

David Zoogah, Ph.D (Ohio State)

Business Administration and Management Department
Earl Graves School of Business
Morgan State University
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Education:

Ph. D. The Ohio State University
 Organizational Behavior/Labor and Human Resources

M.B.A. Xavier University
 Cincinnati, Ohio.

M.L.H.R The Ohio State University

B.A. University of Cape Coast
 Major – Management

Dip (Ed) University of Cape Coast
 Diploma in Education

Research Interest:

Strategic Alliance Management
Teams and Team Effectiveness
Training and Development
Recruitment and Selection
Diversity
Mentoring
Labor and Employment Relations in Africa

Teaching Interests:

Human Resource Management;
Organizational Behavior
International HR

Publications:

Journals

Zoogah, D. B. (In Press) African Business Research: A Review of Studies Published in the Journal of African Business and a Framework for Enhancing Future Studies. *Journal of African Business*.

Zoogah, D. B. (In Press). A multilevel analysis of the moderating role of trade union strength in the relationship between privatization and corporate governance. *Advances in Competitiveness Research*.

Zoogah, D. B. (2007). Book Review. HRM in Africa. *Human Resource Management*, 46 (4): 697 – 700.

Zoogah, D. B. (2006). Participation in development activities: attitudinal and social determinants of employee participation in development activities in Ghana . *Ghana Journal of Development Studies*, 3 (1), 85-101.

Zoogah, D. B. (2005). Institutional Alliances and Skill Development in Africa. *Ghana Journal of Development Studies*, 2(1): 186-210.

Bycio, P. & Zoogah, B. (2002). Exercise Order in Assessment Center Performance, *Journal of Occupational and Organizational Psychology*, (75): 109-114

Queneau, H. & Zoogah, B. (2002). Preference Discrimination and Faculty Diversity, *The Social Science Journal* (39), 483-488

Presentations:

Zoogah, D. B. & Josephs, S. (2005). Institutional Stakeholders and Faculty Diversity. *Academy of Management Annual Meeting*. **BEST PAPER PROCEEDINGS** OF THE ACADEMY OF MANAGEMENT MEETING, HAWAII.

Zoogah, D. B. (October 2008). Strategic Leadership and Learning in Strategic Alliances. Strategic Management Society Annual Meeting, Cologne, Germany.

Zoogah, D. B. (August 2008). Relative Deprivation and Participation in Development Activities. Academy of Management Annual Meeting, Anaheim, California.

Zoogah, D. B. & Abbey, A. (August 2008). Self-Complexity Preference and Employer Choice. Academy of Management Annual Meeting, Anaheim, California.

Zoogah, D. B. (May, 2008). *Governing Recruitment and Selection Transactions in Africa: A Transaction Cost Perspective*. Eastern Academy of Management, Washington D.C.

Zoogah, D. B., Noe, R. A., & Shenkar, O. (April 2008). *Alliance Mental Models and Strategic Alliance Team Effectiveness*. Presented at Annual Meeting of Society for Industrial and Organizational Psychology, San Francisco, California.

Zoogah, D.B. & Vora, D. (2007, August). *Strategic Alliance Team Diversity and Effectiveness*. Presented at Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Zoogah, D.B. (2007, August). *A Multilevel Model of Executive Involvement in Strategic Alliances*. Presented at Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Zoogah, D.B. & Peng, M. (2007, August). *What Determines the Performance of Strategic Alliance Managers: Two Lens Model Studies*. Presented at Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Zoogah, D.B. (2007, January). *Governance Mechanisms and Trade Union Strength Moderation*. Presented at Industrial Relations Research Association, Chicago, Illinois.

Zoogah, D.B. (2006, November). *Governing Transactions of State-Owned Enterprises: What is Trade Union Influence?* Presented at American Society for Competitiveness 14th Annual Conference, Fairfax, Virginia.

Zoogah, B. (2003). *Alliances Between Newcomer Firms And Established Firms: A Sense Making Response Mechanism For Entrepreneurial Firms In Uncertain Environments* (with S. Alvarez & D. Bosse). *Frontiers of Entrepreneurship Research*.

Dissertation

Alliance Mental Models and Strategic Alliance Team Effectiveness

Technical Report:

Zoogah, D. B. (2006), "Alliance Mental Models and Strategic Alliance Effectiveness" (2006). Presented as White Paper to Association for Strategic Alliance Professionals.

Zoogah, B. & Noe, R. A. (2003). **Ashanti Goldfields Company**: The influence of Organizational Citizenship Behaviors on Job Performance.

Work in Progress:

a) Under Review

- Zoogah, B. and Noe, R. A qualitative Study of Citizenship Behaviors in Ghanaian Organizations. *Organization Research Methods*
- Zoogah, D.B. Governance Mechanisms and Trade Union Strength Moderation, *British Journal of Industrial Relations*.
- Zoogah, D. B. Personality, Strategic Leadership, and Cooperative Advantage. *International Journal of Leadership Studies*.

b) Working Papers

- Zoogah, D. B.,
Noe, R., and Oded, S. Alliance Mental Models and Strategic Alliance Effectiveness Targeted for Journal of Applied Psychology.
- Zoogah, D. B. Multilevel Determinants of Involvement in Strategic Alliances Targeted for Academy of Management Review.
- Zoogah, D. B. Strategic Leadership and Advantages in Strategic Alliance Targeted for Academy of Management Review.
- Zoogah, D. B. Governing Recruitment and Selection Transactions in Africa: A Transaction Cost Perspective. Targeted for Journal of World Business.
- Zoogah, B. & Shenkar, O. Taxonomy of Strategic Alliance Competencies.
- Zoogah, B. & Mike, Peng. Theorizing about Management Research in Africa: Institutions, Transactions, and Resources.

Professional Experience:

- Teaching Introduction to Organizational Behavior, The Ohio State University (2003 – 2006)
- Introduction to Organizational Behavior, Morgan State University (2006 – Present)

Service to the Profession

2008. Academy of Management. Reviewed five (5) articles for Academy of Management Annual Meeting, Anaheim, CA

2008. Society for Industrial and Organizational Psychology. Reviewed four (4) articles for the Annual Meeting in San Francisco, California.

2008. Eastern Academy of Management. Reviewed two (2) articles for the Annual Meeting in Washington DC.

2007: Academy of Management, Reviewed seven (7) articles for Academy of Management Annual Meeting, Philadelphia, PA

2007: Journal of African Business, Reviewed Article on Strategic Human Resources Management for Journal of African Business, Atlanta, Georgia (International).

Awards/Honors

Best Paper, Academy of Management (Gender, Diversity, & Organization Division) Meeting, Hawaii, 2005.

Outstanding Reviewer, Academy of Management (Organizational Behavior Division) Meeting, Philadelphia, 2007.

- (2007) E. Graves Summer Research Award \$5000
- (2005) Center for International Business award \$2500.00.
- (2004) Fisher College of Business travel award \$300.00 in support of SIOP, Chicago.
- (2004) Center for International Business award \$2000.00
Fisher College of Business travel award \$900.00 in support of Academy of Management, Hawaii
- (2003) Center for International Business award \$2000.00
Fisher College of Business travel award \$300.00 in support of SIOP, Orlando
- (2002) Office of International Affairs Pre-dissertation research award \$1500.00

Professional Societies:

American Psychological Association

Society for Industrial and Organizational Psychology

Academy of Management (Human Resources Division and Research Methods Division)

Association of Strategic Alliance Professionals (A.S.A.P)

Labor and Employment Relations Association (LERA)