

DR. UDAY S. SHINDE, PHD
Associate Professor of Management · Governors State University

College of Business Administration
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EDUCATION

- Ph.D. – Business Administration, SIU, Carbondale, IL 2014
Concentration: Management
- M.S. - Sociology, Indiana State University, Terre Haute, IN 2001
Concentration: Work & Organizations
- B.A. - University of Mumbai, Mumbai, India 1997
Concentration: World History

RESEARCH INTERESTS

- Workplace Outcomes, Ethics, and Social Responsibility, Entrepreneurship

TEACHING INTERESTS

- Management (Ethics, Social Responsibility, Entrepreneurship, Leadership, Organizational Behavior, MIS)

PEER REVIEWED JOURNAL PUBLICATIONS

Shinde, J., Shinde, U., Adams, C, Hill, A (2021). Effect of Mindfulness Training on Future Accounting Professionals: A Randomized Control Trial. *Accounting Education*, pp. 1-27.

Shinde, U., Nelson, H. J., Shinde, J. (2018). To Be or Not To Be: A Multidimensional Spirituality in the Workplace. *Journal of Human Values*, Vol. 24, No. 3, 1-23.

Shinde, U., Shinde, J. (2018). Social Responsibility and the CPA Firm: A Case for Aristotle. *Journal of Ethical & Legal Issues*. Vol. 11, June, 2018.

Shinde, J., Shinde, U., Hill, A., Abdiev, J., (2017). Kant VS Aristotle: Evaluating Consumer Responses to A Product Recall. *Journal of Accounting and Finance*, Vol. 17(2), pp. 67-82.

Shinde, U., Fleck, E (2015). What Spirituality can bring to leaders and managers: Enabling creativity, empathy and a stress-free workplace, *Journal of Organizational Psychology*. Vol. 15. No. 1.

Shinde, J., Shinde, U. (2011). The Perennial Perspective on Entrepreneurship. *Journal of Strategic Innovation and Sustainability*. Vol. 7, No. 1, pp. 72-86.

Shinde, J., Wacker, R., Shinde, U., Hou, Z. J., (2011). Superfluity and Murkiness in the Understanding of Social Responsibility: A Content Analysis, *Journal of Leadership, Accountability and Ethics*. Vol. 8, No. 3 pp. 30-42.

Shinde, U., Shinde, J., & Lytle, L. (2010). The Impact of Organizational Spirituality on Employee Outcomes. *International Journal of the Academic Business World*. Vol. 4, No. 2, pp. 121-129.

SELECTED CONFERENCE PROCEEDINGS

Shinde, U. (2021). *Implications of Spirituality for Worker Resilience and Stress During a Pandemic: Lessons from a Comparative Study*. Presented at the Western Academy of Management Conference held Online

Shinde, U. (2020). How Spirituality Allows Employees to Bounce Back: The Case of a Spiritual Non-Profit. Published in the Proceedings of the Academy of Business Research Conference, New Orleans, LA.

Shinde, U., Athavale, J. B., Shinde, J. (2019). The Spirit of Character and the Character of Spirit in the 21st Century Workplace: A Case Analysis. Presentation at the *Western Academy of Management Conference*, Palm Springs, CA.

Hill, A., Adams, C., Harden, J., Shinde, U. (2019). Out of Touch and in the Present: How Mindfulness and Moral Attentiveness May Not Share the Moment. Published in the Proceedings of the *Southwest Academy of Management Conference*, Houston, TX.

Shinde, U. (2017). Social Responsibility and Small Business: A Case for Aristotle. Presented at the *Western Academy of Management Conference*, Palm Springs, CA.

Shinde, U., Fleck, E. (2015). Mindful Management: Leveraging Spirituality in the Workplace as a Managerial Resource. *Southwest Academy of Management Annual Conference*, Houston, TX. Abstract published in the proceedings.

Shinde, U., Shinde, J., & Willems, J. (2012). Total Quality Management and Employee Outcomes: A Comparative Analysis of Entrepreneurial Ventures. *Academic Business World Conference*, Nashville, TN. Published in the proceedings.

Shinde, U. (2011). An Analysis of the Four Types of Entrepreneurships. *Third Annual Global Business Summit Conference*, Chennai, India. Published in the proceedings.

Shinde, U., & Shinde, J. (2010). The Spiritual Entrepreneur. *Academic Business World International Conference*, Nashville, TN. Published in the proceedings.

Shinde, U., Shinde, J., Wacker, R., & Chen, L. (2010). A 21st Century Strategy for Conflict Management. *Global Business Summit Conference*, Chennai, India. Published in the proceedings.

Shinde, J., Shinde, U., Youpa, A., & Wacker, R. (2010). A Pedagogical Model of Social Responsibility for Accounting Students using Aristotle's Nicomachean Ethics. *The 15th Annual Symposium on Ethics Research in Accounting (American Accounting Association)*, San Francisco, CA. Abstract published in the proceedings.

WORKS IN PROGRESS (LATE STAGES OF COMPLETION – PAST DATA COLLECTION STAGE)

Shinde, U. (2022). Implications of Spirituality for Worker Resilience and Stress During a Pandemic: Lessons from a Comparative Study. Targeted journal is the Journal of Business Ethics.

Shinde, U., Nelson, H. J., Shinde, J. (2022). Towards a Universal Measure of Spirituality in the Workplace: Scale Development and Validity Testing. Targeted journal is the Journal of Management Spirituality and Religion.

Shinde, U. (2021). Spirituality and a Resilient, Satisfied Workforce: The Case of a Spiritual Non-Profit. Targeted journal is the International Journal of Human Resource Management.

TEACHING EXPERIENCE

Associate Professor – Governors State University, University Park, IL **08/15 – Present**

- Courses: Online, Hybrid and On Campus Formats
 - MGMT 3099: Business Ethics & Social Responsibility (Student Evaluation Average 4.5/5)
 - MGMT 4560/ENTR 4500: Business Leadership, Theory & Practice (SE Average 4.8/5.0)
 - MGMT 3500: Organizational Behavior (SE Average 4.6/5.0)
 - ENTR 3100: Principles of Entrepreneurship (SE Average 4.5/5.0)

- Course Development
 - MGMT 4560 – Business Leadership: Theory & Practice
 - ENTR 4100 – Opportunity Recognition
 - ENTR 3100 – Principles of Entrepreneurship

- Courses taught using the Blackboard learning management software system
 - Interactive course design includes webinars, videos, and discussions

- Tools used include Blackboard Collaborate and Collaborate Ultra

Asst. Professor – Colorado Mesa University, Grand Junction, CO

08/14 – 07/15

- Courses:
 - MANG-450: Entrepreneurship.
 - MANG-491: Business Strategy (Capstone)
 - MANG-201: Principles of Management

Asst. Professor (Tenure Track) - St. Mary of the Woods College, IN 47876

08/10 – 07/14

- Graduate courses (Master of Leadership Development program): 8-week hybrid format
 - OL-554: Technology Management
 - NFP-553: Resource Management (Strategy)
- Undergraduate courses in Business & General Studies: On campus and online formats
 - BU-345: Small Business Management & Entrepreneurship.
 - BU-281: Managerial Communications
 - WC-401: Social Justice
- Undergraduate courses in CIS: On campus, 8-week, and 16-week online formats
 - CS-101: Introduction to Software Systems
 - CS-320: Systems Analysis & Design
 - CS-410: Database Design and Development
- Courses taught using the Desire2Learn learning management software
 - Interactive course design includes webinars, videos, and discussions
 - Design tools used includes widgets, course builders, originality reports
- Course Development
 - Graduate/graduate courses in Business, Information Systems and General Studies.
 - Tools used include Adobe Captivate, Desire2Learn, and Adobe Connect (for webinars).
- Student Advising: Advise online students for the Business Administration and CIS programs.

Teaching Assistant - Southern Illinois University, Carbondale, IL 62901

07/08 – 05/09

- Teaching Assistant for Mgt-345 (Computer Information Systems).

Adjunct Professor - St. Mary of the Woods College, IN 47876

01/04 – 06/06

- Taught online courses in Information Systems, Research Methods and Sociology

Assistant Director - Sociology Research Lab, ISU, Terre Haute, IN 47802

08/99 - 12/00

- Helped conduct the First Wabash Valley Quality of Life Study – 2000
- Assisted in the setup of the SRL – including setup of CATI software, workstations.

SERVICE (ACADEMIC)

- Co-Chair, Assurance of Learning Committee, College of Business, GSU (2015 to present)
- Member, Strategic Management Committee, College of Business, GSU (2017- present)
- Member, University Curriculum Committee (2020-present)
- Member, University Committee for Assessment of Student Learning Outcomes (CASLO)
- Member, Faculty Advisory Board, Honors Program, GSU (2016 to present)
- Member, Graduate Council, Governors State University (GSU) (2016 to present)
- Course Leader Junior Year Seminar – MGMT 3099 (Business Ethics & CSR) (2015 to present)
- Member, Search Committee for tenure track Accounting faculty position, GSU (2017-18)
- Member, Mindfulness University Initiative (2018)
- Co-Chair, Search Committee for tenure track Marketing faculty position, GSU (2016-17)
- Faculty Marshal, Governors State University Annual Commencement, 2017, 2018
- Assessment for General Education SLOs – Governors State University (2015-17)
- Presenter, International Education Week, College of Business, GSU (2017)
- NCPACE Faculty Coordinator, College of Business, GSU (2016 – present)
- Attended AACSB Seminar on Assurance of Learning 1 and 2 (2017 and 2018)
- Member, Assessment Committee, Dept. of Business, Colorado Mesa University (2014-15)
- Member, College Curriculum Committee St. Mary-of-the-Woods College (SMWC, 2010 -14).
- Faculty Advisor - SAINTS (Students Actively Investigating New Technologies) RSO, SMWC
- Member, Institutional Research Board Review Committee, SMWC
- Chair, Review Committee for CIS Projects, SMWC.

SERVICE (PROFESSIONAL)

- Consultant for the School of Extended Learning (GSU), 2018
 - Presented multiple sessions on Leadership, Mentoring, Employee Relations and Decision Making for National Tube Supply, Co., University Park, IL
- Invited Reviewer, Archives of the Psychology of Religion, 2018
- Reviewer, Journal of Management Spirituality and Religion
- Reviewer, Academy of Management Conference, Management, Spirituality & Religion Track
- Reviewer, Academy of Management Conference, Entrepreneurship Track
- Co-Chair, Ethics & Social Responsibility Track, Southwest Academy of Management, 2016
- Reviewer, Ethics & Social Responsibility Track, Southwest Academy of Management, 2016
- Invited Keynote Speaker PIMR International Conference, Indore, India, 2016
- Session Chair, Ethics & CSR Track, Southwest Academy of Management, 2015
- Reviewer, Ethics & Social Responsibility Track, Southwest Academy of Management, 2015

SERVICE (COMMUNITY)

- Board Member: Qadriya Sufi Foundation of America (QSFA), www.qsfa.org
- Member of the Mindfulness in Education Initiative at QSFA, www.mhe.today

- Social responsibility includes: Initiatives in higher education (mindfulness sessions and scholarships for university students), food pantry initiatives, and interfaith initiatives locally in Central Illinois and internationally in Kenya, Israel and India.
- Presenter, Veterans Day Entrepreneurship Bootcamp, GSU (Fall 2017)
- Presenter, Annual Mindfulness Symposium, Governors State University (2015-17)
- Presenter of Mindfulness Sessions, Peace Center, School District 205, Dolton, IL

PROFESSIONAL EXPERIENCE (NON-ACADEMIC)

***Vice President - Black Taj Jewelry, Terre Haute, IN* 01/04 – 06/08**

- Led the management effort for multiple retail locations.
- Manufacturing units in Mumbai, Jaipur, and Lahore.
- Coordinated the supply chain/logistics in the effort to open multiple retail fronts.

***Partner - Chy Coffee & Stone Craft Imports, Terre Haute, IN* 05/05 – 12/07**

- Supervised multiple retail outlets.
- Imported handicrafts from Asia.

***Associate Registrar, Saint Mary-of-the-Woods College, IN 47876* 07/02 - 03/04**

- Interacted with students on issues like registration, grading, transcript evaluations.
- Interacted with faculty on grading deadlines, academic policy, and curriculum development.
- Participated in college committees in preparation for accrediting agency (HLC) visit.

HONORS AND AWARDS

- Outstanding Producer Award (2020) – College of Business, Governors State University
- Nominated for Outstanding Faculty Excellence Award (2020) – Governors State University
- Best Paper Award, ABWIC National Conference, Nashville, TN, 2010
- Academic Merit Scholarship/Assistantship, Indiana State University (ISU), 1999-2001.
- Academic Merit Scholarship/Assistantship, Southern Illinois University (SIU), 2008-2009