Implications for AACSB Accredited HBCUs*. IABPAD Proceedings, Memphis, TN.
- Vest, D., & Moses, C. (2007). *Internationalizing the Business Faculty via an International Spring Tour: Implications for HBCU Business Programs*. Global Digital Business Association Proceedings.
- Moses, C. (2004). *Entrepreneurial Emergence: Key Congruence Factors and Community Processes*. Academy of Management, Entrepreneurship Division, New Orleans, LA.
- Moses, C. (2003). *Inner City Economic Development: A Tale of Two Cities*. Academy of Management Doctoral Consortium, Seattle, WA.
- Moses, C. (2002). *Newtown Stationery: Getting Communities Back into the Economic Development Game*. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Montreal, Canada.

### Conference Presentations

- Moses, C. (2011). *Civil Society and Commercialization: Post-Conflict Challenges and Prospects for Sudan*. Bridges International Conference, Khartoum, Sudan.
- Moses, C., & Vest, D. (2009). *Mentoring: A Comparative Study of Mentoring Preferences at Two Schools of Business Serving Students of Color*. IABPAD, Memphis, TN.
- Vest, D., & Moses, C. (2009). *E.P.R.G. Strategies Used to Internationalize Business Schools*. IABPAD, Memphis, TN.
- Vest, D., & Moses, C. (2009). *Entrepreneurial Emergence: Key Congruence Factors and Community Processes*. IABPAD, Dallas, TX.
- Vest, D., & Moses, C. (2008). *Holistic Approach to Internationalizing Business Programs*. IABPAD, Memphis, TN.
- Moses, C. (2004). *Entrepreneurial Emergence: Key Congruence Factors and Community Processes*. Academy of Management, New Orleans, LA.
- Moses, C. (2003). *Inner City Economic Development: A Tale of Two Cities*. Academy of Management Doctoral Consortium, Seattle, WA.
- Moses, C. (2002). *Newtown Stationery: Getting Communities Back into the Economic Development Game*. ARNOVA, Montreal, Canada.

## Policy Papers

- Moses, C., Hewitt, C., & Gadaheldam, N. (2009). *Darfur – Making Peace, not War: A Human Rights Perspective*. White Paper.

## Lectures & Invited Talks

- University of the West Indies – Mona School of Business, Kingston, Jamaica  
“*On International Development*” (December 2014).  
Delivered a keynote lecture on the role of business education in advancing regional development goals.
- Duke University – Fuqua School of Business, Durham, NC  
“*Entrepreneurialism in South Africa*” (March 2003).  
Presented on post-apartheid entrepreneurship, market reform, and opportunities for international partnerships.
- University of North Carolina – Chapel Hill, Kenan Institute of Private Enterprise  
“*Working in Africa*” (January 2003).  
Spoke on the challenges and opportunities of engaging with African economies in a global context.
- World Bank Regional Conference, Abidjan, Côte d’Ivoire  
“*Investing in Educational Ventures*” (1999).  
Contributed to policy dialogue on global education investments and institutional capacity building in Africa.