

Schiro Withanachchi

Associate Dean of Undergraduate Programs
School of Business
Rutgers University-Camden
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HIGHLIGHTS

Dedicated academic leader with extensive experience in higher education, global engagement, analytical research, and innovative program development.

EDUCATION

Doctor of Business Administration | Management/International Business

Zicklin School of Business, Baruch College, CUNY, NY | 2020 (defended), 2022 (conferred)

Dissertation: *Ethnicity and Global Dexterity: Influence of Upper Echelon Attributes on Firm Innovation and Performance*

Master of Business Administration | Decision Sciences

Tobin College of Business, St. John's University, NY | 2001

Research Scholar, Beta Gamma Sigma

Thesis: *Enabling B2B Marketplaces: GE Global Exchange Services*

Bachelor of Science | Aerospace Engineering, minor in Mathematics

College of Engineering & Computer Science, Syracuse University, NY | 1995

AWARDS

2024-2027	Fulbright Specialist, University of West Indies at Mona, Jamaica
2021	President's Faculty Award for Diversity and Inclusion/Excellence in Teaching
2020, 2021	Faculty Campus Champion of the Year, Queens College, CUNY

INITIATIVES

2021-2023	Virtual Exchange program: Global Scholars Achieving Career Success
2019 - present	Collaborative Online International Learning (COIL)
2020-2024	Career Success Fellow, Office of Transformation, CUNY

GRANTS

2021-2023	\$750K award from Stevens Initiative to build global competence and career readiness skills
2021-2023	\$446K grant from Blackstone LaunchPad for entrepreneurial skills-building program
2018-2019	City University of New York: Career Success Initiative
2018	Global Learning Grant, NAFSA: Association of International Educators
2016, 2017	Diversity Enhancement Research Grant, Andrew W. Mellon Foundation

COURSES TAUGHT

- Statistics as Applied to Economics and Business (in-person and with COIL)
- Strategic Management (in-person)
- Microeconomics (in-person and fully online)
- Corporate Finance (in-person)
- Economics Internship (experiential learning)

RESEARCH INTERESTS

- Internationalization
- Innovation
- Upper Echelon theory

ACADEMIC APPOINTMENTS

Associate Dean of Undergraduate Programs

2025-present

Rutgers School of Business–Camden, Rutgers University–Camden, NJ

- Lead undergraduate (UG) portfolio to serve 1,100 undergraduate students and 12 FT and PT staff
- Drive cross-program efficiencies to align with Rutgers University–Camden's strategic plan to grow 5,822-student campus over five years and contribute to top national ranking of Business Schools
- Oversee Rutgers School of Business–Camden (RSBC) UG advising operations and transfer pipelines (58.8% transfers) while sustaining 80% first-year retention rate, exceeding state and national averages
- Oversee curriculum committee efforts to improve curricular coherence and AACSB compliance across modalities, sustaining 66–66.5% six-year graduation performance
- Expand industry partnerships to elevate student success and support a 96% employment/graduate-school placement rate within six months of graduation
- Direct Student Engagement, Empowerment and Development (SEED) office with strategies that contribute to student opportunities and strengthen 20% experiential-learning participation rate
- Enhance Business Honors Program by increasing year-over-year admitted-student enrollment
- Ensure high-quality academic support across RSBC, including on-campus, online, and multiple off-campus program sites across New Jersey

Associate Dean and Faculty

2022-2025

School of Business, Queens College, CUNY, NY

- provide leadership and guidance towards AACSB accreditation
- liaison for student-faculty conflict resolution, academic integrity, and grievance resolution
- co-manage School of Business budget for almost 4,000 students and 60 faculty
- work closely with Advisory Council to develop mission, vision, and fundraising
- lead the development and implementation of a 5-year strategic plan for the School of Business
- secure \$220,000 in funds for student career readiness initiative and academic development
- oversee student orientation programs, career workshops, and leadership development initiatives
- increase sustainable articulation agreements with 2-year colleges
- collaborate with faculty to innovate curriculum to meet student needs and align with industry standards
- administer \$1.5M grant for small business initiative
- build and sustain industry/student organization partnerships to enhance community engagement
- monitor and evaluate student initiative effectiveness using data-driven approaches

Director and Lecturer (tenured)

2021

Business and Liberal Arts (BALA) honors program, Queens College, CUNY, NY

- oversee academic advising and support services within program for 450+ interdisciplinary students
- coordinate with faculty and staff to address student issues and increase recruitment/retention
- administer department budget, profit/loss performance, and Faculty Advisory Committee
- develop curriculum with experiential learning components
- monitor innovative programming to increase student engagement and minor declaration

Lecturer (tenured) and Co-ordinator of COIL

2010

Department of Economics, Queens College, CUNY, NY

- initiated and coordinated virtual exchange/COIL with 30+ international university partnerships
- administered the statistics curriculum for 250 students per semester
- increased enrollment in industry-based experiential internship program by 2%
- collaborated across disciplines to create interdisciplinary opportunities that address positive social change

Research Assistant <i>Department of CIS and Decision Sciences, Tobin College of Business, St. John's University, NY</i>	1999-2006
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PROFESSIONAL EXPERIENCE

Business Consultant <i>Greater New York City area</i>	2017 - 2020
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- maximized employee-client engagement with talent development and efficacy of management system
- assimilated diversity programs through results-driven change

Business Consultant <i>Dee and A, Inc., New York, NY</i>	1998-1999
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Engineer/Designer <i>Timco Engineering Co., Peekskill, NY</i>	1997-1998
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Associate Engineer/Independent Contractor <i>Lockheed-Martin Aircraft Center, Greenville, SC</i>	1995-1997
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SELECTED PRESENTATIONS AND PUBLICATIONS

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| 2026 | Withanachchi, S. "CUNY Women Lead Loudly with Voice, Vision, and Valo: Ascending Together," Invited panelist, 2026 CUNY Women's Leadership Conference, March 25, 2026. |
| 2026 | Saint-hilaire, L., Dixon Hamil, K., Henry, J., Withanachchi, S., & Whitely, P. "Faculty Perspectives on Collaborative Online International Learning across the Global South and North." Working Paper. |
| 2026 | Withanachchi, S., Fich, R., & Korn, H. "Ethnicity and Global Dexterity: Influence of upper echelon on innovation and firm." Working Paper. |
| 2026 | Withanachchi, S. "Trends in U.S. Business Education: Perspectives from the Dean's Office" Invited presenter, US-Sri Lanka Fulbright Commission and EducationUSA Sri Lanka, January 7, 2026. |
| 2025 | Withanachchi, S. & Haffejee, F. "Crossing cultures in South Africa and the USA to cultivate leadership skills through innovative exchange," <i>Journal of International Education in Business</i> , December 2025. Submitted. |
| 2025 | Henry, J. & Withanachchi, S. "Bridging Borders with a UNSDG: Evaluating Business Comprehension across Students in the U.S. and Jamaica through Virtual Exchange." In Roger Bent, Shinique Walters, and Dale Lynch Editors, <i>Student Services in Higher Education: Building Community and Empowering Holistic Student Success</i> , Palgrave Macmillan, Forthcoming. |
| 2025 | Henry, J. & Withanachchi, S. "Bridging Borders with a UNSDG: Evaluating Business Comprehension across Students in the U.S. and Jamaica through Virtual Exchange," Academy of International Business NE 2025 Conference, Smithfield, RI, October 18-19, 2025. |
| 2025 | Withanachchi, S. "Leveraging VE/COIL for Career Readiness and Workforce Development," Invited panelist, Association of American Colleges and Universities (AAC&U), May 21, 2025. |
| 2025 | Withanachchi, S. "Global Minds: Learning without Borders through COIL," Featured guest on EdCast (hosted by Dr. Linda Hirsch), CUNY TV, 16 January 2025. |
| 2024 | Withanachchi, S. "Learning Today to Lead Tomorrow: Building Virtual Exchanges that Propel Career Readiness," Invited panelist at Stevens Initiative Webinar Series, Virtual, 12 June, 2024. |

- 2023 Aksakalova, O., Pai, G. H., & Withanachchi, S. (2023, Winter). *Global Scholars Achieving Career Success (GSACS) Winter 2023 Institute*. virtual: Stevens Initiative administered by Aspen Institute and funded by US State Department.
- 2022 Withanachchi, S., Darmon D. and Sreesing, P. "Building Career Skills through Virtual Exchange," Centre for Business & Economic Research (CBER), *Proceedings*, 2022.
- 2021 Duranczyk, I., Pai, G. and Withanachchi, S. "Globalizing Curriculum with Data: COIL Energizes the Learning Environment," Invited panelist at AMATYC Webinar Series, Virtual, 24 March, 2021.
- 2020 Withanachchi, S. "The Economic Impact of Globalization and Internationalization on Minority Immigrant Graduates." In Yilmaz Bayar Editor, *Institutional, Economic, and Social Impacts of Globalization and Liberalization*, IGI Global, Pennsylvania, November 2020.
- Aksakalova, O., Ramson, A. and Withanachchi, S. "Conceptualizing COIL at a Public City University: Achieving Equity, Developing a "Third Space" Pedagogical Paradigm, and Strengthening Career Readiness," International Virtual Exchange Conference (IVEC), virtual, September 14-16, 2020.
- Withanachchi, S. "Dexterity vs. Diversity: Influence of Upper Echelon's Cultural Competence, Ethnicity and Innovation on Financial Performance," Academy of International Business 2020 Conference, virtual, July 2-6, 2020.
- 2019 Fondo, M., Lamolla, L., Withanachchi, S. and Arnold, M. "Optimising International Business Teaching from a Multidisciplinary Approach: Online Intercultural Exchanges for 21st-Century Skills Development," *Proceedings of the Intercultural Communicative Competence: A Competitive Advantage for Global Employability (ICCAGE) 2019 Conference*, Prague, Czech Republic, June 13-14, 2019.
- Withanachchi, S. "Diversity and Internationalization in Education: A Study on the Effects of Pre-Labor Market Attributes on Individual Economic Success," Academy of International Business 2019 Conference, Copenhagen, Denmark, June 24-27, 2019.
- Fondo, M. and Withanachchi, S. "Crossing Borders in Business and Economics Classrooms: Implementing Telecollaboration to Advance Diversity and 21st Century Skills." *Proceedings (refereed) of the International Association for Business and Society*, San Diego, CA, March 21-24, 2019. Vol. 30. pp. 110-118.
- 2018 Withanachchi, S. "Domestic Internationalization: Using Innovative Pedagogy for Virtual Collaboration through Synchronous Technology," CUNY's 17th Annual IT Conference, New York, NY, November 29-30, 2018.
- Withanachchi, S. "Innovative Approaches to Integrating Global Learning into Curriculum," Panel Presenter (invited) at 2018 NAFSA Annual Conference & Expo on Diverse Voices, Shared Commitment, Philadelphia, Pennsylvania, May 27-June 1, 2018.
- Withanachchi, S. "Researching the Impact of Internationalized Learning and Experience on Students," SUNY Center for Collaborative Online International Learning (COIL) 2018 Conference: Global Learning for All, Fashion Institute of Technology, New York, March 16-17, 2018.
- 2017 Schlichting, K., Withanachchi, S. and Woo, D. "Diversity through Internationalization: Analyzing Success of Minority Immigrant Students on Campus and the Role of Internationalization Beyond

Campus,” Mellon Conference on Sustaining Diverse and Inclusive Communities, Queens College, New York, November 13-14, 2017.

Withanachchi, S. “Virtual International Dialogue: Communicating data effectively to a multi-cultural audience,” Center for Teaching & Learning Fifth Annual Teaching and Learning Showcase, Queens College, New York, October 27, 2017.

Withanachchi, S. "Global Cultures in a Global Environment: The Economic and Social Impact of Internationalization at an Urban Campus in New York City,” Third WC2 (World Class World Cities) Symposium, University of São Paulo, São Paulo, Brazil, August 14-19, 2017.

Withanachchi, S. “Success On The World Stage: Measuring the economic impact of internationalization on minority immigrant students and alumni at an urban campus,” National Business and Economics Society Eighteenth Annual Conference, Puerto Vallarta, Mexico, March, 2017.

< 2017 James, P., Withanachchi, S., Mockler, R., Gartenfeld, M. E. and Dologite, D. G. "Doing Business on the Internet: Enabling B2B Marketplaces - The Case of GE Global Exchange Services.” In Keri E. Pearlson, Carol S. Saunders Editors, *Managing and Using Information Systems: A Strategic Approach*, John Wiley & Sons, New Jersey, 2003.

James, P., Withanachchi, S., Mockler, R., Gartenfeld, M. E., Bistline, W. and Dologite, D. G. “Enabling B2B Marketplaces: The GE Global Exchange Services.” In Mehdi Khosrow-Pour Editor, *Annals of Cases on Information Technology (ACIT)*, Idea Group Publishing Company, Pennsylvania, 2003, pp 464-487. (listed on Amazon’s bestselling edocs on e-commerce)

SERVICE and ADVISING

- Executive Board, New Jersey Collegiate Business Administration Association (NJCBAA)
- School of Business Dean’s Leadership Council, Rutgers University-Camden
- School of Business Undergraduate Leadership Council, Rutgers University-Camden
- Assurance of Learning (AoL) Committee, Rutgers University-Camden
- Undergraduate Curriculum Committee, Rutgers University-Camden
- Macaulay Honors College Thesis Advisor, Queens College, CUNY
- Navitas - Academic Advisory Committee, Queens College, CUNY
- Faculty and Career Educators Committee, Queens College, CUNY
- Foreign Transfer Credit Advisor and Fulbright Scholarship interviewer, Queens College, CUNY
- Senate Committee for Teaching Excellence Meeting, Queens College, CUNY
- Search Committee for Associate Director of Career Center, Director of Writing Center, Associate Provost, Finance Budger Specialist for School of Social Sciences (Chair), Queens College, CUNY
- Reviewer for IABS, NBES, AIB and IGI Global

AFFILIATIONS

- Academy of International Business
- Academy of Management