



NAME Murray D. MacTavish

COMPLETED ACADEMIC DEGREES

Degree Name	Subject Area	Institution	Date of Completion
Doctor of Philosophy	Global Leadership Development	The Pennsylvania State University	April 2007
Master of Business Administration	Community & Economic Development	Eastern University	December 1993
Bachelor of Arts	Sociology	McMaster University	May 1990

ADVANCED STUDIES IN PROGRESS

Degree Name	Subject Area	Institution	Est. Completion Date
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ACADEMIC APPOINTMENT

Appointment Level	Institution	Dates (Yr to Yr)	Subject Area
Associate Dean	Ambrose University	2020 - present	Leadership, Ethics, and HRM
Adjunct Professor	Trinity Western University	2020-present	Global Leadership
Associate Professor	Trinity Western University	2007 - 2020	Leadership & International Development
Adjunct Professor	Eastern University	1994-2004	Leadership/Mktg/Strategy

ADMINISTRATIVE APPOINTMENTS

Appointment Level	Institution	Dates (Yr to Yr)
Associate Dean	Ambrose University	2020-present
Associate Dean	Trinity Western University	2009-2019
Associate Dean	Eastern University	1994-1998

TEACHING EXPERIENCE

Institution	Dates (Yr to Yr)	Courses Taught (Course # and Name)	Credit per course
Ambrose University	2021-present	BUS 342 Leadership in the Global Context; Theory & Practice; BUS 331 Organizational Development & Change; BUS 100 Introduction to Business; BUS 211 Business Ethics & Sustainability; BUS 499 Capstone Seminar in Business	3

Trinity Western University	2007-present	Undergraduate: ECON 230 Issues in Third World Development; ECON 330 Theory & Practice of Development; BUSI 480 Leadership in the Global Context; BUSI 484 Strategic Management. Graduate: MBA 593 Leadership & Ethics (in Cda & China); MBA 662 Managing a Global Organization (in Cda & China); MBA 665 Comparative International Management (in Europe); Critical Thinking and Higher-Ordered Analysis (in China)	3
Eastern University	1991-2004	Undergraduate: Ethical Character of Leadership; Cross-Cultural Studies; Conflict Management; Creative Problem Solving; Marketing Environment of Management; Introduction to Marketing (in USA & Haiti). Graduate: Leadership; Business Ethics; Issues in Management; Strategic Thinking I & II; Non-Profit Marketing; Marketing for Urban Enterprises; Teaching Entrepreneurship to Urban Youth; Principles of Continuing Education; Leadership for Corporate Social Responsibility (in China); Project Management (in China); Entrepreneurship (in Haiti)	3

SCHOLARLY PARTICIPATION

Books Authored or Edited

Dates (Yr to Yr)	Activity (Name of book, publisher etc)
2008	Book Chapter: Korean Nurses in an American Hospital: An Examination of the Factors Influencing Critical Thinking Processes. In M. Xiao (Ed.), Global Human Resource Development Theories and Practice. Beijing, China: Higher Education Press.
2006, December	Manuscript Reviewer for Proceedings of the Fifth International Conference of the Academy of Human Resource Development (Asia Chapter). Kuala Lumpur, Malaysia.
1994	Book Chapter: Entrepreneurship: Empowering the black male. In S. D. Nix (Ed.), Preparing Boys For Manhood: State-Of-The-Art Strategies For Developing A Comprehensive Ministry To African American Boys (pp. 84-104). Wilmington, DE: Nonprofit Development Institute.

Refereed Publications

Dates	Activity (Name of article and journal)
2008	An examination of the dynamics of organizational culture and values-based leader identities and behaviors: One company's experience. In T. J. Chermack & J.

	Storberg-Walker (Eds.), 2008 Conference Proceedings of The Academy of Human Resource Development (pp. 99-106). Bowling Green, OH: The Academy of Human Resource Development.
2007	Korean Nurses in an American Hospital: An Examination of the Factors Influencing Critical Thinking Processes. Conference Proceedings of the Sixth International Conference of the Academy of HRD (Asia Chapter). Beijing, China: The Academy of Human Resource Development.
2006	Encouraging Teacher Engagement: A New Approach to Performance Improvement in Schools. In M. L. Morris, & F.M. Nafukho (Eds.), 2006 Conference Proceedings of The Academy of Human Resource Development (pp. 1378-1385). Bowling Green, OH: The Academy of Human Resource Development.
2006	Involving teacher leaders in authentic learning: Moving beyond empowerment to engagement. <i>The Beacon</i> 2(4), 1-8.
2005	Cultivating Leader Identities in Lower-Level Employees: An Intentional Strategy. In M. L. Morris, & F.M. Nafukho (Eds.), 2005 Conference Proceedings of The Academy of Human Resource Development (pp. 866-873). Bowling Green, OH: The Academy of Human Resource Development.
2004	Motivating Employees During Lean Times: A Review of the Employee Participation Literature. In T. M. Egan, & M. L. Morris (Eds.), 2004 Conference Proceedings of The Academy of Human Resource Development (pp. 695-702). Bowling Green, OH: The Academy of Human Resource Development.

Non-Refereed Publications

Dates	Activity (Name of article and journal)
2005	How Educational Leaders Can Influence Authentic Learning: Moving Beyond Empowerment to Engagement. In P.T. Begley (Ed.), Proceedings of the Tenth Annual Values and Leadership Conference (pp. 1-28). University Park, PA: The Pennsylvania State University
1994, Fall	Entrepreneurial Checklist. <i>International Urban Associates</i>
1993, Fall	How Do You Develop Young Entrepreneurs? <i>CCDA Restorer</i> , 4(3)
1993, Spring	A NFTE (nifty) Approach to Community Economic Development. <i>CCDA Restorer</i> , 4(1)

Conference Presentations

Dates	Activity (Name of article and journal)
2023, March	Flourishing Agency: Identifying and Nurturing the Critical Resilience and Performance Strengths in Business Students. With W. Hammond & A. Sanderson. Presented by A. Sanderson at the Ambrose Research Conference, Calgary, Alberta, Canada.
2008, February	An examination of the dynamics of organizational culture and values-based leader identities and behaviors: One company's experience. With J. A. Kolb. Presented at The Academy of Human Resource Development Annual Meeting, Panama City, Florida.
2007, November	Korean Nurses in an American Hospital: An Examination of the Factors Influencing Critical Thinking Processes. Paper accepted for presentation at The Sixth International Conference of the Academy of HRD (Asia Chapter), Peking University, Beijing, China.

2006, February	Encouraging Teacher Engagement: A New Approach to Performance Improvement in Schools. With J. A. Kolb. Paper presented at The Academy of Human Resource Development Annual Meeting, Columbus, Ohio.
2005, October	How Educational Leaders Can Influence Authentic Learning: Moving Beyond Empowerment to Engagement. With J. A. Kolb. Paper presented at The Tenth Annual Values and Leadership Conference, The Pennsylvania State University, University Park, Pennsylvania.
2005, February	Cultivating Leader Identities in Lower-Level Employees: An Intentional Strategy. Paper presented at The Academy of Human Resource Development Annual Meeting, Estes Park, Colorado.
2004, March	Motivating Employees During Lean Times: A Review of the Employee Participation Literature. Paper presented at The Academy of Human Resource Development Annual Meeting, Austin, Texas.
2004, April	Management Development Need Projections. Poster presentation. The Pennsylvania State University, University Park, Pennsylvania.

Research Grants

Dates	Activity (Name of grant and research)
2005	Values in Leadership. Research grant funded by The Pennsylvania State University, University Park, Pennsylvania

ACADEMIC AND PROFESSIONAL PRESENTATIONS

Dates	Name of Presentation to Name of Organization
2020, February	Effective Use of Technology for Global Leadership Success. Invited keynote speaker at the Global Conference on Technology & Information Management, University of British Columbia, Vancouver, British Columbia.
2019, September	Navigating for One Belt, One Road Success: Exploring Critical Cultural Factors. Beijing Administrative College, Party School of the Central Committee of the Communist Party of China.
2019, September	Navigating for One Belt, One Road Success: Exploring Critical Cultural Factors. Beijing University of Technology, China.
2015, June	Leadership in the Internet Age. Beijing Administrative College, Party School of the Central Committee of the Communist Party of China.
2015, March	Servant Leadership: A Compelling Leadership Approach. Beijing Administrative College, Party School of the Central Committee of the Communist Party of China.
2014, November	Leadership Intersections: East vs. West. Beijing Administrative College, Party School of the Central Committee of the Communist Party of China.
2013, July	Leading Across Cultures, Kwik Kian Gie School of Business, Jakarta, Indonesia
2013, July	Accelerating Social Transformation Through Leadership and Entrepreneurship. Presentation to GKA Gloria Church board members and business leaders, Surabaya, Indonesia
2013, July	Educating for Our Future: Leadership Excellence as Example. Presentation to board members, principals and teachers of GKA Gloria Christian Schools & Foundation, Surabaya, Indonesia

2008 & 2009, Fall	An Overview of Canadian Economics and the Economics of NGOs and Philanthropy. For visiting Diplomats from Democratic People's Republic of Korea (North Korea) at Trinity Western University, Langley, British Columbia.
2008, Fall	Defining Corporate Social Responsibility (CSR). CSR Forum: A Corporate Social Responsibility Discussion Plenary Panel, Trinity Western University, Langley, British Columbia.
2007, Fall	Leadership and Project Management courses. NGO & Government Leader Leadership Training, Nanjing University, China
2007, Fall	The L.E.A.D. Program: An Economic Development Strategy in China. Christian Business Faculty Association Conference, Seattle, Washington.
2004, August	Guest Instructor in World Vision International PATHWAYS Leadership Development Program, Asian cohort in Melbourne, Australia, Eastern University, St. Davids, Pennsylvania
2003, Spring	Empowering Yourself to Lead Others: A One-Day Leadership Seminar for Experienced Managers. The Pennsylvania State University, University Park, Pennsylvania.
2003, Winter	Student Evaluation Across the Curriculum. Faculty Development Plenary Session, School of Management Studies, Eastern University, St. Davids, Pennsylvania.
2000, Fall	How to Become an Entrepreneur. Milton Hershey School, Hershey, Pennsylvania.
1999, Fall	Diversity in the Classroom: Integrating Differences With an Objective in Mind. Faculty Development Session, School of Management Studies, Eastern University, St. Davids, Pennsylvania.
1994, Fall	Entrepreneurship Seminar (Full Day). Chamber of Commerce, Gonaives, Haiti.
1994, Fall	Economic Empowerment Through Entrepreneurship. Community & Economic Development Conference Plenary Panel, Akron, Ohio.
1993, Spring	How Can Businesses Support Young Entrepreneurs? Rotary Club, Detroit, Michigan.
1993, Fall	Developing an Entrepreneurship Program. Christian Community Development Association 5th Annual Conference, Jackson, Mississippi.
1992, Fall	Entrepreneurship Education to Urban Youth. Christian Community Development Association 4th Annual Conference, Detroit, Michigan.

PROFESSIONAL MEMBERSHIPS, QUALIFICATIONS and EXPERIENCE

Professional Memberships
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Professional Qualifications
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Professional Experience <i>(Any employment prior to Ambrose University)</i>
Director of Institutional Advancement, New Life Youth & Family Services, 2003-2004
Director of Educational Opportunities & Principal of Alternative High School, New Life Youth & Family Services, 2000-2003
Co-founder & Director, Detroit Center for Entrepreneurship, 1992-1993