

# Michael J. Rivera, Ph.D.

Temple University, Fox School of Business  
Department of Strategic Management  
Alter Hall 560  
Philadelphia, PA 19122

Phone: (215) 460-3855  
Email: [mriviera@temple.edu](mailto:mriviera@temple.edu)  
Homepage: <http://michaelrivera.org>

## Education

Ph.D. Technology, Entrepreneurship and Innovation, Purdue University, 2010.

M.S. Strategic Management, Indiana University, 2009.

M.B.A. Management, Taylor University, 2004.

B.S. Computer Science and Systems, Taylor University, 2003.

## Employment

Associate Professor of Strategy and Entrepreneurship, Temple University, Fox School of Business, Philadelphia, PA, September 2014-Present.

- Teach innovation and entrepreneurship courses at the undergraduate and graduate levels through face to face, hybrid and online formats.
- Collaborate with other faculty in carrying out research related to strategy and people analytics, specifically pertaining to the impact of real-time, continuous feedback on performance.
- Collaborate with faculty in the development of their courses at an executive level across all subjects within the Executive MBA curriculum.
- Mentor students in their own professional and personal development related to startup activities and provide coaching in terms of entrepreneurial strategy.
- Cultivate relationships with professionals in all aspects of the entrepreneurial ecosystem and integrate them into my classroom as guest speakers and live case study facilitators.
- Served as Academic Director of Executive MBA program in Philadelphia and global sites. Responsible for all aspects of program oversight, including strategy, curriculum management, course development, faculty development, accreditation and assessment.
- Expanded global network to include new program sites in Beijing, China, Bogota, Colombia, and Casablanca, Morocco.
- Negotiated international partnership agreements with institutions around the world.
- Successfully planned and launched the Fox Center for Executive Education, which is a entrepreneurial and non-credit arm of the school. The Center delivers numerous executive education workshops in the areas of creativity, innovation-based strategy, analytics, and management.
- Liaison for and developer of Fox School of Business partnership with Greater Philadelphia Hispanic Chamber of Commerce.

Co-founder and Chief Analytics and Technology Officer, DevelapMe ([www.develapme.com](http://www.develapme.com)), Philadelphia, PA, July 2015-September 2020.

- Provide strategic oversight for product development, app development, analytics and system integration using lean startup principles.
- Innovated business model using the Business Model Canvas to drive adoption of strategy and tool by potential clients.
- Worked with other co-founders to successfully secure venture funding allowing one co-founder to move to full-time position and support the hire of 4 additional employees.
- Provided direction regarding digital collateral to position and convey the company's value proposition.
- Supported development of the business plan and pitch deck and successfully delivered the pitch during the final round of Fox's business plan competition resulting in winning the grand prize.
- Worked with legal team to prepare the non-provisional IP patent application.

Adjunct Instructor, Drexel University, Philadelphia, PA, MGMT 602 - Managing Technological Innovation, Summer 2014.

Adjunct Instructor, University of Notre Dame, South Bend, IN, MNA 76510 - Leadership, Spring 2012.

Assistant Vice President of Academic Affairs, Montgomery County Community College, Blue Bell, PA, June 2012-August 2014.

- Provided leadership and direction for all operations within Academic Affairs including those related to the College's Virtual Campus.
- Led the collaborative strategic planning and project planning efforts for each academic year for all five academic divisions.
- Managed and supervised 500 full-time and part-time faculty, including planning and delivering on-going professional development.
- Developed and managed divisional budgets of approximately 40M.
- Middle States Accreditation Liaison Officer, supported the self-study reaffirmation process.
- Supported the vision, model, and documentation of institutional student learning outcome assessments.
- Developed and maintained four-year dual admission articulation linkages with 30 area colleges and universities.
- Lead architect of the Drexel@MCCC partnership offering full Engineering and Business degrees on campus in Blue Bell.
- Adjunct faculty teaching online entrepreneurship courses.

Dean of Instruction and Student Learning, Black Hawk College, Moline, IL, December 2010-June 2012.

- Provided leadership and direction for half of the academic programs within the college - Arts and Communications, English and Humanities, Computers and Engineering.
- Managed and supervised 125 full-time and part-time faculty members, as well as the ESL, Perkins and Special Projects departments.
- Managed operational department budgets of approximately 20M.
- Responsible for vision, model, and documentation of institutional student learning outcome assessments.
- Worked collaboratively with faculty to develop new curricula.
- Responsible for the development of the 4M Student Technologies Building and Materials Science degree.

- Developed industry linkages with John Deere, Rock Island Arsenal, and Alcoa through collaborations, internships, and advisory boards.
- Co-chaired the Black Hawk College United Way Campaign.
- Developed university linkages with Western Illinois University, Bradley University, St. Ambrose University, and University of Illinois at Chicago through program articulations and conference collaborations.

Adjunct Instructor, Indiana University, South Bend, IN, A106 - Introduction to Computing, Spring 2009.

Dean of the School of Business / Assistant Professor, Ivy Tech Community College, South Bend IN, July 2005-December 2010.

- Provided strategic oversight of the direction and operations for the School of Business.
- Provided managerial oversight for all programs within the School of Business - Accounting, Business, Computers, and Office Administration.
- Managed and supervised 50 full-time and part-time faculty members, scheduled 180 course sections with oversight of a student body of 1800 students.
- Performed key operational tasks such as scheduling classes, hiring adjuncts, evaluating faculty, administering student assessments, developing faculty, grant writing, developing curricula and ACBSP re-accreditation.
- Taught both online and traditional courses in the areas of business and computers at the undergraduate level - some of these include Introduction to Business, Introduction to Computers, Principles of Management, Introduction to eBusiness, Information Systems Fundamentals, Advanced Operating Systems and Principles of Marketing.

## Dissertation

Commercialized University Research: A Study of Antecedents and Outcomes and the Leading Innovation Practices of Entrepreneurs, Purdue University, May 2010.

## Research Areas of Interest

Real-Time Feedback      Strategy Analytics      People Analytics  
Human + Machine Feedback      Digital Leadership      Digital Transformation

## Research in Progress

### Journal Articles

Petryk, M., Rivera, M., Bhattacharya, S., Qiu, L., & Kumar, S. How Network Embeddedness Affects Real-Time Performance Feedback: An Empirical Investigation. (Revision Submitted).  
Available at SSRN: <https://ssrn.com/abstract=3438032>.

Rivera, M. Jiang, J., Kumar, S., & Petrucci, T. Seek and Ye Shall Find: An Empirical Examination of Seeking Feedback on Employee Performance Ratings. (Submitted for Initial Review).  
Available at SSRN :<https://ssrn.com/abstract=3553906>.

Rivera, M. Jiang, J., Kumar, S., & Shoham, A. Whats Gender Got to Do with It? An Empirical Examination of Gender-based Workplace Feedback and Performance. (Preparing for Submission).

Rivera, M. Guo, X., & Qiu, L. Stimulating Feedback Contributions using Digital Nudges: A Field Experiment on the Real-time Mobile Feedback Platform. (In Progress).

Rivera, M. Qiu, L., & Kumar, S. The Impact of Organizational Traits and Employee Traits on Peer-Based Internal Evaluation Systems: An Empirical Investigation. (In Progress).

## Research Publications

### Business Cases

Estrada, R., Rodriguez, J., & Rivera, M. (2021). *The Plastilene Group: Sustainable Innovation Strategy*. London, Canada: Ivey Publishing. <https://www.iveycases.com/ProductView.aspx?id=114332>.

Petrucci, T., & Rivera, M. (2020). *Temple Health System: Real-Time Feedback People Analytics*. Ivey ID: 9B20C018. London, Canada: Ivey Publishing. <https://hbsp.harvard.edu/product/W20203-PDF-ENG>.

### Journal Articles

Rivera, M., Qiu, L., Kumar, S., & Petrucci, T. Are Traditional Performance Reviews Outdated? An Empirical Analysis on Continuous Real-Time Mobile Feedback in the Workplace. *Information Systems Research* (2021)

Bazel-Shoham, O., Mook Lee, S., Rivera, M., & Shoham, A. (2020). Impact of the female board members and gaps in linguistic gender marking on cross-border M&A. *Journal of World Business*, 55:2, 100909.

Blau, G., Petrucci, T., & Rivera, M. (2019). Exploring the Impact of Receiving Sender-based Negative and Positive Feedback on Team Level Process Outcomes Using a Mobile Application. *Decision Sciences Journal of Innovative Education*, 17, 76-98.

Blau, G., Petrucci, T., & Rivera, M. (2019). Using a Mobile Application to Test the Impact of Giving Feedback on Team-level Conflict. *Journal of Education for Business*, 94:3, 167-174.

Petrucci, T., & Rivera, M. (2018). Leading Growth through the Digital Leader. *Journal of Leadership Studies*, 12, 53-56.

Rivera, M. (2017). Leveraging Innovation and Intrapreneurship as a Source for Organizational Growth. *International Journal of Innovation Science*, Vol. 9 Issue: 2, 137-152.

Blau, G., Petrucci, T., & Rivera, M. (2017). Correlates of State Goal Orientation for an MBA Team Project using a Real-time Performance Feedback Mobile Application. *Journal of Education for Business*, 93:4, 155-164.

### Patent

Petrucci, A., Rivera, M., & Tironi, C. (2019). Communication management apparatus and method with data selection based on data hierarchy. U.S. Patent No. 10,419,576. Washington, DC: U.S. Patent and Trademark Office.

## Teaching Portfolio

### 2020-21

- Socioeconomic Context of Business (BA 5002), Spring 2021, Graduate.
- Global Business Strategy and Policies (BA 4101), Spring 2021, Undergraduate.
- Socioeconomic Context of Business (BA 5002), Fall 2020, Graduate.
- Strategy Capstone (BA 5851), Fall 2020, Executive.
- Global Business Strategy and Policies (BA 4101), Fall 2020, Undergraduate.

## **2019-20**

- Strategy Capstone (BA 5851), Summer 2020, International Executive.
- Strategy Capstone (BA 5851), Summer 2020, International Executive.
- Global Business Strategy and Policies (BA 4101), Spring 2020, Undergraduate.
- Global Business Strategy and Policies (BA 4101), Spring 2020, Undergraduate.
- Creativity Unleashed (SGM 5144), Spring 2020, Graduate.
- Creativity Unleashed (SGM 5144), Fall 2019, Graduate.
- Innovation-based Strategy (SGM 5118), Fall 2019, International Executive.
- Strategy Capstone (BA 5851), Fall 2019, Executive.

## **2018-19**

- Creativity Unleashed (SGM 5144), Summer 2019, Online Graduate.
- Strategy Capstone (BA 5851), Summer 2019, International Executive.
- Creativity Unleashed (SGM 5144), Spring 2019, Graduate.
- Creativity Unleashed (SGM 5144), Fall 2018, Graduate.
- Creativity Unleashed (SGM 5144), Fall 2018, Immersion(Peru).
- Strategy Capstone (BA 5851), Fall 2018, Executive.

## **2017-18**

- Strategy Capstone (BA 5851), Summer 2018, Executive.
- Creativity Unleashed (SGM 5144), Summer 2018, Graduate.
- Business Model Innovation (SGM 5122), Spring 2018, Graduate.
- Creativity Unleashed (SGM 5144), Spring 2018, Online Graduate.
- Innovation-based Strategy (SGM 5118), Spring 2018, Graduate.
- Innovation-based Strategy (SGM 5118), Spring 2018, International Executive.
- Business Model Innovation (SGM 5122), Fall 2017, Graduate.
- Creative Problem Solving (SGM 5124), Fall 2017, Graduate.
- Innovation-based Strategy (SGM 5118), Fall 2017, International Executive.

## **2016-17**

- Innovation-based Strategy (SGM 5118), Summer 2017, International Executive.
- Special Topics: Creativity Unleashed (SGM 5180), Summer 2017, Online Graduate.
- Special Topics: Creativity Unleashed (SGM 5180), Summer 2017, Online Graduate.
- Leadership (HRM 5404), Summer 2017, Graduate.
- Special Topics: Creativity Unleashed (SGM 5180), Spring 2017, Graduate.
- Business Model Innovation (SGM 5122), Fall 2016, Graduate.
- Creative Problem Solving (SGM 5124), Fall 2016, Graduate.

## **2015-16**

- Entrepreneurship & Innovation (BA 5800), Summer 2016, International Executive.
- Special Topics: Creativity Unleashed (SGM 5180), Summer 2016, Graduate.
- Creative Problem Solving (SGM 5124), Spring 2016, Graduate.
- Innovation Adoption and Diffusion (SGM 5126), Spring 2016, Graduate.
- Business Model Innovation (SGM 5122), Fall 2015, Graduate.
- Innovation Adoption and Diffusion (SGM 5126), Fall 2015, Graduate.
- Entrepreneurship & Innovation (BA 5800), Fall 2015, International Executive.

## **Speaking Engagements**

- Business Transformation & Operational Excellence Summit in Financial Services - Presenter - Summer 2020
- Human Capital Analytics: 3 Mega Trends - Invited Lecture at University of Science and Technology of China (Shanghai) - Fall 2017
- Leveraging Creativity to Drive Innovation - Temple University Japan Workshop (Tokyo) - Fall 2017
- Leadership Through Analytics - MBA Roundtable Conference - Spring 2017
- Entrepreneurs - Bouncing Back with Lisa Bien - February 20, 2017
- Ramp Up with Live Case Studies - Executive MBA Council International Conference - Fall 2016
- Making a Difference Through Creativity - The Philly Exchange - Summer 2016
- Collaborative Models Between Instructional Design and Academic Leadership - Executive MBA Council Northeast Regional Conference - Spring 2016
- Strategic Course Scheduling Through Analytics- American Association of Community Colleges - Spring 2014
- Success Pathways: Leveraging Analytics to Manage the Academic Course Schedule - Innovations 2014 - Spring 2014

- Graduate Seminar - Higher Education Leadership - University of Pennsylvania - Fall 2013
- Future STEM Opportunities - Women In Engineering Conference - Black Hawk College - December 1, 2011
- Preparing for Successful Change - Staff Conference - Gateway Technical College - October 12, 2011
- Welcome Address - Latino Youth Summit - Black Hawk College - October 1, 2011
- 21st Century Leader: Transitioning Knowledge, Wisdom, and Experience to the Next Generation - Connections Conference - ARDN - September 29, 2011
- Change Management - Professional Development Workshop - QCPDN - September 27, 2011
- Vision for Sustainable Technology Building - Ground Breaking - Black Hawk College - September 6, 2011
- Navigating the Future: Leading Change with Student Learning - Learning Summit Conference - League for Innovation - June 13, 2011
- Outliers: Embracing Your Roots - ESL Graduation - Black Hawk College - May 19, 2011
- Working to Create and Manage Change Successfully - Preconference Session - Chair Academy International Leadership Conference - March 22, 2011
- Designing Open Source Labs for Distance Education - SIGCSE Conference - ACM - March 10, 2010
- Preparing Students for Tomorrow: STEM Outreach and Career Education - STEMtech Conference Summit - League for Innovation - October 31, 2010
- STEM Symposium - WNIT TV Show - Economic Outlook - October 29, 2010

## **Training Workshops Attended**

- Harvard University, Case Study Seminar
- Harvard University, Program on Negotiation
- LaSalle University, Online Teaching Certificate
- MCCC, Online Teaching Certificate
- Chair Academy, Higher Education Facilitator Training
- AACC, Workforce Development Institute Certificate
- University of Notre Dame, Executive Leadership Certificate
- Chair Academy, Higher Education Leadership Certificate
- MIIIE, International Curriculum Development Workshop
- Teacher Expectations and Student Achievement (TESA), Certificate

## Grants

- Temple CIBER Research Award - \$5,000 - Co-PI - 2017
- MCCC Federal Perkins Grant - \$650,000 annually - Administrator - 2012 - 2014
- BHC Federal Perkins Grant - \$350,000 annually - Administrator - 2010 - 2012
- Illinois Innovations Grant - \$30,000 - Administrator - 2010 - 2012
- Alberta Rural Development Network - \$10,000 - Co-PI - 2009 - 2012

## Awards and Honors

- WI2021 Most Innovative Paper Is more always better? Simulating Feedback Exchange in Organizations (2021)
- Executive MBA Bogota Faculty Member of the Year (2020)
- MS in Innovation Management and Entrepreneurship Faculty Member of the Year (2019)
- Executive MBA Tokyo Faculty Member of the Year (2018)
- MS in Innovation Management and Entrepreneurship Faculty Member of the Year (2017)
- Finalist, Penn State University Business Plan Competition, Ed Tech (2017)
- Executive MBA Tokyo Faculty Member of the Year (2016)
- Grand Prize Winner, Temple University Fox School of Business Business Plan Competition, Be Your Own Boss Bowl (2016)
- Dean's Teaching Fellow (2015, 2016)

## Consulting Experience

American Airlines, Avianca, City of Philadelphia, Closets By Design, Comcast, Energy Recovery, Fiserv, GHIL (a B&M Gates Foundation Company), Janssen (Johnson & Johnson), Lockheed Martin, Penn Medicine, Rothman, Subaru, Temple University Health System, US Bank

## Technical Skills

Python, Spacy, Plotly, Dash, TensorFlow, PyTorch, Excel, MySQL, PHP, Power BI, PostgreSQL, R, SPSS, SQL

## Travel Experience

Canada, Chile, China, Colombia, Czech Republic, England, France, Germany, Greece, Ireland, Israel, Italy, Japan, Netherlands, Mexico, Monaco, Morocco, Peru, Poland, Singapore, South Africa, Spain, and Wales