

# Ranjan M. J. George

2750 Princeton Pike  
Lawrenceville NJ 08648  
Cell: 559 554 5702

## EDUCATION

**Doctor of Philosophy:** Western Sydney University, Australia (AACSB accredited) 2000  
Recipient of the Australian Federal Government's Overseas Postgraduate Research Award  
Dissertation title: Job Satisfaction, Gendered Work-lives, and Orientations to Work  
(US Equivalency: *Earned Doctorate, PhD in Business Administration from a regionally accredited institution*) \*

**Master of Commerce** (first class) University of Madras, India 1991  
(US Equivalency: *Master's Degree in Business Administration from a regionally accredited institution*) \*

**Bachelor of Commerce** (first class) University of Madras, India 1989  
(US Equivalency: *Bachelor's Degree in Business Administration from a regionally accredited institution*) \*

\*(Academic qualifications have been evaluated and authenticated by World Education Service, New York, complete with course-by-course credit equivalents and GPAs)

## WORK EXPERIENCE

**Current: Business Instructor, Rutgers University, Camden, NJ (January 2023 onwards)**  
Courses for Spring 2023: Business Essentials (3 cohorts) and Multinational Business (online)  
Courses for Fall 2023: Introduction to Business (3 cohorts) and International Business (online)  
Courses for Spring 2024: Introduction to Business (1 cohort) and International Business (2 cohorts; 1 online)

**Previous: Associate Professor of Business and Program Director, Traditional Undergraduate Program: Fresno Pacific University, Fresno, CA (August 2017 to December 2022)**

Program management and administration, teaching, research, committee assignments, assessments, and scholarship

Courses for Fall 2022: International Business; Financial Management; Personal Finance, Organizational Communication, and Strategic Management

Courses for Fall 2021: International Business; Financial Management; Personal Finance, Organizational Communication, First-Year Experience and Organizational Theory

Courses for Spring 2022: International Business; Financial Management; Personal Finance, Organizational Behavior and Seminar in Business Strategy (Capstone)

Courses for Fall 2020: International Business; Financial Management; Personal Finance, Organizational Communication, First-Year Experience

Courses for Spring 2021: International Business; Financial Management; Personal Finance, Group Dynamics, International Finance and Economics

Courses for Fall 2019: International Business; Financial Management; Global Economics (graduate); Accounting for Management

Courses for Spring 2020: Organizational Behavior; International Business; International Economics and Finance, Personal Finance and Financial Management

Courses for Fall 2018: Introduction to Leadership (graduate) 2 cohorts

Courses for Spring 2019: Organizational Behavior (blended); Statistics; International Business and Personal Finance (undergraduate); Research Methods (graduate)

Courses for Fall 2017: Organizational Behavior and Group Dynamics (graduate) 2 cohorts; Organizational Communication and Statistics (undergraduate)

Courses for Spring 2018: Organizational Behavior; Statistics (undergraduate); Management in Global Business (graduate)

Member of the University Assessment Committee; Chair of the Undergraduate Academic Committee; and Member of the Honors Committee.

**Previous: Assistant Professor of Business: Simpson University, Redding, CA (August 2014-May 2017); Department Chair, 2016-17**

Teaching, student advising, research, committee assignments, assessments, and scholarship.

Advised 30 students and served as member of the Thematic Core Committee and the faculty liaison member for the Entrepreneurship Club.

Courses for Spring 2017: Race in America (Inter-disciplinary Core Course); Communication, Leadership and Organizations; Entrepreneurship, International Political Economy, and Principles of Finance

Courses for Fall 2016: Production and Operations Management, Human Resource Management and Principles of Management

Courses for Fall 2015: Production and Operations Management, Principles of Finance. Human Resource Management and Principles of Management

Courses for Spring 2016: Entrepreneurship, Principles of Finance, Communication, Leadership and Organizations and Business as Mission

Courses for Fall 2014: Production and Operations Management, Principles of Finance and Human Resource Management

Courses for Spring 2015: Entrepreneurship, International Political Economy and Principles of

Finance

**Assistant Professor of Business: Texas College, Tyler, TX (August 2013-May 2014)**

Teaching, student advising, research, committee assignments, assessments, and scholarship.

Courses for Fall 2013: Principles of Marketing, Labor-Management Relations, Business Ethics and Compensation Administration

Courses for Spring 2014: Production and Operations Management, Business Policy, Leadership and Marketing Management

**Assistant Professor of Management: Jarvis Christian College, Hawkins, TX (August 2012 to May 2013)**

Teaching, student advising, research, committee assignments, assessments, and scholarship.

Courses for Fall 2012: Principles of Management, Organizational Behavior, Production and Operations Management and Business Communications

Courses for Spring 2013: Introduction to Business, Organizational Behavior, Production and Operations Management, Topical Seminar in Management and Labor Relations

**ADVISING/COMMITTEE ASSIGNMENTS AT JARVIS CHRISTIAN COLLEGE**

Advisor for 25 Business Administration Management concentration students;

Member of the Admission and Retention Committee

Member of the Faculty Welfare Committee

**Assistant Professor of Business: Northwestern College: August 2008-May 2012**

Teaching, student advising, research, committee assignments and scholarship.

Courses for 2011-2012: Organizational Behavior and Theory, Operations Management, Business Strategy, Principles of Management, Business Research, Business Ethics, Christian Entrepreneurial Leadership Seminar

Courses for 2010-2011: Organizational Behavior and Theory, Operations Management, Business Strategy (developed this course to include online lectures), Strategic Marketing, Business Research, Business Ethics and Christian Entrepreneurial Leadership Seminar

Courses for 2008/9 and 2009/10: Principles of Management, Operations Management, Business Strategy, Strategic Marketing; and Sales & Sales Management, Business Ethics, Christian Entrepreneurial Leadership Seminar

**ADVISING/COMMITTEE ASSIGNMENTS AT NORTHWESTERN COLLEGE**

Member of the College's Multicultural and Ethnic Resources Committee (MERC)

Member of the Admissions, Retention and Honors Committee (ARHC)

Member of the Research and Experimentation Committee (REC)

I had 11 advisees; 3 of these were international students.

**Senior Lecturer in Management Studies: The Open University of Sri Lanka: September 1991-July 2010 (On sabbatical 2008-2010)**

Teaching, research, student counseling, committee assignments and scholarship  
Department Chair 2005-2008 and represented the Department at the Senate, Faculty Board, University By-laws Committee, and the University Disciplinary Committee  
As Program Director, involved in the development, implementation, and program management of the Commonwealth Executive Master of Business/Public Administration Program in collaboration with the Commonwealth of Learning, Vancouver, Canada, and 3 other South Asian Universities, including 2 course material development projects.

**COMMUNITY SERVICE**

Volunteer USA Board Member, Bethanykids International, medical relief organization in Africa  
Volunteer Ambassador for Lilly Conference on Teaching for Active and Engaged Learning  
Volunteer Expert, Commentator and Contributor to Wallethub.com and creditdonkey.com on personal finance.

Volunteer PhD dissertation examiner/adjudicator/evaluator to several Indian universities

Volunteer WatchDOGS (Dads of Great Students) Member at Tyler ISD, Tyler, TX (2012-2014)

**RESEARCH/PUBLICATIONS/PRESENTATIONS**

George, Ranjan (2024) ‘Lego Game’: An Experiential Activity to Division of Labor and Work Structure, paper presented at the Lilly Conference on Teaching for Active and Engaged Learning, in San Diego, CA, January 4-6, 2024

George, Ranjan (2023) ‘Lost in the Sahara Desert’: An Experiential Activity to Teach Decision-making, paper presented at the Lilly Conference on Teaching for Active and Engaged Learning, in San Diego, CA, January 5-7, 2023

George, Ranjan (2022) ‘Alphabet Game’: An Experiential Activity to Teach Listening and Communicating, paper presented at the Lilly Online Conference on Teaching for Active and Engaged Learning, April 6, 13, 20, and 27, 2022

George, Ranjan (2022) ‘Cup Stack Game’: An Experiential Activity to Teach Teamwork, paper presented at the Lilly Conference on Teaching for Active and Engaged Learning in San Diego, CA, January 6-8, 2022

George, Ranjan (2022) Using Film Media Video Case Study Approach to Teaching Motivation paper presented at the Lilly Conference on Teaching for Active and Engaged Learning in San Diego, CA, January 6-8, 2022

George, Ranjan (2021) “Strategy: The Power to Do Great Things” Business Insights Video and Round Table Discussion Session, December 7, 2021 <https://vimeo.com/644052489>

George, Ranjan (2020) A Tale of Two Communities: A Memoir on Sri Lanka’s Ethnic Conflict. *Pacific Journal* 15, 19-45

- George, Ranjan (2020) ‘Ribbon Game’: An Experiential Game to Teach Creativity and Innovation, paper presented at the Lilly Conference on Teaching for Active and Engaged Learning in San Diego, CA, February 27-29, 2020
- George, Ranjan (2019) The ‘Cord Game’: An Experiential Game to Teach Change, paper presented at the Lilly Conference on Teaching for Active and Engaged Learning in Anaheim CA, February 28 – March 2, 2019.
- Edward Murphy, Hamad Ali, Regina Greenwood, Ranjan George and Julia Teahen (2017b) Attitudes towards women in Jordan: What is the impact of gender and generation? Paper presented at the Midwest Academy of Management (MAM) annual conference in Chicago, IL, October 19-21, 2017
- Ranjan George, Edward Murphy, Regina Greenwood and Julia Teahen (2017a) Generations in India and Sri Lanka: Gender Differences in Attitudes towards Women and Stress Behaviors paper presented at the North American Management Society (NAMS) annual conference in Chicago, IL, March 22-27, 2017
- Ranjan George, Edward Murphy, Julia Teahen, Regina Greenwood, Sergio Madero, Silvia Monserrat, Jaime Ruiz-Gutierrez, Miguel Olivas-Lujan, Neusa Santos, Arnel Uy and Shaista Khilji (2016a) An Exploration of Cross-Cultural and Gender Differences in East Asia, South Asia and Southeast Asia. Presented at the Southwest Academy of Management (SWAM) annual conference in Oklahoma City, OK, March 9-11, 2016
- Ranjan George, Teahen, J., Murphy, Edward F. Jr., Greenwood, R., Ruiz-Gutierrez, J., Monserrat, S. I., Santos, N. M. B., Olivas-Lujan, M. & Madero, S. (2016b) Life roles in the West, Latin America, and Asia: Within-gender differences and work-family conflict. Presented at the MBAA International Conference, Chicago, IL, April 13-15, 2016
- Khilji, Shaista E., Syed, Jawad, Sully de Luque, Mary F., George, Ranjan et al (2016c) Gender, Generations and Leadership: Insights from South Asia, Professional Development Workshop at the Academy of Management Conference, August 6, 2016, Anaheim, CA
- Jonathan A. Batten, Ranjan M. J. George and Samantha Hettihewa (2007) Is Corporate Ethical Practice Changing? Evidence from Sri Lanka, *Asia Pacific Business Review* Vol. 13 (1), pp. 59 – 78.
- Open University of Sri Lanka (2005) Bachelor of Management Studies Learning material for module on Human Resource Management MCU 2206 – 13 units
- “Developing the Manager: Issues, Insights and Interventions” Section F (Social Sciences) Presidential Address Paper at the 59<sup>th</sup> Annual Session of the Sri Lanka Association for the Advancement of Science, 12<sup>th</sup> December 2003, Colombo.
- “Commonwealth Executive Master of Business Administration: A Course Evaluation” Paper presented at the OUSL Annual Academic Session, 19<sup>th</sup> November 2003, Nawala.

“Who is Who and Where?” A Gender Analysis of Sri Lankan Managers, Paper presented at the Annual Academic Session of the Faculty of Humanities and Social Sciences, May 2002 (Published as a research communication in *Vistas*, Vol. 1. No.1)

“Superordinate Gender Preferences – An Analysis” Paper presented at the Asia Pacific Researchers in Organization Studies (APROS) International Conference, Sydney, Australia, December 2000.

Excellence in Management in Sri Lankan Organizations: Cultural or organizational? A Comparative analysis - Paper presented to the Sri Lanka Association for the Advancement of Science (SLAAS), 56<sup>th</sup> Annual Session, Peradeniya, Sri Lanka, November 2000.

OUSL Learning Material for MCU 3205 *Research Methodology* for the Bachelor of Management Studies Degree Program

OUSL Learning Material for MCU 4203 *New Dimensions in Management* for the Bachelor of Management Studies Degree Program

Women managers in Sri Lanka: The Dawn of a New Era Paper presented at the Australia and New Zealand Academy of Management (ANZAM) Conference, Melbourne, Australia December 1997.

Clegg, Stewart R. and George R. (1997) An Inside Story: Tales from the field – Doing Organizational Research in a State of Insecurity *Organization Studies* 18(6), 1997 pages 1015 to 1023.

### **SPECIAL ASSIGNMENTS**

Participated in the 2023 Annual Conference of the Society for Experiential Education at Renaissance Sea World, Orlando, FL, September 25-27, 2023

Prepared the Fresno Pacific University School of Business Program Review Report for the Traditional Undergraduate Program for the period 2010-2017. The Report was approved by the Academic Council on May 15, 2018.

Prepared the Fresno Pacific University School of Business Program Review Report for the Global Master of Business Administration Program for the period 2011-2018. The Report was approved by the Academic Council on November 6, 2019.

Simpson University faculty Book Discussant for the 2015-16 year’s faculty discussion: ‘Beyond Integration’ by Ream *et al.*

Participated in the Southern Management Association 2012 Conference in Fort Lauderdale, FL, October 31-November 3, 2012

Participated and successfully completed the Pedagogy Project at Northwestern College, during the 2011-12 academic year, jointly conducted by Northwestern College and the University of Northern Iowa as part of the Iowa Writing Project

Participated in the Summer Term on Reconciliation conducted by the School of Divinity, Duke University, Durham, NC, May 31-June 5, 2010

Visiting Attachment at the Commonwealth of Learning, Vancouver, Canada July-August 2005  
Completed a consultancy assignment as a team member to study the organization and work practices of a leading Sri Lankan state bank.

Developed distance learning modules in the Certificate in Human Resource Management for the Institute of Personnel Management Sri Lanka

Served as consultant and research team member for a World Bank funded project to study the effectiveness of School Principals in Sri Lanka

### **CURRENT PROFESSIONAL MEMBERSHIPS**

Southern Management Association  
Academy of Management  
Sri Lanka Association for the Advancement of Science

### **REFERENCES**

Breck Harris Ed.D.  
Professor of Business  
Fresno Pacific University  
1717 S. Chestnut Ave  
Fresno, CA 93720  
Telephone: 559 453 2288  
E-mail: baharris@fresno.edu

Catherine Peck, CPA  
Assistant Professor  
School of Business  
Fresno Pacific University  
1717 S. Chestnut Ave  
Fresno, CA 93720  
Telephone: 901-299-6271  
E-mail: Cathypeck408@gmail.com

Jim Bryan Ed.D.  
Former Dean, School of Business,  
Fresno Pacific University  
Phone (Cell): 559-930-9870  
Email: jim32494@yahoo.com