

Sarah Ku [she | her | hers]
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INSTITUTE OF
INTERNATIONAL BUSINESS
J. Mack Robinson College of Business
35 Broad Street, Suite 635
Atlanta, GA 30302-3989
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+1.404.413.7275

November 12, 2021

Dr. Shikha Upadhyaya
Department of Marketing
California State University, Los Angeles
5154 State University Dr
Los Angeles, CA 90032

Dear Dr. Shikha Upadhyaya:

I am applying for the tenure-track position as an Assistant Professor of Marketing – Marketing Strategy 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 “All But Dissertation” Ph.D. candidate at Georgia State University. I anticipate defending my dissertation and graduating by May 2022. Overall, my research examines ways in which organizations can lead sustainable solutions for economic, environmental, and social advancements through innovative corporate strategies.

My teaching style prioritizes the integration of soft skills (e.g., effective communication, giving and receiving criticism, working in diverse teams, thinking critically) with course content. I incorporate these skills into activities and assignments because they are necessary for success in both professional and personal lives. 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 philosophy integrates my entrepreneurial experience, passion for sustainability and equity, cultural exposures, and artistic eye for visual design to guide interdisciplinary and intercultural collaborations in my courses. I incorporate relevant, real-world projects to connect classroom concepts with soft skills necessary to execute outcomes. These approaches enable skills development that transcend business for students to gain multidimensional abilities to make important contributions to business and society. These themes regularly manifest in marketing strategy, which allows me to adapt my existing experience and materials to marketing strategy curriculum at Cal State LA.

Broadly speaking, my research focuses on sustainability and equity in business. These overarching themes guide my research to examine business using theories and perspectives from multiple disciplines to understand macro-societal phenomena through a corporate lens. My dissertation investigates activities and behaviors surrounding organizational food waste to

develop theory for this relevant phenomenon. Based on abductive case comparisons, my dissertation uses grounded theory to uncover themes and interpret mechanisms to develop theoretical foundations for a common pool resource in corporate settings. Developing theory for this global, universal organizational externality offers insights into circular opportunities for corporate sustainability. My second research project explores disparities between perceptions and realities of demographic characteristics of individuals in organizations. Awareness and appreciation for differences in identity perceptions presents important implications for international business and management strategy. Together, these research projects contribute tangible ways in which organizations can proactively participate in corporate strategies for social change.

The Department of Marketing's dedication to student success, community engagement, and collaborative culture offers a fitting atmosphere for my research interests, teaching areas, and personal commitments. In particular, I would look forward to the opportunity to collaborate with you on projects involving intersectionalities, qualitative methods, poverty, and sustainability. I would also explore collaborations with Mine Üçok Hughes on climate change actions and sustainability; Stacey Sharpe on pedagogical tools, CSI, and sustainability labeling; Silvia Martin on employee CSR attitudes; Tye Jackson on environmental perceptions and behaviors; Maryam Tofighi on CSR and ethics; Jeffrey Anderson on marketing through lobbying and public policy; and Rika Houston on poverty and tuberculosis (I coinvented and marketed a medical device that can diagnose tuberculosis). I notice many publications with multiple authors from the Department of Marketing and appreciate this collegial indicator. My research topics, teaching experience, entrepreneurial expertise, cultural intelligence from extensive international travel, and fine arts background position me well to support innovation, creativity, and impact on campus. My style of leading-my-example empowers me to facilitate and stimulate action from multiple stakeholders to reach goals for diverse, equitable, and inclusive research, teaching, and outreach. 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. Thank you and I look forward to hearing from you soon.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sarah Ku', with a stylized, cursive script.

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

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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

Essays on Organizational Food Waste

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. Firms can lead behavioral changes with extensive speed and magnitude through strategic business models, internal marketing, and circular resource management operations. 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 reveal a paradox in the passive use of waste as a resource, despite its abundance, renewability, and value. Waste affects stakeholders who are both internal and external to firms, yet the management of this resource is rarely governed by non-shareholding stakeholders. Therefore, I use the context of organizational food waste to explore the broad phenomenon of why sustainable activities are not standard business practice. In Essay 1, I synthesize dominant business theories to identify key assumptions and how these theories have limited capacity to explain business activities surrounding food waste. In Essay 2, I use case comparisons to empirically examine and develop grounded theory for how and why organizations manage food waste. In Essay 3, I dive deeper into a prominent theme of decision-making power uncovered from Essay 2 to review theoretical foundations of stakeholder governance in the context of organizational food waste to unify fragmented and commonly misunderstood organizational structures. This research contributes theoretical and empirical evidence to show that food waste represents a significant business problem that can be tackled through strategic organizational opportunities.

Stage

Iteratively collecting, analyzing, probing, and interrogating data

PUBLICATIONS

Refereed journal articles

- Ku, S.,** Cavusgil, S. T., Ozkan, K., Pinho, C., Pinho, M. L., Poliakova, E., Sanguineti, 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*: Synthesis and Critical Review of Theoretical Foundations for Organizational Food Waste.
- Ku, S.** (2022). *From dissertation*: Developing Hermeneutic Grounded Theory from Case Studies of Organizational Food Waste.
- Ku, S.** (2022). *From dissertation*: Theoretical Synthesis of Stakeholder Governance of Organizational Food Waste

- Ku, S.,** Liu, L.A., Hong, Y.-y., Ng, E. (2022). Your Perception is Not My Reality: A Critical Review and Proposal to Update the Conceptualization of Demographic Variables.
- Ku, S.** (2021). Corporate Composting: MNE Opportunities to Lead Global Sustainable Development Through Circular Strategies.
- Napier, E., **Ku, S.,** Riesenberger, J. (2021). Enhancing Student Engagement Through Student Goal-Centered Syllabus© Design.
- Ku, S.** (2021). Collaborations Through Composting: A Protocol for Collective Cooperative Engagement in International Business Education and Research.
- Napier, E., **Ku, S.** (2021). Global, Green, and Glamorous: International Marketing of Food Waste for Fashion.
- Ku, S.,** Ozkan, K., Pinho, C., Pinho, M. L., Poliakova, E. (2021). Culture and Cognition: An Extension Study.

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 [University 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]

TEACHING AREAS

Sustainability in Business • Corporate Social Responsibility • International Business Marketing • Strategy • Management • Entrepreneurship • Sales • Business Ethics

GRANTS | FELLOWSHIPS | SCHOLARSHIPS [Total: \$123,445.89]

2017 – Present	Second Century Initiative Doctoral Fellowship Amount: \$22,000/yr [\$110,000 total] Source: Georgia State University
2021	Provost Dissertation Fellowship Amount: \$6,000 Source: Georgia State University Office of the Provost
2021	Research and teaching project Amount: \$3,027.18 Source: Center for International Business Education and Research at Georgia State University
2021	Composting on Campus Project Amount: \$2,019.71 Source: Georgia State University – Sustainability Fee Funds Committee
2021	Clyde Kitchens / Thoben Elrod / Delta Sigma Pi Doctoral Fellow Amount: \$2,399 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	Organizational Food Waste Global Environment of Business [2 undergraduate course sections] University of Toledo (Toledo, Ohio, USA)
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 Cutting Edge Technologies [undergraduate course] Georgia Institute of Technology (online)
2020	You Can Compost That?! Capgemini – CARES Sustainability Council (online)
2019	Food Business Medicine Doctor of Nursing Practice [graduate course] Emory University (Atlanta, Georgia, USA)
2013 – 2018	Insights from an Entrepreneur Financial Planning for Projects [graduate course]

Georgia Institute of Technology (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	Association for the Advancement of Sustainability in Higher Education
2020 – Present	North American Coalition for Insect Agriculture
2019 – Present	Academy of International Business Sustainability Shared Interest Group
2018 – Present	Academy of Marketing
2017 – Present	Academy of International Business
2017 – Present	Academy of Management
2009 – Present	Beta Gamma Sigma
2009 – Present	Omicron Delta Kappa

PROFESSIONAL SERVICE

2021 – Present	Communications officer; founding member [The Circular Economy in an IB Context] Academy of International Business Sustainability Shared Interest Group
2021 – Present	Reviewer Asian Business & Management
2020 – Present	Leadership Circle member RCE Greater Atlanta – Regional Centre of Expertise on Education for Sustainable Development
2019 – Present	Reviewer Journal of Business Research
2019 – Present	Reviewer Journal of Teaching in International Business
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

CONFERENCE ACTIVITY

Invited panelist

2021	Collaborations for Campus Composting Global Conference on Sustainability in Higher Education (online)
2020	Sustainability Shared Interest Group inaugural event Academy of International Business – Canada chapter (online)
2020	Insects for Sustainable Solutions

- 2020 Insectival (online)
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 [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 – Present Sustainability fee fund committee member
Sustainability Initiatives
- 2020 – Present Guest judge / mentor
WomenLead Poster Presentations (online)
- 2019 – 2021 Board member [Vice President | Secretary]
Robinson College of Business PhD Fellows

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)

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, board member
Change to Humanity (Atlanta, Georgia, USA)
- 2018 Volunteer
Eating Insects Athens (Athens, 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
+1-404-413-7284
- **Leigh Anne Liu** [*Dissertation committee member*]
Professor, Fulbright-Hanken Distinguished Chair
Institute of International Business
Georgia State University
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Suite 638
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laliu@gsu.edu
+1-404-413-7288
- **Denish Shah** [*Dissertation committee member*]
Barbara and Elmer Sunday Professor, Associate Professor
Department of Marketing
Georgia State University
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Atlanta, GA 30303
shah@gsu.edu
+1-404-413-7694

Print Form

Clear Form



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 - Marketing Strategy
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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: +1-404-210-7881	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 a valid Georgia driver's license but do not currently have a 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
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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., Sanguineti, 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) From 2017 To Present	Total No. Yrs/Mos Current No. Hrs Per Wk 40+	Employer Name & Address: Georgia State University Supervisor/Dean/Department Head S. Tamer Cavusgil	Duties: <ul style="list-style-type: none"> • Conduct research • Teach autonomous classes • Serve as teaching assistant
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) From 2009 To 2017	Total No. Yrs/Mos 8 yrs No. Hrs Per Wk 40+	Employer Name & Address: MD Innovate, Inc. Supervisor/Dean/ Department Head David Ku	Duties: <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,
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) From 2016 To 2017	Total No. Yrs/Mos 7 mos No. Hrs Per Wk 40+	Employer Name & Address: Aprio Supervisor/Dean/ Department Head Germaine Leonard / Jan Whalen	Duties: <ul style="list-style-type: none"> • Proofread tax documents, HUDS, memos, etc. • Organized HR documents
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) From 2015 To 2016	Total No. Yrs/Mos 1 yr No. Hrs Per Wk 40+	Employer Name & Address: Cutco Cutlery Supervisor/Dean/ Department Head Connor Boram	Duties: <ul style="list-style-type: none"> • Set up retail booths at various Costco locations around the eastern region of the United States • Sold product
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	
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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

11/12/2021

 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.