CURRICULUM VITAE/RESUME

Thomas J. Bussen

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PROFESSIONAL EXPERIENCE

Miami University, Oxford, Ohio
Human Capital Management & Leadership Department
Assistant Teaching Professor**,** August 2022 – May 2024; August 2025 - Current

- Teaching Introduction to Management and Leadership (OB) and Capstone (management/strategy) courses
- Student Advisor:
  - Management (HCML) representative to Chief Advising Office (2023-2024, 2025-Current)
  - Chi Psi Fraternity Faculty Advisor (2025-Current)
  - Diversity Case Competition, Indiana University (Winter 2023)
  - Founder, Student Stress Less Club (2023-2024)
- Committee Memberships:
  - Academic Rigor Committee (2023-2024)
  - Undergraduate Studies Committee (2025 - Current)
- Diplomacy: U.S. State Department Consultant and Student Advisor – *Enhancing Resilience in the Foreign Affairs Community* (Spring 2024)

Hari Shankar Singhania School of Business (HSB), Jaipur, India
Visiting Professor & Advisor to the Dean (on-site), September 2024 – August 2025

- Facilitating the growth of a start-up business school, through a combination of:
  - Course Teaching (Personal Transformation) and regular student engagement
  - Nationwide recruitment efforts on location throughout India
  - University partnership development
  - Community service and social engagement independently and in collaboration with HSB

Professors without Borders
***Volunteer Instructor* -** "Being an Inspiring Leader" train-the-trainers workshop

- Safi Institute of Advanced Study, Kerala, India (May, 2023)
- University of Lagos, Lagos, Nigeria (July 2023)
- Ekiti State University, Ado Ekiti, Nigeria (July 2023)

African Leadership University, Kigali, Rwanda
International Business & Trade Department
Course Facilitator, August 2020 - July 2022

- Overview: Featured in Time Magazine, CNN, and referred to as "The Harvard of Africa", The African Leadership University (ALU) was named by Fast Company Magazine in 2019 as the most innovative company in Africa (19th overall, and the only ranking university).
- Taught Organizational Behavior and Cross-Cultural Management to students from diverse nationalities and backgrounds
- Student Charity Adviser: raised $1,700 for stigmatized female micro-entrepreneurs as a combined ALU Rotary Club-Organizational Behavior Project
- Other Service: Student Thesis Advisor; Accreditation Adviser; Quality Assurance Adviser; Student Career Advising Volunteer; Student Interview Practice Advisor; ALU Research Advisor for Faculty

University of Florida, Gainesville, Florida
Department of Management, Organizational Behavior

Graduate Assistant (August 2018 – August 2020) *and* ***DBA Student*** (August 2018 – May 2021)

- Conducted mixed method research with Dr. Joyce Bono and qualitative research with Dr. Mo Wang, Dr. Ariane Froidevaux, and others.

Central European University, Budapest, Hungary
CEU/HESP Faculty Development Fellowship, Research Development Track, January 2018 – April 2018

- Research conducted under mentorship of Rector, Dr. Liviu Matei and Dr. Maciej Kisilowski

American University of Central Asia, Bishkek, Kyrgyzstan
Assistant Professor of Business (January 2016 – August 2018) *and* ***Assistant Professor of Law*** (January 2016 – August 2017)

- Taught: Adv Int'l Bus Law (Law); Bus Ethics (BA); Bus Legislation (MBA); Comm'l Transactions (Law); Corp. Governance (BA); Econ. & Law (Master's of Law); Leadership (BA); Int'l Dispute Resolution (Law)
- *Manager, AACSB Accreditation* (2016-2017)
  - Lead author for successful AACSB accreditation application (13,000+ words),
  - Lead author & manager for successful AACSB Initial Self Evaluation Report (± 40,000 words)
- Authored University-wide employee (+/-22000 words) & student (± 27000 words) handbooks

United States Peace Corps Volunteer*,* Osh, Kyrgyzstan
Business Adviser, April 2015 – December 2015

- Taught business classes and encouraged local volunteerism at universities throughout country

Saint Louis University, John Cook School of Business, St. Louis, MO
Adjunct Instructor, April 2013 – April 2015

- *Instructor, Certificate in Ethics & Compliance Management*
  - Advised on compliance program management, business ethics and regulatory topics.
  - Developed course materials on dozens of compliance and ethics topics.

Waltrip & Schmidt, L.L.C., St. Louis (Clayton), MO,
Associate Attorney, August 2012 – February 2014

- Managed diverse client load while overseeing civil litigation actions. Extensive research & writing.

Legal Services of Eastern Missouri, St. Louis, MO,
Legal Intern and Volunteer *for Community Economic Development Center*, August 2011 – May 2012

- Provided corporate law services to low income entrepreneurs and non-profits.

Saint Louis University, ***John Cook School of Business***, St. Louis, MO
Graduate Asst to Dean Ellen Harshman, August 2011 – August 2012

- Provided legal, monetary and regulatory advice to the Dean of the School of Business.

BOOK PUBLICATIONS

- Thomas Bussen, Nitish Singh & John Kenagy, *Compliance Management: A How to Guide for Executives, Lawyers and Other Compliance Professionals* (2nd Edition), Bloomsbury Publishing (expected 2026).
- Thomas Bussen, TIAA CEO John Biggs: A Biography, Under Contract with Subject (manuscript complete; expected publication 2026-2027)
- Thomas Bussen, Vice-Chair of the Federal Reserve and CEO of TIAA Roger Ferguson, Under Contract with Subject (expected publication 2027-2028)
- Thomas Bussen, *with* Henry Biggs & Timothy Bono, *Enlightened Self-Interest: Individualism, Community, and the Common Good*. Georgetown University Press, 2024 ***Peer Reviewed**
  - A cross-cultural psychology book examining pathways to a life of wellness and service.

- Biggs, H., Bussen, T., & Ramsey, L. (2019). *Shaping the Global Leader: Fundamentals in Culture and Behavior for Optimal Organizational Performance*. Routledge. ***Peer Reviewed**
  - A cross-cultural leadership book abstracting lessons from behavioral psychology.
- Dr. Maciej Kisilowski, Thomas J. Bussen & Meerim Tupchubaeva, *Administrategy: Central Asian Book Edition* (Russian language), Turar Publishing, 2018
  - A How-to guide for Central Asian bureaucrats to succeed professionally, legally and ethically
- Dr. Nitish Singh & Thomas Bussen, *Compliance Management: A How to Guide for Executives, Lawyers and Other Compliance Professionals***.** ABC-CLIO, 2015
  - 16-chapter book covers legal and ethical risks

APPLIED PAPERS AND SCHOLARLY ARTICLES

- Thomas Bussen, *Family Support: Underestimated, but Essential*, Internationalcitizens.com (Dec, 2022)
- Thomas Bussen, *We Have Seen the Enemy and it is Us: Expats and Perceived Organizational Support*, Internationalcitizens.com (November, 2022)
- Thomas Bussen, *Pre-Departure Preparation and Training: The Role of HR*, Internationalcitizens.com (November, 2022)
- Thomas Bussen, *Diversity and Inclusion, or Beauty but not the Beast*, "Expert Opinions" *in* Exeleon Magazine (November, 2022)
- Thomas Bussen, *Culture Shock: What it is and How HR Can Help*, Internationalcitizens.com (October, 2022)
- Thomas Bussen, *Expatriate Stigmatization: How HR Professionals can Combat this Underestimated Challenge*, Internationalcitizens.com (September, 2022)
- Thomas Bussen, *Expatriate Selection: Lessons from the U.S. Peace Corps*, Internationalcitizens.com (August, 2022)
- Thomas Bussen, *Understanding and Preventing Expat Failure*, Internationalcitizens.com (June, 2022)
- Thomas Bussen, *"The Informant" Mark Whitacre on Corporate Malfeasance*, *Compliance and Ethics Professional Magazine* (May, 2022)
- Thomas Bussen, *Culturally in-Depth: Onions have layers, ogres have layers, and cultures do too*, Profiles in Diversity Journal (March, 2022)
- Thomas Bussen, *The Power of Play: And how a thrill-seeking Canadian entrepreneur became a tireless benefactor of children in Africa and around the world*, Reader's Digest of Our Canada (March 2022)
- Thomas Bussen & Nitish Singh, *How Corporate Malfeasance Takes Root, According to Whistleblower and Embezzler Mark Whitacre*, Corporate Compliance Insights (March 9, 2022)
- Thomas J. Bussen, *Uncertainty Avoidance*, Profiles in Diversity Journal (March 4, 2022)
- Thomas Bussen, *The Tip of the Spear: Heritage Reclaimed at 13,000 Feet*, Light of Consciousness Journal (Spring/Summer 2022 issue)
- Thomas Bussen, *Conformity in the Workplace: The Role of an* Authentic *Devil's Advocate*, Exeleon Magazine (February, 2022)
- Bussen & Biggs, *How to Become an Expat – Successfully*, Internationalcitizens.com (January, 2022)
- Thomas J. Bussen, *Judicial Independence (JI) Analysis*, published jointly by Transparency International, the International Development Law Organization, and USAID (March, 2018)
  - Surveyed and compared JI in six countries, and developed a JI country-ranking index
- Thomas J. Bussen, UNESCO ETICO Watch Blog, *The Kyrgyz Republic and Bribes in the Classroom: Increase Wages and Oversight, Decrease Corruption* (April, 2017)
- Thomas J. Bussen, *Midnight in the Garden of* Ne Bis In Idem*: The New Urgency for an International Enforcement Mechanism*, Vol 23 Cardozo J. of Int'l & Comp. L. (Spring 2015) ***Peer Reviewed**
- Dr. Nitish Singh, Brendan Keating & Thomas Bussen, *Society of Corporate Compliance and Ethics (SCCE) Magazine*, "10 Outrageous Bribes from Around the World" (June 2015 edition)

- Dr. Nitish Singh & Thomas Bussen, *Society of Corporate Compliance and Ethics Magazine*, "Why Compliance Professionals Need to Think about National Cultures", (Feature article, July 2014)
- Dr. Nitish Singh & Tom Bussen, *BizEd Magazine*, "Experiential Ethics" (July/Aug 2014)

CONFERENCES & SPEAKING ENGAGEMENTS

- Lead Speaker, Coping with Loneliness
  - Santa Cruz Branch Library, Santa Cruz, California (May, 2025)
  - San Jose Branch Library, Online (May, 2025)
- Lead Speaker, Organizational Wellness and Stress Management
  - San Jose Branch Library, Online (March, 2025)
  - San Jose Branch Library, Online (December, 2025)
  - San Jose Branch Library, Online (August, 2025)
  - Santa Cruz Branch Library, Santa Cruz, California (May, 2025)
  - Santa Cruz Branch Library, Scotts Valley, California (May, 2025)
  - Medallion Adventure Club, St. Louis, Missouri (April, 2025)
  - Jigme Singye Wangchuck School of Law, Paro, Bhutan (March, 2025)
  - Norbuling Rigter College, Paro, Bhutan (March, 2025)
  - Kathmandu Model College, Kathmandu, Nepal (February, 2025)
  - Kathmandu Don Bosco College, Kathmandu, Nepal (February, 2025)
  - SEA College of Engineering and Technology, Bangalore, India (November, 2024)
  - Matrusri Engineering College, Hyderabad, India (November, 2024)
  - Khushii NGO, Delhi, India (November 2024)
  - Future University of Bareilly, India (October, 2024)
  - University of Ladakh, India (October, 2024)
- FedLife - Clair Parson Interviews Author Tom Bussen (November, 2024)
- Panel discussant, Learning Planet Festival (Conference), 21st Century Education: Experiential Learning, Cross-Cultural Teaching, and Lifelong Transformation (January, 2024)
- Center for Teaching Excellence, Miami University, Teaching Workshop Series (Fall Semester, 2023)
- Lilly Conference: Evidence-Based Teaching and Learning (November, 2023)
- Lead Speaker, American Chamber of Commerce Zambia, Cross Cultural Communication (March, 2022)
- Lead Speaker, North South University (remotely: Bangladesh), Cross-Cultural Training (February, 2022)
- Exec. MBA Visiting Prof. in Cross-Cultural Management, Narxoz University, Kazakhstan (March, 2019)
- Lead Conference Organizer and recipient of over $10,000 in grant funds, Conference on Strategic Public Management, in partnership with United States Peace Corps, Central European University & American University of Central Asia, in Bishkek, Kyrgyzstan (June 2018)
- Invited Speaker and Lead Author at Judicial Independence Conference, attended by Kyrgyz Supreme Court, the Presidential Apparatus, Parliament, and the Ministry of Finance and Justice, hosted in partnership with Transparency International, USAID and the IDLO, Kyrgyzstan (March 2018).
- Invited Participant, AACSB, Annual Accreditation Conference, Vienna, Austria (May, 2017).
- EURIE Attendee, Istanbul, Turkey, "Eurasia Higher Education Summit" (March, 2017).
- Invited Participant, Norwegian Univ. of Life Sciences, As, Norway, "Strategic Management Conference" (August, 2016).
- Invited Presenter, Central Eurasian Studies Society (CESS) Regional Conference, Kazan, Russia, *From Karl Marx to Groucho Marx: The Fall of the Kyrgyz Soviet, the Rise of University Corruption and Learning from the Near Abroad* ***Refereed Conference Proceeding (**June, 2016)

EDUCATION

Compassion Cultivation Training (CCT) – November 2024

- Developed at the Center for Compassion and Altruism Research and Education (CCARE) at Stanford University, CCT integrates traditional contemplative practices such as meditation with contemporary psychology and scientific research on compassion

University of Florida, Warrington College of Business, Gainesville, FL
Doctorate of Business Administration (DBA) – May, 2021

- Dissertation topic: *Expatriate Stigmatization, Stress and Coping Strategies*. Grounded theory qualitative study views expatriate stigmatization as a barrier to expatriate adjustment.
- PhD-level Course work (GPA: 3.95):
  - *Statistical Course*s: Statistical Methodology Research; Quantitative Foundations of Educational Research; Advanced Quantitative Foundations of Educational Research; Meta-Analysis; Qualitative Research; Research Methodology
  - *Strategy Courses*: Contemporary Approaches to Entrepreneurship & Organizations; Strategy, Innovation & Entrepreneurship; Behavioral Approaches to Strategy;
  - *Organizational Behavior Courses*: Motivation, Attitudes and Leadership; Works Groups & Teams in Organizations; and, Affect & Cognition.

Saint Louis University, **School of Law/John Cook School of Business,** St. Louis, MO
J.D. & **MBA** –May, 2012

- Concentration in *International and Comparative Law* and *Business Transactional Law*.
- Law GPA: 3.34/4.0 Law School Rank: 50/274 (18.2%) MBA GPA: 3.59/4.0
- Dean's List: Fall 2010, Spring 2011
- Academic Excellence Award for Top Grade in Taxation and Administrative Law
- School of Law Dean's Select Scholar - 3 year, 2/3 tuition paid scholarship
- Licensed to Practice Law in Missouri (2012) and Illinois (2013)

Saint Louis University, John Cook School of Business, St. Louis, MO, November 2012

- Post-graduate Certificate in Corporate Ethics and Compliance Management

Saint Louis University, John Cook School of Business, St. Louis, MO
B.S., Business Administration – May, 2009

- Major: International Business
- Minor: Spanish, Pre-Law
- Cumulative GPA: 3.79/4.00

OTHER

- Volunteer for Big Brothers Big Sisters of Butler County
- Volunteer for Hospice of Cincinnati
- Traveled to 80+ countries and lived on 5 continents
- Completed 6 marathons, including a top 1% finish, a 3rd place finish, and a 3:00 PR
- Completed 5 half marathons, including a 3rd place finish and two sub 1:30 finishes
- Hiked all 500+ miles of Spanish El Camino (twice) and all 486 miles of Colorado Trail