

Andrew E. Michael
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28/8/23

11:00

online
part time.



EDUCATION

- Ph.D. Business Administration, 2003 – 2009**
Specialization: **HRM; GPA 4.0/4.0**
Northcentral University, Prescott, Arizona, USA
- M.A. Economics, 1991 – 1993**
Specialization: **Public Finance; QPA 3.72/4.0**
Northeastern University, Boston, MA, USA
- B.A. Economics, 1987 – 1991**
Magna Cum Laude (GPA 3.87/4.0); Dean's List: Fall 1988- Spring 1991
University of Lowell, Lowell, MA, USA

TEACHING EXPERIENCE

- Fitchburg State University, MA, USA**
Adjunct Faculty – Accelerated Online MBA Program
School of Graduate, Online and Continuing Education
January 2022 - Present
- Regis College, MA, USA**
Adjunct Online Faculty,
Assistant Professor, Global Business Mgmt & Economics Department
October 2021 - Present
Sept. 2015 – Dec. 2016
- Grand Canyon University, AZ, USA**
Adjunct Online Faculty, Colangelo College of Business
July 2020 – Present
- Bethel University, TN, USA**
Adjunct Online Instructor, College of Professional Studies
March 2019 – Present
- Indiana Wesleyan University (IWU), Indiana, USA**
Adjunct Online Faculty, DeVoe School of Business
Feb. 2016 – July 2021
- Open University of Cyprus, Nicosia, Cyprus**
Adjunct Online HRM Faculty (Two 3-year fall semester contracts)
Sept. 2014 – Dec. 2019
- Hellenic American University, NH, USA**
Visiting Adjunct Faculty, Accelerated MBA Program
Feb. 2015 – Nov. 2015
- Wentworth Institute of Technology, MA, USA**
Associate Professor, Management & Facilities Department
Sept. 2014 – April 2015
- UNIC Online Ltd, Nicosia, Cyprus**
Adjunct Online Business Program Instructor for
University of St Mark & St John, UK
Jan. 2012 – August 2014
- University of Nicosia, Cyprus**
School of Business
Adjunct Faculty (undergraduate and graduate level courses)
Sept. 2010 – May 2012

Innovage Consulting, Nicosia, Cyprus
 Part-time Instructor for the Certified Manager Program
 of the Institute of Certified Professional Managers,
 James Madison University, Harrisonburg, Virginia, USA

Jan. 2011 – June 2013

Intercollege Larnaca, Cyprus
 Business Department

Sept. 1993 – May 2014

Employed initially as a part-time instructor, advanced into a full time
 tenured track faculty at the rank of Lecturer (2001), Senior Lecturer (2004),
 and Assistant Professor (2009) in the graduate and undergraduate programs

Northeastern University, MA
 Research and Teaching Assistant

Oct. 1991 – May 1993

University of Lowell, MA.
 Economics and Statistics Tutor, Tutorial Center

Oct. 1990 – May 1991

COURSES TAUGHT and/or DEVELOPED

Online Courses

| | | |
|-------------------------------|-------------------------------------|--|
| * Fitchburg State University | MBA: | HR Functions & Manager Marketing Management Management Info Systems Corporate Finance |
| * Regis College | MBA: Undergrad Level: | Human Behavior in Organizations Marketing Strategies Consumer Behavior The Global Economy Financial Accounting Interdisciplinary Internship Sem |
| * Grand Canyon University | Graduate Level: Undergrad Level: | Economics Macroeconomics Microeconomics |
| * Bethel University | MBA: Undergrad Level: | Employee Relations Performance Management Human Resource Management Compensation & Benefits Economics of Business Human Resources |
| * Indiana Wesleyan University | MBA: | Human Resource Management Managerial Economics Business Economics |
| * Open University of Cyprus: | Undergrad Level: | Human Resource Management |

* Univ. of St. Mark and St. John, UK: MBA: Business Economics
 (at Intercollege Larnaca) Organizations & HRM
 Organizational Behaviour

Undergrad Level: Principles of Management
 Organizational Behavior
 Business Environment

Classroom Instruction

MBA Program

Hellenic American University: Strategy
 The Business Landscape
 Functional Skills Integration

University of Greenwich (UK): Human Resource Management
 (at Intercollege Larnaca)

University of Nicosia: Managing Diversity in Organizations

Intercollege: Organizational Behavior; Organizations & HRM
 Global Economics; World Economy
 Foundations in Economics

Undergraduate Courses

Regis College: Principles of Leadership/Management
 Organizational Behavior
 Organization Environment and Ethics
 Money & Banking
 Cost Accounting
 Accounting for Non-profit Organizations

WIT: Strategic Management
 Introduction to Management
 Business Negotiations Principles

University of Greenwich: Human Resource Management
 (at Intercollege Larnaca) Small Business Development

University of Nicosia: Human Resource Management
 Teamwork and Collaboration

Intercollege: Organizational Behavior; Human Resources Mgt
 Small Business Management & Entrepreneurship
 Principles of Macroeconomics & Microeconomics
 International Economic Integration & Regional Policy
 Managerial Economics
 Money & Banking
 Personal Finance
 Research Methods for Business
 Special Topics in Business

HONORS AND AWARDS

- 2013 Publishing Author Excellence Award from the NCU Lambda Eta Chapter of the Delta Mu Delta International Honor Society in Business
- 2013 EuroMed Academy of Business (EMAB) Best Track Chair Award
- 2010 Outstanding Reviewer Award from the Organizational Behavior Division of the Academy of Management (AOM)
- Delta Mu Delta Honorable Mention Scholarship Award July 2008
- Delta Mu Delta (Honor Society Business), January 2008
- Ranked in the top 5% of all graduate economics students of Northeastern University during the decade 1983-1993
- Omicron Delta Epsilon (International Honor Society Economics), June 1992
- Northeastern University (NEU) Graduate School Tuition Waivers, 1991-1993
- NEU Research and Teaching Assistantship, 1992-1993
- NEU Research Assistantship, 1991-1992
- Beta Gamma Sigma (National Honorary Society Business), June 1990
- First Prize Winner (\$1000) Essay Contest on Archbishop Makarios III, 1st president of the Republic of Cyprus. Awarded on June 22, 1989, by the Makarios Scholarship Fund, Inc., New York, USA

UNIVERSITY SERVICE

Regis College (Catholic University), Weston, MA

- Faculty Selection Committee, Business Management & Economics Dept., 2016
- Institutional Review Board, September – December 2016
- CAP Committee, School of Arts and Sciences, September – December 2016

WIT, Boston, MA

- Faculty Senate Committee, February – April 2015
- Diversity Committee, February – April 2015
- Graduate Program Committee, October 2014 – April 2015

Intercollege

- Program Coordinator, Business Department, Fall 2003 – July 2014
- Responsible for developing (and instructing) online MBA courses, UK Higher National Diploma (HND) and undergraduate business programs, July 2010 – 2013
- Assisting with the creation of collaborative partnerships between Intercollege Larnaca and the University of Greenwich and Univ. of St. Mark and St. John, UK, 2010 – 2013
- Business Faculty Department Selection Committee Fall 2004 – Spring 2010
- Internal Verifier of Edexcel UK HND course assessments, May 2009 – June 2013
- Faculty Council Representative, Fall 2004- Spring 2006

MANAGERIAL EXPERIENCE

- Manager of a large private institute in Larnaca, July 2016 – July 2021
- Program Coordinator, Business Department, Intercollege Larnaca, Fall 2003 – July 2014
- Interim Principal, Med High/ Med Junior (private secondary and elementary schools) Kilkis 10, Larnaca, Cyprus, (February 2003- April 2004)
- President/Manager of Larnaca Youth Center, January 2000 – March 2006
- President/Manager of first division sports team AEK's Fan Club, June 1994 – 1997

SCHOLARLY ACTIVITIES

A. Editorial/Referee Activities

Editorial Board - *International Journal of Organizational Analysis*

Academic Journal Reviewer

- *Personnel Review*

Conference Paper Reviewer

- Academy of Management (AOM) – OB division and HRM division
- EuroMed Academy of Business (EMAB) Research Business Institute (EMRBI)

B. Publications

Doctoral Dissertation

Michael, A. E. (2009). Job attribute preferences, person-environment fit, job satisfaction and turnover intentions in Cyprus. *Dissertation Abstracts International*. (UMI No. 3376762)

e-Book

Michael, A. (2017). *Managerial economics*. Bonn: IUBH Internationale Hochschule • IUBH Fernstudium

Refereed Chapters in Books

Michael, A. (2015). The importance of corporate social performance: A review of the construct's evolution and relation to financial performance. In A. Stachowicz (Ed.). *Corporate Social Performance: Paradoxes, Pitfalls and Pathways to the Better World*. (Contemporary Perspectives in Corporate Social Performance and Policy Book Series, Vol. 1), Charlotte, NC: Information Age Publishing.

Michael, A. (2014). Capitalism at a crossroad: Unfulfilled expectations and future challenges. In H. H. Kazeroony & A. Stachowicz (Eds.), *Capitalism and the Social Relationship: An Organizational Perspective* (pp. 303-319). Palgrave Macmillan.

Michael, A. (2013). Understanding and reducing business corruption through movies and World Wide Web videos. In A. Stachowicz & H. Hansen (Eds.), *Teaching Anti-corruption: Developing a Foundation for Business Integrity (ch.9)*. (Principles for Responsible Management Education collection), New York: Business Expert Press.

Michael, A. (2012). Pursuing organizational integrity to create humanistic organizations. In W. Amann & A. Stachowicz (Eds.), *Integrity in organizations – Building the foundations for humanistic management* (pp. 19-39). (Humanism in Business Series), Palgrave Macmillan.

Michael, A. (2007). Reasons for Turkey's military presence in Cyprus and its potential effects on regional stability. In W. Elsner & C. Abt (Eds.), *Arms, war, and terrorism in the global economy today – Economic analyses and civilian alternatives* (pp. 151-167). Zurich: LIT.

Refereed Journal Articles

Michael, A. (2004). Monetary policy in Cyprus: Before and after EU membership. *The Cyprus Review*, Vol. 16, No.1, 107-133.

Michael, A. (2002). The proposed reforms of the Cyprus tax structure: Who really benefits? *The Cyprus Review*, Vol. 14, No.1, 67-85.

Refereed Conference Proceedings

Michael, A., Mavrokordatos, T., & Stascinsky, S. (November, 2012). European Debt Crisis: Are Austerity Measures the Correct Remedy? *Proceedings of the Association for Global Business, Washington, D.C., USA*.

Michael, A. (2011). Exploring locus of control in Cyprus. *Proceedings of the 4th Annual EuroMed Academy of Business, Elounda, Crete, Greece*.

Michael, A., Mavrokordatos, T., & Stascinsky, S. (November, 2010). Chile's Macroeconomic Performance and the Significance of Trade, FDI and Overseas Aid. *Proceedings of the Association for Global Business, New Orleans, Louisiana, USA*.

Michael, A. (2009). Investigating relationships between person-environment fit, job satisfaction, and turnover intentions in Cyprus. *Proceedings of the Northeast Business and Economics Association, Worcester, Massachusetts*, pp. 125-129.

Michael, A. (2009). Job satisfaction in Cyprus. *Proceedings of the 2nd Annual EuroMed Academy of Business, Salerno, Italy*, pp. 1202-1219.

Michael, A. (2007). Attitudes toward, and challenges of, managing a culturally diverse workforce in hotels and restaurants in Cyprus. *Proceedings of the 7th Annual IBER Conference, Las Vegas, NV*.

C. Conferences

Presentations

“Examining the Effects of Austerity Programs on Unemployment in the Eurozone” paper presented at the 26th Annual Conference of the European Association for Evolutionary Political Economy (EAEPE) - Unemployment and Austerity in Mediterranean European Countries, held at University of Cyprus, Nicosia, Cyprus, November, 6-8, 2014.

“Exploring Locus of Control in Cyprus” paper presented at the 4th EuroMed Conference of the EuroMed Academy of Business in Elounda, Crete, Greece, October, 20-21, 2011.

“Job Attribute Preferences in Cyprus” paper presented at the 3rd EuroMed Conference of the EuroMed Academy of Business in Nicosia, Cyprus, November 4-5, 2010.

“Job Satisfaction in Cyprus” paper presented at the 2nd EuroMed Conference of the EuroMed Academy of Business in Salerno, Italy, 26-28 October, 2009.

“Attitudes Toward, and Challenges of, Managing a Culturally Diverse Workforce in Hotels and Restaurants in Cyprus” 7th Annual IBER Conference, Las Vegas, NV, October 1-4, 2007.

“Why Being Consistent Is Not Always the Best Policy” 16th Annual European Association of Evolutionary Political Economy (EAEPE) Conference, University of Rethymnon, Crete, Greece, October 28-31, 2004.

“Turkey’s Military Presence in Cyprus: Is It Needed for Regional Stability or Is It a Cause of Tension?” 8th Annual Conference on Economics and Security, University of Bristol, UK, June 24-26, 2004.

“Economic Growth, Education and Income Distribution in Cyprus” paper presented at the conference titled Economic Growth and Distribution: On the Nature and Causes of the Wealth of Nations in Lucca, Italy, June 16-18, 2004.

“Monetary Policy in Cyprus: Before and After EU Membership” 15th Annual EAEPE Conference, Maastricht, The Netherlands, November 7-11, 2003.

“The Proposed Reforms of the Cyprus Tax Structure” a presentation given to Business School Faculty, Intercollege, Nicosia, June 1, 2002.

Chair

“Organizational Behavior” 4th EuroMed Conference, Elounda, Crete, Greece, Oct. 20-21, 2011.

“Human Resource Development” 3rd EuroMed Conference, Nicosia, Cyprus, Nov. 4-5, 2010.

“The Cyprus Economy’s Exodus from the Global Crisis” involving presentations (in Greek) of Members of the Cyprus House of Representatives and the ex-Minister of Finance, at Intercollege Larnaca, February 10, 2010.

“Human Capital I” at the conference Economic Growth and Distribution: On the Nature and Causes of the Wealth of Nations, in Lucca, Italy, June 16-18, 2004.

Discussant

“HR Development session” 3rd EuroMed Conference, Nicosia, Cyprus, November 4-5, 2010

For two sessions: “Economics” and “Conducting International Business & Resolving Management Issues” at the 7th Annual IBER Conference, Las Vegas, Nevada, Oct., 1-4, 2007

For Meyer Dietmar’s “Human Capital and EU Enlargement” paper presented at the conference Economic Growth and Distribution: on the Nature and Causes of the Wealth of Nations, in Lucca, Italy, June 16-18, 2004

D. Workshops and Other Courses Attended

Faculty Development, Fitchburg State University (FSU), August 9 & 10, 2023

Faculty Development - Online Education Standards and Practices, FSU, December 2021

Online Faculty Training and Assessment (ADJ-101), SNHU, Nov. 29 – Dec. 19, 2021

Initial faculty training for online courses (IFT-101A), GCU, July 2020

Online instructor training course (INS-360), Bethel University, February 2019

Learning Outcomes Assessment training course, IWU, January – February 2019

Teaching in Brightspace LMS training course, IWU, June –July 2017

Workshops on Academic Advising (Feb. 4, 2016), Advising Registration Preparation (March 31, 2106) and Advising Tools (April 12, 2016), Regis University

Learning Studio Training on Instruction, Grading, Faculty Expectations, Responsiveness, and Technology, IWU, January 2016

iPad Workshop: Tools and Apps to Enhance Learning Using the iPad, Regis U., Jan. 14, 2016

Differentiated Instruction: Strategies to Reach and Teach Every Student, Regis U., Jan. 14, 2016

Interactive online simulation for dealing with “At-risk Students” course for University & College Faculty, Regis University, completed November 23, 2015

Advising workshop, Regis University, November 5, 2015

Identifying, Defining and Teaching the Non-Traditional Learner in Our College Classrooms, Professional Development Workshop, Regis University, October 23, 2015

Best Practices for Online and Blended Classes Seminar, Regis Univ., Sept. 21 – Nov. 7, 2015

Learning Outcomes and Rubrics workshop, Regis University, September 3, 2015

Management Education for the Future – Towards Responsibility, Sustainability and Integrity, Professional Development Workshop, AOM conference, Orlando, Florida, August 10, 2013

The Past, Present and Future Investigation of Positive Relationships at Work, Professional Development Workshop, AOM conference, Orlando, Florida, August 2013

Enhancing Well-Being in Organizations, Professional Development Workshop, AOM conference, Orlando, Florida, August 2013

Effective Online Tutoring, University of Oxford, UK, Jan. 28th- March 10th, 2013

Research and Teaching Collaborations with Colleagues in Under-represented Nations, Professional Development Workshop, AOM conference, Boston, Mass., August, 2012

Organizational Behavior Teaching Incubator, Professional Development Workshop, AOM conference, Boston, Mass, August 4, 2012

Economic Systems of the Future: Existing Alternatives and the Road Ahead, Professional Development Workshop, AOM conference, Boston, Mass, August 3, 2012

Training seminar and certification for use of the 16 Personality Factor (16PF), Comprehensive Abilities Battery (CAB), and Ohio Vocational Interest Survey (OVIS) tests. KESEA – ISON Psychometrica, Nicosia, Cyprus, Jan. 31 – Feb. 2, 2009

“Development Plan” eight hour workshop for faculty development organized by the Intercollege Professional Training Division, Palm Beach Hotel, Larnaca, Cyprus, June 12, 2004

“Contemporary Issues in Education” 34 hour seminar series (by Dr. Paul Gibbs, former General Manager of Edexcel, UK), at Intercollege, Larnaca, Cyprus, May 28-July 5, 2003

“Knowledge & Intellectual Capital Management Workshop” organized by Digipro Computer Training Centre at the Hilton hotel Nicosia, Cyprus, June 9-10, 2003

The Seventh International Post Keynesian (summer school) workshop
June 22-July 3, 2002, Kansas City, Missouri, USA, organized by the Center for Full Employment and Price Stability, the Journal of Post Keynesian Economics and the University of Missouri at Kansas City, USA

“Teaching Methods and Assessment Techniques” four-day teaching faculty workshop organized by Intercollege Larnaca, autumn 2001

“Stock Exchange Seminar,” 80 hour course organized by the Intercollege Professional Training Division, autumn 1999

“Curriculum & Instruction,” 15-hour course organized by the Intercollege Professional Training Division, June-July 1999

MEMBERSHIPS

- Academy of Management (AOM)
- EuroMed Academy of Business (EMAB)
- Association for Evolutionary Economics (AFEE)
- European Association for Evolutionary Political Economy (EAEPE)
- Cyprus Economic Society (CES)
- Cyprus Human Resource Management Association (CyHRMA)

LANGUAGES

- Fluent in English and Greek

INTERNATIONAL STUDENT RECRUITMENT

- Harare, Zimbabwe, October 5-7, 2009
- Accra, Takoradi, and Kumasi, Ghana, July 9-14, 2009
- Kathmandu, Nepal, July 28-August 5, 2008
- Dhaka, Bangladesh, June 30-July 3 2008; October 2008; February 2009
- New Delhi and Ahmedabad, India, June 24-29, 2008
- National Education Fair, Calcutta, India, January 11-13, 2003

COMMUNITY SERVICE

- Judge for Enterprise Events of the New England STEM League Racing Challenge, Forekicks Sports Complex, 219 Forest St., Marlborough, MA, USA, April 30, 2015
- Red Cross member
- Acting for charity
- Parish Chairman for the annual St. John Chrysostom Oratorical Festival, Transfiguration of Our Lord church, Lowell, MA., USA, 1990-1993

INTERESTS/HOBBIES & EXTRACURRICULAR ACTIVITIES

- Diving
- Like to watch movies, various team sports, theater, and ballet
- Faculty Coordinator Intramural Bowling Club, Intercollege, 2004-2007
- Faculty Coordinator Intramural Mini-Soccer, Intercollege, 2002-2003
- University of Lowell varsity soccer team, 1987-1988

REFERENCES

Dr. John Christie
Associate Professor of Management & Economics
Chair, Dept. of Business Management
Marshall M. Sloane School of Business & Communication
Regis College
235 Wellesley St.
Weston, MA, 02493
Tel.: 781-768-7527 Email: john.christie@regiscollege.edu

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Dept of Business and Public Administration
University of Cyprus
1 Panepistimiou Avenue
2109 Aglantzia, Nicosia
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Department of Management
School of Business
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Vice Rector for Faculty & Research
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