

LEON C. PRIETO

BIO: My work has been recognized by Thinkers50, The Academy of Management, United States Association of Small Business & Entrepreneurship, & the Think list, and it lies at the intersection of Entrepreneurship Education, Management History, Cooperative Advantage, Social Issues in Management, Responsible Business, Sustainable & Inclusive Entrepreneurial Ecosystems, Human Resource Development, & Critical Management Studies, and can be found in *Academy of Management Learning & Education*, *Journal of Business Ethics*, *Harvard Business Review*, *MIT Sloan Management Review*, and *Journal of Management History*, among others.

EDUCATION

LOUISIANA STATE UNIVERSITY, Baton Rouge, LA

PhD in Human Resource & Leadership Development, Cognate: Entrepreneurship

Dissertation: The Influence of Proactive Personality on Social Entrepreneurial Intentions among African Americans & Hispanic Undergraduate Students: The Moderating Role of Hope.

OXFORD UNIVERSITY, Oxford, UK

Executive Certificate in Leading Sustainable Corporations

HARVARD UNIVERSITY, Cambridge, MA

Master of Liberal Arts (ALM) in Extension Studies, History

GEORGIA SOUTHERN UNIVERSITY, Statesboro, GA

Master of Business Administration (MBA)

CLAFLIN UNIVERSITY, Orangeburg, SC

Bachelor of Science (BSc.) in Business Administration (Management - summa cum laude)

PROFESSIONAL CERTIFICATION

January 2015-Present SHRM Senior Certified Professional (SHRM-SCP)

ACADEMIC POSITIONS

August 2021-Present *Director – Center for Social Innovation & Sustainable Entrepreneurship*
Clayton State University

October 2019-Present *Visiting Research Fellow*
Cambridge Centre for Social Innovation - Judge Business School

April 2016-May 2021 *Visiting Professor of Management*
Duale Hochschule Baden-Wurttemberg (DHBW) – Germany

August 2012-Present *Professor of Management w/ Tenure (previously Assistant/Associate Professor)*
Clayton State University

August 2010-July 2012 *Assistant Professor of Management/Co-Director of ACE Center*
Savannah State University

CAREER HIGHLIGHTS

@Clayton State University

- Work and accomplishments featured by Forbes.com: <https://www.forbes.com/sites/niharchhaya/2021/12/03/how-two-of-the-worlds-top-business-professors-are-preparing-leaders-for-the-future-by-honoring-the-unsung-heroes-of-the-past/?sh=124b92905ef6>
- Selected to serve as an Academy of Management (AOM) Subject Matter Expert: <https://aom.org/about-aom/aom-news/aom-subject-matter-experts>
- Winner of the Thinkers50 2021 Breakthrough Idea Award: <https://thinkers50.com/biographies/leon-prieto-simone-phipps/>
- Named to the Thinkers50 Radar Class of 2021: <https://thinkers50.com/radar/2021/leon-prieto-and-simone-phipps/>
- Book on **African American Management History** featured by Emmy Award winning, The List Tv Show: <https://www.youtube.com/watch?v=IQTxy0XxyUA&t=17s>
- Book on **African-American Management History** featured by Quartz magazine : <https://qz.com/work/1868106/black-business-history-reveals-potent-management-lessons/>
- Book on **African-American Management History** featured by Harvard University : <https://news.harvard.edu/gazette/story/2019/07/how-african-american-culture-bred-business-success/>
- Book on **African American Management History** recognized by **Thinkers50** and resulted in Charles Clinton Spaulding being admitted to the **Thinkers50 Hall of Fame**: <https://qz.com/work/1902860/thinkers50-hall-of-fame-will-honor-charles-clinton-spaulding/>
- Won the 2019 **Alice. J. Smith Faculty Award**, which is the highest faculty award at Clayton State University
- Developed partnerships and initiatives with Coca Cola, McKinsey Social Initiative and Clayton County Schools that benefited those organizations and Clayton State students.

@Savannah State University

- Served as the Founding Co-Director, Savannah State University's Center for the Advancement of Creativity and Entrepreneurship (2011-2012) - The ACE Center is an initiative that assists members of the SSU community in practicing creativity and entrepreneurship. These efforts included a business incubator that provides budding entrepreneurs with guidance and resources such as access to experienced entrepreneurs, review of business plans, feedback on presentations, and help networking with local investors or relevant parties.
- Developed a minor in Entrepreneurship and some of the classes developed were Social Entrepreneurship, Creativity and Entrepreneurship, Family Business Management, Global Entrepreneurship, and Franchising.

INTERESTS

Entrepreneurship Education
Social Issues in Management
Management History
Sustainable & Inclusive Entrepreneurial Ecosystems
Human Resource Development
Critical Management Studies
Responsible Business
Cooperative Advantage

GRANTS & EXTERNAL FUNDING

- Served as a Co-PI for an NSF grant (\$1,000,000) alongside a nonprofit partner geared towards supporting entrepreneurs with a focus on creating climate and sustainability related enterprises.
- CSISE received **\$100,000** from Kiwanis to fund programming for the Center for Social Innovation & Sustainable Entrepreneurship. Spearheaded by the Dean of Business and Institutional Advancement.
- Awarded a **\$25,000** Grant by Gilead Sciences to launch a Social Innovation Challenge.
- Served as the Co-Principal Investigator of a Title III grant to the amount of **\$45,000** that established Savannah State University's Center for the Advancement of Creativity and Entrepreneurship (Ace Center). The grant funded the ACE Speaker series, Creativity Slam, workshops, and a Business Incubator.
- Awarded an Undergraduate Research and Creative Activities (URCA) mini-grant to the amount of **\$3,110** to help support undergraduate research activities.

FELLOWSHIPS AND AWARDS

- Selected to serve as an AOM Subject Matter Expert (2022)
- Named to the #ThinklistImpact – University of Bath School of Management (2022)
- Winner of the Minority and Women Entrepreneurship Educator Award – USASBE (2021)
- Winner of the Thinkers50 Breakthrough Idea Award (2021)
- Named to the Thinkers50 Radar Class of 2021 – Thinkers50 (2021)
- Named to the #ThinklistAmplify – University of Bath School of Management (2020)
- Appointed Associate Research Fellow of Social Innovation – Cambridge Judge Business School (2019)
- Alice J. Smith Faculty Award – Clayton State University (2019)
- Emerald Literati Best Paper Award, *Journal of Management History* (2019)
- College of Business Overall Professor of the Year – Clayton State University (2017)
- Appointed International Research Fellow – University of Stellenbosch Business School (2016)
- College of Business Research Professor of the Year - Clayton State University (2016)
- Winning Paper (Competitive Papers Competition) – Labor and Employment Relations Association (2016)
- Winning Paper (Competitive Papers Competition) – Labor and Employment Relations Association (2015)
- College of Business Overall Professor of the Year – Clayton State University (2015)
- Outstanding Advisor of the Year – SHRM GA State Council (2015)
- Best SHRM Student Chapter in Georgia – SHRM GA State Council (2015)
- Best SHRM Student Chapter in Georgia – SHRM GA State Council (2014)
- College of Business Research Professor of the Year - Clayton State University (2014)
- Mclean and Company - HR Hall of Fame (2014)
- H.C Sanders Fellowship (2008, 2010)
- Earl G. Graves Scholarship (2008-2009)
- Huel Perkins Diversity Fellowship (2007-2010)
- UNCF/PepsiCo Corporate Scholarship (2005-2006)
- UNCF/UPS Corporate Scholarship (2002-2004)
- Alice Carson Tisdale Honors Scholarship (2000-2004)

MEDIA MENTIONS

- **NPR/WABE – Lessons from the “Golden Age” of Black Business:** <https://www.wabe.org/lessons-from-the-golden-age-of-black-business/>
- **Quartz at Work – What Does An Ethical Business Education Look Like?:** <https://qz.com/2123953/what-does-an-ethical-business-school-education-look-like/>
- **Forbes.com - How Two of the World's Top Business Professors are Preparing Leaders for the Future by Honoring the Unsung Heroes of the Past:** <https://www.forbes.com/sites/niharchhaya/2021/12/03/how->

[two-of-the-worlds-top-business-professors-are-preparing-leaders-for-the-future-by-honoring-the-unsung-heroes-of-the-past/?sh=124b92905ef6](https://www.youtube.com/watch?v=IQTXy0XxyUA&t=17s)

- **The List Show TV – Powerful Lessons from Groundbreaking Black Managers:**
<https://www.youtube.com/watch?v=IQTXy0XxyUA&t=17s>
- **Quartz at Work – A Hall of Fame for Management Thinkers is Inducting its First African American Honoree:** <https://qz.com/work/1902860/thinkers50-hall-of-fame-will-honor-charles-clinton-spaulding/>
- **Quartz at Work – The History of Black Management Reveals an Overlooked Form of Capitalism:**
<https://qz.com/work/1868106/black-business-history-reveals-potent-management-lessons/>
- **Harvard Gazette – How African American Culture Bred Business Success:**
<https://news.harvard.edu/gazette/story/2019/07/how-african-american-culture-bred-business-success/>

SELECTED INVITED KEYNOTES/TALKS/PODCASTS

- **Prieto, L. C. (2022).** Social Sustainability: A Cooperative Advantage Perspective. **Ray C. Anderson Center for Sustainable Business, Georgia Institute of Technology.**
- Gordon Nembhard, J. Haynes, C., Sharpe, R., & **Prieto, L. C. (2021).** Racial Capitalism & Black Political Economy. **The Association for Social Economics.**
- **Prieto, L. C., Phipps, S. T. A. & Hollingsworth, K. (2021).** History and Legacy of Black Entrepreneurship in the United States Fall Roundtable. **Keller Center at Princeton University.**
- **Prieto, L. C., and Phipps, S. T. A. (2021).** How Can the History of Black Management in the US Positively Impact Diversity, Equality, & Inclusion in Business Schools? **University of Cambridge, Judge Business School.**
- **Prieto, L. C. (2021).** Decolonizing the Business Curriculum: Insights from Africana History & Philosophy. **Keller Center at Princeton University.**
- **Prieto, L. C., Phipps, S. T. A., Bridgman, T. & Cummings, S. (2021).** Making Management History. **Thinkers50 Awards Gala Pre-Event.**
- **Prieto, L. C. (2021).** Black Business Revolution Roundtable. **Joe’s Movement Emporium.**
- **Prieto, L. C. (2021).** Racial Justice, History, and Business Ethics. **Academy of Management, Social Issues in Management Racial Justice Webforum Series 2021.**
- **Prieto, L. C., and Phipps, S. T. A. (2021).** Cooperative Advantage: Facilitating Strategic Alliance and Social Innovation. **University of Cambridge, Judge Business School.**
- **Prieto, L. C., and Phipps, S. T. A. (2021).** History of Black Management. **Dalhousie University.**
- **Prieto, L. C., and Phipps, S. T. A. (2021).** Cooperative Advantage: A Path to Social Sustainability. **Cambridge University Social Impact and Sustainability Society.**
- **Prieto, L. C., and Phipps, S. T. A. (2021).** Thinkers50 Curated LinkedIn Live Session with Radar Class Of 2021 Thinkers: Leon Prieto & Simone Phipps. **Thinkers50.**
- **Prieto, L. C., and Phipps, S. T. A. (2021).** Book Discussion on African American Management History. **Stockton University.**

- **Prieto, L. C. (2021).** Teaching at the Top: Black Men in Academia. **East London Connect Podcast Series.**
- **Prieto, L. C., and Phipps, S. T. A. (2020).** Decolonizing the Curriculum: Insights from the Golden Age of Black Business. **University of Liverpool Management School.**
- **Prieto, L. C., and Phipps, S. T. A. (2020).** Exploring the Contributions of Black Management Thought Leaders and Practitioners. **Western Washington University.**
- **Prieto, L. C. (2020).** Charles Clinton Spaulding: Father of African American Management. **Yunus Centre for Social Business and Health – Glasgow Caledonian University.**
- **Prieto, L. C., and Phipps, S. T. A. (2020).** Gaining A Cooperative Advantage: Lessons from Black History. **Clarkson University.**
- **Prieto, L. C., and Phipps, S. T. A. (2020).** I am, because we are: Black Management History. **What’s Next with Tiffani Bova.**
- Phipps, S. T. A., and **Prieto, L. C. (2020).** Insights from African American Management History. **Business History Collective.**
- **Prieto, L. C., and Phipps, S. T. A. (2020).** Cooperative Advantage: Lessons from African American Management History. **United States Association for Small Business & Entrepreneurship.**
- Phipps, S. T. A., and **Prieto, L. C. (2020).** Integrating African American Management History into the Business Curriculum. **Georgia State University. J. Mack Robinson College of Business.**
- Phipps, S. T. A., and **Prieto, L. C. (2020).** African American Management History. **Social Innovation Think Tank - University of Cambridge, Judge Business School.**
- **Prieto, L. C. (2020).** Decolonizing the Business Curriculum: Lessons from Black History. **Harvard Extension Alumni Association - Saturday Symposium.**
- Phipps, S. T. A., and **Prieto, L. C. (2020).** Strategic Alliances, Social Innovation & Global Supply Chains: An Ethic of Care Approach. **University of Cambridge, Judge Business School – Centre for Social Innovation.**
- **Prieto, L. C. (2020).** Facilitating a Culture of Social Intrapreneurship & Racial Equity in the Workplace. **Circle of Intrapreneurs.**
- **Prieto, L. C. (2020).** African American Management History: Lessons for Social Innovators and Entrepreneurs. **Clayton State University.**
- **Prieto, L. C. (2019).** I am, because we are. **Social Ideas Podcast - University of Cambridge, Judge Business School.**
- **Prieto, L. C. (2019).** Black Management History and Social Entrepreneurship: Embracing an African Philosophy of Cooperation. **University of Cambridge, Judge Business School.**
- Phipps, S. T. A., and **Prieto, L. C. (2019).** Cooperative Advantage – Charles Clinton Spaulding. **Talking About Organizations Podcast.**
- **Prieto, L. C. (2019).** Graduate Ceremony Address – I am, because we are. **Clayton State University’s Graduate Commencement.**

BOOKS & BOOK CHAPTERS

- **Prieto, L. C., & Phipps, S. T. A. (2023).** Certain Uncertainty: Leading with Agility & Resilience in an Unpredictable World. In D. Dearlove (Ed.), *Servant Leadership, Cooperative Advantage, and Social Sustainability* (pp. 159-166). Hoboken, NJ: John Wiley & Sons.
- **Prieto, L. C., & Phipps, S. T. A. (2021).** Creating Diverse and Inclusive Business Ecosystems: A Cooperative Advantage Perspective. In S. Crainer (Ed.), *The Power of Ecosystems: Making Sense of the New Reality for Organizations* (pp. 140-147). London, UK: Thinkers50 Limited.
- **Prieto, L. C., and Phipps, S. T. A. (2019).** African American Management History: Insights on Gaining a Cooperative Advantage. *Emerald Publishing Limited*.

PUBLICATIONS (Practitioner & Peer Reviewed)

1. **Prieto, L. C., & Phipps, S. T. A., & Reynolds, S., & Hannah, A. (2023).** Facilitating a Culture of Sustainable Innovation: A Cooperative Advantage Perspective. *Strategic HR Review*. <https://doi.org/10.1108/SHR-02-2023-0010>
2. **Prieto, L. C., & Phipps, S. T. A. (2023).** Facilitating the Next Golden Age of Black Business. *MIT Sloan Management Review*: <https://sloanreview.mit.edu/article/facilitating-the-next-golden-age-of-black-business/>
3. **Prieto, L. C., & Phipps, S. T. A., & Vincent, V. (2023).** Alternative Compensation, Teacher Performance, & Policy Implications: An Equity Theory Approach. *Compensation & Benefits Review*. 55 (1), 19-30.
4. **Prieto, L. C., Phipps, S. T. A., & McKoy, H. (2022).** Supporting Black Business Ecosystems: Lessons from Durham's Black Wall Street. *MIT Sloan Management Review*: <https://sloanreview.mit.edu/article/supporting-black-business-ecosystems-lessons-from-durhams-black-wall-street/>
5. Phipps, S. T. A., & **Prieto, L. C.,** Giugni, L., & Stott, N. (2021). The "Bluefield Experiment" in Co-op Economics: Why it Matters for HBCUs Today. *Nonprofit Quarterly*: <https://nonprofitquarterly.org/the-bluefield-experiment-in-co-op-economics-why-it-matters-for-hbcus-today/>
6. **Prieto, L. C., & Phipps, S. T. A.,** Giugni, L., & Stott, N. (2021). Teaching (Cooperative) Business: The "Bluefield Experiment" and the Future of Black Business Schools. *Academy of Management Learning & Education*. 20 (3), 320 – 341. ***Best Paper Finalist & Most downloaded AMLE article in 2021***
7. **Prieto, L. C., & Phipps, S. T. A. (2021).** How 20th Century Black Business Leaders Envisioned a More Just Capitalism. *Harvard Business Review*: <https://sloanreview.mit.edu/article/reconfigure-your-board-to-boost-cooperative-advantage/>
8. **Prieto, L. C., & Phipps, S. T. A. (2021).** Why Business Schools Need to Address Black History. *Harvard Business Publishing*: <https://hbsp.harvard.edu/inspiring-minds/why-business-schools-need-to-address-black-history> ***Aspen Institute 5 Best Ideas of the Day (2/18/2022)***
9. **Prieto, L. C., & Phipps, S. T. A. (2021).** Reconfigure Your Board to Boost Cooperative Advantage. *MIT Sloan Management Review*: <https://sloanreview.mit.edu/article/reconfigure-your-board-to-boost-cooperative-advantage/>
10. **Prieto, L. C.,** Waimuru, J., Ndinguri, E. N., & Kungu, K. K. (2020). Promoting Sustainable Enterprise & Human Resource Development in Rural Kenya: A Cooperative Approach. *Journal of Leadership, Accountability and Ethics*. 17 (5), 94-102.

11. **Prieto, L. C., & Phipps, S. T. A.** (2020). Cooperative Advantage: Rethinking the Company's Purpose. *MIT Sloan Management Review*: <https://sloanreview.mit.edu/article/cooperative-advantage-rethinking-the-companys-purpose/>
12. Phipps, S. T. A., & **Prieto, L. C.** (2020). Leaning in: A Historical Perspective on Influencing Women's Leadership. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-020-04566-6>
13. **Prieto, L. C., & Phipps, S. T. A., & Kungu, K. K.** (2020). Facilitating a Culture of Intrapreneurship: An Employee Involvement Approach. *Strategic HR Review*. 19 (2), 93-95.
14. **Prieto, L. C., & Phipps, S. T. A., & Mathur-Helms, B.** (2018). From Slaves to Servant Leaders: Remembering the Contributions of John Merrick and Alonzo Herndon. *Society and Business Review*. 13 (2), 140 – 140.
15. Phipps, S. T. A., & **Prieto, L. C.** (2018). The Business of Black Beauty: Social Entrepreneurship or Social Injustice? *Journal of Management History*. 24 (1), 37 – 56. ***Emerald Literati Best Paper Award***
16. **Prieto, L. C., Mathur-Helm, B., & Dawson, K.** (2018). The Ethic of Care: An HR Strategy to Addressing Obesity in the Workplace. *Human Resource Management International Digest*. 26 (2), 12 – 15.
17. **Prieto, L. C., Phipps, S. T. A., Osiri, J. K., & Lecounte, J. F.** (2017). Creating an Interface: Aiding Entrepreneurial Success via Critical Pedagogy and Insights from African American Management History. *Journal of Management History*. 23 (4), 489-506.
18. Chang, P., Norman, M. V., & **Prieto, L. C.**, (2017). Stimulating Critical Thinking in U.S. Business Students through the inclusion of International Students. *Journal of Business Diversity*. 17 (1), 122 – 130.
19. LeCounte, J. F., **Prieto, L. C., & Phipps, S. T. A.** (2017). CEO Succession Planning and Organizational Performance: A Human Capital Theory Approach. *Journal of Leadership, Accountability and Ethics*. 14 (1), 70-81.
20. **Prieto, L. C., Norman, M. V., Phipps, S. T. A., & Chenault, E. B. S.** (2016). Tackling Micro-Aggressions in Organizations: A Broken Windows Approach. *Journal of Leadership, Accountability and Ethics*. 13 (3), 36-49.
21. Phipps, S. T. A., & **Prieto, L. C.** (2016). A discovery of early labor organizations and the women who advocated work-life balance: An ethical perspective. *Journal of Business Ethics*. 134 (2), 249-261.
22. **Prieto, L. C., & Phipps, S. T. A.** (2016). Rediscovering Charles Clinton Spaulding's "The Administration of Big Business": Insight into Early 20th Century African American Management Thought. *Journal of Management History*. 22 (1), 73-90.
23. **Prieto, L. C., Phipps, S. T. A., Thompson, L. R., & Smith, X.** (2016). Schneiderman, Perkins, and the Early Labor Movement: An Ethic of Care Approach to Labor & Safety Reform. *Journal of Management History*. 22 (1), 50-72.
24. **Prieto, L. C., Phipps, S. T. A., Thompson, L. R., & Ogbuehi, A.** (2015). Social Entrepreneurship and National Human Resource Development: A Caribbean Perspective. *International Journal of Entrepreneurship*. 19, 105-118.
25. Phipps, S. T. A., & **Prieto, L. C.** (2015). Women vs. men in entrepreneurship: A comparison of the sexes on creativity, political skill, and entrepreneurial intentions. *Academy of Entrepreneurship Journal*. 21 (1), 32-43.

26. Phipps, S. T. A., & Prieto, L. C. (2015). Politicking and entrepreneurship: Determining the critical political skill dimensions for high entrepreneurial intentions. *Academy of Entrepreneurship Journal*. 21 (2), 73-86.
27. Phipps, S. T. A., Prieto, L. C., & Kungu, K. (2015). Exploring the influence of creativity and political skill on entrepreneurial intentions among men and women: A comparison between Kenya and the United States. *International Journal of Entrepreneurship*. 19, 179-194.
28. Phipps, S. T. A., Prieto, L. C., & Deis, M. H. (2015). The role of personality in organizational citizenship behavior: Introducing counterproductive work behavior and integrating impression management as a moderating factor. 19 (1), 176-196. *Journal of Organizational Culture, Communications, and Conflict*.
29. Wright, B., Ogbuehi, A., & Prieto, L. C., & Donthu, N. (2015). The power of can't. Reactance & product preference among young consumers. *Academy of Marketing Studies Journal*. 19 (1), 149-165.
30. Prieto, L. C., & Phipps, S. T. A. (2014). Capitalism in question: Hill, Addams and Follett as early social entrepreneurship advocates. *Journal of Management History*. 20(3), 266-277.
31. Phipps, S. T. A., & Prieto, L. C. & Ndinguri, E. N. (2014). Emotional intelligence: Is it necessary for leader development? *Journal of Leadership, Accountability and Ethics*. 11(1), 73-89.
32. Prieto, L. C., Phipps, S. T. A., & Addae, I. Y. (2014). Is Walmart a social enterprise? An exploration of the relationship between corporate reputation, corporate social responsibility & financial performance. *Academy of Strategic Management Journal*. 13 (2), 51-60.
33. Ndinguri, E. N., Phipps, S. T. A., & Prieto, L. C. (2014). Predictors of entrepreneurial venture exploitation tendencies: Role of gender, emotion, motivation and role model accessibility. *Academy of Entrepreneurship Journal*. 20(1), 23-36.
34. Ndinguri, E. N., Prieto, L. C., Phipps, S. T. A., & Katsioloudes, V. (2013). The synergy between minority business enterprises and corporations: A proposed supplier diversity relationship framework. *International Journal of Supply Chain Management*, 2(3).
35. Phipps, S. T. A., Prieto, L. C., & Ndinguri, E. N (2013). Understanding the impact of employee involvement on organizational productivity: The moderating role of organizational commitment. *Journal of Organizational Culture, Communications and Conflict*. 17 (2), 107 – 120.
36. Thompson, L. R., and Prieto, L. C. (2013). Improving retention among college students: Investigating the utilization of virtualized advising. *Academy of Educational Leadership Journal*. 17 (4), 13 – 26.
37. Phipps, S. T. A., Prieto, L. C., & Ndinguri, E. N. (2013). Teaching an old dog new tricks: Investigating how age, ability, and self-efficacy influence intentions to learn and learning among participants in adult education. *Academy of Educational Leadership Journal*. 17 (1), 13 – 26.
38. Prieto, L. C. (2012). Women issues to wonder woman: Contributions made by the students of Hugo Munsterberg. *Journal of Management History*. 18 (2), 166 – 177.
39. Kungu, K. K, Machtmes, K. L., & Prieto, L. C. (2012). Assessing readiness for lifelong learning: Volunteers to a 4-H youth development program. *International Journal of Learning*. 18 (3), 23 – 44.
40. Prieto, L. C., & Phipps, S. T. A., and Friedrich, T. L. (2012). Social entrepreneur development: An integration of critical pedagogy, the theory of planned behavior, and the ACS model. *Academy of Entrepreneurship Journal*. 18 (2), 1 – 16.

41. Phipps, S. T. A., **Prieto, L. C.**, and Verma, S. (2012). Holding the helm: Exploring the influence of transformational leadership on group creativity, and the moderating role of organizational learning culture. *Journal of Organizational Culture, Communications and Conflict*. 16 (2), 145 – 156.
42. Ndinguri, E. N., **Prieto, L. C.**, & Machtmes, K. L. (2012). Human capital development dynamics: The knowledge based approach. *Academy of Strategic Management Journal*. 11 (2), 121 – 136.
43. Phipps, S. T. A., and **Prieto, L. C.** (2012). Knowledge is power? An inquiry into knowledge management, its effects on individual creativity, and the moderating role of an entrepreneurial mindset. *Academy of Strategic Management Journal*. 11 (1), 43 – 57.
44. Ndinguri, E. N., **Prieto, L. C.**, & Phipps, S. T. A. (2012). American entrepreneurship then, now and tomorrow. *Business Journal for Entrepreneurs*, 2012(1), 107 – 118.
45. Phipps, S. T. A., & **Prieto, L. C.** (2011). Big five personality and transformational leadership: Exploring the moderating role of political skill. *International Journal of Leadership Studies*, 6(3), 430 – 447.
46. **Prieto, L. C.**, Phipps, S. T. A., Ndinguri, E. N., and Kungu, K. K. (2011). Cloud computing: Aiding social enterprises towards efficiency, performance & social impact. *Business Journal for Entrepreneurs*, 2011(4), 101 – 110.
47. **Prieto, L. C.** (2011). The influence of proactive personality on social entrepreneurial intentions among African American and Hispanic undergraduate students: The moderating role of hope. *Academy of Entrepreneurship Journal*. 17(2), 77 – 96.
48. **Prieto, L. C.**, & Phipps, S. T. A. (2011). Self-monitoring and organizational identification as moderators of the effects of proactive personality on the transfer of learning in the workplace: A theoretical inquiry. *International Journal of Management*, 28(3), 509 – 518.
49. **Prieto, L. C.**, & Phipps, S. T. A. (2011). Transformational leadership: Lessons in managing a learning organization. *Leadership and Organizational Management Journal*, 2011(1), 19 – 27.
50. **Prieto, L. C.** (2010). The influence of proactive personality on entrepreneurial leadership: Exploring the moderating role of organizational identification and political skill. *Academy of Entrepreneurship Journal*, 16(2), 107 – 121.
51. **Prieto, L. C.**, Phipps, S. T. A., & Kungu, K. K. (2010). A framework for designing and evaluating a Pan-African leadership development program. *Journal of International Diversity*, 2010(3), 55 – 69.
52. **Prieto, L. C.**, Osiri, J. K., & Gilmore, J. (2009). Developing social entrepreneurs for developing Pan-African nations. *The Business Renaissance Quarterly*, 4(2), 41-57.
53. **Prieto, L. C.**, & Phipps, S. T. A. (2009). An exploration of leadership thought and an introduction to proactive leadership in the context of managing change and diversity. *The Journal of Human Resource and Adult Learning*, 5(1), 64 -74.
54. **Prieto, L. C.**, Gilmore, J., & Osiri, J.K. (2009). Environmental leadership development: A framework for designing and evaluating a training program. *European Journal of Social Sciences*, 9(4), 586-593.
55. **Prieto, L. C.**, Phipps, S. T. A., & Osiri, J. K. (2009). Linking workplace diversity to organizational performance: A conceptual framework. *Journal of Diversity Management*, 4(4), 13-21.

SELECTED PRESENTATIONS

- **Prieto, L. C.**, Phipps, S. T. A., Osiri, J. K. & LeCounte, J. F. (2017). *Aiding Entrepreneurial Success via Critical Pedagogy and Insights from African American Management History*. Paper presented at the Annual International Conference of the Academy of Management Annual Meeting, Atlanta, Georgia.

- Phipps, S. T. A., & Prieto, L. C. (2017). *The Entrepreneurial Philosophies of C.C. Spaulding: Lessons from a Black Business Pioneer*. Paper presented at the Association of Business Historians Conference, Glasgow, Scotland.
- Phipps, S. T. A., & Prieto, L. C. (2016). *The Business of Black Beauty: Entrepreneurship or Injustice*. Paper presented at the Annual International Conference of the Academy of Management Annual Meeting, Anaheim, California.
- Prieto, L. C., Norman, M. V., Phipps, S. T. A., & Chenault, E. B. S (2016). *Tackling Micro-aggressions in the Workplace: A Broken Windows Approach*. Paper presented at the Labor and Employment Relations Association Annual Meeting, Minneapolis, Minnesota.
- Prieto, L. C., & Phipps, S. T. A., Mathur-Helms, B. (2016). *From Slaves to Social Entrepreneurs: A Historical Perspective*. Paper presented at the International Council for Small Business, Hoboken, New Jersey.
- Prieto, L. C., & Phipps, S. T. A. (2016). *Integrating Black Business History into the Curriculum: A Critical Pedagogical Approach to Management and Entrepreneurship Education*. Paper presented at the Business History Conference, Portland, Oregon.
- Prieto, L. C. (2015). *Black Entrepreneurship and Workforce Development: A Historical Perspective*. Paper presented at the Pan-African Enterprise Research Council Conference, Atlanta, Georgia.
- Prieto, L. C., Phipps, S. T. A., Thompson, L. R., & Smith, X. (2015). *Frances Perkins, Rose Schneiderman, and the Early Labor Movement: A Feminist Ethic of Care Approach to Labor & Safety Reform*. Paper presented at Labor and Employment Relations Association Annual Meeting, Pittsburgh, Pennsylvania, USA.
- Prieto, L. C., & Phipps, S. T. A. (2015). *Spaulding's "Administration of Big Business". Insight into Black Management Thought*. Paper presented at the Annual Conference of the Academy of Management, Vancouver, Canada.
- Phipps, S. T. A., & Prieto, L. C. (2014). *A Discovery of Early Labor Organizations and the Women who advocated Work-life Balance: An Ethical Perspective*. Paper presented at the Southern Management Association, Savannah, GA, USA.
- Prieto, L. C., & Phipps, S. T. A. (2013). *Capitalism in question: Hill, Addams and Follett as Early Social Entrepreneurship Advocates*. Paper presented at the Annual Conference of the Academy of Management, Lake Buena Vista (Orlando), Florida, USA.
- Phipps, S. T. A., Prieto, L. C., & Kungu, K. K. (2013). *Exploring the Influence of Creativity and Political Skill on Entrepreneurial Intentions among Men and Women: A Comparison Between Kenya and the United States*. Paper presented at the Annual Conference of the United States Association of Small Business and Entrepreneurship, San Francisco, CA.
- Phipps, S. T. A., & Prieto, L. C. (2011). *Emotional intelligence: Is it necessary for leader development?* Paper presented at the Annual Conference of the Academy of Human Resource Development, Chicago, IL.
- Prieto, L. C. (2010). *Proactive personality and learning transfer: Exploring the moderating roles of organizational identification and self-monitoring*. Paper presented at the Annual Conference of the Academy of Human Resource Development, Knoxville, TN.
- Prieto, L. C. (2008). *Women Issues to Wonder Woman: Contributions made by the students of Hugo Munsterberg*. Paper presented at the Annual Conference of the Academy of Management, Anaheim, CA.

TEACHING EXPERIENCE

Clayton State University

2012-Present Social Innovation and Entrepreneurship (Traditional and Online)
Management Principles (Traditional, Hybrid and Online)
Global Business
Entrepreneurship (Traditional, Hybrid, and Online)
Human Resource Management
Organizational Behavior (Traditional and Hybrid)
Communication & Leadership (MBA)
International Business & Global Logistics (MBA)
Global Human Resources (MBA)
Human Resource Consulting (MBA)

Duale Hochschule Baden-Württemberg (DHBW) Heidenheim, Germany

2016-2021 International Human Resource Management

Savannah State University

2010-Present Social Entrepreneurship
Entrepreneurship and Small Business Management
Human Resource Management
Staffing, Training, and Development
Management of Diversity
Management of Organizations
Strategic Management (MBA)

ACADEMIC SERVICE

Division Chair Elect: Academy of Management (Management History Division) (2022-Present)
Program Chair: Academy of Management (Management History Division) (2021-2022)
Track Chair: USASBE, Emerging Research (2021-2022)
PDW Chair: Academy of Management (Management History Division) (2020-2021)
Research Chair: USASBE Minority & Women in Entrepreneurship Special Interest Group (2020-2021)
Associate Editor: Journal of Management History (2017-2020)
Editor: The Journal for the Advancement of Developing Economies (JADE) (2011-2016)
Program Committee: Pan-African Enterprise Research Council Conference
Ad-hoc Reviewer: Academy of Management Annual Meeting
Journal of Management History
Academy of Management Learning & Education
Enterprise & Society
Journal of Co-operative Organization & Management
Journal of Cross-Cultural Psychology
Midwest Academy of Management
Africa Academy of Management
USASBE
National Science Foundation – Science of Organizations Program

UNIVERSITY SERVICE

Clayton State University

Entrepreneurship Major Project Team (2022 - Present)
Master of Strategic Leadership Development Assessment Committee (2022-Present)
Faculty Advisor, Society for Human Resource Management (SHRM) (2013-2020)
Chair, Department of Management Search Committee (2018)
Strategic Planning and Budget Advisory Committee (2016-2017)
Faculty Affairs Committee (2013-2016)

Provost Search Committee (2014-2015)
University Curriculum Committee (2012-2018)
Curriculum Committee, College of Business (2012-2018)
Faculty Development and Intellectual Contributions Committee, College of Business (2012-2018)
Dean of the College of Business's Search Committee (2013, 2017)
Give 4 Dreams Fundraising Committee (2016-2017)

Savannah State University

Academic Programs Committee, College of Business Administration (2010-2012)
Student Grievances Committee, College of Business Administration (2010-2012)
Faculty Recruitment Committee, College of Business Administration (2011-2012)
Vice President of Academic Affairs Search Committee (2012)
Computer Utilization Committee (2011-2012)
International Education Taskforce (2011-2012)
Black Executive Exchange Program (BEEP) Planning Committee (2011-2012)
Secondary Advisor, Society for the Advancement of Management (SAM) (2011-2012)
Developed Minor in Entrepreneurship (2011-2012)

INDUSTRY EXPERIENCE

- Occupational Development Specialist, **National Energy Skills Center** (2007)
 - Evaluated the potential for client specific training programs.
 - Organized workshops and marketed the training programs to energy sector leaders.
 - Developed promotion and marketing plans.
- Safety Engineer Co-op, **Briggs and Stratton** (2006)
 - Inspected health, safety, and environmental systems within the facility.
 - Analyzed workers' comp, injury, and safety program information to develop trend data.
 - Created job safety analysis documents to help identify hazards in the assembly lines
- Recruit Estate Constable/ Health & Safety Technician, **Petrotrin Trinmar Operations** (1996-2000)
 - Conducted daily safety meetings with shift personnel before the start of each tour.
 - Ensured employees adhered to all policies and procedures as outlined by the Company's Health and Safety Policy.
 - Identified unsafe conditions at facilities and documented findings to ensure remedial action is taken.
 - Conducted sea patrols to ensure the safety and security of offshore platforms
 - Conducted routine perimeter checks of facility in particular Tank Operations and Marine Base.
 - Responded to emergencies within and around Company Operations

EXECUTIVE EDUCATION, WORKSHOPS & CONSULTING EXPERIENCE

- Central Bank of Belize, (2018)
 - Delivered a workshop entitled "Leading Innovation and Change" to the Governor and her senior staff.
- United Nations – Office of Human Resources Management, (2018)
 - Developed learning resources on various leadership topics identified through a needs assessment.
- University of Nebraska - Lincoln, (2018)
 - Delivered an international management workshop for the "Nebraska Export Challenge".
- Resurgia Health Solutions, (2017)

- Delivered a workshop entitled “Personalities at Work: The Essentials to Building Effective Teams”.
- Petropars Ltd, (2016)
 - Delivered a Keynote Speech on “Human Resource Leadership & Organizational Performance” that was attended by approximately 100 employees.
- Morrison Executive Education (MEXE), Dominican Republic (2015)
 - Delivered a “Talent & Career Management” workshop to HR Managers in the Dominican Republic.
- Arthur Lok Jack Graduate School of Business, University of the West Indies (2014)
 - Delivered a Corporate Entrepreneurship workshop to executives in Trinidad and Tobago.
- Advanced Baton Rouge (2008)
 - Conducted a strategic needs assessment that analyzed performance gaps.
 - Trained charter school principals in basic project management skills.

PROFESSIONAL AFFILIATIONS

- Thinkers50
- The Think list (University of Bath)
- Academy of Management
- United States Association for Small Business and Entrepreneurship
- Pan African Enterprise Research Council.
- Alpha Phi Alpha Fraternity, Inc.