

**Curriculum Vitae of:
Dr. Mark Wm Cawman, DBA, MBA, BSM, ASQ-CMQ/OE**



KEYWORDS:

International Business, Strategic Management, Business Management, Organizational Behavior, Business Education, Operations Management, Operational Excellence, Supply Chain Management, Product Development, Engineering Management, Quality Management, Corporate Social Responsibility, Diversity & Inclusion, Entrepreneurship, Human Resource Development (HRD), Change Leadership, Business Communications, Technical Leadership, Cross-Cultural Studies

EDUCATION:

Doctor of Business Administration (DBA) – Management [2017]

George Fox University | Newberg, OR

Scoping Job Enlargement with the Cultural Dimension of Individualism: An Industrial Study – Dissertation

Master of Business Administration (MBA) – Management [2012]

University of Mississippi (Ole Miss) | Oxford, MS

Bachelor of Science (BSM) – Management [2006]

Indiana Wesleyan University | Marion, IN

Graduated *Summa Cum Laude*

OTHER EDUCATION:

Emergency Medical Technician (EMT) / Paramedic [1992]

Camden County College | Camden, NJ

EMT Certificate – Paramedic in Training

Pastoral Counseling and Specialized Ministries [1990]

Emmanuel Bible Institute | Logansport, IN

62 Credits (Unaccredited) – School Closed

RESEARCH INTERESTS:

- Organizational Behavior and Worker Outcomes in International Business
- Cross-Cultural (IB) Management Models Relative to Work Transfers
- Job Modeling | Job Analysis in Operations Management
- Change Management, Systems Architecture, and Policy Deployment
- Strategic Management and Global Strategy
- Global Supply Chains
- CSR in Global Business

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CURRENT POSITION(S):

Azusa Pacific University – School of Business and Management

2023 - Present

- **Associate Professor**
 - Management, Strategic Management, International Business, Operations Management/Operational Excellence
- **Chair**
 - Department of International Business, Marketing, Digital Marketing, Entrepreneurship, and Operations Management/Operational Excellence

2020 - 2023

- **Assistant Professor**
 - Management, Strategic Management, International Business, Operations Management/Operational Excellence
- **Director**
 - International Business & Entrepreneurship
- **Faculty Advisor**
 - Enactus
 - NSLS

Courses Taught

BUSI 370	International Business	UG
IBUS 374	Topics in International Business and Strategy	UG
IBUS 377	Global Study	UG
MGMT 521	Organizational Development/Change	UG
MGMT 450	Strategic Management	UG
MGMT 350	Business Management Internship	UG
MGMT 541	Global Business Management	GRAD
MGMT 570	Organizational Performance	GRAD
MGMT 578	Strategic Management	GRAD
BUSI 590	Capstone Course	GRAD
BUSI 577	Global Study Away-Graduate	GRAD

Accomplishments

- Curriculum Redesigns:
 - MGMT 541, BUSI 370, PRBA 370, IBUS 374, and BUSI 590.
- Designed and Launched the Faith Integration Website and Models for SBM
- Piloted SBM Micro-Credential Badges in UG and GRAD Courses
- Created Proposals for Graduate Certificate Programs and a Specialized DBA Program
- Designed and Hosted an International Business Colloquium
 - 10-14 events per semester engaging 8-10 universities and 15-25 speakers from around the world -- <https://internationalbusinesscolloquium.apu.edu/>
- Re-Launched the Enactus APU chapter
- Study Away
 - Engaged Industries, Marketing, and Traveling Faculty

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Faculty Advisor

- Enactus 2021 – 2023
- National Society of Leadership and Success (NSLS) (2020 – 2021) $\Sigma\Lambda\Pi$

Service Committees

- SBM Faith Integration – (2020 – Present)
- SBM Graduate Certificate Proposal (2020 – Present)
- SBM Scholarship Committee (2020 – Present)
- APU Undergraduate Studies Council – Curriculum (2021 – Present)
- APU Undergraduate Studies Council Chair (2022 – Present)
- SBM Study Away (2022 – Present)
- SBM Engagement & Retention Committee Co-Chair (2022 – Present)

PREVIOUS ACADEMIC EMPLOYMENT | TEACHING EXPERIENCE

Union University of California – School of Innovation and Management

- Adjunct/Consulting Professor, Management (2020 – 2023)
(Consulting Strategy and Curriculum for the launch of this online Christian school in Vietnam)

Concordia University, Portland – College of Business

- Part-time Faculty (2015-2020)

Courses Taught

- MBA 503, Leading Organizational Change
- MBA 507, Strategic Management and Competition
- MBA 509, Capstone Project(s)
 - Track A – MBNQA Organizational Assessment
 - Track B – Structured Business/Marketing Plan
- MBA 501, MBA Foundations [Brought in as Consulting Faculty]

Accomplishments

- Dynamic Curriculum Improvements for MBA 507
- Consulted for Improvements to MBA 501

SERVICE – PROFESSIONAL

The National Society of Leadership and Success - NSLS [*Sigma Alpha Pi*]
Azusa Pacific University Chapter Faculty Advisor (2021)

Union University of California (Vietnam Christian University Startup)
Advisory Council Member - School of Innovation and Management

- BBA (Bachelor of Business Admin) Program
- MAOL (Master of Arts in Organizational Leadership) Program

Society for Industrial and Organizational Psychology (SIOP)

- Peer-Reviewed Journal Articles Regularly (2017-2020)
- Institutional Research Committee (IRC). Volunteer (2016-2021)
- Designed and executed the annual salary and equity survey (2019-2021)

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- Co-authored a SIOP Conference Presentation on issues of equity (published, not presented).

Christian Business Academy Review (CBAR)

- Peer-Reviewed Journal Articles (2021-Present)

Rotary Club International

- Active Membership / Service Projects (2005-2007)

RESEARCH / PUBLICATIONS:

- Cawman, M.W.** (2017) Scoping job enlargement with the cultural dimension of individualism: An industrial study. [Dissertation] Doctor of Business Administration (DBA).
<http://digitalcommons.georgefox.edu/dbadmin/14>
- Cawman, M.W.**, & Liu, D.M. (2020). External factors and risk considerations: Applying the Institutional-based view of management. *Academy of Strategic Management Journal*, 19(4), 1-16
- Cawman, M.W.**, & Fine-Skalnik, P. (2021) Playing global monopoly in cement: The globalization of CEMEX. *Case Studies in Business and Management*, 8(1), 10-35.
<https://doi.org/10.5296/csbm.v8i1>
- Smith, R. W., Davison, H. K., HENDY, N., Hulet, A. L., Hamilton, B. A., Antonik, C. W., **Cawman, M. W.**, & McAliley, L. K. (2021, September). Diversity, equity, and inclusion: Where do SIOP members stand? Evidence from the 2019 SIOP salary survey. *The Industrial-Organizational Psychologist*, 59(2).
- Cawman, M. W.** (2022). The Study of Cultural Differences as a Path to Appreciating Diversity and Extending Inclusion. *Pathways to Research in Business & Economics [EBSCO] BUS018*, 1–18.
- Cawman, M. W.** (2022). The Codependency of International Business and Strategic Management: Considerations in a Globalized Business World. *Pathways to Research in Business & Economics [EBSCO] BUS035*, 1–19.
- Thinakaran, J., Chinnusamy, C., & **Cawman, M.W.** (2022) A case study in globalized agribusiness ethics: An herbicide in the spotlight. *Case Studies in Business and Management* 9(1), 1-25.
<https://doi.org/10.5296/csbm.v9i1>
- Cawman, M.W.** (2022) Kaizen blitz the muda out of the firm's globalization strategy. *Journal of General Management* [OnlineFirst] 1-8. <https://doi.org/10.1177/03063070221141199>
- Cawman, M.W.**, & Fine-Skalnik, P. (2023) Global Business and Marketing Strategy: Integrative Workbook of Exercises and Case Studies. [Preliminary Edition] *Cognella, Inc.*

SUBMITTED PENDING PUBLICATION – IN REVIEW

- Cawman, M.W.** (TBD) Management of globalized business. [Chapter] in Kipley, D. & Jewe, R. (TBD) *Effective Strategic Management: From Analysis to Implementation* [Pending 3rd Ed]. Cognella Academic Publishing. (Submitted to D Kipley)

CURRENTLY IN WORK

- Cawman, M.W.** (TBD) Christians and Climate Change: An Example of Gaps in Faith-Learning Integration. *TBD*
- Cawman, M.W.**, Pheifer, T., & Ware, M. (TBD) Establish the Work Of Our Hands: The Great Resignation And The Christian Response [BOOK]. (TBD)

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Cawman, M.W., Kim, C. (TBD) Corrective action praxis for human errors in industry (TBD)

Cawman, M.W., Oh, J., & Epperson, L. (TBD) Cross-cultural dimensions & Job Fit: The box and the line. *International Journal of Intercultural Relations* [Target Journal]

CONFERENCES AND/OR PRESENTATIONS

2021 – Presented “7P Model for Changing Vocation” at Azusa Pacific University - SBM Speaker Series. Provost Office's Publishing: <https://www.apu.edu/articles/how-to-know-its-time-for-a-career-change/>

2020 & 2021 - Presented "Cultural Dimensions" in the International Business Colloquium -School of Business and Management - Azusa Pacific University.

2020 – Presented “Strategies for Business – Post COVID-19” at Karunya Institute of Technology and Sciences. Coimbatore, India. Unpublished presentation

2018 – Presented “Incorporating Plastic Components in Aerospace Seating” at the Aerospace Seating Conference. Hamburg, Germany. Unpublished presentation.

2017 – Presented “Human Factors in Manufacturing / Concurrent Engineering” at the TransDigm Corporate Engineering Conference. Jersey City, NJ. Unpublished presentation.

CERTIFICATIONS / LICENSES

American Society for Quality (ASQ)

- Certified Manager of Quality / Organizational Excellence (ASQ-CMQ/OE) – Certification #13201
- Certified Mechanical Inspector (CMI – Lifetime)
- Certified Quality Technician (CQT – Lifetime)

State of New Jersey:

- Emergency Medical Technician [Expired 1996]

CERTIFICATES OF TRAINING (SELECTED)

Center for Competitive Change – University of Dayton

- LEAN Factory/5S

Francis College of Engineering -- University of Massachusetts, Lowell

- Polymeric Materials: Commodity Plastics, Engineering Resins, & Specialty Polymers

Multiple Training or Attendance Certificates

- Lean Manufacturing, 5S, Engineering, Quality Management & Systems, Leadership, OSHA, Green Belt 6-Sigma, Etc.

PROFESSIONAL AFFILIATIONS

- (ASQ) American Society for Quality – Senior Member (Since 1995)
- (SMS) Strategic Management Society – Member (Since 2021)
- (SIOP) Society for Industrial and Organizational Psychology (2015-2021)

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- (SAE) SAE International (2015-2020)
- (SPE) Society of Plastic Engineers (2017-2019)

AWARDS AND HONORS

- Academic Honors, *Summa Cum Laude* | Indiana Wesleyan University
- Leadership Award, Bronze Eagle | Smith's Aerospace
- Captains Award, Humanitarian | Minotola Rescue Squad

OTHER / EARLIER EXPERIENCE / EMPLOYMENT:

(Total Industry Experience >25 years)

*Known in the industry as an architect of processes and systems and a mentor and developer of talent, industry experience includes **global leadership** in:*

- *Technology development,*
- *Supply chain technologies and readiness*
 - *Oversight and corporate training*
- *Productivity/efficiency (operational excellence)*
- *Quality Management, Quality Systems, Supplier Quality*

Facilitated small teams and served in executive roles – breadth, depth, and demonstrated experience.

*Significant industry experience in technical and senior leadership as a key leader in **Strategic Management** and P&L leadership. Experience includes strategic and tactical roles, facilitating change leadership internally and in complex and **global supply chains**. Innovated and facilitated efficiency improvements including corporate training both internally and in the supply chain.*

Owned/led a business turnaround in an entrepreneurial effort.

Companies including:

Aerospace Industry:

- TransDigm (Pexco Aerospace)
- GE Aviation (Global Supply Chain Responsibilities for Divisional Support – Corporate)
- Eaton Aerospace
- Protective Coatings
- Smith's Aerospace (Global Engagement in Supply Chain and Market)

Aerospace and Nuclear Industry(s)

- Olympic Fabrication

Automotive Industry

- TASUS (Operational Excellence/Toyota Production System)
- Federal-Mogul (Multi-National Work Transfers)
- Small Parts Inc. (Greenfield International Business)

Trucking and Logistics Industry

- Holly's Transportation (Entrepreneurial Venture)

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Positions including:

Vice President • Director of Engineering • Director of Quality • Quality Manager • Quality Leader • Quality, Environmental, & Safety Manager • Divisional Supplier Quality Leader (Leading Technical & Global Teams) • Quality & Engineering Manager • LEAN Manufacturing Manager of Operational Excellence • Quality Engineer • President & Owner • Corporate Trainer

Entrepreneurial Experience:

Owner & Principle | President | Holly's Transportation (2006 – 2007)

Acquired a distressed company and executed a successful turnaround.

Developed a business plan that secured operating lines of credit, future/niche business strategy, and structured cash flow and commercial arrangements with supply base and contract adjustments correcting cash flow. Successfully brought in new business and ceased or renegotiated all non-profitable contracts. Overall, secured \$1.3 million in new annualized sales with another \$.5 million lined up pending capacity. Successfully divested the improved company.

Global Experience:

- Automotive Industry:
 - Part of a team involved in the launch of a Greenfield plant in Mexico and then was involved in several manufacturing line transfers to Mexico and between Mexico sites.
- Aerospace Industry:
 - Oversaw a global team of Engineers, Quality Engineers, etc. supporting suppliers in the US, Asia, and Europe. Engaged directly in the global supply base. Led teams in new product development for the European and Asian markets.

Corporate Training:

- Small Parts
 - Training Mexico Greenfield companies in Quality and Business Systems
- Smith's Aerospace
 - Training Suppliers in VA/VE, Lean/Six Sigma, Business Processes, TQM, 5S, Supply Chain Management, and Corrective/Preventive Actions.
- Protective Coatings
 - Training Staff and Company in various improvement methodologies and IMPACT teams.
- GE Aviation
 - Training Suppliers in DSQAR and Corrective/Preventive Actions.