

Riaheen Farzana

Department of Management
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EDUCATION :

Southern Illinois University	Carbondale, Illinois		May 2020
Doctor of Philosophy	Major: Management		
<i>Doctoral Candidate in Management</i>	<i>October, 2018</i>		
<i>Defense of Dissertation Proposal</i>	<i>April, 2019</i>		
<i>Expected Final Defense of Dissertation</i>	<i>April 2020</i>		
Southeast Missouri State University	Cape Girardeau, Missouri		May 2016
Master of Business Administration	Major: General Management	CGPA: 3.70/4.00	
University of Dhaka	Dhaka, Bangladesh		
Master of Commerce	Major: Finance	CGPA: 4.00/4.00	September 2000
Bachelor of Commerce, Finance and Banking		CGPA: 4.00/4.00	July 1998

RESEARCH INTEREST :

My research interests focus on the development of different aspects of management and entrepreneurship research. Hence, I seek to create robust theoretical frameworks for enhancing managerial understanding of issues related to entrepreneurship, gender, micro financing, motivation, and leadership. In particular, I focus on women entrepreneurship of developing countries like Bangladesh. Despite their main barriers, such as cultural barriers, social barriers, religious barriers, financial barriers, they are forced to go outside and do their business, mainly because of their family needs. Microfinancing helped them vigorously to start their venture.

REFEREED PUBLICATION AND RESEARCH :

- Farzana, R. (2019). The Moderating Effect of Gender Diversity on the Relationship between Supply Chain Practice and Firm Performance. *Journal of Modern Accounting and Auditing*, 15(4), 203-209
- Farzana, R. (2018). The Impact of Motivational Factors Towards Entrepreneurial Intention. *Journal of Modern Accounting and Auditing*, 14(12), 639-647
- Jahirul, H. H. M., Das, D., & Farzana, R., (2011). Satisfaction of Student Services in Tertiary level: Perspective Bangladesh. *European Journal of Social Sciences*, Vol. 19, Issue 2
[Citations: 10]
- Hoque, H. A. A. B. & Farzana, R., (2005), An Empirical Investigation of Distributional Characteristics of Bangladesh Equity Market. *Dhaka University Journal of Business Studies*

Research on, Social Development in Bangladesh, present status, and future needs.

CONFERENCE PAPER ACCEPTANCE AND PRESENTATION :

1. "The Impact of Motivational Factors Towards Entrepreneurial Intention"
2. "The Moderating Effect of Gender Diversity on the Relationship between Supply Chain Practice and Firm Performance"

Presented in Midwest Academy of Management Conference 2017, Chicago, Illinois on October 20 & 21, 2017

DOCTORAL CONSORTIUM ATTENDANCE :

2018 Midwest Academy of Management Conference. Location: The Westin St. Louis - October 11-13, 2018 - Saint Louis, Missouri. Program Chair: Dr. Millicent F. Nelson, Middle Tennessee State University

REVIEWER :

Review conference papers (as a voluntary reviewer):

Academy of Management Conference 2019, Boston, Massachusetts

- 3 papers under Entrepreneurship division
- 3 papers under Gender & Diversity in Organizations Division

Academy of Management Conference 2018, Chicago, Illinois

- 3 papers under Entrepreneurship division

Academy of Management Conference 2017, Atlanta, Georgia

- 4 papers under Entrepreneurship division
- 3 papers under Gender & Diversity in Organizations Division

Midwest Academy of Management Conference 2017, Chicago, Illinois

- 2 papers under Entrepreneurship/Social Entrepreneurship/Innovation division
- 1 paper under Organizational Behavior division

Midwest Academy of Management Conference 2018, St. Louis, Missouri

- 3 papers under Entrepreneurship/Social Entrepreneurship/Innovation division

DISSERTATION :

Micro Financing and Entrepreneurial Success of Females in Bangladesh: A Role Congruity Theory Perspective

Abstract:

This research qualitatively investigates the activities that female Bangladeshi entrepreneurs perform in order to become successful in their ventures with the help of microfinancing. Microfinancing is a loan transfer of a small amount to a borrower's small business who lacks access to commercial banking services and has significantly assisted entrepreneurs. Microfinancing has an affirmative socioeconomic impact on those females, who do not have access to traditional banking. In-depth research concerning factors affecting entrepreneurial intention of females remains relatively scarce. This research will build a typology of entrepreneurial work characteristics that assists female entrepreneurs in becoming successful. Based on interviews with 30 female entrepreneurs, this study aims at identifying the major categories of start-up businesses related to the development of entrepreneurship among the rural women borrowers through microfinancing (microcredit program). Specifically, this study will examine obstacles faced by females of Bangladesh and explore how they overcome those barriers and become successful small business entrepreneurs. A grounded theory approach will be used to identify key obstacles and facilitating factors, and role congruity theory will help inform the nature of the emerging categories. The findings of this study will assist with further understanding this new phenomenon of micro-financed entrepreneurial work. This study will also illustrate areas needing further review and research by exploring and deciphering how perceptions and conventions interplay with the particular challenges the women entrepreneurs of Bangladesh face. This study will also discuss the implications for how stories about women entrepreneurs can benefit organizational decision making at the end.

DISSERTATION COMMITTEE :

Dr. Steven Karau	Professor of Management	Chair
Dr. John Goodale	Professor of Management	Member
Dr. Ye Dai	Associate Professor of Management	Member
Dr. Gregory DeYong	Assistant Professor of Management	Member
Dr. AKM Mahbub Morshed	Professor of Economics	Member

TEACHING STATEMENT :

My teaching interest is embedded in the constructivist paradigm of learning, where the emphasis is placing the student at the center of the learning process. My teaching experience is very diverse. I have taught different Business (Introduction to Business, Business Communication), Finance (Introduction to Finance, Corporate Finance, Financial Institutions, Banking & Insurance), Accounting (Principles of Accounting, Managerial Accounting, Financial Accounting, Inter-

mediate Accounting), and Management (Principles of Management, Financial Management, Human Resource Management) courses to different universities in USA and in Bangladesh. Moreover, I am going to teach 'Small business Management' in this fall'2019. I am open to teaching any management and entrepreneurship courses.

TEACHING EXPERIENCE :

Southern Illinois University Carbondale (SIUC) Carbondale, Illinois August 2017 – till now

Sole Instructor

Courses: MGMT 385 Personnel Human Resource Management (Fall' 2017; Fall' 2018; Spring' 2019)
 MGMT 350 Small Business Management (Fall' 2019)

Independent University, Bangladesh (IUB) Dhaka, Bangladesh January 2013 - July 2014

Adjunct Faculty

- Course taught: Introduction to Finance, Corporate Finance, Financial Accounting, Managerial Accounting, Principles of Accounting, Intermediate Accounting
- Created class syllabi, evaluate student performance based on assignment, examinations, and presentation.
- Offered additional academic assistance to students needing core accounting and finance principles

University of Liberal Arts Bangladesh (ULAB) Dhaka, Bangladesh July 2004-January 2013

Senior Lecturer

- Course taught: Financial Institutions, Introduction to Finance, Introduction to Business, Financial Accounting, Principles of Accounting, Business Communication, and Banking and Insurance
- Maintained the highest personal standards of character and conduct, keep abreast of academic discipline through continuing study, research, and participation in the activities of the organization
- Take a sympathetic interest in the progress and development of each of his or her students and assisting as needed

University of Liberal Arts Bangladesh (ULAB) Dhaka, Bangladesh March 2005 - April 2012

Coordinator, Co-curricular Activities

- Assisted the coordination of diversity awareness, training, and educational programs in conjunction with student organizations, other University departments, and community partners that support student success;

Queens University Dhaka, Bangladesh September 2000 - June 2014

Lecturer

- Create class syllabi, evaluate student performance based on assignment, examinations, and presentation
- Organize seminars and attend all academic and program meetings

TEACHING INTEREST :

Human Resource Management
 Strategic Management
 Organizational Behavior
 Business Communication

Small Business Management
 Introduction to Management
 Introduction to Business

RELATED EXPERIENCE :

Southern Illinois University Carbondale Carbondale, IL August 2016 – till now

Graduate Assistant, Department of Management

- Assisting Professors regarding departmental work and others
- Teaching Undergraduate course

Healthcare Technology Advisor Cape Girardeau, MO November 2015 – January 2016

Internship

- Assisted sales team with development of go to market strategy

Southeast Missouri State University (SEMO) Cape Girardeau, MO August 2015 – May 2016

Graduate Assistant, Harrison College of Business

- Assisted Professors regarding grade and others
 - Tutored students if they face any problem regarding class lectures
- Southeast Missouri State University (SEMO) Cape Girardeau, MO

January 2015 – July 2015

Graduate Assistant, Holland School of Visual and Performing Arts

- Took care of the marketing side of the Summer Art Festival' 2015
- ANZ Grindlays Bank Dhaka, Bangladesh

July 2000 - October 2000

Internship, Customer Services

- Assisted customers to select account options that were the best fit for their needs; prepared appropriate documentation
- Responded to a variety of customer inquiries regarding account status, general questions, and directed them accordingly
- Assisted sales team with execution of sales strategy for go to market plan in Cape Girardeau region

DISCUSSANTS :

Became discussant on a panel discussion on the consequences of the "fast fashion" industry and the working conditions of many factory workers in the third world, including Bangladesh, in the event of For Kids' Sake, who raises awareness and funds for orphans in Bangladesh, on April 18th in Guyon Auditorium in Morris Library, on the SIUC campus. The other two discussants were Dr. Cathy War, former Professor of Sociology, SIUC and Dr. Alfred Frankowski, Assistant Professor of Philosophy, SIUC.

OTHER PRESENTATION :

Presented "Bangladesh and Women Entrepreneurship" in the occasion of International Women's Day Celebration by Partners in Sustainable Development International (PSDI), a nonprofit organization located in St. Louis focused on poverty eradication in Bangladesh, is hosting an event to celebrate International Women's Day (IWD) on March 9, 2019 at the International Institute in St. Louis.

Presented "Bangladesh" to different occasion in Southern Illinois University, Carbondale, and Unity Point Elementary School in Carbondale, Illinois.

CAMPUS ENGAGEMENT :

Southern Illinois University Carbondale Carbondale, Illinois August 2016 – till now
Bangladesh Students Association – Executive Committee Member

Southeast Missouri State University (SEMO) Cape Girardeau, MO September 2014 – May 2016
Graduate Business Student Association - Officer

Finance and Economic Club - Member

- Participated in variety of learning workshops and off-site business trips for first-hand experiences

Bangladesh Students Association, SEMO - Member

- Participated in the cultural program

STUDY TOUR :

Attended Dave Ramsey's live conference while visiting Lampo Group, Nashville, TN as a part of study tour of the Finance and Economics Club, SEMO

PROFESSIONAL MEMBERSHIP :

American Alumni Association, Dhaka, Bangladesh- Member
 Professional Women's Association, Dhaka, Bangladesh – Cultural Secretary

SKILLS :

Coursea	Successfully completed: “Inferential Statistics” course offered by Duke University “Entrepreneurship 1: Developing the Opportunity” course offered by University of Pennsylvania “Entrepreneurship 2: Launching your Start-Up” course offered by University of Pennsylvania “Entrepreneurship 3: Growth Strategies” course offered by University of Pennsylvania “Entrepreneurship 4: Financing and Profitability” course offered by University of Pennsylvania
PC Computer	MS EXCEL & MS WORD (certified by Microsoft), MS PowerPoint, MS Access
MAC OS	Pages, Keynote, Numbers
Other	Wix-website, Prezi presentation
Language	English & Bangla (fluent reading, writing, speaking); French (basic speaking, reading) Arabic (fluent reading, writing)

REFERENCES :**Dr. Steven J. Karau**

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Dr. John Goodale

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