



JHBC Office of Academic Equity

# ADVOCATES

# WHO ARE ADVOCATES?

The Advocates are faculty members who strongly believe that our college can be enriched by the presence of diversity, equity and inclusion.

The Advocates serve as advisers to the Office Director and as representatives for their departments. The Advocates are expected to attend one meeting per semester and attend our "Paves the Way" event.

Our list of advocates continues to grow.

If you are interested in becoming an Advocate for the JHBC Office of Academic Equity, please email the Director, Dr. Francisca Beer, at [fbeer@csusb.edu](mailto:fbeer@csusb.edu) or Marina Kamel at [marina.kamel@csusb.edu](mailto:marina.kamel@csusb.edu).



JHBC OFFICE OF ACADEMIC EQUITY

# ADVOCATES

Dr. Kimberly Collins  
Public Administration  
Advocate Since 2018

Dr. Barbara Sirotnik  
Information & Decision  
Sciences  
Advocate Since 2018

Dr. Kathie Pelletier  
Management  
Advocate Since 2018

Dr. Winifred Scott  
Accounting & Finance  
Advocate Since 2018

Dr. Melika Kordrostami  
Marketing  
Advocate Since 2018

Dr. Gilna Samuel  
Accounting & Finance  
Advocate: 2018 - 2022

Dr. Marc Fudge  
Public Administration  
Advocate Since 2019

Dr. Yu Liu  
Accounting & Finance  
Advocate Since 2019

Dr. Zhonghui Wang  
Management  
Advocate Since 2020

Dr. Pamela Medina  
Public Administration  
Advocate Since 2020

Dr. Michelle Russen  
Hospitality Management  
Advocate Since 2022

Dr. Breena Coates  
Professor Emeritus  
Advocate Since 2022

Dr. Maggie Boyraz  
Management  
Advocate Since 2022

Dr. Sharon Pierce  
Public Administration  
Advocate Since 2022

# Kimberly Collins, Ph.D



Kimberly Collins, Ph.D. is the Executive Director of the Barbara and William Leonard Transportation Center (LTC) at California State University, San Bernardino. The LTC is a regional transportation center focused on improving transportation administration and public policy through data driven decision making. Kimberly's current research focuses on social equity, sustainability, networks, and democracy in communities, particularly borderlands. She currently is a Professor of Public Administration at CSUSB and the Faculty Liaison for CLADEA (Latin American Commission for Administration Schools).

She was appointed to the Good Neighbor Environmental Board (a U.S. EPA Presidential Advisory Commission)

in 2018 and is the North American Regional Editor for the Journal of Borderlands Studies. From 1999 to 2009, Kimberly was the Founding Executive Director of the California Center for Border and Regional Economic Studies (CCBRES), located on the Imperial Valley Campus of San Diego State University. She also had an academic appointment from 2007 until 2009 at SDSU-Imperial Valley in the Public Administration Department.

Kimberly received her Ph.D. in 2006 from Colegio de la Frontera Norte in Tijuana, Baja California. The title of her dissertation work (written in English and Spanish) was "Local Government Capacity and Quality of Life in the U.S.-Mexican Border: The Case of Calexico, California and Mexicali, Baja California / La capacidad del gobierno local y la calidad de vida en la frontera de los Estados Unidos y México: El caso de Calexico, California y Mexicali, Baja California". She received her Masters of Arts in Political Science with a focus on International Relations from San Diego State University. Her Master's thesis was titled "Direct Foreign Investment and Labor Conditions: Case Study of the Mexican Maquilas". She has a Bachelor of Arts in Political Science with a minor in History from the University of California San Diego and a certificate in community economic development from Cornell University.

# Barbara Sirotnik, Ph.D



Dr. Barbara Sirotnik has been a Professor of Statistics, Business Analytics, and Supply Chain Management at California State University, San Bernardino since 1980. She holds a Ph.D. in statistics from the University of California, Riverside, and her additional areas of expertise include operations research, information management, data driven decision making, computer programming, and research methods. She has won her college's "Faculty of the Year" award or "Excellence in Teaching" award five times, and has been nominated for the university's Outstanding Professor award four times.

She has taught mega-sections of undergraduate introductory statistics; upper division classes in supply

chain management, quality management, and computer programming; and graduate classes in data driven decision making and quality management.

Most of Dr. Sirotnik's professional work has been in the area of applied research (as opposed to "basic" research). She co-founded the campus's Institute of Applied Research in 1985, and as Director she has conducted hundreds of applied research and consulting projects for public agencies, business organizations, and individuals within the university's service area and beyond. Those services include: economic forecasting, polling, strategic planning, health needs assessments, marketing research, and a lot more. To cite just a few examples of studies in the Inland Empire: she has conducted quality of life surveys for the counties of Riverside and San Bernardino, for the City of Riverside, and the City of Hemet. The Institute has been involved in the mandatory three-year community health needs assessment for Pomona Valley Hospital Medical Center. At the state level, she is currently involved in a project through the California Governor's Office (GO-Biz) to map the defense supply chain in California. She has conducted a nationwide study in information sharing in the military for the Department of Defense.

Based on projects such as those listed above, she has co-authored applied research articles on a variety of diverse topics including: the aging workforce, the toxic triangle in academia, challenges and rewards of being a family caregiver, attributes related to attitudes toward people with disabilities, effect of question format on survey findings, ethnic differences in students' approaches to learning, and training modalities for bioterrorism preparedness. In addition, she has authored and co-authored theoretical articles in the areas of paired comparisons and contingency table analysis.

Finally, Dr. Sirotnik has served on a variety of committees at the department, college, and university levels including Curriculum, Assurance of Learning, Strategic Planning, Faculty Evaluation, Recruitment, and more.

# Kathie Pelletier, Ph.D



Dr. Kathie Pelletier is a Professor in the Department of Management at California State University, San Bernardino. She earned a Ph.D. in Psychology (Organizational Behavior concentration) from Claremont Graduate University, and her M.S. degree in Industrial/Organizational Psychology from California State University, San Bernardino. She teaches organizational behavior, organizational theory, and leadership courses at the graduate and undergraduate levels. She also lectures at Claremont Graduate University and the Drucker School of Management on her research of the toxic triangle, hate and extremism in society, and leadership and followership.

Dr. Pelletier has published in leading journals such as

The Leadership Quarterly, Leadership, Journal of Business Ethics, and Leadership and Organization Development Journal. She has presented at national and international conferences and has consulted in public and private organizations on motivation, ethical leadership, organizational toxicity, toxic leadership, and organizational culture. In 2009, Dr. Pelletier was awarded the Fredric M. Jablin Dissertation Award for her ground-breaking research in the area of leadership and leader toxicity. Her research examines ethical leadership, as well as the darker side of leadership, the role of leader-follower relationships in perceptions of and reactions to leader toxicity, organizational corruption, and gender and leadership. Kathie has received numerous departmental and college awards for outstanding research and excellence in teaching. She was also selected by her faculty colleagues to receive the university's highest distinction for teaching excellence, the 2017-2018 Golden Apple Award.

Professor Pelletier has held leadership positions for over 26 years, in both private and public sectors. She held leadership positions at Roadway Express, Inc. for 16 years, and has 10 years of leadership experience in both county and city government agencies. She also consults in organizations on leadership, motivation, efficiency, and culture change. Kathie has conducted research in applied settings on topics such as organizational corruption and its impact on employees, predictors of ethics program effectiveness, organizational justice, and strategies to minimize health disparities of incarcerated women. Dr. Pelletier has also written book chapters on toxic leadership, barriers to women in leadership, transformational and ethical leadership, and organizational pessimism. She has presented her research at numerous professional societies and conferences. She is a member of the Society for Industrial Organizational Psychology, Academy of Management, International Leadership Association, and American and Western Psychological Associations. She is an advisory board member of the Connective Leadership Institute.



# Winifred Scott, Ph.D



Born and raised in Compton, California, Dr. Winifred Scott earned her undergraduate from CSU Dominguez Hills, worked for corporate America as an accountant, then as an auditor in southern California obtaining her CPA license in 1990 and gave birth to twins. Then Dr. Scott graduated from CSU San Bernardino's MBA program in 1993 while receiving various grants and scholarships including the Graduate Equity Fellowship led by Dean of Academic Affairs, Julius Kaplan. To receive the Graduate Equity Fellowship of \$1500 she had to promise to attend, once a month, a one-hour informative meeting about pursuing a doctorate degree and available financial support.

Dr. Scott received various doctoral scholarships (AICPA

Minority Initiative Scholarship, Florida Education Fund McKnight Fellowship, and doctoral assistance grant from Florida State University, and KPMG PhD Project) and graduated in 2000 from Florida State University with her PhD in Accounting.

Dr. Scott has taught at the University of Delaware, Arizona State University, Zayed University in Dubai of the United Arab Emirates, and St. Mary's College of California before returning home, her pride and joy, to CSUSB College of Business and Public Administration as an Associate Professor of Accounting. She has taught courses in financial accounting, managerial accounting, and auditing. Dr. Winnie Scott's research publications include articles in the (a) Managerial Auditing Journal, (b) Journal of Forensic Studies in Accounting and Business, (c) International Journal of Accounting, Auditing and Performance Evaluation, and (d) Accounting and the Public Interest. Dr. Scott received Highly Commended Paper of 2013 research award for her research paper "Forced auditor change, industry specialization and audit fees" published in Managerial Auditing Journal, selected by the journal's Editorial Team, served as a reviewer for academic journals and conference papers. While working in Dubai, Dr. Scott fulfilled administrative duties as Academic Discipline Leader (Chair).

Associate Professor Winnie Scott is the first in her family (Dad, Mom and five siblings) to receive her bachelor's degree, master's degree and Doctorate degree. She enjoys reading, traveling and getting together with family and friends. As a contributing faculty member of the Accounting and Finance Department, Dr. Winnie Scott wants to infuse the positive "Yes, I can do it" attitude in the classroom with her students. She has internalized the saying "The Mind Is A Terrible Thing to Waste."

## Melika Kordrostami, Ph.D



Dr. Melika Kordrostami is an assistant professor in the Marketing department. She has a Ph.D in Marketing from Iowa State University. She also has an MBA and bachelor's degree in industrial engineering. Before joining Academia, she worked in different multinational companies such as Nestle and Siemens. She has taught executive workshops in the areas such as change management and gender balance etc.

Dr. Kordrostami has taught Marketing classes at Iowa State University and CSU San Bernardino such as Marketing Principles and Consumer Behavior. Her great passion towards empowering women led her to focus her dissertation on female power portrayals in advertising.

Moreover, she is engaged in other research projects concerning consumer behavior, culture and consumption, emotion, and branding. She won the best "Three Minutes Thesis Presentation" at Iowa State University. Her research has been published in high impact marketing journals such as Journal of Marketing Management and Journal of Product and Brand Management.

In her free time, she enjoys working out, reading, movies, and discovering art exhibitions and galleries.

## Gilna Samuel, Ph.D (2018-2022)



Gilna Samuel is an Assistant Professor in Finance at California State University, San Bernardino. She obtained a PhD in Finance from Rensselaer Polytechnic Institute in 2018. Gilna also holds Master's of Science in Statistics from Pennsylvania State University and Bachelor of Science in Mathematics from Morgan State University.

Her research focuses on corporate finance topics. She has working papers that cover areas such as governance, payout policy, diversification and hedge fund activism. She has presented her research at many national conferences such as the Financial Management Association (FMA) Annual Meetings, the American Finance Association (AFA) and the Midwest Finance Association (MFA).



## Marc Fudge, Ph.D



Dr. Fudge is a Professor of Public Administration in the Jack H. Brown College of Business and Public Administration at California State University San Bernardino, where he has taught since 2011. Dr. Fudge conducts research in the areas of public finance, social equity and performance measurement. His work appears in the Journal of Public Budgeting, Accounting and Financial Management, Public Financial Management, the Journal of International Finance and Economics, the International Journal of Public Administration, and several other publications. His work appears in the Journal of Public Budgeting, Accounting and Financial Management, Public Financial Management, the Journal of International Finance and Economics, the International

Journal of Public Administration, and several other publications. Currently he is the Chair of the American Society for Public Administration's Section on Public Performance and Management. He is also the former president of the Conference of Minority Public Administrators (COMPA). In 2016 he was appointed to serve as a senior research fellow for the Research Institute for Public Management and Governance and is also the director of the Center for Fiscal Policy and Innovation (CFPI). The Center conducts research on the fiscal health of local governments in California. He earned his PhD in Public Administration from Rutgers University Newark, his MPA from Fairleigh Dickinson University and his BA from Howard University.

## Yu Liu, Ph.D



Dr. Yu Liu is an Associate Professor in the Department of Accounting and Finance at CSUSB. He earned his Ph.D. in Real Estate from J. Mack Robinson College of Business at Georgia State University. Prior to joining CSUSB, Dr. Liu had five years working experience in real estate industry and participated in multiple real estate development and construction projects from high-rise residential community, mixed-use commercial building, to public infrastructure. Dr. Liu's teaching and research interests are in the areas of Real Estate Finance, Real Estate Asset Management, Real Estate Brokerage, and Corporate Finance. He has published multiple articles in leading peer-reviewed scholarly journals of Real Estate and Finance, such as Journal of Real Estate Finance and Economics, Journal of Real Estate Research, and Journal of International Review of Financial Analysis.

# Zhonghui Wang, Ph.D



Dr. Zhonghui "Hugo" Wang received his Ph.D. from Purdue University and is an assistant professor at the department of management. He teaches strategic management classes and his research focuses on topics related to corporate governance, family firms, and innovation.

# Pamela Medina, Ph.D



Pamela Medina is an assistant professor in the Public Administration Department, where she also teaches courses in Nonprofit Management. She conducts research in the areas of public participation, social equity, comparative public administration, and public administration pedagogy. Her most recent work appears in the Journal of Public Affairs Education, the Journal of Health and Human Services Administration, and Administrative Theory and Praxis.

Dr. Medina joins CSUSB most recently from the University of Colorado Denver, where she taught in the School of Public Affairs for four years. She earned a PhD in Public Affairs with a specialization in Governance

and Public Policy Research from the University of Central Florida in 2015, and also holds Master's and Bachelor's Degrees in Political Science, and a certificate in Gender Studies. Prior to her academic career, she was employed as a state workforce research analyst, and in various nonprofit organizations in development positions. She also interned with the United Nations Development Program in Bolivia, her country of birth.

In her free time, she enjoys spending time at theme parks, reading, horror movies, and hiking with her dog, Margaux.

# Nasrin Mohabbati, Ph.D



Nasrin Mohabbati is an assistant professor in the Information and Decision Sciences Department. She received her Ph.D. in Industrial and Systems Engineering from Auburn University in 2019. Her research is focused on mathematical modeling and data analytics with applications in supply chain management, transportation safety, and healthcare management. Her research has been published in several high-impact journals in the field and appeared in various conference proceedings. She believes in promoting equity, diversity, and inclusion on campus by empowering each and every student to think critically, be creative, speak up, and contribute to the community. This philosophy is evident in her teaching, research, and service endeavors where she mentors students especially

minorities and under-represented groups in research projects and creative activities. She received the Research and Creative Activity Mentor Award in recognition of dedication to student's success in research, teaching, and preparing them to meet the highest professional and ethical standards as scholars, from the Office of Student Research, and the Emerging Scholar Award in recognition of excellence in research from the Jack H. Brown College of Business and Public Administration in 2021. Since joining CSUSB in 2019, she has mentored more than 10 students for different research projects and student competitions. One of her graduate students won the CSUSB Outstanding Graduate Thesis/Project Award in the Computer Science, Mathematics, Biological Sciences, Physical Sciences category, and one of her undergraduate students was selected as the Outstanding Undergraduate Student Researcher Awardee for her community-driven research accomplishments in 2021.

Dr. Mohabbati serves as a core team member of preparing a strategic plan for establishing the Southern California Logistics Center of Excellence which is an Inland Empire Growth Opportunity (IEGO) initiative. She also leads a problem-solving initiative in collaboration with the Inland Empire Economic Partnership (IEEP) to promote industry-academia collaboration and prepare students based on the next generation of technology-enhanced workforce requirements in the region.

# Essia Hamouda, Ph.D



Dr. Essia Hamouda is an Assistant Professor of Information and Decision Sciences and the SAP coordinator at the JHBC. She received a BSc. and a MS. degree in Industrial and Systems Engineering from the Ohio State University and the University of Florida, respectively. Since graduating with her Ph.D. in Engineering and Computer Science from the University of California Riverside, she has been a postdoctoral researcher at INRIA France, on the faculty of the Anderson Graduate School of Management at University of California-Riverside, and on the faculty of the College of Electrical Engineering and Computer Science at CSU-Chico.

Dr. Hamouda has taught numerous graduate and undergraduate courses in Information Systems and Technology and Supply Chain Management at CSUSB. Her great passion towards empowering and attracting women to the technical field led her to founding the Women in Cybersecurity (WiCyS) chapter at CSUSB in 2018. She is the recipient of the 2020 JHBC Dean's Outstanding Service Award and the 2021 JHBC Dean's Outstanding Teaching Award.

Dr. Hamouda's research interests include resource optimization in sensor networks, network performance evaluation, and data science/analytics. She is also conducting research on network security and exploration of data on the Internet of Things. Dr. Hamouda has authored many articles in prestigious journals such as the European Journal of Operational Research, the Journal of Stochastic Analysis and Applications and the International Journal of Communication Systems. She has served in Editorial Boards of a number of journals as a member and as a reviewer. She has presented her research in national and international conferences and has been member of steering and program committees of many international conferences. Dr. Hamouda enjoys reading, hiking, and travelling around the world.

## Michelle Russen, Ph.D



Dr. Michelle Russen brings 10 years of hospitality experience to the classroom including restaurant management, event management, human resources, and hospitality leadership consulting. She received her Doctor of Philosophy in Hospitality Administration from University of Houston and her Master of Science in Hospitality Management from University of South Florida. Prior to joining CSUSB as an Assistant Professor, she taught undergraduate courses at University of Houston Conrad Hilton College and the Art Institutes of Houston including Human Resource Management for Hospitality, Hospitality Organizational Behavior, Food and Beverage Operations, and Hospitality Marketing. She hopes to continue building connections with the hospitality industry to improve the landscape for both business and employees through guiding future leaders toward success and researching pertinent topics.

## BREENA E. COATES, Ph.D., PROFESSOR EMERITA



Professor Breena E. Coates teaches in the areas of Corporate Strategy, Sustainability, and Business Ethics. She received her Ph.D. from the University of Pittsburgh in Public Policy Impacts on Corporate Strategy and Behavior. She served as Professor and Chair of the Division of Business, Public and Criminal Justice in San Diego State University-IVC. She served as Professor and Chair of the Department of Management in Jack Brown College, CSUSB. She serves as the College representative to the UN's Principles of Responsible Management. She was Professor of Management in the Division of Command, Leadership and Management at the United States Army War College. Professor Coates has written and presented scholarly papers, keynote talks at scholarly conferences, and at community events.

## Maggie Boyraz, Ph.D



Dr. Maggie Boyraz is an Associate Professor in the Management Department at California State University - San Bernardino. She teaches undergraduate courses: Applied Communication and Teams in Organizations as well as graduate course: Advanced Managerial Communication. She's been the co-director of the Speaking Center at Jack H. Brown School of Business and Public Administration and served on recruiting and faculty evaluation committees.

Her research interests lie in organizational and team communication, the impact of diversity and technology on process and outcomes of geographically distributed teams, as well as the education process and practical skills of college students.

She has conducted research on interdisciplinary student and organizational teams. Before joining CSUSB, she was an Assistant Professor at Cal Poly Pomona and lecturer at Rutgers and St. Peters University. She holds Ph.D. in Communication from Rutgers State University, M.A. from in Industrial and Organizational Psychology from Brooklyn College (CUNY) and B.A. in Marketing and Management from Silesian University in Poland. Prior to academic career, Dr. Boyraz worked at private and non-profit organizations in Human Resources, customer service and administrative functions.

## Sharon Pierce, ED.D



Sharon Velarde Pierce is an Associate Professor of Public Administration at California State University, San Bernardino. She has served as a K-12 school administrator for almost 25 years. Her research focuses on the experiences of Latina women in leadership roles, first generation college students, and more recently, the experiences of undocumented students. As an educator, she is committed to building a supportive learning environment through culturally responsive pedagogies that focus on a student-centered approach.