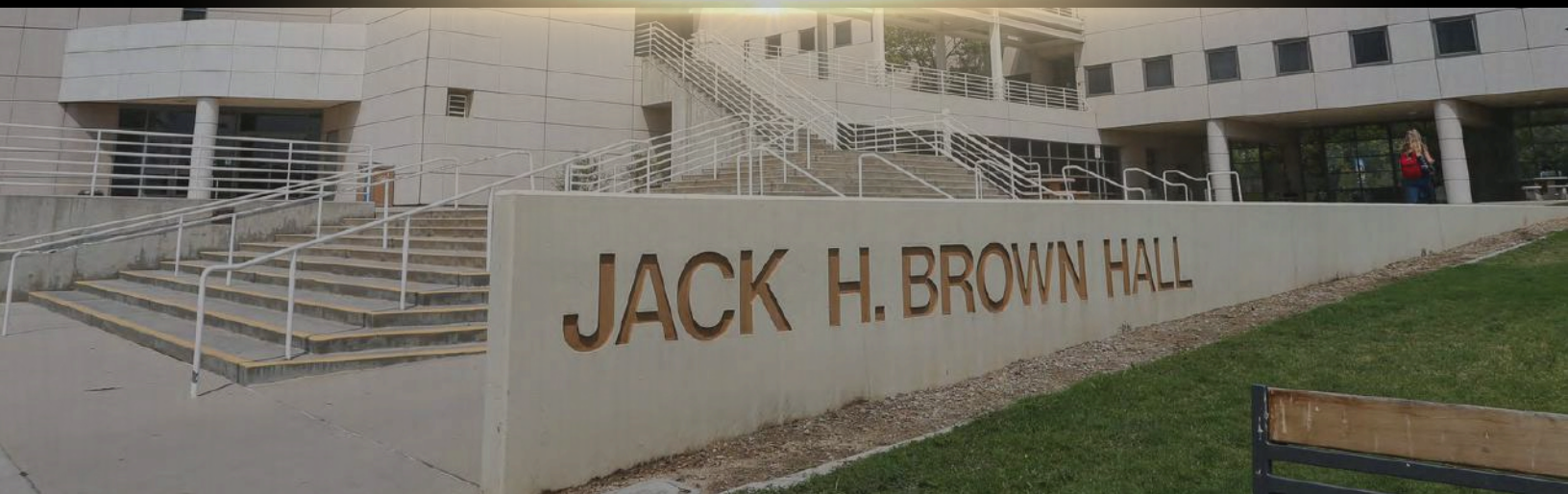




Jack H. Brown College  
Office of Academic Equity

# Advocates



# Who Are Advocates?

The Advocates are faculty members who strongly believe that our college can be enriched by the presence of diversity, equity and inclusion.

The Advocates serve as advisers to the Office Director and as representatives for their departments. The Advocates are expected to attend one meeting per semester and attend our "Paves the Way" event.

Our list of advocates continues to grow.

If you are interested in becoming an Advocate for the JHBC Office of Academic Equity, please email the Director, Dr. Francisca Beer, at [fbeer@csusb.edu](mailto:fbeer@csusb.edu) or Marina Kamel at [marina.kamel@csusb.edu](mailto:marina.kamel@csusb.edu).



# Advocates

Dr. Kimberly Collins  
Public Administration  
Advocate Since 2018

Dr. Zhonghui Wang  
Management  
Advocate Since 2020

Dr. Barbara Sirotnik  
Information & Decision Sciences  
Advocate Since 2018

Dr. Pamela Medina  
Public Administration  
Advocate Since 2020

Dr. Kathie Pelletier  
Management  
Advocate Since 2018

Dr. Essia Hamouda  
Information & Decision Sciences  
Advocate Since 2021

Dr. Winifred Scott  
Accounting & Finance  
Advocate Since 2018

Dr. Ann Johnson  
Management  
Advocate Since 2023

Dr. Melika Kordrostami  
Marketing  
Advocate Since 2018

Dr. Michelle Russen  
Hospitality Management  
Advocate Since 2022

Dr. Bailey Benedict  
Management  
Advocate Since 2023

Dr. Breena Coates  
Professor Emeritus  
Advocate Since 2022

Dr. Marc Fudge  
Public Administration  
Advocate Since 2019

Dr. Maggie Boyraz  
Management  
Advocate Since 2022

Dr. Yu Liu  
Accounting & Finance  
Advocate Since 2019

Dr. Sharon Pierce  
Public Administration Advocate  
Since 2022

Dr. Gilna Samuel  
Accounting & Finance  
Advocate: 2018 - 2022

Dr. Nasrin Mohabbati  
Information & Decision Sciences  
Advocate: 2021 - 2023

# Advocates

Dr. Liang "Kevin" Guo  
Accounting & Finance  
Advocate Since 2023

Dr. Montgomery Van Wart  
Public Administration  
Advocate Since 2024

Dr. Elizabeth Castillo  
Management  
Advocate since 2024

Dr. Ying Cheng  
Management  
Advocate since 2024



# Sharon Pierce

Ed.D

Sharon Velarde Pierce is an Associate Professor of Public Administration at California State University, San Bernardino. She has served as a K-12 school administrator for almost 25 years. Her research focuses on the experiences of Latina women in leadership roles, first generation college students, and more recently, the experiences of undocumented students. As an educator, she is committed to building a supportive learning environment through culturally responsive pedagogies that focus on a student-centered approach.



# Zhonghui Wang

Ph.D

Dr. Zhonghui "Hugo" Wang received his Ph.D. from Purdue University and is an assistant professor at the department of management. He teaches strategic management classes and his research focuses on topics related to corporate governance, family firms, and innovation.



# Yu Liu

Ph.D

Dr. Yu Liu is an Associate Professor in the Department of Accounting and Finance at CSUSB. He earned his Ph.D. in Real Estate from J. Mack Robinson College of Business at Georgia State University. Prior to joining CSUSB, Dr. Liu had five years working experience in real estate industry and participated in multiple real estate development and construction projects from high-rise residential community, mixed-use commercial building, to public infrastructure. Dr. Liu's teaching and research interests are in the areas of Real Estate Finance, Real Estate Asset Management, Real Estate Brokerage, and Corporate Finance. He has published multiple articles in leading peer-reviewed scholarly journals of Real Estate and Finance, such as Journal of Real Estate Finance and Economics, Journal of Real Estate Research, and Journal of International Review of Financial Analysis.



# Breena Coates

Ph.D, PROFESSOR EMERITA

Professor Breena E. Coates teaches in the areas of Corporate Strategy, Sustainability, and Business Ethics. She received her Ph.D. from the University of Pittsburgh in Public Policy Impacts on Corporate Strategy and Behavior. She served as Professor and Chair of the Division of Business, Public and Criminal Justice in San Diego State University-IVC. She served as Professor and Chair of the Department of Management in Jack Brown College, CSUSB. She serves as the College representative to the UN's Principles of Responsible Management. She was Professor of Management in the Division of Command, Leadership and Management at the United States Army War College. Professor Coates has written and presented scholarly papers, keynote talks at scholarly conferences, and at community events.



# Maggie Boyraz

Ph.D

Dr. Maggie Boyraz is an Associate Professor in the Management Department at California State University - San Bernardino. She teaches undergraduate courses: Applied Communication and Teams in Organizations as well as graduate course: Advanced Managerial Communication. She's been the co-director of the Speaking Center at Jack H. Brown School of Business and Public Administration and served on recruiting and faculty evaluation committees.

Her research interests lie in organizational and team communication, the impact of diversity and technology on process and outcomes of geographically distributed teams, as well as the education process and practical skills of college students.

She has conducted research on interdisciplinary student and organizational teams. Before joining CSUSB, she was an Assistant Professor at Cal Poly Pomona and lecturer at Rutgers and St. Peters University. She holds Ph.D. in Communication from Rutgers State University, M.A. from in Industrial and Organizational Psychology from Brooklyn College (CUNY) and B.A. in Marketing and Management from Silesian University in Poland. Prior to academic career, Dr. Boyraz worked at private and non-profit organizations in Human Resources, customer service and administrative functions.



# Bailey Benedict

Ph.D

Dr. Bailey Benedict is an Assistant Professor of Management at California State University - San Bernardino (CSUSB). She got her Ph.D. in Organizational Communication from Purdue University in 2021 and joined the faculty at CSUSB in the same year. Her research centers on how individuals and communities organize social networks of support to manage uncertainty and enact resilience, especially in hardship.

She teaches Applied (Management) Communication at the and has completed several training programs to support students with diverse needs, including Mental Health First Aid Training, Ally Series for Justice-Impacted Students, Trans Inclusion Training, Safe Zone Ally Training, Suicide Prevention Gatekeeper Certificate, and (most recently) Teaching First-Generation Students by Drawing on Cultural Strengths. She is interested in working with students, staff, and faculty to build community in the Jack H. Brown College of Business and Public Administration and create an environment where everyone feels welcome and has access to the resources they need to be successful.





# Michelle Russen

Ph.D

Dr. Michelle Russen brings 10 years of hospitality experience to the classroom including restaurant management, event management, human resources, and hospitality leadership consulting. She received her Doctor of Philosophy in Hospitality Administration from University of Houston and her Master of Science in Hospitality Management from University of South Florida. Prior to joining CSUSB as an Assistant Professor, she taught undergraduate courses at University of Houston Conrad Hilton College and the Art Institutes of Houston including Human Resource Management for Hospitality, Hospitality Organizational Behavior, Food and Beverage Operations, and Hospitality Marketing.

She hopes to continue building connections with the hospitality industry to improve the landscape for both business and employees through guiding future leaders toward success and researching pertinent topics.



# Essia Hamouda

Ph.D

Dr. Essia Hamouda is an Assistant Professor of Information and Decision Sciences and the SAP coordinator at the JHBC. She received a BSc. and a MS. degree in Industrial and Systems Engineering from the Ohio State University and the University of Florida, respectively. Since graduating with her Ph.D. in Engineering and Computer Science from the University of California Riverside, she has been a postdoctoral researcher at INRIA France, on the faculty of the Anderson Graduate School of Management at University of California-Riverside, and on the faculty of the College of Electrical Engineering and Computer Science at CSU-Chico.

Dr. Hamouda has taught numerous graduate and undergraduate courses in Information Systems and Technology and Supply Chain Management at CSUSB. Her great passion towards empowering and attracting women to the technical field led her to founding the Women in Cybersecurity (WiCyS) chapter at CSUSB in 2018. She is the recipient of the 2020 JHBC Dean's Outstanding Service Award and the 2021 JHBC Dean's Outstanding Teaching Award.

Dr. Hamouda's research interests include resource optimization in sensor networks, network performance evaluation, and data science/analytics. She is also conducting research on network security and exploration of data on the Internet of Things. Dr. Hamouda has authored many articles in prestigious journals such as the European Journal of Operational Research, the Journal of Stochastic Analysis and Applications and the International Journal of Communication Systems. She has served in Editorial Boards of a number of journals as a member and as a reviewer. She has presented her research in national and international conferences and has been member of steering and program committees of many international conferences. Dr. Hamouda enjoys reading, hiking, and travelling around the world.



# Liang "Kevin" Guo

Ph.D

I am currently a Professor of Finance at the Jack H. Brown College of Business and Public Administration at CSUSB. I earned my Ph.D. degree in Finance at UTSA and my MBA degree at Boston University. I have also passed all three exams of CFA.

I believe that teaching future business and finance professionals enables me to fulfill in a highly meaningful way a personal goal of service to the community and to my profession. For years I have been responsible for FIN 5460 Student Managed Investment Fund at CSUSB (a.k.a., SMIF, a real-money fund portfolio sponsored by Citizens Business Bank (CBB)) whose purpose is to give the students hands-on experience and the responsibility for managing real money in today's changing investment world. I guide undergraduate and graduate students every semester through their research, analysis, trading, and portfolio management processes and work with students' oral and written presentations to the Chief Investment/Financial Officers of CBB. With MY guidance, students gain extensive hands-on experience in performing investment research, investing money, and managing a portfolio before entering the workforce.

I would welcome the opportunity to teach a variety of courses, including Corporate Finance, Investments, Portfolio Management, Student Managed Investment Fund, Derivatives, International Finance, Asset Valuation, etc. On the journey of educational enrichment through the classroom experience and extracurricular activities, I work hard to be a mentor, a friend, and a colleague to my students.

In addition, I have endeavored to establish a good pipeline for my research and have strived to be a productive researcher and publish papers in well-regarded journals. My research interests include asset pricing anomalies, financial topics in emerging markets, public pension funds, style investing and ethical investing, earning management, political economics, disclosures, etc. So far I have published 1 book and have 16 articles accepted for publication in high-quality journals, including the Journal of Futures Markets, International Review of Financial Analysis, International Review of Finance, Journal of Fixed Income, and International Review of Economics and Finance. Now I am an associate/ guest editor of 2 business journals and I have been serving on the editorial board and review committee for more than 20 business journals and organizations.



# Pamela Medina

Ph.D

Pamela Medina is an assistant professor in the Public Administration Department, where she also teaches courses in Nonprofit Management. She conducts research in the areas of public participation, social equity, comparative public administration, and public administration pedagogy. Her most recent work appears in the Journal of Public Affairs Education, the Journal of Health and Human Services Administration, and Administrative Theory and Praxis.

Dr. Medina joins CSUSB most recently from the University of Colorado Denver, where she taught in the School of Public Affairs for four years. She earned a PhD in Public Affairs with a specialization in Governance and Public Policy Research from the University of Central Florida in 2015, and also holds Master's and Bachelor's Degrees in Political Science, and a certificate in Gender Studies. Prior to her academic career, she was employed as a state workforce research analyst, and in various nonprofit organizations in development positions. She also interned with the United Nations Development Program in Bolivia, her country of birth.

In her free time, she enjoys spending time at theme parks, reading, horror movies, and hiking with her dog, Margaux.



# Ann Johnson

Ph.D

Ann M. Johnson received her JD/MA from the University of Cincinnati. She practiced law at Michigan Court of Appeals and for the U.S Department of Housing and Urban Development in Washington D.C. After receiving a Ph.D., at University of Delaware she taught at University at Albany. Dr. Johnson is currently an associate professor at CSUSB, Management Department.



# Melika Kordrostami

## Ph.D

Born and raised in Compton, California, Dr. Winifred Scott earned her undergraduate from CSU Dominguez Hills, worked for corporate America as an accountant, then as an auditor in southern California obtaining her CPA license in 1990 and gave birth to twins. Then Dr. Scott graduated from CSU San Bernardino's MBA program in 1993 while receiving various grants and scholarships including the Graduate Equity Fellowship led by Dean of Academic Affairs, Julius Kaplan. To receive the Graduate Equity Fellowship of \$1500 she had to promise to attend, once a month, a one-hour informative meeting about pursuing a doctorate degree and available financial support.

Dr. Scott received various doctoral scholarships (AICPA) Minority Initiative Scholarship, Florida Education Fund McKnight Fellowship, and doctoral assistance grant from Florida State University, and KPMG PhD Project) and graduated in 2000 from Florida State University with her PhD in Accounting.

Dr. Scott has taught at the University of Delaware, Arizona State University, Zayed University in Dubai of the United Arab Emirates, and St. Mary's College of California before returning home, her pride and joy, to CSUSB College of Business and Public Administration as an Associate Professor of Accounting. She has taught courses in financial accounting, managerial accounting, and auditing. Dr. Winnie Scott's research publications include articles in the (a) Managerial Auditing Journal, (b) Journal of Forensic Studies in Accounting and Business, (c) International Journal of Accounting, Auditing and Performance Evaluation, and (d) Accounting and the Public Interest. Dr. Scott received Highly Commended Paper of 2013 research award for her research paper "Forced auditor change, industry specialization and audit fees" published in Managerial Auditing Journal, selected by the journal's Editorial Team, served as a reviewer for academic journals and conference papers. While working in Dubai, Dr. Scott fulfilled administrative duties as Academic Discipline Leader (Chair).

Associate Professor Winnie Scott is the first in her family (Dad, Mom and five siblings) to receive her bachelor's degree, master's degree and Doctorate degree. She enjoys reading, traveling and getting together with family and friends. As a contributing faculty member of the Accounting and Finance Department, Dr. Winnie Scott wants to infuse the positive "Yes, I can do it" attitude in the classroom with her students. She has internalized the saying "The Mind Is A Terrible Thing to Waste."



# Marc Fudge

Ph.D

Dr. Fudge is a Professor of Public Administration in the Jack H. Brown College of Business and Public Administration at California State University San Bernardino, where he has taught since 2011. Dr. Fudge conducts research in the areas of public finance, social equity and performance measurement. His work appears in the Journal of Public Budgeting, Accounting and Financial Management, Public Financial Management, the Journal of International Finance and Economics, the International Journal of Public Administration, and several other publications. His work appears in the Journal of Public Budgeting, Accounting and Financial Management, Public Financial Management, the Journal of International Finance and Economics, the International Journal of Public Administration, and several other publications. Currently he is the Chair of the American Society for Public Administration's Section on Public Performance and Management.

He is also the former president of the Conference of Minority Public Administrators (COMPA). In 2016 he was appointed to serve as a senior research fellow for the Research Institute for Public Management and Governance and is also the director of the Center for Fiscal Policy and Innovation (CFPI). The Center conducts research on the fiscal health of local governments in California. He earned his PhD in Public Administration from Rutgers University Newark, his MPA from Fairleigh Dickinson University and his BA from Howard University.



# Kimberly Collins

Ph.D

Kimberly Collins, Ph.D. is the Executive Director of the Barbara and William Leonard Transportation Center (LTC) at California State University, San Bernardino. The LTC is a regional transportation center focused on improving transportation administration and public policy through data driven decision making. Kimberly's current research focuses on social equity, sustainability, networks, and democracy in communities, particularly borderlands. She currently is a Professor of Public Administration at CSUSB and the Faculty Liaison for CLADEA (Latin American Commission for Administration Schools).

She was appointed to the Good Neighbor Environmental Board (a U.S. EPA Presidential Advisory Commission) in 2018 and is the North American Regional Editor for the Journal of Borderlands Studies. From 1999 to 2009, Kimberly was the Founding Executive Director of the California Center for Border and Regional Economic Studies (CCBRES), located on the Imperial Valley Campus of San Diego State University. She also had an academic appointment from 2007 until 2009 at SDSU-Imperial Valley in the Public Administration Department.

Kimberly received her Ph.D. in 2006 from Colegio de la Frontera Norte in Tijuana, Baja California. The title of her dissertation work (written in English and Spanish) was "Local Government Capacity and Quality of Life in the U.S.-Mexican Border: The Case of Calexico, California and Mexicali, Baja California / La capacidad del gobierno local y la calidad de vida en la frontera de los Estados Unidos y México: El caso de Calexico, California y Mexicali, Baja California". She received her Masters of Arts in Political Science with a focus on International Relations from San Diego State University. Her Master's thesis was titled "Direct Foreign Investment and Labor Conditions: Case Study of the Mexican Maquilas". She has a Bachelor of Arts in Political Science with a minor in History from the University of California San Diego and a certificate in community economic development from Cornell University.



# Ying Cheng

Ph.D

Dr. Cheng's research areas focus on persuasion and message features in the context of health communication, advertising, and crowdfunding. Her recent work has investigated the persuasion outcome of nostalgic messages. Additionally, she is also interested in the interplay between technologies and health, including the process through which technologies can impact and promote people's health behaviors and well-being. Dr. Cheng has won multiple research awards from international and regional conferences, including the B. Aubrey Fisher Outstanding Journal Article Award from the Western States Communication Association, the First Place Faculty Paper Award in the Media Management, Economics & Entrepreneurship Division from the Association for Education in Journalism and Mass Communication, and the Top Four Paper in the Information Systems Division from the International Communication Association.

She is also one of the co-founders of the Speaking Center at the Jack H. Brown College of Business and Public Administration (along with Dr. Maggie Boyraz, Dr. Julie Taylor, & Professor Matthew Habich). The Speaking Center is dedicated to improving and refining students' public speaking skills including brainstorming ideas, organizing speech outlines, and polishing delivery skills.

Dr. Cheng received her Ph.D. and M.A. degrees from Michigan State University. Prior to joining CSUSB, she served as a consultant at the Ernst & Young Communication Center at the Department of Accounting and Information Systems at Michigan State University.





# Elizabeth Castillo

Ph.D

Elizabeth Castillo is an assistant professor of management at California State University San Bernardino in the Jack H. Brown College of Business and Public Administration. She researches and teaches social accounting and sustainable leadership to increase inclusive, equitable prosperity for people, organizations, and communities. She received the Aspen Institute's Ideas Worth Teaching award in 2020 for innovation that transforms business education. Her interdisciplinary research is guided by principles from ecology, evolutionary science, and complex adaptive systems (e.g., mutualism, multilevel selection, self-organization) with the goal of integrating sustainability and complexity science into management, leadership, and accounting theories and practice. She has a BA in philosophy and history, MA in nonprofit leadership, and PhD in leadership studies, all from the University of San Diego.

Her scholarship is informed by two decades of management experience at the San Diego Natural History Museum and Balboa Park Cultural Partnership and seven years of sustainability science research at Arizona State University. She is the president of the International Humanistic Management Association's US chapter and is active in the United Nations' Principles for Responsible Management Education initiative and the US Integrated Reporting Community.



# Barbara Sirotnik

Ph.D, PROFESSOR EMERITA

Dr. Barbara Sirotnik has been a Professor of Statistics, Business Analytics, and Supply Chain Management at California State University, San Bernardino since 1980. She holds a Ph.D. in statistics from the University of California, Riverside, and her additional areas of expertise include operations research, information management, data driven decision making, computer programming, and research methods. She has won her college's "Faculty of the Year" award or "Excellence in Teaching" award five times, and has been nominated for the university's Outstanding Professor award four times.

She has taught mega-sections of undergraduate introductory statistics; upper division classes in supply chain management, quality management, and computer programming; and graduate classes in data driven decision making and quality management.

Most of Dr. Sirotnik's professional work has been in the area of applied research (as opposed to "basic" research). She co-founded the campus's Institute of Applied Research in 1985, and as Director she has conducted hundreds of applied research and consulting projects for public agencies, business organizations, and individuals within the university's service area and beyond. Those services include: economic forecasting, polling, strategic planning, health needs assessments, marketing research, and a lot more. To cite just a few examples of studies in the Inland Empire: she has conducted quality of life surveys for the counties of Riverside and San Bernardino, for the City of Riverside, and the City of Hemet. The Institute has been involved in the mandatory three-year community health needs assessment for Pomona Valley Hospital Medical Center. At the state level, she is currently involved in a project through the California Governor's Office (GO-Biz) to map the defense supply chain in California. She has conducted a nationwide study in information sharing in the military for the Department of Defense.

Based on projects such as those listed above, she has co-authored applied research articles on a variety of diverse topics including: the aging workforce, the toxic triangle in academia, challenges and rewards of being a family caregiver, attributes related to attitudes toward people with disabilities, effect of question format on survey findings, ethnic differences in students' approaches to learning, and training modalities for bioterrorism preparedness. In addition, she has authored and co-authored theoretical articles in the areas of paired comparisons and contingency table analysis.

Finally, Dr. Sirotnik has served on a variety of committees at the department, college, and university levels including Curriculum, Assurance of Learning, Strategic Planning, Faculty Evaluation, Recruitment, and more.



# Kathie Pelletier

Ph.D, PROFESSOR EMERITA

Dr. Kathie Pelletier is a Professor in the Department of Management at California State University, San Bernardino. She earned a Ph.D. in Psychology (Organizational Behavior concentration) from Claremont Graduate University, and her M.S. degree in Industrial/Organizational Psychology from California State University, San Bernardino. She teaches organizational behavior, organizational theory, and leadership courses at the graduate and undergraduate levels. She also lectures at Claremont Graduate University and the Drucker School of Management on her research of the toxic triangle, hate and extremism in society, and leadership and followership.

Dr. Pelletier has published in leading journals such as *The Leadership Quarterly*, *Leadership*, *Journal of Business Ethics*, and *Leadership and Organization Development Journal*. She has presented at national and international conferences and has consulted in public and private organizations on motivation, ethical leadership, organizational toxicity, toxic leadership, and organizational culture. In 2009, Dr. Pelletier was awarded the Fredric M. Jablin Dissertation Award for her ground-breaking research in the area of leadership and leader toxicity. Her research examines ethical leadership, as well as the darker side of leadership, the role of leader-follower relationships in perceptions of and reactions to leader toxicity, organizational corruption, and gender and leadership. Kathie has received numerous departmental and college awards for outstanding research and excellence in teaching. She was also selected by her faculty colleagues to receive the university's highest distinction for teaching excellence, the 2017-2018 Golden Apple Award.

Professor Pelletier has held leadership positions for over 26 years, in both private and public sectors. She held leadership positions at Roadway Express, Inc. for 16 years, and has 10 years of leadership experience in both county and city government agencies. She also consults in organizations on leadership, motivation, efficiency, and culture change. Kathie has conducted research in applied settings on topics such as organizational corruption and its impact on employees, predictors of ethics program effectiveness, organizational justice, and strategies to minimize health disparities of incarcerated women. Dr. Pelletier has also written book chapters on toxic leadership, barriers to women in leadership, transformational and ethical leadership, and organizational pessimism. She has presented her research at numerous professional societies and conferences. She is a member of the Society for Industrial Organizational Psychology, Academy of Management, International Leadership Association, and American and Western Psychological Associations. She is an advisory board member of the Connective Leadership Institute.



# Winifred Scott

## Ph.D, PROFESSOR EMERITA

Born and raised in Compton, California, Dr. Winifred Scott earned her undergraduate from CSU Dominguez Hills, worked for corporate America as an accountant, then as an auditor in southern California obtaining her CPA license in 1990 and gave birth to twins. Then Dr. Scott graduated from CSU San Bernardino's MBA program in 1993 while receiving various grants and scholarships including the Graduate Equity Fellowship led by Dean of Academic Affairs, Julius Kaplan. To receive the Graduate Equity Fellowship of \$1500 she had to promise to attend, once a month, a one-hour informative meeting about pursuing a doctorate degree and available financial support.

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Dr. Scott has taught at the University of Delaware, Arizona State University, Zayed University in Dubai of the United Arab Emirates, and St. Mary's College of California before returning home, her pride and joy, to CSUSB College of Business and Public Administration as an Associate Professor of Accounting. She has taught courses in financial accounting, managerial accounting, and auditing. Dr. Winnie Scott's research publications include articles in the (a) Managerial Auditing Journal, (b) Journal of Forensic Studies in Accounting and Business, (c) International Journal of Accounting, Auditing and Performance Evaluation, and (d) Accounting and the Public Interest. Dr. Scott received Highly Commended Paper of 2013 research award for her research paper "Forced auditor change, industry specialization and audit fees" published in Managerial Auditing Journal, selected by the journal's Editorial Team, served as a reviewer for academic journals and conference papers. While working in Dubai, Dr. Scott fulfilled administrative duties as Academic Discipline Leader (Chair).

Associate Professor Winnie Scott is the first in her family (Dad, Mom and five siblings) to receive her bachelor's degree, master's degree and Doctorate degree. She enjoys reading, traveling and getting together with family and friends. As a contributing faculty member of the Accounting and Finance Department, Dr. Winnie Scott wants to infuse the positive "Yes, I can do it" attitude in the classroom with her students. She has internalized the saying "The Mind Is A Terrible Thing to Waste."



# Nasrin Mohabbati

Ph.D, 2022-2023

Nasrin Mohabbati is an assistant professor in the Information and Decision Sciences Department. She received her Ph.D. in Industrial and Systems Engineering from Auburn University in 2019. Her research is focused on mathematical modeling and data analytics with applications in supply chain management, transportation safety, and healthcare management. Her research has been published in several high-impact journals in the field and appeared in various conference proceedings. She believes in promoting equity, diversity, and inclusion on campus by empowering each and every student to think critically, be creative, speak up, and contribute to the community. This philosophy is evident in her teaching, research, and service endeavors where she mentors students especially minorities and under-represented groups in research projects and creative activities. She received the Research and Creative Activity Mentor Award in recognition of dedication to student's success in research, teaching, and preparing them to meet the highest professional and ethical standards as scholars, from the Office of Student Research, and the Emerging Scholar Award in recognition of excellence in research from the Jack H. Brown College of Business and Public Administration in 2021. Since joining CSUSB in 2019, she has mentored more than 10 students for different research projects and student competitions. One of her graduate students won the CSUSB Outstanding Graduate Thesis/Project Award in the Computer Science, Mathematics, Biological Sciences, Physical Sciences category, and one of her undergraduate students was selected as the Outstanding Undergraduate Student Researcher Awardee for her community-driven research accomplishments in 2021.

Dr. Mohabbati serves as a core team member of preparing a strategic plan for establishing the Southern California Logistics Center of Excellence which is an Inland Empire Growth Opportunity (IEGO) initiative. She also leads a problem-solving initiative in collaboration with the Inland Empire Economic Partnership (IEEP) to promote industry-academia collaboration and prepare students based on the next generation of technology-enhanced workforce requirements in the region.



# Gilna Samuel

Ph.D, 2018-2022

Gilna Samuel is an Assistant Professor in Finance at California State University, San Bernardino. She obtained a PhD in Finance from Rensselaer Polytechnic Institute in 2018. Gilna also holds Master's of Science in Statistics from Pennsylvania State University and Bachelor of Science in Mathematics from Morgan State University.

Her research focuses on corporate finance topics. She has working papers that cover areas such as governance, payout policy, diversification and hedge fund activism. She has presented her research at many national conferences such as the Financial Management Association (FMA) Annual Meetings, the American Finance Association (AFA) and the Midwest Finance Association (MFA).



# Montgomery Van Wart

## Ph.D

MONTGOMERY VAN WART BIO COMING SOON