***Dr. Howard Jean-Denis***

**Assistant Professor of Entrepreneurship & Strategy**

Email: Howard.Jeandenis@morehouse.edu

**Education**

**University of Massachusetts: Amherst**

Isenberg School of Management

PhD in Business administration

Area of Focus: Strategic Management

Minor Areas: Entrepreneurship and International business

**Dissertation:** *Corruption, culture, and firm capabilities in emerging markets: An analysis of performance implications*

**Committee:** *Mzamo P. Mangaliso, Emily Heaphy, Scott Monroe, and Whitney Battle Baptiste (external member W.E.B. Dubois Scholar of archaeology)*

**Bentley University, McCallum Graduate School**

Master of Business Administration

International Business and Markets

Education Abroad in Tokyo and Kyoto, Japan

Education Abroad in People’s Republic of China

**Bentley University, Waltham, MA**

Bachelor of Science in Economics and Finance

Minor, Spanish Language and Culture

Education Abroad in Madrid and Barcelona, Spain

**Research Interests**

Strategy

Entrepreneurship

Corruption

Ubuntu and Lakou humanistic philosophies

Sustainability

Business ethics

**Awards & Honors**

* Featured on ‘Good Morning America’ by ABC News for an interview discussing mentorship of African American males on college campuses to increase graduation rates.
* Won best academic research paper award at AIB (Academy of International Business) Conference for study of effects of cognitive maps of expatriates on firm performance Oct 2018
* Partnered with United Nations Development Program (UNDP) to work with corporations seeking to address Sustainability goals (MDGs/SDGs) 2010 – 2016
* Won best academic research paper award recognition at Southern Management AssociationConference for Strategy Conceptual Paper “RBV of Social Entrepreneurship” Oct 2015
* Won teaching excellence award from the PhD Project association for demonstrating innovative practices and 4.9 / 5.0 evaluation in August 2019.
* Bestowed with outstanding Isenberg Veteran Scholarship Award of $3,000 in August 2020 to support research and related scholarship
* Awarded General Electric Overseas Research Fellowship of $2,500 to conduct a Comparative International Study on Diaspora entrepreneur Populations inIsrael and Rwanda Aug 2017
* Won $10,000 business innovation award as an entrepreneur in a National Ideation Competition for creating a sustainability education program designed as a military academy with a target market of K-12 students. Award presented by representatives from Obama administration, Pfizer, BNY Mellon, and Environmental Defense Fund Oct 2012
* Recipient of the REAL Fellowship (Research engagement and Learning) through UMASS Amherst for $4,000 Mar 2017
* Selected as an Outstanding Academic Reviewer at the Eastern Academy of Management Conference in Dubrovnik, Croatia June 2019
* Military Awards: Army Commendation medal, Army Achievement Medal, Good Conduct Medal for meritorious service, 2/8 Battalion soldier of the month twice, graduated in the top 5% of class in Military Leadership school being promoted to non-commissioned officer

**Professional Experience**

Assistant Professor of Entrepreneurship, Morehouse College August 2025-Present

Assistant Professor of Strategy, Pepperdine University August 2021-August 2025

Researcher, University of Massachusetts: Amherst August 2017-August 2021

Entrepreneur, Strategic Consulting Firm Jan 2013-August 2017

Research analyst, Statoil Energy Jun 2011-Jan 2013

Trader/Analyst, Noble Group (Hong Kong and Germany) Aug 2008-Jun 2011

Vice President, Bank of America July 2002-July 2008

Supply Chain Officer, U.S. Armed Forces July 1998-July 2002

**Academic Publications**

**Jean-Denis, Howard,** & Mangaliso, M. P. (2025). Race and Corruption: An Investigation within South Africa. *Journal of African Business*, 1-12.

Day, S. W., **Jean-Denis, H.,** & Karanja, E. (2025). Extending the Resource-Based View of Social Entrepreneurship: The Role of Artificial Intelligence in Scaling Impact. *Journal of Risk and Financial Management*, *18*(7), 341.

**Jean-Denis, H. (2024).** Media Review: Lupin: Eradicating the stereotype of the African immigrant. *Organization*, 13505084241275774.

**Jean-Denis, H.,** Day, S.W., Lawong, D., Mangaliso, M.P., Miles, A. (2023) Unveiling Ubuntu with evidence from Ghana: A resource-based view of African culture’s impact on firm capability and performance. *Journal of Academy of Business and Economics*. 23(10) 19-34.

Mangaliso, P. Mzamo, Mangaliso, N. A., Ndanga, L. Z., & **Jean-Denis, Howard.** (2021). Contextualizing Organizational Change Management in Africa: Incorporating the Core Values of Ubuntu. *Journal of African Business*, 1-20.

**Jean-Denis, Howard.** (2018). The impact of African manager's values on exporting: influential managerial characteristics and export performance. *International Journal of Export Marketing*, *2*(2), 141-153.

Day, S. W., & **Jean-Denis, Howard.** (2016). Resource Based View of social entrepreneurship: Putting the pieces together. *Journal of Strategic Innovation & Sustainability*, *11*(2).

**Published book chapters**

Mangaliso, P. Mzamo, **Jean-Denis, Howard,** Ndanga, Leah (2018) Ubuntu Philosophy as a source for humanistic management. *Routledge Publishing.* 8(6) 80-101

**Jean-Denis, Howard.** (2022). The role of Big Data in building renewable energy systems. *Handbook of Smart Energy Systems.* Springer Publishing. 2(11) 1-9.

**Published Poetry “Creative output”**

**Jean-Denis, Howard.** (2021). Humanistic Management of Stakeholders. *Organizational Aesthetics*, *10*(1), 53-54.

**Manuscripts in preparation (writing stage)**

Luse, William, **Jean-Denis, Howard** *How do Organizations utilize talented leaders versus emerging leaders to achieve performance?* **Target Journal**: Journal of Organizational behavior.

**Jean-Denis, Howard,** Day W., Steven, Mangaliso P., Mzamo, Jean-Denis L., Alisha, *A resource-based framework for culture: oil and gas firms in Ghana.* **Target journal:**Journal of International business studies.

Mangaliso, Mzamo P., Monteiro, Diogo Souza, **Jean-Denis, Howard** *Uncertainty and Asymmetric Information: Impact of Credence Inputs on Firm Competitiveness*

**Target Journal:** Decision Sciences Journal.

**Manuscripts in preparation (Data collection/analysis)**

Myrowitz, Jason, **Jean-Denis, Howard** *Going rogue: a contextual and strategic extension of positive deviance* **Target Journal:** Academy of Management Review.

**Jean-Denis, Howard** *Visceral reaction: Veterans of color making meaning of systemic racism and navigating this treatment.* **Target Journal:** Journal of Management Studies.

**Jean-Denis, Howard,** Mangaliso P., Mzamo*The effects of corruption and power on firm performance: A South African Study***. Target Journal:** Academy of Management Journal.

**Manuscripts in preparation (Planning stage)**

**Jean-Denis, Howard** *Spiritual leadership through Lakou management.* **Target journal:** Academy of Management Perspectives.

**Jean-Denis, Howard,** Giboglia Ndiyae, Barbara *Entrepreneur development in the emerging oil and gas industry in Accra & Takoradi, Ghana: A case study* **Target journal:** Africa Journal of Management.

**Peer-reviewed Conference Presentations & session organizing**

Mangaliso P., Mzamo, **Jean-Denis, Howard,** Ndanga, Leah*Ubuntu as essential motivation for organizational change*Academy of Management Conference. AOM Chicago, IL Aug. 8-12, 2018

**Jean-Denis, Howard,** Mangaliso, Mzamo*Managerial cognition and firm performance*. Academy of International Business Conference. Philadelphia, PA Oct. 19-20, 2018 ***Best Paper Award recipient.***

Mangaliso P., Mzamo**, Jean-Denis, Howard,** *Uncertainty and Asymmetric Information: the effect of credence inputs.* Decision Sciences (DSI) Conference. Chicago, IL Nov. 19-20, 2018

**Jean-Denis, Howard,** Mangaliso P., Mzamo*The effects of corruption and power on firm performance: A South African Study***.**Decision Sciences (DSI) Conference. New Orleans, LA Nov. 19-20, 2019

**Jean-Denis, Howard,** Day W., Steven, Mangaliso P., Mzamo, Jean-Denis L., Alisha, *A resource-based framework for culture: oil and gas firms in Ghana.”* Africa Academy of Management Conference. Lagos, Nigeria. Jan. 8-11, 2020.

**Jean-Denis, Howard** *CEO Background and Human rights* *record*. AFAM Conference 2018. Addis Ababa School of Commerce, Ethiopia. Jan 5, 2018

**Jean-Denis, Howard** *Fishers of Social Businessmen*: *Theoretical paper on entrepreneurship at the base of the pyramid in Haiti.* Israel Strategy Conference. Hebrew University of Jerusalem, Israel Dec 4, 2015

**Teaching Experience**

**Course name Students Evaluation Dept avg**

Business Policy and Strategy 40 4.9/5.0 4.7/5.0

Introduction of Entrepreneurship 26 4.6/5/0 4.9/5.0

Intro to Management 25 4.5/5.0 4.5/5.0

**Teaching interests**

Entrepreneurship

Business Policy and Strategy

Social Entrepreneurship

Business Ethics

Organizational behavior

**Entrepreneurship Education**

Organizer and Panelist for Pepperdine Entrepreneurship contest March 2023

Entrepreneurship Judge, UMASS Shark Tank competition June 2020

Entrepreneurship Judge, UMASS Shark Tank competition October 2020

Entrepreneurship coach/mentor for “We are family foundation” 2017-2019

Innocentive social entrepreneurship champion/Venture capital received Sept 2012

**Research Grants**

**Jean-Denis, Howard** (principal investigator) Oxford University archival research on business in African Diaspora through Harris Manchester and Bodleian in England (June 2022) $3,000

**Jean-Denis, Howard** (principal investigator) Documentary creation and research development through Pepperdine University (June 2024) $5,000

**Jean-Denis, Howard** (principal investigator) Seaver research grant to collect data on entrepreneurs in emerging markets e.g. Haiti (June 2023) $4,500

**Jean-Denis, Howard** (principal investigator), Entrepreneurship within the developing world. Awarded a $2,500 General Electric Foundation Grant (August 2017)

R.E.A.L. research fellowship $40,000

Isenberg outstanding Veteran award $3,000

University of Massachusetts Amherst graduate school dissertation grant $800

MOBTS association consortium grant $200

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**Ad Hoc Reviewing & Professional Affiliations**

Academic Honor society member, Alpha Iota Delta 2018 - Present

Member and reviewer for Academy of Management Proceedings 2016 - Present

Member of Academy of International business and best paper recipient 2018 - Present

Member and Reviewer for Decision Sciences Institute 2018 - Present

Member PhD Project, Management Doctoral Student Association (MDSA) 2017- Present

**Professional development**

Diversity research in Management Science Conference 2025

Tenure Project – University of Michigan 2025

AOM Entrepreneurship Doctoral Consortium, Chicago, IL 2018

SMS (Strategic Management Society) Doctoral Consortium 2019

Future Faculty Development Program, R.I.T. 2017

**Community Service**

Co-chair, Diversity and inclusion task force for MOBTS academic association July 2020

President, African graduates and scholar’s association (AGASA) Sept 2017-May 2019

Faculty mentor and presenter, PhD Project Sept 2021- Present

Completed New York City 26.2 Mile Marathon raising $2,700 for charity November 2016

Completed Berlin, Germany 26.2 Mile Marathon raising $2,500 for charity September 2007

Volunteer Youth Mentor for Niles Rodgers “We are Family” Foundation Jan 2014-Aug 2017

Member, The American Legion July 2010

Member, Veterans of Foreign Wars (VFW) of the United States July 2010