

Sarah Ku
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INSTITUTE OF
INTERNATIONAL BUSINESS
J. Mack Robinson College of Business
35 Broad Street, Suite 635
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iib@gsu.edu
+1.404.413.7275

August 15, 2021
Jeffrey Anderson
Department of Marketing
California State University, Los Angeles
5154 State University Dr
Los Angeles, CA 90032

Dear Jeffrey Anderson:

I am applying for the position of Assistant Professor of Marketing in the Department of Marketing at California State University, Los Angeles. My Ph.D. will be in Business Administration with a Concentration in Marketing and a Specialization in International Business from Georgia State University. I am currently a fifth year, ABD Ph.D. candidate at Georgia State University. My work, broadly speaking, focuses on sustainability, inclusion, and equity among stakeholders in business.

My primary research project involves a qualitative approach to uncover mechanisms and themes to develop theory of stakeholder governance of a common pool resource (food waste) in organizations. Utilizing waste externalities as resources makes economic sense but remains an inactive strategy in business research and operational practice. Existing dominant theories (e.g., agency, transaction cost economics, resource-based view) reveal a paradox in the passive use of waste as a resource, despite its abundance, renewability, and value. Waste affects stakeholders both internal and external to firms, yet the governance of this resource is rarely managed by non-shareholding stakeholders. Stakeholder theory represents an appropriate genre but requires further theoretical developments of specific areas, such as stakeholder governance. Therefore, we apply a grounded theory approach to explore when, how, and why stakeholder governance occurs in organizational settings. Through iterative multiple case analysis, I discover that literature-driven assumptions of logistics (e.g., infrastructure, department formality, stakeholder cooperation) are not sufficient mechanisms of stakeholder governance. I integrate in-depth interviews and holistic data collection to reveal that dimensions of decision-making power may demonstrate significant mediation for if, when, how, and why stakeholder governance occurs. This research offers insights to contribute theoretical development of stakeholder governance in organizational food waste management.

My publications and conference proceedings reflect an active trajectory for my overarching themes of sustainability, inclusion, and equity among stakeholders in business. I regularly attend and present at academic and industry conferences related to business and sustainability. Additionally, I consistently serve in leadership roles in campus, community, and

international associations to advance local organizational activities for global solutions for United Nation Sustainability Development Goals.

My second project, which has been presented at Academy of International Business and Academy of Management conferences, explores the use of demographic variables (e.g., gender, race, income, language, residency) in marketing research and why they require theoretical and methodological updates. We no longer exist in a world where clear categorical distinctions can adequately describe the demographic characteristics of consumers and other organizational stakeholders. The marketing discipline is particularly exposed to discrepancies between the perceptions and realities of demographic identities with increased globalization and technological accessibility of consumers. I rely on well-established theories of social categorization and social identity as well as relatively nascent theories of intersectionality and context to frame this research. Conceptualizing the differences between demographic perceptions versus realities contribute theoretical and methodological updates to organizational frameworks (e.g., how marketers treat customers). This ongoing research presents implications for more inclusive and equitable theoretical foundations for organizational strategies in an increasingly diverse and international business landscape.

I taught "Globalization and Business Practices", an introductory course to international business that was required for all undergraduates majoring in business at Georgia State University. My teaching integrates my entrepreneurial experience, passion for sustainability, and cultural exposures to guide interdisciplinary and international collaborations in my courses. These themes regularly present in marketing, which allows me to adapt my existing experience and materials to marketing, global business, and international business curriculum.

Given the strong focus on student success, community engagement, and collaborative culture at the Department of Marketing, my research direction and teaching philosophy align well with these goals. In particular, I would look forward to the opportunity to develop research and pedagogical synergies with you on marketing through lobbying and public policy. I would also explore collaborations with Rika Houston on poverty and tuberculosis (I coinvented and marketed a medical device that can diagnose tuberculosis); Tye Jackson on environmental perceptions and behaviors; Silvia Martin on employee CSR attitudes; Stacey Sharpe on pedagogical tools, CSI, and sustainability labeling; Maryam Tofghi on CSR and ethics; Mine Üçok Hughes on climate change actions and sustainability; and Shikha Upadhyaya on intersectionalities, qualitative methods, poverty, and sustainability. I notice many publications with multiple authors from the Department of Marketing and appreciate this collegial indicator. I would enjoy actively helping the Department of Marketing continue its commitment to engaging its diverse student population to serve the public good through collaborative community engagements.

I look forward to hearing from you soon. Thank you.

Sincerely,



Sarah Ku

DIVERSITY STATEMENT

Students regularly combat issues that threaten society regardless of age, gender, race, geographic location, socioeconomic status, or any other demographic categorization. Challenges of social justice, climate change, and resource depletion remain glaringly discriminatory in their impact on populations. With older generations handing younger generations disparate systems and environments, these concerns affect modern students with increasing urgency.

We each have a choice in whether we passively overlook these grand societal challenges or actively tackle them. As a biracial woman in America, I am accustomed to feeling acutely aware of my social differences. Being half Chinese and half white affords me with privileges of both dominant and model minority cultural statuses. Straddling these identities forces me to confront diversity, equity, and inclusion (DEI) topics from a complicated perspective. I'm often seen as too Asian to understand the white experience while simultaneously too white to understand the Asian experience. Intersecting the social constructs of mixed race and subordinate gender in a white-, male-dominated society presents me with an identity that routinely feels marginalized.

This separation from social camaraderie, while at times difficult, also empowers me with a hyper-attentiveness to diversity because it is distinct and salient in my everyday life. Growing up and living in Atlanta, Georgia has grounded me in a multi-cultural/ethnic urban environment that cultivates a foundation for cultural appreciation. My experiences working in industry, traveling to over 40 countries, and teaching in one the most demographically diverse campuses in the country enable me to be comfortable with and mindful of a variety of cultural differences.

While I am not the first in my family to attend college or university, I took my undergraduate experience seriously. I received a tuition scholarship during my four-year tenure but did not receive it my final semester because I had taken courses throughout all but one summer semester, which meant I surpassed the maximum number of credits covered. I took more classes than I needed to graduate because I wanted to take full advantage of my university's resources and environment. This attitude parallels those of first-generation students who appreciate and leverage their time on campus in ways that other types of students often squander.

My dissertation focuses on stakeholder governance of sustainable management of organizational waste, which contributes to uncovering barriers and opportunities of DEI in decision making surrounding these resources. Through these examinations, I reveal how stakeholder cooperation is an important starting mechanism but that without decision-making power, these efforts are insufficient for stakeholder governance. Ultimately, without inclusive governance through diverse stakeholders, equitable utilization of organizational resources remains inconsistent. My secondary research project involving the revision of theoretical and methodological applications of demographic characteristics directly addresses disparities of perceptions and realities of these commonly used variables. I present a framework that offers clarification through dimensions of choice and visibility to explain how and why individuals

receive divergent treatment based on social identities. Together, these research themes integrate DEI aspects on fundamental levels.

In terms of teaching, my sensitivity to cultural differences combined with my value of education allows me to teach in a way that is empathetic towards diversity in student learning styles, cultural experiences, and contextual challenges. The purpose of business has historically focused on maximizing profits; a goal that does not include or serve stakeholders equitably. Therefore, I frequently open classroom lectures and invited presentations by asking, "What is the purpose of business?" This inquiry allows me to both gauge and prime my students/audience for differences of opinions. A fundamental objective I have as a business instructor is to ensure that students are exposed to a variety of interactions that enable them to practice soft skills such as effective communication, teamwork, and critical thinking. These skills can be easily incorporated with course content through group discussions and interdisciplinary projects about meaningful and relevant topics. Many students end up in careers that they did not initially anticipate in their undergraduate/graduate studies, so I emphasize soft skills in class that are valuable regardless of course or discipline.

Additionally, I combine my research and teaching with service by connecting with faculty, staff, students, and members of the non-academic community to develop holistic partnerships for diverse, equitable, and inclusive stakeholder involvement. For example, this summer I received funding to develop a protocol for collaborations for on-site composting that can be used in campus and corporate settings. This tool provides information for how organizations can utilize costly externalities (i.e., food waste) for circular, sustainable solutions (i.e., compost for landscaping and/or food production). This protocol addresses multiple United Nation Sustainability Development Goals (e.g., sustainable cities and communities, responsible consumption and production, zero hunger) to enhance the equity of resources for overlooked populations and applications. I received additional independent funding to build compost systems on Georgia State University's campus to pilot this protocol. These activities demonstrate my outreach with multiple stakeholders to promote diverse, equitable, and inclusive involvement in these service projects.

Respectful to the majority Hispanic, female, first-generation student population at Cal State LA, I am committed to facilitating DEI conversations and actions into my curriculum, research, and service. However, I am also deliberate about leading through listening more than talking to empower others rather than inserting myself into situations by presuming I know more than those who are submerged in them. I am dedicated to proactive, yet respectful, participation in solutions rather than assuming that my intentions are appropriate. I look forward to working with multiple stakeholders at Cal State LA to transform its DEI goals into realities.

SARAH KU

Institute of International Business | Georgia State University
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EDUCATION

- | | |
|------------------------|--|
| 2017 – 2022 (expected) | Ph.D. in Business Administration, Concentration – Marketing,
Specialization – International Business
Institute of International Business
Georgia State University (Atlanta, Georgia, USA) |
| 2005 – 2009 | B.B.A. in Marketing, Minor – Art (<i>magna cum laude</i>)
Sales certificate
University of West Georgia (Carrollton, Georgia, USA) |

DISSERTATION

Theoretical Developments for Stakeholder Governance:
Grounded Case Comparisons of Waste as an Organizational Resource

Abstract

Depletion of resources, threat of climate change, and social disparities highlight the urgent need to utilize waste as a resource rather than discard it. Individuals have little impact on this global problem and change through policy is challenging due to its slow progression. Yet, firms can lead behavioral changes with extensive speed and magnitude. Businesses everywhere, regardless of industry, size, and geographic location, deal with food waste because every employee eats. Utilizing waste externalities as resources makes economic sense but remains an inactive strategy in business research and operational practice. Existing dominant theories (e.g., agency, transaction cost economics, resource-based view) reveal a paradox in the passive use of waste as a resource, despite its abundance, renewability, and value. Waste affects stakeholders both internal and external to firms, yet the governance of this resource is rarely managed by non-shareholding stakeholders. Stakeholder theory represents an appropriate genre but requires further theoretical developments of specific areas, such as stakeholder governance. Therefore, we apply a grounded theory approach to explore when, how, and why stakeholder governance occurs in organizational settings. Through iterative multiple case analysis, we discover that literature-driven assumptions of logistics (e.g., infrastructure, department formality, stakeholder cooperation) are not sufficient mechanisms of stakeholder governance. We integrate in-depth interviews and holistic data collection to reveal that dimensions of decision-making power may demonstrate significant mediation for if, when, how, and why stakeholder governance occurs. This research offers insights to contribute theoretical development of stakeholder governance in organizational food waste management.

Stage

Currently conducting second stage of data collection and analysis

PUBLICATIONS

Refereed Journal Articles

- [Ku, S., Cavusgil, S. T., Ozkan, K., Pinho, C., Pinho, M. L., Poliakov, E., Sanguinetti, F., Sharma, S. \(2020\). The Great Lockdown Recession and International Business. *Rutgers Business Review*, 5\(1\), 113–134.](#)
- [Ku, D. N., Ku, S. K., Helfman, B., McCarty, N. A., Wolff, B. J., Winchell, J. M., & Anderson, L. J. \(2016\). Ability of device to collect bacteria from cough aerosols generated by adults with cystic fibrosis. *F1000Research*, 5.](#)

Manuscripts in Preparation

- [Ku, S. \(2022\). *From dissertation*: Theoretical Developments for Stakeholder Governance: Grounded Case Comparisons of Waste as an Organizational Resource. \[Targeting *Academy of Management Review*\].](#)

- Ku, S.** (2022). *From dissertation*: Bugs in Business: Do Niche Innovations Stimulate Stakeholder Governance? [*Targeting Strategic Management Review*].
- Ku, S.**, Liu, L.A., Hong, Y.-y., Ng, E. (2021). Your Perception is Not My Reality: A Critical Review and Proposal to Update the Conceptualization of Demographic Variables. [*Targeting Journal of International Business Studies*].
- Ku, S.**, Napier, E., Riesenberger, J. (2021). Enhancing Student Engagement Through Student Goal-Centered Syllabus© Design. [*Targeting Journal of Teaching in International Business*].
- Ku, S.** (2021). Collaborations Through Composting: A Protocol for Collective Cooperative Engagement in International Business Education and Research. [*Targeting Futures*].
- Ku, S.** (2021). Composting for Circular Corporations. [*Targeting Harvard Business Review*].
- Napier, E., **Ku, S.** (2021). Global, Green, and Glamorous: International Marketing of Food Waste for Fashion. [*Targeting AIB Insights*].

Refereed Conference Proceedings

- Ku, S.**, Liu, L.A., Hong, Y.-y., & Ng, E. (2021). Rethinking the Basics: A Critical Review of How and Why to Update the Use of Demographic Variables [paper presentation]. *Academy of Management conference*, online.
- Ku, S.** (2021). Theoretical Development of Stakeholder Governance Through Waste Management [paper presentation]. *Academy of International Business conference*, online.
- Ku, S.** (2021). Bugs in Schools: Universities Using Insects to Valorize Food Waste [paper presentation]. *Insects to Feed the World conference*, online.
- Napier, E. & **Ku, S.** (2020). One Man's Trash is Another Man's Trousers: Food Waste for Sustainable Fashion [paper presentation]. *American Marketing Association conference*, online.
- Ku, S.**, Liu, L.A., Hong, Y.-y., & Ng, E. (2020). Demographic Characteristics in International Business Research: Review, Analysis, and Future Directions [paper presentation]. *Academy of International Business conference*, online.
- Ku, S.** (2020). Organic Waste: A Profitable Paradox [paper presentation]. *Academy of International Business conference*, online.
- Ku, S.** & Liu, L.A. (2019). Choice and Visibility: An Inclusive Perspective of Multiculturalism [paper presentation]. *Academy of International Business – US Southeast chapter conference*, San Antonio, Texas, USA.
- Ku, S.** (2019). An International Comparison of Food Waste Disposal Policies [paper presentation]. *Academy of International Business conference*, Copenhagen, Denmark.
- Ku, S.** (2019). Bug Business: International Case Studies of Organic Waste Management Using Insects [paper presentation]. *Consortium for International Marketing Research conference*, Ankara, Turkey.

Other Publications

- Ku, S.** (2021, March 17). Spread the Love – Decentralizing Sustainability Solutions. *Drawdown Georgia*.

TEACHING EXPERIENCE

2020	Instructor Evaluations: 5.0 / 5.0 [Formal evaluations not conducted due to Covid-19 pandemic] Globalization and Business Practices [undergraduate]
2017 – 2019	Teaching Assistant Doing Business in World Regions [graduate]
2018	Teaching Assistant International Business Negotiation [graduate]

GRANTS | FELLOWSHIPS | SCHOLARSHIPS [Total: \$117,445.89]

2017 – Present	Second Century Initiative Doctoral Fellowship Amount: \$22,000/yr [\$110,000 total] Source: Georgia State University
2021	Research and teaching project Amount: \$3,027.18

2021	Source: Center for International Business Education and Research at Georgia State University Composting on Campus Project Amount: \$2,019.71
2021	Source: Georgia State University – Sustainability Fee Funds Committee Clyde Kitchens / Thoben Elrod / Delta Sigma Pi Doctoral Fellow Amount: \$2,399.00 Source: Georgia State University Foundation Scholarship

AWARDS | HONORS

2019 – 2020	Best Reviewer Academy of International Business
2019 – 2020	Best Student Reviewer Nominee Academy of International Business – US Southeast chapter
2018	Best Student Reviewer Academy of International Business – US Southeast chapter

MEDIA COVERAGE

2021	Waste Audit Hartsfield-Jackson Atlanta International Airport
2020	Locust Plague Prompts GSU PhD Student to Consider Alternative Food Source Global Atlanta
2019	GSU PhD Candidate Seeks to Ally Insects With Humans to Cure the Earth's Ills Global Atlanta
2019	Second Century Initiative Fellow Uses Next Generation Program International Business Degree Program to Solve Waste Management Issues in the U.S. Georgia State University – Office of the Provost

INVITED PRESENTATIONS

2021	Sustainable Business Practices Science for Georgia (online)
2021	Bugs IRL: There's No Debugging These Bugs Capgemini – CARES Sustainability Council (online)
2021	Bug Biz Georgia Institute of Technology – Cutting Edge Technologies [undergraduate course] (online)
2020	You Can Compost That?! Capgemini – CARES Sustainability Council (online)
2019	Food Business Medicine Emory University – Doctor of Nursing Practice [graduate course] (Atlanta, Georgia, USA)
2013 – 2018	Insights from an Entrepreneur Georgia Institute of Technology – Financial Planning for Projects [graduate course] (Atlanta, Georgia, USA)

PROFESSIONAL EXPERIENCE

2017 – Present	Graduate Research and Teaching Assistant Georgia State University (Atlanta, Georgia, USA)
2009 – 2019	Co-Founder Marketing and Sales Manager Co-Inventor MD Innovate, Inc. (Decatur, Georgia, USA) Patent PCT/US2011/061187
2016 – 2017	Proofreader Human Resources Analyst Aprio (Atlanta, Georgia, USA)
2015 – 2016	Retail Demonstrator Cutco Cutlery (USA)

2007 – 2009	Marketing and Consumer Relations Intern University of West Georgia – Auxiliary Services (Carrollton, Georgia, USA)
2006	Field Sales Manager Vector Marketing (Norcross, Georgia, USA)

PROFESSIONAL MEMBERSHIPS | AFFILIATIONS

2020 – Present	North American Coalition for Insect Agriculture
2017 – Present	Academy of International Business
2017 – Present	Academy of Management
2018 – Present	Academy of Marketing
2009 – Present	Beta Gamma Sigma
2009 – Present	Omicron Delta Kappa

PROFESSIONAL SERVICE

2021	Reviewer Asian Business & Management
2020 – Present	Leadership Circle member RCE Greater Atlanta – Regional Centre of Expertise on Education for Sustainable Development
2019 – Present	Founding member [The Circular Economy in an IB Context] Academy of International Business – Sustainability Shared Interest Group
2018 – Present	Conference reviewer Academy of International Business
2018 – Present	Conference reviewer American Marketing Association
2017 – Present	Conference reviewer Academy of Management
2020	Scientific committee member International Conference on Sustainable Development
2019	Reviewer Journal of Business Research
2019	Reviewer Journal of Teaching in International Business

CONFERENCE ACTIVITY

Invited Panelist

2020	Sustainability Shared Interest Group inaugural event Academy of International Business – Canada chapter (online)
2020	Insects for Sustainable Solutions Insectival (online)
2020	Food Production, Waste Management and the Circular Economy International Conference on Sustainable Development (online)
2020	The Role of International Marketing in Encouraging Responsible Production and Consumption Academy of International Business (online)

Session Chair

2021	Academy of International Business (online)
2020	Academy of International Business – US Southeast chapter (online)
2019	Academy of International Business – US Southeast chapter (San Antonio, Texas, USA)

DEPARTMENTAL | UNIVERSITY PRESENTATIONS

2021	Website Tutorial Robinson College of Business PhD Fellows (online)
2021	Perspectives from Early Career International Business Faculty [moderated] Center for International Business Education and Research (online)

- 2020 [The Student Goal-Centered Syllabus](#)® [with Elizabeth Napier and John Riesenberger]
Center for International Business Education and Research (online)
- 2019 Conference Tips
Robinson College of Business PhD Fellows (Atlanta, Georgia, USA)
- 2018 Panel on the PhD Journey
Robinson College of Business PhD Fellows (Atlanta, Georgia, USA)
- 2018 A multidisciplinary discussion of business at Bottom of the Pyramid, microfinancing,
microfranchising, and agribusiness
Robinson College of Business Research Symposium (Atlanta, Georgia, USA)

DEPARTMENTAL | UNIVERSITY SERVICE

- 2021 Sustainability fee fund committee member
Sustainability Initiatives
- 2019 – 2021 Board member [Vice President | Secretary]
Robinson College of Business PhD Fellows
- 2020 Guest judge
WomenLead Poster Presentations (online)
- 2018 – 2020 Volunteer
International Business Pedagogy Workshop (Atlanta, Georgia, USA)

TEACHING AREAS

Sustainability / Corporate Social Responsibility in Business | International Business
Marketing | Management | Strategy | Entrepreneurship | Sales

ADDITIONAL TRAINING

Teaching

- 2020 Mastering Online Teaching certification
Georgia State University (online)

Research

- 2020 Conference attendee
Circularity 20 (online)
- 2018 Conference attendee
Insects to Feed the World (Wuhan, China)
- 2017 Conference attendee
Academy of Management (Atlanta, Georgia, USA)

Doctoral Consortiums

- 2020 Academy of International Business – US Southeast chapter (online)
- 2019 Product Development & Management Association (Urbana-Champaign, Illinois, USA)
- 2019 Academy of International Business – US Southeast chapter (San Antonio, Texas, USA)
- 2019 Academy of International Business (Copenhagen, Denmark)
- 2018 Academy of International Business – US Southeast chapter (Nashville, Tennessee, USA)
- 2018 Academy of International Business (Minneapolis, Minnesota, USA)

COMMUNITY INVOLVEMENT | OUTREACH

- 2020 – Present Volunteer
Change to Humanity (Atlanta, Georgia, USA)
- 2009 – Present Volunteer Captain
City of Decatur (Decatur, Georgia, USA)
- 2018 Volunteer
Eating Insects Athens (Athens, Georgia, USA)
- 2017 Volunteer
Trees Atlanta (Atlanta, Georgia, USA)
- 2017 Volunteer
Metro Atlanta Urban Farm, LLC (College Park, Georgia, USA)

REFERENCES

- **S. Tamer Cavusgil** [*Dissertation advisor*]
Regent's Professor, Fuller E. Callaway Professorial Chair
Institute of International Business
Georgia State University
35 Broad Street
Suite 626
Atlanta, GA 30303
stcavusgil@gsu.edu
404-413-7284
- **Leigh Anne Liu** [*Dissertation committee member*]
Professor, Fulbright-Hanken Distinguished Chair
Institute of International Business
Georgia State University
35 Broad Street
Suite 638
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laliu@gsu.edu
404-413-7288
- **Denish Shah** [*Dissertation committee member*]
Associate Professor, Barbara and Elmer Sunday Professor
Marketing
Georgia State University
35 Broad Street
Suite 1341
Atlanta, GA 30303
shah@gsu.edu
404-413-7694



Application For Employment

5151 State University Drive, Los Angeles, CA 90032-8534
Human Resources Management, Admin. Bldg., Room 606
www.calstatela.edu

Faculty applicants: Return completed application to department/college.

POSITION TITLE:	Assistant Professor of Marketing
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PERSONAL INFORMATION

Last Name Ku	First Name Sarah	MI	E-Mail Address sku2@gsu.edu
Address (Number & Street) 201 W Ponce de Leon Ave, Unit 317		City & State Decatur, GA	Zip Code 30030
Home Phone:	Cell Phone: 404-210-7881	Other Phone:	
If employed under other name(s), please list:			

Are you over 18 years of age? Yes No If "no" a work permit may be required at time of hire.
If hired, can you provide evidence that you are legally authorized to work in the U.S.? Yes No

Are you able to perform the essential functions of the job for which you are applying, either with or without reasonable accommodation? Yes No

If no, describe the functions that cannot be performed:
Can provide valid Georgia driver's license but do not currently have California driver's license

If the position for which you are applying requires the use of a state vehicle for state business, can you furnish proof of a valid California driver license? Yes No

Do you have any existing CSU employment? Yes No If yes, please list campus:

If you are related to anyone employed by Cal State L.A., please supply the following:

Name	Relationship	Department

EDUCATION AND SKILLS

List schools attended other than high school (include military training and/or related courses):

Name and Location	Major	Credits Completed (Units)		Degree Awarded? Y/N	Degree Awarded
		Semester	Quarter		
Georgia State University - Atlanta, Georgia, USA	Business Administration / Marketing / IB			Expected 2022	PhD
University of West Georgia - Carrollton, Georgia, USA	Marketing			2009	BBA

Special Job Information: List any skills, training, special accomplishments you consider pertinent to your application for employment.
Mastering Online Teaching certified (2020)

Languages:	Speak: English	Read: English	Write: English
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PROFESSIONAL ACHIEVEMENTS/PUBLICATIONS: Most recent publications or memberships
Ku, S., Cavusgil, S. T., Ozkan, K., Pinho, C., Pinho, M. L., Poliakova, E., Sanguinetti, F., Sharma, S.

EMPLOYMENT HISTORY

Please Note: A resume/vita may be attached but will not be accepted in place of any information required on this form. List all employment activity for the past 10 years, starting with your most recent position. Also include any volunteer work that relates to the job for which you are applying. If you were unemployed for any period, state the nature of your activities. Attach additional sheets if necessary.

Dates (Mo/Yr)	Total No. Yrs/Mos	Employer Name & Address:	Duties:
From 2017	Current	Georgia State University	<ul style="list-style-type: none"> • Conduct research • Teach autonomous classes • Serve as teaching assistant
To Present	No. Hrs Per Wk 40+	Supervisor/Dean/Department Head S. Tamer Cavusgil	
Position Title and/or Academic Rank Graduate Research and Teaching Assistant		Phone Number 404-413-7275	
Reason for Leaving Expected graduation May 2022			
May we contact employer? Yes <input checked="" type="radio"/> No <input type="radio"/>			

Dates (Mo/Yr)	Total No. Yrs/Mos	Employer Name & Address:	Duties:
From 2009	8 yrs	MD Innovate, Inc.	<ul style="list-style-type: none"> • Co-invented PneumoniaCheck™ • Obtained FDA registration • Secured domestic manufacturing • Facilitated clinical trials • Marketed and sold product • Exhibited at international conferences • Presented to local, national, and international physicians, hospitals,
To 2017	No. Hrs Per Wk 40+	Supervisor/Dean/ Department Head David Ku	
Position Title and/or Academic Rank Marketing and Sales Manager		Phone Number 404-585-8109	
Reason for Leaving Began PhD program			
May we contact employer? Yes <input checked="" type="radio"/> No <input type="radio"/>			

Dates (Mo/Yr)	Total No. Yrs/Mos	Employer Name & Address:	Duties:
From 2016	7 mos	Aprio	<ul style="list-style-type: none"> • Proofread tax documents, HUDS, memos, etc. • Organized HR documents
To 2017	No. Hrs Per Wk 40+	Supervisor/Dean/ Department Head Germaine Leonard / Jan Whalen	
Position Title and/or Academic Rank Proofreader / Human Resources		Phone Number 404-892-9651	
Reason for Leaving Began PhD program			
May we contact employer? Yes <input checked="" type="radio"/> No <input type="radio"/>			

Dates (Mo/Yr)	Total No. Yrs/Mos	Employer Name & Address:	Duties:
From 2015	1 yr	Cutco Cutlery	<ul style="list-style-type: none"> • Set up retail booths at various Costco locations around the eastern region of the United States • Sold product
To 2016	No. Hrs Per Wk 40+	Supervisor/Dean/ Department Head Connor Boram	
Position Title and/or Academic Rank Retail Demonstrator		Phone Number 240-446-3248	
Reason for Leaving Schedule too inconsistent			
May we contact employer? Yes <input checked="" type="radio"/> No <input type="radio"/>			

Have you ever been discharged from any position(s)? If yes, please provide details: No
--

REFERENCES:

List name and telephone numbers of business/work references. Do not list relatives.

Name	Business or Home Address	Occupation	Phone
S. Tamer Cavusgil	35 Broad Street, Suite 626, Atlanta, GA 30303	Regents' Professor	404-413-7284
Leigh Anne Liu	35 Broad Street, Suite 638, Atlanta, GA 30303	Professor	404-413-7288
Denish Shah	35 Broad Street, Suite 1341, Atlanta, GA 30303	Associate Professor	404-413-7694

Applications will be evaluated on the basis of information provided. It is the applicant's responsibility to ensure that this information is thorough and complete. Failure to provide sufficient information that evidences possession of minimum qualifications will result in disqualification or nonconsideration. Only Human Resources Management (or the college dean for faculty positions) is authorized to extend offers of employment.

PLEASE READ CAREFULLY BEFORE SIGNING

I certify that all answers I have given in the materials I have submitted in this application for this position are true and correct and that I have not knowingly withheld any facts or circumstances. I understand that all answers given in my application for employment are subject to verification and that should I be employed at the campus, any misrepresentation or omission of facts in this application may be sufficient reason for dismissal. The application materials include this document and any other materials submitted. If selected for employment, I agree to be fingerprinted and/or undergo a medical examination, if required for the position. I understand that as a condition of employment, U.S. citizens are required to sign the State of California Oath of Allegiance and noncitizens are required to sign the Declaration of Permission to Work. CSULA only hires individuals lawfully authorized to work in the U.S. If hired, I agree to provide proof of my identity and work authorization as required by the Immigration Reform and Control Act of 1986.

If employed, I understand that, except as may be modified by an applicable collective bargaining agreement, and/or California state statute, my employment may be ended at any time, at the option of either CSULA or myself for any reason, with or without advance notice. This understanding cannot be changed except in writing by the campus President or his/her designee.

I understand that a copy of this application is available to me if I so desire. I acknowledge that I have read this authorization and release, fully understand it, and voluntarily agree to its provisions.



Signature

08/13/2021

Date

California State University, Los Angeles' annual security report can be obtained by contacting the department of Public Safety at (323)343-3700 or by accessing the Website at <http://www.calstatela.edu/univ/police/docs/clery.pdf>. The report includes statistics for the previous three years concerning reported crimes that occurred on campus; and off-campus jurisdictions that are contiguous, affiliated with, or adjacent to the property of California State University, Los Angeles. The report also includes University policies concerning campus security, such as policies on alcohol and drug use, crime prevention, the reporting of crimes, sexual assaults and other matters.