

# DOROTHY M. SIAW-ASAMOAH, PhD, MBA

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## EDUCATION: UNIVERSITY AT BUFFALO, THE STATE UNIVERSITY OF NEW YORK

Doctor of Philosophy, Communication, Minor: Organizational Leadership, 2012

Master of Business Administration, 2005

Bachelor of Science in Business Administration, *Magna cum Laude*, 2003

## GRANT APPLICATIONS (2021- Present):

- Lead UB & SOM faculty working with United Nations to achieve UB/SOM affiliation with UN: *In progress*
- Co-PI: DOS US-UB 2023 Zimbabwe Emerging Faculty Development Program Grant, (\$75,000; *funded*)
- PI: Sustainable Development in Jamaica, National Association for Jamaican and Supporting Organizations, (\$5,000; *funded*)
- PI: Global Sustainable Development through Leadership Training, UB Center for Integrated Global Biomedical Sciences (\$5,000)

Additional unfunded grant applications:

- PI: DOE Center for International Business Education Grant Application (~\$1.5m) June 2022
- Co-PI : An Integrity & Leadership Approach to Public Sector Ethics in Ghana : An Integrity & Leadership for All US Embassy in Ghana Grant ( \$25,000.00) April 2022
- PI : Public Sector Ethics & Integrity in Africa ( February 2022)
- Co-PI : Urban Land Regimes and Small Holder Farmers Adaptation to Climate Change in Africa

## SELECTED CONFERENCE PAPERS/PRESENTATIONS/BOOK CHAPTER

- **Siaw-Asamoah, D & Dickson, E, et., al., (2020) *Transforming Global Health: Interdisciplinary Challenges, Perspectives, and Strategies* : New Media and Methods for Communicating Taboo Health Subjects**
- **Siaw-Asamoah, D & Dickson, E. (2013). Health Literacy & Health Compliance in National Development: Using Basic Technology to Increase Patient's Compliance in Changing Demography of Cell Phone Users in Ghana – Presented at Year of Ghana Conference at Kennesaw State University GA, USA on March 25, 2013**
- **Siaw-Asamoah, D (2012). A Purposive Conversation about Advance Directives: A Grounded Theory Approach – Presented at the 40<sup>th</sup> North American Primary Care Research Group at New Orleans on December 2, 2012**
- **Siaw-Asamoah, D. (2011). Patients Telling Lies to Physicians: Contents of Deception by Physicians and Patients in the United States and Ghana - Presented at the 39<sup>th</sup> Annual Conference of North American Primary Care Research Group in Banff, Alberta, CA on November 14, 2011**
- **Siaw-Asamoah, et al., (2011). A Comparison of Health Beliefs and Attitudes of Medical Students before and after the 1<sup>st</sup> Year Curriculum - Presented at the 39<sup>th</sup> Annual Conference of North American Primary Care Research Group in Banff, Alberta, CA on November 13, 2011**
- **Siaw-Asamoah, D. (2011) Motives for Lying: Perception of Deception in Physician-Patient Communication in the United States and Ghana - Presented at the Center for Disease Control (CDC) Conference in Atlanta, GA August 11, 2011**

## CERTIFICATIONS

- The 3 Vital Questions (**Practitioner**) : Transforming Workplace Drama with the Power of TED\* - May 2022
- Intercultural Conflict Style Inventory (**Qualified Administrator (ICS)**) – March, 2022
- Diversity, Equity & Inclusion in the Workplace **Certificate** – University of South Florida, May, 2021
- UB CLOE Certified Executive Coach- UB Center for Leadership & Organizational Effectiveness, May' 2021
- Intercultural Development Inventory **Qualified Administrator (IDI)** – February, 2021
- Willey Partner /Everything DiSC & Five Behaviors, **DiSC® Certified Practitioner**, 2012, 2020

- Gallup Strengths, Certified Coach / Practitioner – **Gallup**, August , 2017, Renewed 2019, 2021
- International Center for Studies in Creativity – Breakthrough Thinking **FourSight Practitioner** – 2016
- Hogan Systems Inc. **Hogan** Assessment Certified Practitioner – 2014
- Center for Applied Cognitive Studies – **Workplace Big 5 Certification**, 2014
- American Management Association – **MBTI® Certified Practitioner** 2012

### **PROFESSIONAL WORK EXPERIENCE: UNIVERSITY AT BUFFALO**

**Director, Center for Leadership & Organizational Effectiveness**, May 2023 - Present

**Clinical Associate Professor**, Department of Organization & Human Resources, 2021 – Present

**Faculty Director of Global Programs**: January 2018 – Present

**Clinical Assistant Professor**, Department of Organization & Human Resources, 2013- 2020

#### **Graduate Courses :**

- Jordan Daniels Non-Profit Board
- Experience the Globe
- Experience the 50
- Global Leadership Program
- LeaderCORE Development I & II

#### **Undergraduate Courses:**

- Undergraduate Honors I & II - Human Resource Management
- Experience the Globe -The Leader in You: UB Honors
- Experience the 50 - Career Strategies & Planning
- Community Leadership - Emerging Leadership Co-Instructor
- Organizational Behavior - United Nations & UNSDGs\*

**UB Center for Leadership & Organizational Effectiveness: Certified Coach & Facilitator: 2015 – Present**

- Designed and Implemented a year-long professional development program for HRI Team in UB School of Medicine & Biomedical Sciences, March, 2023 – Present
- Expert Workshop Facilitator for Faculty, Administrators, Profit & Non-Profit Organizations in the US & Abroad
- Expert Facilitator of Gallup Strengths, Emotional Intelligence, Intercultural Development Inventory etc. to organizations
- Facilitates Strengths based leadership sessions for UB medical students & residents (CAPSTONE), 2016 -2020
- Developed leadership development program for UB Women’s Tennis Team, 2019 - 2020

**UB Center for Integrated Global Biomedical Sciences**

- Member, Sustainable Development Committee, UB Center for Integrated Global Biomedical Sciences, 2019 - Present
- Program Committee Member, UB CIGBS & Institute for EE Faculty from Zimbabwe to UB, May 2023 – Present
- Facilitates workshops for students and Global Partner Institutions of CIGBS, 2020 - Present
- Co-Chair, Sustainable Development Committee, UB Center for Integrated Global Biomedical Sciences, 2019 - Present

**UB Center for Global Health Equity**

- SOM Faculty Member - UB Global Health Equity engaging in interdisciplinary projects, 2019 – Present

**Assistant Faculty Director (LeaderCORE) – Dept. of Org Behavior & Human Resources, 2013 – 2018**

- Directly responsible for teaching MBA students in LeaderCORE Development I (64 – 75 students per year)
- Coach MBA LeaderCORE students each year 2012 – 2020
- Assisted Faculty director with all other related responsibilities associated with running the program
- Facilitated conflict resolution & team building workshops for UB surgical residents, 2013 – 2016

**Program Coordinator**, UB School of Management Finance Academy, 2012 – 2017

- Managed all aspects related to planning, designing, implementation of the program as well as recruitment of company executives and coaches for Summer 2012 & 2013
- Upgraded SFA to a 3semester long program for all MSF students (65– 75 students) per year
- Coordinated student advisement in the areas of self-assessment workshops, pre & post project delivery sessions

**Research Fellow**, UB Department of Family Medicine (Primary Care Research Institute), 2012 – 2013

**Program Coordinator (SOM / Renmin University) – UB School of Management, September – October, 2012**

- Hosted 18 MBA Student & Faculty Teams from Renmin University in China,

**Lecturer: Communication 101 & Communication Theory – UB, Dept. of Communication, 2010, 2011 & 2012**

- Taught Communication 101 & Theory Classes for 25 undergraduate communication majors

**Consultant: Leadership PACE** (Personal Achievement through Competency Evaluation), 2005 – 2011

- Provided consulting services for the MBA Leadership PACE program by evaluating and grading 30-60 in-basket exercises annually for selective program participants

**Teaching Assistant: Research Methods** – UB Department of Communication, January – April, 2010

- Assisted in the Teaching of Research Methods class for 65 undergraduate communication majors

**Teaching Assistant: Communication Theory** – UB Department of Communication, August – Dec 2009

- Assisted in the teaching/grading of Communication Theory for 140 undergraduate communication majors

**Assistant Director of Students Services - UB School of Management**, July 2005 – August 2008

- Directly oversaw the advisement and retention of 360 full time MBA and MS students in the SOM
- Created and developed quarterly reports for graduating trends in MBA and MS intake
- Assisted the Assistant Dean for Graduate Programs with all curriculum policies and handbook updates
- Provided all strategic planning, recruitment of volunteers, and coordination for “MBA Advantage,” a comprehensive eight-day mandatory team building & leadership orientation for all incoming MBA students
- Worked closely with the Associate Dean of Executive Programs to oversee and manage course evaluation process for all undergraduate and graduate students
- Coordinated first National Minority MBA Case Competition held in Ohio; recruited students for participation, secured sponsorship from a local company for 3 years

**Human Resources Management Intern, General Mills Corporation**, Buffalo, NY June 2003 – Dec 2004

- Revamped and implemented the performance evaluation process for 50 seasonal employees
- Executed an exit interview system to assess the effectiveness of the seasonal employment program
- Co-led and participated in labor relations meetings and conflict resolutions
- Performed and analyzed HR audits proposing improvements and adherence to operating standards

**Human Resources Management Intern, Student Support Services, University at Buffalo**, May 2002 – August 2003

- Created, managed and tracked the budgets of two federally-funded grants
- Served as a member of the planning committee for the 8<sup>th</sup> Annual Ronald McNair Conference in Buffalo, which hosted approximately 300 participants from all over the country
- Assisted in the recruitment, supervision and support of approximately 40 students offering after-school tutoring services for the Westminster Public School in Buffalo

**Residential Social Worker, London Borough of Lambeth**, London, England, October 1993 – June 1995

- Assessed and assigned suitable housing needs for 100 elderly clients, reducing waiting periods
- Initiated and designed the use of a computerized system in lieu of a paper-based process
- Recruited and trained assistant social workers and staff assistants

**Housing Administrator, London Borough of Wandsworth**, London, England, August 1992 – Oct, 1993

- Recorded and monitored confidential information about prospective clients
- Applied problem-solving skills to administer and assess applications for 200 apartments
- Created and developed monthly and quarterly reports for review by directors and budgeting office

## **PROGRAM/NEW COURSE DEVELOPMENT**

- Developed and launched year-long virtual leadership development program for overseas partners (e.g. Ghana, India, Jamaica, Kenya, Latvia & Zimbabwe), August, 2020 – Present
- Leadership Development for Digital Professionals – (Exclusively for MIS/MSBA students) - Fall 2022
- International Business in Singapore – International Experience Exclusively for Undergraduate Students
- Designed Virtual Global Programs (Experience the 50 & Experience the Globe) for SOM Students, 2020
- Created 2-week virtual program for students from Riga Business School (Latvia), University of Cape-Coast (GH) & University at Buffalo, June 2020
- Local Perspective courses – (Experience The 50) – Selective cities in the United States & Canada, 2018- Present
- Global Perspective Courses: designed & implemented courses on Social Innovation & Entrepreneurial

- Leadership (SIEL): Ghana, Costa Rica, India, (Graduate & Undergraduate students), 2017- Present
- Community Leadership Course (co-designed with colleague) for School of Management Seniors, 2016-2018
- Undergraduate Honors Leadership Development I & II (2014– Present)
- MBA LeaderCORE Development I (upgraded to include new offerings e.g. poverty simulation, strengths-based leadership, Judgement-in-crisis simulation) 2013 – 2018
- Developed Finance Academy for School of Management Master of Science in Finance Students (2012 – 2017)

## **PROFESSIONAL AFFILIATION**

- Member, National Association of International Educators, 2019 – Present
- Member, American Management Association, 2012 – 2019
- Member, National Communication Association, 2009 – 2015
- Member, National Society for Human Resource Management, 2003 – 2010

## **PROFESSIONAL DEVELOPMENT**

- NCFDD – National Center for Faculty Development & Diversity: May – Present
- NAFSA – Conference for International Educators, May 2019
- Emotional Intelligence & Leadership – Harvard University Division of Continuing Education, 2019
- Leadership Buffalo, Class Experience – A yearlong professional development for selected individuals, 2016
- Managing Yourself & Leading Others – Harvard University Division of Continuing Education, 2015
- Grant Generating Fellow – University of Virginia & American Academy of Family Medicine Physicians, 2014
- Faculty Fellow - Service Learning of Western New York, 2012

## **UNIVERSITY SERVICE**

- UBC Diversity and Integrative Learning Sub-Committee, September 2023 – Present
- SUNY Chairs Leadership Retreat Co-Facilitator, August 2022, 2023 - Present
- Search Committee: UB AVP for International Education – February, 2023
- Facilitator, Professional Development Workshops, UB Schools of Medicine & Dental Medicine, 2022-Present
- SUNY Dean’s Conference Presentation on Global Programs & Diversity, Equity & Inclusion –April 2022
- Cora P. Maloney Center – Facilitated Workshop on Emotional Intelligence for 30+ students – April 2022
- Search Committee: UB AVP Alumni Engagement & Annual Giving, February, 2022
- President’s Advisory Council on Race & Implementation Committee, February, 2022
- Search Committee: Vice President for International Education – May 2021
- Search Committee: Vice Provost | Assistant Vice Provost for International Education – February 2021
- Committee Chair: 2021 UB Faculty Staff Campaign, 2020 -2021
- Committee Member : Community for Global Health Equity, 2018 – Present
- Council of International Studies & Programs (CISP), September 2018 – Present
- Facilitator - “Inclusive Excellence Summit – “Strengths Based Approach to Diversity”, 2018, 2020
- Mentor: University Honors Students, 2020 – Present
- Speaker - Brown Bag Conversation with Schomburg Fellows 2019
- Global Partners Studios Planning Committee, 2017 – 2018
- SUNY Chancellors Award Committee 2015 & 2016
- Faculty Speaker: DIFCON 12 – UB Office of Provost, 2016
- Guest Speaker, University at Buffalo Honors College, 2016
- Coached 3 Faculty members (School of Social Work), 2015/2016
- ALANA Graduation keynote speaker, 2015

## **SCHOOL OF MANAGEMENT SERVICE & AWARDS**

- Search Committee: Clinical Associate Professor & Faculty Director of MS in Management
- Keynote Facilitator: UB CLOE International Conference, April 2023
- Keynote Presenter: UB CLOE International Conference, April 2022
- Search Committees: UB School of Management (various, 2020 – Present)

- Faculty Lead - The UN Green Summit with Humanitarian Affairs Asia, December 2022
- 2021 Faculty Award for Alumni Engagement – UB School of Management Alumni Association- 2021
- Yearly collaboration with SOM Alumni Office in providing Money SKILL to high schools –‘14 – Present
- Open House – UB Accepted Students Forum, March, April 2022, 2023
- Global Leadership Development Lead Facilitator for Working Professionals in Emerging Economies ’21-Present
- UB- Global CLOE Leadership Development Program Lead Facilitator -Yearlong Certification Program for Graduate Students from Ghana, India, Jamaica, Latvia, Kenya, 2018 – Present | From 10 Countries, 2023
- Diversity Award Recipient: Leadership Buffalo, 2020Faculty Committee: SOM Diversity & Inclusion, 2020 – Present
- Faculty Mentor / Workshop Facilitator: Non-Profit Board Fellows, 2020 – Present
- Undergraduate Faculty Mentor of the Year Award – 2019
- Speaker CLOE Conference 2019 – Attitudes, Behavior & Culture in building an inclusive work place, May 2019
- United Way of Western New York – Understanding your strengths and unleashing your potential, Feb, 2019
- MBA Advantage Facilitator – School of Management Global and Domestic Experiences, 2018 – present
- UB-UCC Leadership Empowerment Academy Program: University at Cape-Coast, 2017-Present
- Orientation Undergraduate Programs (Freshman & Transfer): School of Management Global Program Offerings
- SOM Faculty Instructor : CSTEP Summer Research Symposium – 2017- present
- Yearly Gallup Strengths Workshop: Career Connections Part I (1,000 undergraduate students),’2017- Present
- Faculty Advisor, Delta Sigma Pi international business fraternity, 2017 – present
- Workshop on strengths-based mentorship attending physicians & mentees, 2017– present
- Collaboration with School of Management Alumni Office & ULD Honors students to provide MoneySKILL literacy workshop to Buffalo Public Schools/ Non-for-Profit organizations in the City of Buffalo, 2015 – present
- Honors Program Recruitment, Interview & Selection of SOM Honors students, 2014 - present
- Supervise Research for MBAs each year (Mentors for ULD) 2014 – present
- School of Management Faculty Volunteer –UB Philanthropic Committee, 2014 – Present
- LeaderCORE™ Coach, 2012 – 2020Workshop facilitator - Finance Academy, 2012 – 2020
- Collaborated with Harvard Business Publishing Representative to provide Case Teaching Workshop for UB School of Management Faculty & PhD students – 2017
- Guest lecturer for UB360 – Provided mock classroom experience to 2 dozen high school students, 2017, 2018
- COIL: Participated in COIL to support international collaborative work, 2017
- Orientation for LeaderCORE™ portion of MBA Advantage, 2014 – 2017
- MBA Sneak Preview, 2013 – 2017
- MBA Advantage facilitator, 2005 – 2008 & 2013

## **VOLUNTEER & OTHER AWARDS**

- 51<sup>st</sup> Black Achievers Award Recipient – 2023
- Leadership Buffalo Diversity Award Recipient - 2020
- AVP Faculty Relations Committee– Board Member, School of Management Alumni Association, 2018- Present
- Delta Sigma Pi Faculty Initiate - UB School of Management, April 2017 – Present
- Faculty - University at Buffalo, Community for Global Health Equity, 2017 – Present
- Volunteer Consultant – Staff Development Workshops for Faith Based Organizations, 2013 – Present
- Board Member, Hope For Sisi’s Kids ([HOSIKIDS.org](https://www.hosikids.org)) Foundation, January, 2013 – Present
- Volunteer Member, University at Buffalo, Global Partners Studio (Conference), 2018
- Board Member, Child & Adolescent Treatment Services of Western New York, January 2013 – 2017
- Board Member, Medical Ethics Committee, Sisters of Charity Hospital, September, 2012 – 2014