

Everlyne (Eve) Misati

Strategic Management & Public Policy Department
School of Business
George Washington University

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ACADEMIC POSITIONS

George Washington University
Assistant Professor
Strategic Management & Public Policy Department

Washington, DC
2022 – Present

University of Missouri
Assistant Professor of Management
Strategy, Innovation, and Entrepreneurship Group

Columbia, MO
2020 – 2022

EDUCATION

Florida International University
PhD in Management – Strategy, International Business, & Entrepreneurship

Miami, FL

Rollins College, Crummer Graduate School of Business
MBA – Entrepreneurship & International Business Concentrations

Winter Park, FL

Kenya Utalii College
Diploma in Hotel Management (Equivalent to US Bachelor of Science)

Nairobi, Kenya

RESEARCH INTERESTS

My research interests span the areas of strategic management, entrepreneurship, and organization theory. Specifically, I examine the precursors and outcomes of firms' strategies, processes, and performance relating to (1) growth, (2) social evaluations, and (3) social responsibility. For each topic, I adopt a macro approach to investigate the impact of institutions, networks, and business ecosystems and/or employ a microfoundations lens to explore the role of individuals' and top managers' backgrounds, incentives, behavior, and interactions.

JOURNAL PUBLICATIONS

**Corresponding Author*

*Christensen-Salem, A., Walumbwa, F. O., Babalola, M., Guo, L., & **Misati, E.** (2021). A Multilevel Analysis of the Relationship between Ethical Leadership and Ostracism: The Roles of Relational Climate, Employee Mindfulness, and Work Unit Structure. *Journal of Business Ethics*, 71 (3): 619-638.

*Christensen-Salem, Walumbwa, *Hsu, **Misati**, Babalola, & Kim. (2021). Unmasking the Creative Self-Efficacy-Creative Performance Relationship: The Roles of Thriving at Work, Perceived Work Significance, & Task Interdependence. *International Journal of Human Resource Management*, 32(22): 4820-46.

- An earlier abridged version was published in the 2018 AOM Best Paper Proceedings under the title "Creative Self-Efficacy and Creative Performance: Understanding the Underlying Mechanisms."

Parente, R., *Rong, K., Geleilate, J. M. G., & **Misati, E.** (2019). Adapting and Sustaining Operations in Weak Institutional Environments: A Business Ecosystem Assessment of a Chinese MNE in Central Africa. *Journal of International Business Studies*, 50(2): 275-291.

- Featured in the University of Missouri's inaugural Trulaske Management Matters Annual Report, 2021 Edition.

Walumbwa, *Hsu, Wu, ***Misati**, & Christensen-Salem. (2019). Employee Service Performance and Collective Turnover: Examining the Influence of Initiating Structure Leadership, Service Climate, and Meaningfulness. *Human Relations*, 72 (7): 1131-1153.

- Data collected from healthcare. Work featured in Baylor University's 2020 Keller Center Research Report.

Walumbwa, Muchiri, ***Misati**, Wu, & Meiliani. (2018). Inspired To Perform: A Multi-level Investigation of Antecedents & Conseq. of Thriving at Work. *Journal of Organizational Behavior*, 39 (3): 249-261.

- An earlier abridged version was published in the 2016 AOM Best Paper Proceedings under the title "Fired Up to Perform: A Multilevel Examination of Antecedents and Consequences of Thriving at Work."

*Paustian-Underdahl, Fainshmidt, Sanchez, **Misati**, Zhao, & Zhang. (2017). The Role of Economic Development and Perceived Growth Opportunities in Employee Reactions to M&As: A Study of the Merger Syndrome Across 29 Countries. *Group & Organization Management*, 42(2): 163-194.

Walumbwa, Hartnell, & ***Misati**. (2017). Does Ethical Leadership Enhance Group Learning Behavior? Examining the Mediating Influence of Group Ethical Conduct, Justice Climate, and Peer Justice. *Journal of Business Research*, 72 (C): 14-23.

***Misati**, E., Walumbwa, F. O., Lahiri, S., & Kundu, S. K. (2017). The Internationalization of African Small and Medium Enterprises (SMEs): A South-North Pattern. *Africa Journal of Management*, 3(1): 53-81.

I started and/or completed the three co-authored articles below while I was an MBA student @ Rollins College

*Alon, Boulanger, **Misati**, & Madanoglu. (2015). Are the Parents to Blame? Predicting Franchisee Failure. *Competitiveness Review: An International Business Journal*, 25 (2): 205-217.

*Alon, **Misati**, Warnecke, & Zhang. (2011). Comparing Domestic & Returnee Female Entrep. in China: Is There an Internationalization Effect? *International Journal of Business & Globalisation*, 6: 329-349.

*Toncar, Alon, **Misati**. (2010). The Importance of Meeting Price Expectations: Linking Price to Service Quality. *Journal of Product & Brand Management*, 19 (4): 295-305.

BOOK CHAPTER & EDITED VOLUME CONTRIBUTIONS

**Denotes Corresponding Author*

***Misati** & Walumbwa. (2018). Authentic Leaders as Change Agents. In F. Ovadje & S. Aryee (Eds.), *Handbook on Organizational Change in Africa*. London: Routledge.

***Misati** (2011). Chen Hong, Gao Qunyao, and Gao Zhikai's Entrepreneur Profiles.

***Misati** & Riddle, L. (2011). Xu Tiantian's Entrepreneur Profile

***Misati** & Sun (2011). Xu Xin's Entrepreneur Profile

All these Five Entrepreneur Profiles are Published in *Entrepreneurial and Business Elites of China: The Chinese Returnees Who Have Shaped Modern China*, edited by Zhang, Wang, & Alon.

BUSINESS CASE & TEACHING NOTE

**Denotes Corresponding Author*

*Alon & **Misati** (2011). Sari Organik Strives for a Green Bali: Social Entrepreneurship and Sustainable Farming in Indonesia. (*Business Case & Teaching Note published by Ivey Publishing*). 9B11A022/8B11A022.

- Reprinted in Alon (2012). *Global Franchising Operations Management: Cases in International and Emerging Markets Operations*. FT Press. Pg. 125-145.

TEACHING EXPERIENCE

Face to Face (F2F), Online, & Hybrid Modes

George Washington University

BADM 4101: Business Ethics and the Legal Environment
Fall 2022 (F2F - 3 Sections)

University of Missouri in Columbia

I completed the University of Missouri System's 6-Week Online Teaching Certification Seminar in Spring 2021.

MANGMT 9080: Seminar in Entrepreneurship (PhD)
Spring 2022 (F2F)

MANGMT 4700: Principles of Entrepreneurship (Undergraduate)
Spring 2021 (Online, Asynchronous - 3 Sections)
Spring 2022 (F2F + Online, Asynchronous - 2 Sections)

Florida International University

(13 semesters as the Instructor of Record, 1 semester as a Graduate Teaching Assistant)

1. MAN 4720 – Strategic Management capstone (2 Semesters)
 - Summer 2019 (Online); Summer 2020 (Online).
2. ENT 4113 – Entrepreneurship: New Business Development – Summer 2018 (F2F).
3. MAN 4602 – International Business (4 Semesters)
 - Spring 2016 (Online); Summer 2016 (Online); Summer 2017 (F2F); Fall 2017 (F2F).
4. MAN 3025 – Organization & Management (7 Semesters)
 - Spring 2015 (Online); Summer 2015 (Online); Fall 2015*GTA (F2F); Fall 2016 (F2F); Spring 2017 (Hybrid); Fall 2019 (Online); Spring 2020 (Online).

SELECTED FELLOWSHIPS

Florida International University

University Graduate School – Dissertation Year Fellow (\$16,600)	2018 - 2019
University Graduate School – Doctoral Evidence Acquisition Fellow (\$8,300)	2017 - 2018

The Florida Education Fund

McKnight Dissertation Fellowship Affiliate	2018 - 2019
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American Association of University Women

Selected Professions Fellow (@ Rollins College) – (\$18,000)	2010 – 2011
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OTHER FELLOWSHIPS, ACADEMIC HONORS, & AWARDS

The Florida Education Fund - McKnight Dissertation Fellowship (<i>Declined to accept FIU DYF</i>)	2018 - 2019
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Florida International University, College of Business Annual Conference Grants	2014 - 2019
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The PhD Project, Annual AOM Conference Grants	2014 - 2019
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Academy of International Business, Grant to attend the Doctoral Consortium	2018
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FIU Graduate & Professional Student Committee (GPSC), Conference Grants	2016 & 2018
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Rollins College, Crummer Graduate Sch. of Business, SMA/AIB-SE Conference Grants	2010
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China Goes Global (@ Harvard Kennedy School), Conference Grant	2010
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The PhD Project, (Flagship Conference Grant: Chicago IL)	2010
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Rollins College, Crummer Graduate Sch. of Business, Dean's list	2009-2011
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SERVICE TO THE PROFESSION

George Washington University (*Fall 2022 – Present*)

1. Attended college and department meetings and research seminars.
2. Reviewed for Journals and Conferences and wrote letters of recommendation for undergrad students.

University of Missouri-Columbia (*Fall 2020 – Spring 2022*)

3. Served as the Mgt. Department Faculty representative to the College's Curriculum Committee.
4. Worked with tenure track faculty to formulate and evaluate PhD students' comprehensive exams.
5. Served on Siqi Hou's First Year PhD Qualifying Exam Committee.
6. Served as the Mgt. Department Faculty representative for prospective undergraduate student events.
7. Participated as a research-active guest faculty for a PhD seminar session in Spring 2021.
8. PhD recruitment – I coordinated 2 interviews & interviewed seven STR/ENT candidates via Zoom.
9. Served on the sub-committee charged with drafting writing guidelines for the MGT. department.
10. Served on the Entrepreneurship sub-committee.
11. Served on a sub-committee charged with drafting recommendations for the PhD Program (Fall 2020).
12. Worked with other tenure track faculty to reformulate the structure the PhD Program (Fall 2020).

Florida International University – (4 years)

Management & International Business Department - Curriculum Committee Member (2014-2018).

External Service:

1. **AOM – International Management Division** – Communications Committee - (*5 years*)
News Editor (2014 – 2015) => Communications Officer (2016 – 2019).
2. **AIB - Women in the Academy of International Business (WAIB)** – (*2 years*)
Executive Board, PhD Student Member-at-Large (2015–2017).
3. **The PhD Project** – Management Doctoral Student Association (MDSA) – (*1 year*)
Research Committee Member (2014 – 2015).
4. Ad-hoc Journal and Conference Reviewer:
 - Global Strategy Journal; Journal of International Management + AOM, AIB, & SMS Annual Conferences.
5. Co-Chair & Moderator – WAIB Gender Research Panel, AIB Conference, 2016, New Orleans, LA.
6. Session Chair – WAIB/CCM Special track: Gender in IB Research - AIB-SE, 2015, Savannah, GA.

CONFERENCE PRESENTATIONS *Denotes Presenter

Misati & Walumbwa. Firm Formalization Amid Institutional Imperfections: The Roles of Bricolage, Networks, and Firm Growth. Paper to be Presented at the 2023 AOM Conference, Boston, MA.

Misati, Walumbwa, Von Glinow, & Orwa. (2022). Venture Legitimacy in South-North Internationalization. In AOM Best Paper Proceedings. Presented at 2022 AOM Conference, Seattle, WA.

Walumbwa, *Christensen, Hsu, **Misati**, & Babalola, (August 2018). Creative Self-Efficacy and Creative Performance: Understanding the Underlying Mechanisms. In AOM Best Paper Proceedings, Chicago, IL.

Walumbwa, Hsu, Wu, & ***Misati**. (August 2018). Investigating Initiating Structure, Meaningfulness, Service Performance, and Collective Turnover. Paper presented at the *AOM Conference*, Chicago, IL.

*Babalola, Walumbwa, Guo, **Misati**, & Christensen. (August 2017). Being Ignored or Pushed Out? A Relational Perspective to Understanding Workplace Ostracism. *AOM Conference*, Atlanta, GA.

Walumbwa, Muchiri, ***Misati**, Wu, & Meiliani. (August 2016). Fired Up to Perform: A Multilevel Examination of Anteced. and Conseq. of Thriving at Work. In *AOM Best Paper Proceedings*, Anaheim, CA.

Misati, Walumbwa, Fainshmidt, & *Kundu. (September 2016). Determinants of MNE Investments in Sub-Saharan Africa. *SMS Conference*, Berlin, Germany.

***Misati**, Walumbwa, Lahiri, & Kundu. (June 2016) The Internationalization of SMEs from Developing Economies. *AIB Conference*, New Orleans, LA.

*Paustian-Underdahl, Fainshmidt, Sanchez, **Misati**, Zhao, & Rasch. (October 2015). Do Employees See Acquisitions as Threats or As Opportunities? The Merger Syndrome. *SMA Conference*, St. Pete, FL.

Walumbwa, Aryee, Hartnell, & ***Misati**. (August 2015). Fostering Ethical & Learning Behavior: The Role of Ethical Leadership, Supervisor, and Group Members' Fairness. *AOM Conference*, Vancouver, Canada.

***Misati**, Kundu, & Walumbwa. (June 2015). What Drives Africa's FDI Inflows & Outflows? A Macro-Theoretic Perspective. *AIB Conference*, Bengaluru, India.

Alon, ***Misati**, Warnecke, & Zhang. (October 2010). Comparing Domestic & Returnee Female Entrepreneurs in China: Is there an internationalization effect? *China Goes Global Conference*, Harvard Kennedy School, Cambridge, MA.

Alon, Boulanger, ***Misati**. (October 2010). Can signaling theory help agency and resource scarcity theories explain franchisee failure? Predicting SBA-backed loan defaults. *SMA Conference*, St. Pete, FL.

***Misati** & Alon. (October 2010). Sari Organic Strives for a Green Bali: Social Entrepreneurship and Sustainable Development in the Midst of Indonesia. *AIB-South East Conference*, St. Pete, FL.

Alon, Bordonaba-Juste, Lucia-Palacios, & Polo-Redondo (October 2010). Effects of Franchise Ownership and Price on Survival. Paper presented by ***Misati**, E. on authors' behalf. *SMA Conference*, St. Pete, FL.

PRIOR WORK EXPERIENCE

Analyst - Intelligent Global Pooling Systems (iGPS Pallets) in Orlando, FL	2011-2014
Logistics & Supply Chain Coordinator - Walt Disney World Company in Kissimmee, FL	2008-2009
(Summer) Academic Advisor - University of Central Florida in Orlando, FL	2005-2007
Management Intern => Food Safety Officer - InterContinental Hotel in Nairobi, KENYA	2002-2004
Supervisory Intern - Sarova Whitesands Beach Resort & Spa in Mombasa, KENYA	April - Sept. 2000

OTHER PRIOR QUALIFICATIONS

Leadership Certificate – Outward Bound Trust of Kenya - Centre of Excellence in Management Training
Group Trainer's Certificate – InterContinental Hotels PLC

HACCP Auditor Certificate (Food Safety) – Société Générale de Surveillance (SGS) International

References are available upon request