Curriculum Vita
August 2025

Instructor: Denise Robb

Academic Department: College of Innovation and Design

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Faculty Web Page Address:

East Texas A&M University Addresses:
Main Campus: PO Box 3011, Commerce, TX 75429-3011
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EDUCATION

Doctor of Philosophy, Business Management
University of South Alabama, expected 2026

Master of Arts, College Student Personnel
Bowling Green State University, 2015

Bachelor of Arts, Economics
Smith College, 2013

TEACHING EXPERIENCE

- Fall 2025, Adjunct Faculty, International Management, University of South Alabama
- Spring 2025- Present, Adjunct Faculty, Leading High Performance Teams, East Texas A&M University
- Spring 2024- Present, Adjunct Faculty, First Year International Student Experience, University of South Alabama
- Summer 2016- Spring 2018, Lead Instructor, Major and Career Exploration, Spring Hill College

- Fall 2013-Spring 2015, Lead Instructor, Leadership Development, Bowling Green State University
- Fall 2013-Spring 2015, Lead Instructor, Red Cross Service Learning, Bowling Green State University
- Fall 2014-Spring 2015, Lead Instructor, Silver Teckies Service Learning, Bowling Green State University

PROFESSIONAL EXPERIENCE

- **Director, Office of Immigration, University of South Alabama (May 2022–Present)**
  Oversees all aspects of international student and scholar immigration services, including SEVIS compliance, hiring processes, and F/J/H visa operations. Leads retention efforts, supervises staff, and coordinates university-wide compliance and cultural programming.
- **Immigration Manager, Office of Immigration, University of South Alabama (June 2021–May 2022)**
  Managed F and J visa programs and SEVIS operations, advised students on visa compliance, and maintained federal immigration reporting standards. Supported H-1B and J-1 scholar processes, trained staff, and reviewed exchange agreements.
- **Contact Tracer, Office of Contact Tracing, University of South Alabama (July 2020–June 2021)**
  Executed contact tracing procedures for COVID-19 exposures and provided isolation/quarantine guidance based on CDC protocols. Supported the university's pandemic response for students and employees.
- **Immigration Coordinator, Office of Immigration and International Admissions, USA (April 2018–July 2020)**
  Advised international students on immigration status and compliance, supported institutional reporting, and led immigration training efforts. Coordinated orientations, managed visa documentation, and supported SEVIS operations.
- **Coordinator of Student Advising and International Services, Spring Hill College (July 2016–April 2018)**
  Managed advising and academic placement for first-year and transfer students while supporting international student services and SEVIS compliance. Led retention efforts, coordinated orientation, and served as a success coach.
- **Area Coordinator for Residential Learning Communities, Spring Hill College (June 2015–July 2016)**
  Directed Residential Learning Communities, supervised RA staff, and served as liaison for residential and student conduct matters. Instructed service-learning courses and supported strategic planning and Title IX response.

PUBLICATIONS

- Rana, S., Robb, D., & Jackson, O. (2025). A Commentary on Desjardins et al. (2024): A Double Penalty, but now What? Group & Organization Management, 0(0). https://doi.org/10.1177/10596011251321700
- Robb, D., & Rana, S. (2024). Cutting the cord: Good riddance to ineffective DEI programs. Industrial and Organizational Psychology, 17(4), 507–510. doi:10.1017/iop.2024.38

- Robb, D., Rana, S., & Stroud, M. (2024). A Commentary on Santuzzi et al.(2024): The Undisclosed Story of Disclosure Statements. Group & Organization Management, 10596011241308336.
- Hair, J. Rana, S., Robb, D., Stroud, M. The Emergence of Artificial Intelligence and Social Robots in Higher Education. (Accepted Book Chapter awaiting print)
- Howard, M., Rana, S., Robb, D., Stroud, M.. (under review). A Meta-Analysis of Presence and Learning in Virtual Reality Programs: Explaining Conflicting Findings to Advance Theory. Human Factors: The Journal of the Human Factors and Ergonomics Society

RESEARCH GRANTS AND AWARDS

- 2024, SMA JOMSR Pub Crawl, Southern Management Association, $1000