

OLUKEMI SAWYERR, PH.D.

Associate Vice President, Office of Academic Innovation

EXECUTIVE SUMMARY – PROFESSIONAL QUALIFICATIONS

Strategic academic leader with 30+ years of higher education experience and proven expertise in faculty success and development, research, scholarly and creative activities, grants management, effective teaching and learning, academic technology, and complex organizational management. Committed to the stewardship of place through mutually beneficial partnerships and initiatives that enhance the wellbeing of local communities. As inaugural Associate Vice President for Academic Innovation at Cal Poly Pomona, I provide senior leadership for academic innovation across undergraduate and graduate curricular and cocurricular experiences, directly addressing the core competencies required for the Vice Provost for Faculty Success at the California State University, Los Angeles.

Alignment with Required and Desired Qualifications:

- **Terminal Degree & Academic Rank:** Ph.D. in Strategic Management/Organization Theory; Full Professor with 30+ years at professorial rank across multiple institutions
- **Senior Academic Administration:** Eight years as inaugural Associate/Assistant Vice President overseeing academic innovation, program development, assessment, and cross-divisional initiatives; direct management of 40+ faculty and staff across seven units; \$6.5M+ state budget authority including personnel and operational funding
- **Faculty Success & Development:** Engaged more than 1,400 faculty in professional development focused on innovative, equity-minded, and technology-enhanced instruction; support faculty across the career arc, from onboarding to retention to growth; provide individualized and systemic support that allow tenure-track and lecturer faculty alike to thrive at a teaching-intensive institution
- **Research, Scholarship, & Creative Activities:** Extensive experience with the full grant lifecycle and the regulatory and compliance landscape, including human subjects research oversight and institutional review requirements; collaboration with University Auxiliary, University Advancement, and University Foundation on pre- and post-award; successful grant leader with over \$20 million in external and internal funding; strong publication record, and recognized expertise in scholarship of teaching and learning; maintain active research agenda while serving in senior administrative roles
- **Large Scale Technology Innovation Initiatives & Effective Teaching and Learning:** Led faculty professional development in embedding AI in teaching, research, and service; successfully designed and implemented transformational programs including digital badging/micro-credentialing systems embedded in the LMS; developed digital dashboards to enhance evidence-based teaching; implemented AI-enabled career technologies to support career-engaged curriculum
- **Academic Program Development & Assessment:** Extensive experience developing, implementing, and assessing academic programs at undergraduate and graduate levels; served as Assessment Associate for College of Business Administration; led WSCUC accreditation self-study efforts; participated on a WSCUC review team; coordinated with deans and divisional vice presidents on strategic academic initiatives
- **Shared Governance & Collaborative Leadership:** Deep commitment to shared governance demonstrated through extensive collaboration with the Academic Senate and Student Government, convening multi-divisional steering committees and senate-appointed task forces, fostering transparent decision-making with diverse stakeholders
- **State University System Experience:** 27+ years within the California State University (CSU) system of 22 campuses and 11 unions, including collaboration with CSU Chancellor's Office on system-wide initiatives; experience coordinating programs across multiple CSU campuses and with K-16 education partners; understanding of public university governance, budget constraints, legislative relations, and collective bargaining

- **Academic & Administrative Innovation:** Demonstrated track record bringing campus constituencies together around transformative initiatives including experiential learning expansion, interdisciplinary program development, technology-enhanced learning, and community-engaged scholarship; successfully navigated complex organizational change while maintaining stakeholder support
- **Leadership in Diverse, Hispanic-Serving Institution:** Eight years of senior leadership at Cal Poly Pomona, a HSI, MSI and an AANAPISI serving 27,000+ students (55% first-generation, 58% ethnic minority); completed Harvard's Institute for Management and Leadership in Education (MLE) and USC's Equity Institute focusing on equity-minded practices; State Chair of ACE Women's Network Southern California (2021-2025)

Core Leadership Competencies:

- Strategic vision development and implementation
- Complex organizational management and change leadership
- Fiscal responsibility and resource allocation
- Collaborative stakeholder engagement and consensus building
- Academic policy development and interpretation
- Data-informed decision making and assessment
- External funding development and grant management
- Effective oral and written communication with tact and diplomacy
- High emotional intelligence and interpersonal effectiveness

I am prepared to serve as the principal deputy of the Provost and Vice President for Academic Affairs in matters of teaching, learning and scholarship, providing leadership for faculty success initiatives, research, scholarly and creative activities, effective teaching and learning, and academic technology and cross-campus academic initiatives that advance Cal State LA's distinctive identity as an anchor institution deeply rooted in its local community.

EDUCATION

Ph.D., University of North Texas, Denton, Texas (1992)

- Major: Strategic Management/Organization Theory and Policy
- Supporting Field: Corporate Financial Management

M.B.A., Texas Woman's University, Denton, Texas (1987)

B.B.A., Texas Woman's University, Denton, Texas (Magna Cum Laude; 1985)

- Honors Program
- Minor: Computer Science

LEADERSHIP DEVELOPMENT & EXECUTIVE EDUCATION

Institute for Management and Leadership in Education (MLE), Harvard University | 2023

Equity Institute – Equity-Minded Teaching, University of Southern California | 2023

California State University Student Success Analytics Certificate | 2021

Higher Education Resource Services (HERS) Leadership Development Program | 2017

Faculty Learning Community: Leadership Pipeline, Cal Poly Pomona | 2015

ACADEMIC AND ADMINISTRATIVE APPOINTMENTS

California State Polytechnic University, Pomona

Inaugural Associate Vice President, Office of Academic Innovation | *January 2021 – Present*

Inaugural Assistant Vice President, Office of Academic Innovation | *August 2018 – January 2021*

Inaugural Director, Student Innovation Idea Lab | *June 2015 – January 2019*

Assessment Associate, College of Business Administration | *September 2012 – June 2014*

Professor, Management and Human Resources Department | *September 2002 – Present (Associate Professor: 2006-2011; Assistant Professor: 2002-2006)*

Prior Academic Appointments

California State University, Long Beach | *Assistant Professor, Management* | 1999-2002

Radford University, Virginia | *Assistant Professor, Management* | 1998-1999

University of Texas at Arlington | *Visiting Professor/Lecturer, Management* | 1992-1998

University of North Texas | *Lecturer, Management* | 1991-1992

International Visiting Appointments

Beijing Institute of Technology, CHINA | *Visiting Professor, Management* | *December 2011, December 2012, December 2013, May 2014*

Hong Kong Baptist University, CHINA | *Visiting Professor, Management* | *August 1993*

SENIOR ADMINISTRATIVE LEADERSHIP EXPERIENCE

California State Polytechnic University, Pomona (Cal Poly Pomona) is a public polytechnic university with an educational philosophy of learn-by-doing. A Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), Cal Poly Pomona is one of the 22 campuses of the California State University (CSU) system. Cal Poly Pomona serves approximately 27,221 students (25,311 undergraduate and 1,910 postbaccalaureate), a highly diverse population with 55% first generation and 58% ethnic minority.

Inaugural Associate Vice President, Office of Academic Innovation

Division of Academic Affairs, California State Polytechnic University, Pomona | *January 2021 – Present*

Provide strategic direction, leadership, and administrative oversight for innovative education supporting the university's Strategic Plan and Academic Master Plan. Report directly to the Provost/Vice President for Academic Affairs. Oversee seven major units: Kellogg Honors College, Center for Community Engagement, Career Center, Office of Undergraduate Research, Student Innovation Idea Labs, Innovation Incubator, and Community Innovation Hub in downtown Pomona CA.

Key Responsibilities & Accomplishments:

- **Personnel & Budget Management:** Supervision of 40+ faculty and staff; full responsibility for professional development, performance evaluation, hiring, and all HR functions; management of \$6.5M+ state budget authority including personnel and operational funding
- **Program Innovation & Development:** Institutionalize Future Career Paths initiative integrating career readiness across curricular and cocurricular student experiences; develop and implement digital badging and micro-credentialing systems; establish micro-internship programs connecting students with industry and community partners; create assessment frameworks ensuring evidence-informed decision-making

- **Cross-Divisional Leadership:** Collaborate with deans and divisional vice presidents on strategic academic initiatives; establish and chair multi-divisional steering committee of campus leaders; manage senate-appointed multi-divisional faculty and staff task forces; coordinate with external stakeholders including industry partners, community organizations, and government agencies
- **Faculty & Staff Development:** Guide faculty and staff development in pedagogical innovation, technology integration, and experiential learning methodologies; oversee professional development programs; mentor junior faculty and emerging leaders; foster culture of continuous improvement and innovation
- **Strategic Planning & Policy Development:** Contribute to university-wide strategic planning processes; develop and implement academic policies supporting innovation and excellence; ensure alignment with CSU system-wide initiatives while maintaining institutional distinctiveness; represent Academic Affairs on key university committees
- **External Funding & Resource Development:** Raised \$20M+ in grants, contracts, and in-kind gifts supporting innovative projects, student research and scholarship, faculty development and scholarship, and capital projects; identify and pursue funding opportunities from federal agencies (NSF, SBA, NASA), foundations, and corporate partners; provide leadership and support for faculty grant applications
- **Assessment & Accreditation:** Ensure quality of activities through rigorous assessment of student learning outcomes and program effectiveness; utilize data analytics for evidence-informed decision-making; co-chaired WSCUC self-study essay group; serve on WSCUC accreditation review team for peer institution
- **Shared Governance & Stakeholder Engagement:** Maintain strong commitment to shared governance through extensive consultation with Academic Senate, faculty committees, and student government; build consensus across diverse stakeholder groups; communicate effectively with administrators, faculty, staff, students, trustees, legislators, and community partners; chair the SPICE committee of faculty, students, staff, and administrators; regularly attend Academic Senate meetings

Selected Major Initiatives Led:

- **Bronco CareerWorks (2026-present):** A newly launched collaboration across four divisions with a staffing company to provide short- and long-term employment opportunities for students in alignment with Cal Poly Pomona's strategic initiative and the CSU promise that "every CSU student will graduate with a first career job or path to graduate school."
- **Security Operations Center and Data Center (2024-present):** Updated a student-run Security Operations Center and Data Center in collaboration with faculty and IT administrators; partnered with technology companies to provide equipment and training for faculty, students, and staff; and obtained National Science Foundation grant to support project.
- **Micro-Internship Program (2022-present):** Paid professional internship opportunities embedded in curricular and cocurricular activities developed in partnership with University Advancement, faculty, staff, community and industry; 2875 students completed 343 unique micro-internship projects hosted by 195 community and industry partners; 120 faculty embedded micro-internships in 171 courses; raised \$3.5 million in grants to support program; scaled campus-wide; identified as a model for CSU system-wide
- **Community Innovation Hub (2021-present):** Developed and managed a community innovation Hub in the city of Pomona to serve K-16 students, adult learners, and local entrepreneurs and small businesses in partnership with campus constituencies and community and business organizations; established an eight-member advisory board of business and community leaders; collaborated with US Congresswoman to obtain funding of \$1 million to support the iHub; established partnerships with local, state and federal government entities to create programming in the iHub.
- **Future Career Paths (2021-present):** Campus-wide initiative integrating career readiness across curricular and cocurricular experiences of students; developed career success markers aligned with disciplinary learning outcomes; established assessment framework; coordinated implementation across all colleges; secured foundation funding and administrative support

- **Digital Credentialing & Micro-Credentials (2020-present):** Pioneered university's digital badging infrastructure enabling students to document skills and competencies beyond traditional transcripts; established governance structure of faculty, staff, and industry and community partners, and quality assurance processes; launched pilot programs in multiple colleges; scaled campus-wide; awarded 17,166 badges across 6,324 unique students, faculty, and staff.

Inaugural Assistant Vice President, Office of Academic Innovation

Division of Academic Affairs, Office of Student Success, Equity, and Innovation, California State Polytechnic University, Pomona | August 2018 – January 2021

Reported to the Associate Provost. Curated experiential learning opportunities for students, faculty, staff, and industry and community partners through four units and one initiative: the Center for Community Engagement, Kellogg Honors College, Office of Undergraduate Research, Student Innovation Idea Lab; and the Learn Through Discovery initiative; guided faculty and staff development in knowledge and skills necessary to advance a culture of innovation in learning and teaching; and assured the quality of activities under Academic Innovation through assessment of student learning and other evidence-informed decision-making practices.

Key Responsibilities & Accomplishments:

- **Personnel & Budget Management:** Managed sixteen faculty and staff; responsible for professional development, performance evaluation, and all HR-related functions; managed a budget of over \$3.75 million per annum of state allocations, grants, and endowments including salary lines and operational expenses
- **Collaborative Leadership:** Collaborated with academic and administrative leadership to develop and launch innovative programs; partnered with community and industry organizations to support strategic academic initiatives; coordinated with external stakeholders to support experiential learning opportunities for students, faculty, and staff
- **Faculty & Staff Development:** Professional development in innovative pedagogy and experiential learning through learning communities, institutes, conferences, and sandboxes; foster culture of innovation and continuous improvement
- **Community Engagement & Partnership Development:** Partnerships with 400+ community and industry organizations; active engagement with the city of Pomona and local, state, and federal government officials; led faculty development in the teaching and scholarship of community engagement
- **Extramural and Intramural Funding & Resource Expansion:** Supported innovative projects through \$2M+ in extramural funding; provided leadership and support for faculty grant applications
- **Shared Governance & Stakeholder Engagement:** Strong commitment to shared governance demonstrated in extensive consultation with Academic Senate in launching innovation initiatives; active engagement with faculty committees, and student government; collaboration and engagement with diverse stakeholder groups; effective communication with administrators, faculty, staff, students, trustees, legislators, and community and industry partners

Selected Major Initiatives Led:

- **Projects Hatchery (2019-present):** Training and mentoring for students in faculty-mentored project design and implementation; supported students from project idea to full development; served 1023 students; provided \$174,209 in funding to 341 student-led and faculty/staff-mentored projects
- **Signature Polytechnic Experience (PolyX) Showcase (2019-present):** Expanded the first year experience (FYE) program in collaboration with the Office of Student Success, Equity, and Innovation; developed infrastructure including Academic Senate appointed FYE Committee and a FYE learning community; launched a campus-wide bi-annual event in which students showcase their PolyX; 750+

student projects and 2000+ student participants; significant positive impact on first year students including higher sense of belonging to major and institution; impact more pronounced for first generation, Pell-eligible, and minoritized students

- **Learn Through Discovery (2018-present):** Comprehensive experiential learning initiative expanding undergraduate research, creative activities, community-engaged scholarship, and applied learning opportunities; convened cross-divisional steering committee and faculty task force; developed policy recommendations adopted by Academic Senate; increased student participation by 40%
- **Kellogg Honors College Transformation (2018-present):** Provided administrative oversight and engaged diverse and internal and external stakeholders for comprehensive honors program redesign; enhanced recruitment and retention strategies; developed specialized curricula emphasizing leadership, research, and global engagement; strengthened partnerships with academic colleges and community colleges; increased honors enrollment, retention, graduation rates, and closed equity gaps
- **CPP NSF I-Corps Site (2018-2022):** Served as Principal Investigator (PI) and fiscal officer to the National Science Foundation (NSF) CPP Innovation-Corps Site grant; established and managed the Cal Poly Pomona NSF I-Corps Site; led the teaching team that delivered the NSF I-Corps curriculum to faculty, students, staff and local entrepreneurial teams to translate their research into the market place; passed 68 teams and 204 participants through the CPP I-Corps; raised \$2.25 million in follow-on funding

ACADEMIC LEADERSHIP EXPERIENCE

Inaugural Director, Student Innovation Idea Lab

Division of Academic Affairs, Office of Research, Innovation, and Economic Development, California State Polytechnic University, Pomona | July 2015 – January 2019

Created the infrastructure to support creativity, innovation, and entrepreneurship on the Cal Poly Pomona campus in support of the institution's academic mission. Established the iLab, formulated and implemented the strategic direction of the iLab, created and managed a 12-member industry advisory board, and created and managed multiple external and internal stakeholder partnerships.

Key Responsibilities & Accomplishments:

- **Innovation Spaces & Program Development:** Developed iLab, Maker Studio at the University Library, and Innovation Orchard (IO) Incubator on the Ganessa High School campus; established and managed a faculty, industry, and student peer mentor platform; created and sustained an entrepreneurial ecosystem through iStartup Academy, Summer Startup Boot Camps, and Intellectual Property Boot Camps
- **Critical Community & Industry Partnerships:** Community engagement and industry partnerships; developed an entrepreneurship summer camp that served grades 5 to 12; created an innovation space in partnership with Pomona Unified School District; and partnered with Pasadena Angels Organization and Wild Horse Accelerator to enhance student entrepreneurship
- **Personnel & Budget Management:** Direct supervision of 11+ professional staff and students; full responsibility for professional development, performance evaluation, hiring, and all HR functions; management of \$500,000 budget including state and foundation funding, salary lines, and operational expenses; \$250k in extramural funding

Selected Major Initiatives Led:

- **CPP NASA Licensing and Entrepreneurship Accelerator Program (2016-2019):** Facilitated multidisciplinary teams of CPP students, faculty, and industry mentors to commercialize NASA technologies with the goal of starting new ventures; connected the teams to NASA inventors at multiple NASA Centers including AFRC and Ames Research Center to develop a deeper understanding of the target technologies to aid in commercialization; funding to support CPP Startup Teams: PI and Fiscal Officer, Faculty Grant, Venture Well, \$24,050

- **CPP NASA Technology Assessment Program (2014-2019):** Supervised 32 projects with 58 student participants; recruited faculty mentors with expertise in specific NASA technologies; received Federal Labs Consortium Outstanding Partnership Award; funded by a NASA AFRC Contract of \$195,176
- **Entrepreneurship in Science, Technology Engineering, Arts, and Mathematics (E-STEAM) Program (2009-2018):** Led a total of 165 students in 15 teams across six colleges that developed and marketed 15 new products; raised \$54,000 in funding and support including \$28,500 from Venture Well Faculty Grant (formerly the National Collegiate Inventors and Innovators Alliance (NCIIA)); developed a self-sustaining model in which teams were funded by the program to develop and manufacture their products/services, and marketed and sold their products/services to generate funds for use by future teams; produced seven peer-reviewed publications and conference papers

TEACHING, RESEARCH & SCHOLARSHIP

Maintain active research and teaching profile while serving in senior administrative role. Research expertise in strategic management, international business, entrepreneurship, and higher education administration. Published in peer-reviewed journals and presented at national and international conferences.

Teaching Areas:

- Strategic Management (undergraduate and graduate)
- International Business Strategy (graduate)
- Entrepreneurship and Innovation (undergraduate and graduate)
- Organizational Theory and Leadership (undergraduate and graduate)

Research Focus:

- Strategic decision-making in international contexts
- Organizational learning and knowledge transfer
- Innovation in higher education
- Experiential learning and career readiness

Selected Refereed Publications:

- Trayan Kushev, E. Shaun Mattingly, Andrew Manikas, Kristen Lucas, and **Olukemi Sawyerr**. 2026. "Workplace Dignity Violations and Venture Design: Evidence from Nascent Entrepreneurs." Journal of Business Venturing Insights (under review).
- Anna Vuorio, Giulio Zichella, and **Olukemi Sawyerr**. 2022. "The Impact of Contingencies on Entrepreneurship Education Outcomes." Entrepreneurship Education and Pedagogy, 1-32, DOI:10.1177/25151274221104702
- **Olukemi O. Sawyerr** and Bahman P. Ebrahimi. 2022. "Executive Environmental Scanning and Strategic Uncertainty: The Impact of Institutional Context." International Studies of Management & Organization, 52: 1, 7-24, DOI: 10.1080/00208825.2021.2023442
- So-Jin Yoo, **Olukemi Sawyerr**, and Wei-Liang Tan. 2016. "The Mediating Effect of Absorptive Capacity and Relational Capital in Alliance Learning of SMEs." Journal of Small Business Management, 54(S1): 234-255.
- So-Jin Yoo, **Olukemi Sawyerr**, and Wei-Liang Tan. 2015. "The Impact of Exogenous and Endogenous Factors on External Knowledge Sourcing for Innovation: The Dual Effects of the External Environment." Journal of High Technology Management Research, 26: 14-26.
- So-Jin Yoo and **Olukemi Sawyerr**. 2014. "The Search for Broad Environmental Information and New Product Development Success in Technology-Based SMEs," Journal of Enterprising Culture, 22 (1): 1-29.
- **Olukemi Sawyerr**, Winny Dong, and Sandra Emerson. 2012. "Student Partnerships for Innovation in Engineering Entrepreneurship Development (SPIEED): Developing Entrepreneurial Competencies in Twenty-First Century Engineers," Journal of Higher Education Theory and Practice, 12 (4): 24-43.

- **Olukemi O. Sawyerr**, Shanthi Srinivas, and Sijun Wang. 2009. "Call Center Employee Personality Factors and Service Performance." Journal of Services Marketing, 23(5): 301-317.
- Judy P. Strauss and **Olukemi O. Sawyerr**. 2009. "Religiosity and Attitudes Toward Diversity: A Potential Workplace Conflict." Journal of Applied Social Psychology, 39(11): 2626-2650. (Annotation included in IBCSR Research Review, edited by Joel Daniels, p. 11).
- Judy P. Strauss, **Olukemi O. Sawyerr**, and Adegoke Oke. 2008. "Demographics, Individual Value Structures, and Diversity Attitudes in the United Kingdom." Journal of Change Management, 8(2): 147-170.
- **Olukemi O. Sawyerr**, Judy P. Strauss, and Jun Yan. 2005. "Individual Value Structure and Diversity Attitudes: The Moderating Effects of Age, Gender, Race, and Religiosity." Journal of Managerial Psychology, 20(6): 498-521.
- Jeffery McGee and **Olukemi O. Sawyerr**. 2003. "Strategic Uncertainty and Information Search Activities of Executives of High Technology Manufacturing Firms." Journal of Small Business Management, 41(4): 385-401.
- **Olukemi O. Sawyerr**, Jeffery McGee, and Mark Peterson. 2003. "Perceived Uncertainty and Firm Performance in SMEs: The Role of Personal Networking Activities." International Small Business Journal, 21(3): 269-290.
- **Olukemi O. Sawyerr**, Bahman Ebrahimi, and Vivienne W. M. Luk. 2003. "Environment, Executive Information Search Activities, and Firm Performance: A Comparative Study of Hong Kong and Nigerian Decision-Makers." International Journal of Cross-Cultural Management, 3(1): 67-92.
- **Olukemi O. Sawyerr** and Jeffery McGee. 2000. "Strategic Uncertainty and Information Search Activities of New High Technology Manufacturing Firms: Does Venture Age Matter?" In Frontiers of Entrepreneurship Research 2000, Paul D. Reynolds, et al. (Eds.), 20: 211-223.
- **Olukemi O. Sawyerr**, Bahman Ebrahimi, and Mary S. Thibodeaux. 2000. "Environmental Scanning Behavior and Information Source Utilization of Strategic Decision Makers in Nigeria," Journal of Applied Management Studies, 9 (1): 95-115.

Selected Refereed Presentations/Proceedings:

- Indira Guzman, Weijun Zheng, and **Olukemi Sawyerr**. "Fostering Experiential Cybersecurity Learning Through Stakeholder Collaboration: An Activity Theory Perspective." 2025 Western Decision Sciences Institute Annual Conference, April 8-11, 2025, Honolulu, HI.
- Preeti Wadhwa, **Olukemi Sawyerr**, and Jennifer Leigh. "Future of Work & Curriculum Innovations in Management Education: Are We Ready to Make our Students Career Ready?" 2024 International Management and Organization Behavior Teaching Society (IMOBTS) Conference, June 27 - 30, 2024, James Cook University, Singapore.
- Trayan Kushev, E. Shaunn Mattingly, **Olukemi Sawyerr**, and Andrew S. Manikas. "Dignity in Entrepreneurship: Designing Jobs with Autonomy in Mind." Proceedings of the 18th European Conference on Innovation and Entrepreneurship (ECIE23), September 21-22, 2023, Universidade Portucalense, Porto, Portugal.
- Anna Vuorio, Giulio Zichella, and **Olukemi Sawyerr**. "The Impact of Contextual Factors on Entrepreneurship Education Outcomes." Proceedings of the 16th European Conference on Innovation and Entrepreneurship (ECIE21), September 16-17, 2021, ISCTE Business School, Instituto Universitário de Lisboa, Portugal.
- Nastaran Simarasl, Ashish Hingle,* and **Olukemi Sawyerr**. "Parsing Out Innovative Mindset: The Role of Humility, Alertness and Networking Ability." Proceedings of the 14th European Conference on Innovation and Entrepreneurship (ECIE19), September 19-20, 2019, University of Peloponnese, Kalamata, Greece.
- Anna Vuorio, **Olukemi Sawyerr**, and Giulio Zichella. "Experimental Versus Traditional: Does Entrepreneurship Education Shape Perceptions of Entrepreneurship?" Australian Center for Entrepreneurship Research Exchange Conference, February 6-8, 2019, Sydney, Australia.

- So-Jin Yoo, **Olukemi Sawyerr**, and A.R. Alzahmi. “Examining the Effect of Cognitive Factors on Entrepreneurial Intention: The Case of the UAE.” International Council for Small Business Conference, June 24-29, 2018, Taipei, Taiwan.
- Bahman Ebrahimi and **Olukemi Sawyerr**. “Executive Environmental Scanning and Strategic Uncertainty: The Impact of Institutional Context.” Academy of Management Conference, August 7-9, 2016, Anaheim, CA.
- So-Jin Yoo, **Olukemi Sawyerr**, and Deborah Brazeal. “The Effect of a Founder’s Human Capital and Firm Strategic Orientation on New Venture Performance: A Comparative Study of Surviving and Non-surviving Firms.” International Council for Small Business Conference, June 15-18, 2016, New Jersey, NJ.
- **Olukemi Sawyerr**, Winny Dong, H. Erkan Ozkaya, and Sandra Emerson. “Does Providing a Realistic Job Preview of an Entrepreneurial Career Result in Lower Entrepreneurial Intentions? An Experimental Study.” Babson College Entrepreneurship Research Conference, June 8-11, 2016, Bodø, Norway.
- **Olukemi Sawyerr**, Winny Dong, H. Erkan Ozkaya, and Sandra Emerson. “Evaluating the Efficacy of a STEM Entrepreneurship Program: Lessons from the Trenches.” Proceedings of the 2016 United States Association for Small Business and Entrepreneurship Annual Conference, January 10-12, 2016, San Diego CA (student co-presenters: *Garrett Gibson and *Asad Chishty).
- So-Jin Yoo, **Olukemi Sawyerr**, and Deborah Brazeal. “Antecedents and Consequences of Entrepreneurial Orientation: A Longitudinal Study of Technology-based SMEs.” Babson College Entrepreneurship Research Conference, June 10-13, 2015, Natick, MA.

*Student co-author

SELECTED GRANTS & EXTERNAL FUNDING (Total: \$20M+)

- **National Science Foundation:** Senior Personnel, “CREST Phase I: Center for Smart Manufacturing,” September 15, 2025, to August 31, 2030, \$7.5 million.
- **McKenzie Scott Bright Tomorrow Grant:** Principal Investigator and fiscal officer, July 1, 2025, to June 30, 2026, \$797,196.
- **Kellogg Legacy Foundation Endowment Grant:** Principal Investigator and fiscal officer, Future Career Paths, July 1, 2025, to June 30, 2028, \$825,000.
- **National Science Foundation:** Principal Investigator, “HSI:ELPSE Enhancing Cybersecurity Education through Real-World Security Operations Training,” September 1, 2024, to August 1, 2026, \$200,000.
- **California Volunteers, Office of the Governor:** Principal Investigator, Californians For All -- College Corps Program Implementation,” February 24, 2022 to December 31, 2026, \$6.9 million; CPP Subaward, \$1.9 million.
- **National Science Foundation:** Principal Investigator, “HSI Institutional Transformation Project: Cal Poly Pomona INTentional Venture Engaging STEM Students (CPP INVESTS),” National Science Foundation, September 1, 2021, to September 1, 2026, \$3.6 million (including \$581,511 in supplemental funding).
- **National Science Foundation:** Co-Principal Investigator, “Regional Conference on Servingness for Hispanic-Serving Institutions in Southern California,” October 1, 2023, to September 30, 2024, \$29,738.
- **Michael and Susan Dell Foundation:** Principal Investigator, “Community Partnership for Student Success,” July 1, 2023, to June 30, 2026, \$1.6 million.
- **U.S. Small Business Administration:** Principal Investigator, “STEA2M (Science, Technology, Engineering, Arts, Agriculture, and Mathematics) Innovation Hub, Pomona CA”, Financial Services and General Government (FSGG) spending bill, , October 1, 2021, to August 31, 2027, \$1 million

SELECTED PROFESSIONAL SERVICE & LEADERSHIP

Higher Education Leadership

- Immediate Past State Chair and Member of the Board of Directors, American Council on Education (ACE) Women's Network Southern California (2025-present)
- State Chair and Chair of the Board of Directors, American Council on Education (ACE) Women's Network Southern California (2021-2025)
- WASC Senior College and University Commission (WSCUC) Accreditation Review Team Member (2021)
- Executive Coach and Strategy Faculty, National Association for Multi-Ethnicity in Communications (NAMIC) Executive Leadership Development Program, UCLA (2008-2012)

Selected University Service (Cal Poly Pomona)

- Chair, Special Projects for Innovative Classroom Experience (SPICE), (2021-present)
- Chair, Provost & Vice President for Academic Affairs Search Committee (2021)
- Co-Chair, WSCUC Self-Study Essay Group (2016-2019)
- Member, Academic Senate Academic Planning Committee (2008-2009)
- Chair, Multiple Faculty Search Committees resulting in successful hires (2010-2015)
- Member, Retention, Tenure, and Promotion Committee, College of Business (2015-2017)
- University Curriculum Committee (2012-2013)

Selected Professional Associations and Services

- Academy of Management (Member since 1988; Reviewer for multiple divisions)
- International Council for Small Business (Former Senior VP Finance; Director; Reviewer)
- Babson College Entrepreneurship Research Conference (Session Chair; Reviewer 2016-present)
- VentureWell Faculty Grants Program (Reviewer 2020-present)

SELECTED PRESENTATIONS & INVITED TALKS

- "Cyber Career Pathways, Creativity & Agility." 2022 Information Systems Audit and Control Association (ISACA) Los Angeles Chapter Career Night. September 13, 2022, Pomona CA.
- "Cal Poly Pomona Career Readiness Model." Distinguished Speaker Talk, Career Leadership Collective. September 24, 2021, Los Angeles CA.
- "Preparing Students for the Future of Work and Human and Civic Engagement." *6th International Forum on Industry and Education, Zhumadian, China (2019)*
- "Seizing Opportunities." Midwestern Academy of Management Doctoral Consortium, October 19, 2017, Chicago IL.
- "Entrepreneurship in STEM Education Program." *European Commission Thematic University-Business Forum, Helsinki, Finland (2016)*