

## **DR. OLUSEYI SOWOLE**

Phone: 862-380-0203

Email: [oluseyi.sowole@txstate.edu](mailto:oluseyi.sowole@txstate.edu)

LinkedIn profile: <https://www.linkedin.com/in/dr-oluseyi-sowole-acib-amnim-513718140>

Google Scholar: <https://scholar.google.com/citations?hl=en&user=Py7o3PAAAAAJ>

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Practice-oriented management educator with over seven years of university teaching experience across U.S. and international institutions. Currently teaches Introduction to Business at Texas State University, focusing on helping students develop structured thinking about how organizations function, how incentives shape behavior, and how leadership decisions influence performance outcomes.

Designs and delivers courses that move students beyond memorization toward applied judgment using real-world cases, clear frameworks, and consistent feedback systems. Brings active industry engagement through Catadigm Consulting Group into the classroom to strengthen students' understanding of organizational realities and decision-making.

### **SUMMARY OF QUALIFICATIONS**

- Over seven years of university-level teaching in business and management across multiple institutions.
- Current instructor for BA 1310 (Introduction to Business) at Texas State University, integrating applied cases, structured discussion, and experiential learning.
- Demonstrated ability to design and deliver courses aligned with learning objectives, assessment standards, and AACSB assurance-of-learning expectations.
- Experience teaching across multiple business disciplines, including management, entrepreneurship, marketing, accounting, and finance.
- Strong record of supporting student engagement, academic development, and early career readiness.
- Professional experience in finance, analytics, and organizational performance, informing applied teaching approach.

### **ACADEMIC APPOINTMENT**

**Texas State University, McCoy College of Business – San Marcos, TX**

**Lecturer, Department of Management | January 2026 – Present**

- Teach BA 1310 (Introduction to Business) using applied cases and structured frameworks to develop student decision-making and business judgment.
- Structure classroom learning around how organizational systems, incentives, and leadership choices influence performance outcomes.
- Deliver and adapt centrally developed course materials, assessments, and rubrics in alignment with departmental learning objectives and AACSB assurance-of-learning standards.
- Implement consistent feedback systems to improve student clarity, engagement, and performance.
- Support student development through advising, classroom interaction, and early career guidance.

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**PROFESSIONAL PRACTICE****Founder & Principal Consultant – Catadigm Consulting Group | 2025– Present**

Leadership and organizational advisory practice focused on performance alignment, execution discipline, and decision-making in organizations.

- Integrate real-world organizational challenges and leadership scenarios into classroom teaching to strengthen applied learning.
- Engage with business owners and organizational leaders to understand execution challenges and decision environments.
- Translate practical insights into teaching cases that enhance student understanding of organizational behavior and performance.

**PREVIOUS ACADEMIC POSITIONS****Essex County College – Newark, NJ Adjunct Faculty, Business | September 2022 – Dec 2025**

- Taught undergraduate courses in Principles of Management, Marketing, Business Organization and Management, and College Success Seminar.
- Regularly taught four course sections per semester across in-person, asynchronous online, and live virtual formats.
- Designed and delivered instruction focused on applied business thinking, student engagement, and practical problem-solving.
- Developed and administered syllabi, assignments, examinations, and grading practices in accordance with institutional academic policies.
- Held regular office hours and mentored students on academic planning and early career development.

**National Open University of Nigeria – Abeokuta, Nigeria Faculty, Management | May 2019 – 2022**

- Taught undergraduate and postgraduate courses in Financial Accounting, Managerial Accounting, and Investment Principles.
- Supervised undergraduate and postgraduate research projects in management and finance.
- Contributed to curriculum development, program assessment, and e-learning initiatives.
- Served as Co-Chair, Departmental Budget Committee, supporting fiscal discipline and strategic alignment.

**Department of Education – Mpumalanga, South Africa MSTA | January 2014 -December 2017**

- Head of Subject, Commerce department, taught Management Accounting.
- Coordinated tutorial center and developed strategy that significantly increased the accounting matric pass rate from 44% to 76%.
- Led a committee that devised strategies to improve student retention in the commerce department, resulting in an increased graduation rate to 82%.
- Collaborated with municipal grant offices to prepare budgets for financial aid programs, ensuring support for underprivileged, talented students.

## PROFESSIONAL EXPERIENCE (SELECTED)

### Access Bank Plc. – Lagos, Nigeria Relationship Manager | September 2007 – July 2013

- Conducted financial analysis, credit appraisal, and risk management for commercial banking portfolios.
- Developed reports and dashboards to support data-driven decision making.
- Reduced non-performing loans and supported regional profitability through disciplined recovery strategies.

## PUBLICATIONS

Sowole, O. (2018). Entrepreneurship: Psychological factors influencing youth's desire for self-sustenance in Mpumalanga. *Academy of Entrepreneurship Journal*.

Sowole, O. (2019). Relationship between political environment and psychological factors on Mpumalanga youths' entrepreneurial behavior. *International Journal of Management and Commerce Innovations*.

Sowole, O. (2020). Influence of value-added tax on economic development: The Nigerian perspective. *Journal of Accounting and Management*.

## RESEARCH IN PROGRESS

- Sowole, O. *Beyond Leader-Centric Models: Leadership as the Design of Organizational Systems*. Manuscript under review at *The Leadership Quarterly* (Manuscript No. LEAQUA-D-26-00334).
- Psychological resilience and entrepreneurial persistence among early-stage entrepreneurs.

## TEACHING INTERESTS

Introduction to Business; Management of Organizations; Entrepreneurship; Effective Leadership; Business Ethics; Organizational Change and Decision-Making.

## EDUCATION

Doctor of Business Administration (DBA)

University of KwaZulu-Natal, Graduate School of Business and Leadership,  
Durban, South Africa | 2018

Master of Business Administration (Finance)

Ladoke Akintola University of Technology, Nigeria | 2013

Bachelor of Science in Finance

University of Maryland Global Campus, USA | 2025

Higher National Diploma, Banking & Finance

The Polytechnic Ibadan, Nigeria | 2002

Credential evaluated as equivalent to a U.S. bachelor's degree

## SERVICE

Budget Committee Co-Chair, Department of Management, National Open University of Nigeria

Member, e-Learning Development Committee, National Open University of Nigeria.

**PROFESSIONAL DEVELOPMENT & TRAINING**

Preparing Data for Reproducible Publication Workshop, Rutgers University (2018)

Google Data Analytics Certificate (in progress)

**HONORS & AFFILIATIONS**

Golden Key International Honour Society.

**AACSB QUALIFICATION ACTIVITY**

Peer-reviewed publications, ongoing research activity, university teaching, and applied engagement in leadership and organizational performance.