

EKIN K. PELLEGRINI

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EDUCATION

University of Miami, Herbert Business School
Ph.D. in Business Administration (Leadership & Statistics) 2006

University of Florida, Warrington College of Business
M.S. in Management 2001

Bosphorus University, Istanbul, Turkey
B.A. in Sociology 1996

ACADEMIC APPOINTMENTS

University of Missouri- St. Louis

Associate Dean for Graduate Business Programs 1/2022- present

Academic, staff, and budgetary leadership of all graduate business programs, including 7 master's, 9 accelerated master's, 16 graduate certificates, and the Ph.D. and DBA programs. All business and accounting programs are accredited by the Association to Advance Collegiate Schools of Business (AACSB).

Founding Academic Director, Doctor of Business Administration (DBA) Program 1/2015- present

Academic, staff, and budgetary leadership of the DBA program since inception. Works in collaboration with AACSB DBA programs to incorporate best practices. Recruited 120 students from 19 states. 92% retention. 95% three-year graduation. Oversees alumni engagement in partnership with the DBA Alumni Association.

President, Executive DBA Council ([EDBAC](#)) 6/2024- present

President-Elect, EDBAC 6/2023- 6/2024

Board Member & Treasurer, EDBAC 2019- 2023

Academic Director, Online MBA Program 1/2022- present

Academic, staff, and budgetary leadership of the OMBA program since inception. Ranked top 50 Online MBA by 2025 U.S. News & World Report. Top 25 among U.S. publics. Highest ranked in Missouri. The highest debut for any program in the country in 2025.

Director of Executive Education 2015- 2020

Founded the Executive Education Center that offers non-credit programs to business professionals. Trained over 400 students. Managed all aspects of executive education offerings, such as creating company connections, selecting instructors and overseeing the budget. Trainings included SHRM and PMP certification preparation, as well as customized company trainings for Anheuser-Busch InBev, Ameren, Boeing, and Nidec.

Associate Professor (with tenure) 2012- present

Assistant Professor 2006- 2012

Global Leadership and Management Department

COMMUNITY LEADERSHIP

International Institute of St. Louis

[Board of Directors](#)

2025- present

Co-Founder, Immigrant Professional Women's Network in St. Louis

2022- present

IPWN educates and elevates immigrant women leaders in the Greater St. Louis region to integrate and thrive in their careers. Incorporated as a 501(c) (3) and has over [180 members](#).

St. Louis Forum

[Board of Directors](#)

2022- present

St. Louis Forum is the region's foremost organization for influential women executives and civic leaders.

Human Relations Commissioner, St. Louis County

2021- present

Appointed on October 1, 2021 by Dr. Sam Page, St. Louis County Executive

The Commission acts in an advisory capacity to the County Executive and County Council.

RESEARCH IMPACT

3,700+ citations ([Google Scholar](#))

UNDER REVIEW

Prince, K. N., Merritt, S. M., & **Pellegrini, E. K.** It Can Be Lonely at the Top, But it Doesn't Have to Be: Workplace Loneliness as Experienced by Senior Leaders. Submitted to the *Journal of Leadership and Organizational Studies*.

PUBLICATIONS

Hu, C., **Pellegrini, E. K.**, & Cheung, G. W. (2023). Measurement equivalence/invariance across groups, time, and test formats. In L. R. Ford & T. A. Scandura (Eds.), *The SAGE Handbook of Survey Development and Application*. SAGE Publications; Thousand Oaks, CA.

Yao, L., Xu, M., & **Pellegrini, E. K.** (2021). The boss's long arm: The differential impact of authoritarian and benevolent leadership on spousal family satisfaction. *Frontiers in Psychology*, 12, Article 780030.

Hu, C., Zhang, S., **Pellegrini, E. K.**, & Huang, J-C. (2020). To mentor or not to mentor: A job demands-resources perspective. *Journal of Management and Business Research*, 37(4), 349-366. **Best Paper of the Year Award for Practical Value.**

Pellegrini, E. K. (2019). Paternalistic Leadership. *Oxford Bibliographies in Management*. DOI: 10.1093/OBO/9780199846740-0162

Pellegrini, E. K. (2015). Relational leadership through the lens of international LMX research. In T. N. Bauer & B. Erdogan (Eds.), *The Oxford Handbook of Leader-Member Exchange* (pp. 351-379). Oxford, England: Oxford University Press.

Hu, C., **Pellegrini, E. K.**, & Scandura, T. A. (2011). Measurement invariance in mentoring research: A cross-cultural examination across Taiwan and the U.S. *Journal of Vocational Behavior*, 78, 274-282.

Pellegrini, E. K., Scandura, T. A., & Jayaraman, V. (2010). Cross-cultural generalizability of paternalistic leadership: An expansion of leader-member exchange theory (LMX). *Group and Organization Management*, 35(4), 391-420.

Pellegrini, E. K. & Scandura, T. A. (2008). Paternalistic leadership: A review and agenda for future research. *Journal of Management*, 34(3), 566-593.

Scandura, T. A. & **Pellegrini, E. K.** (2008). Trust and leader-member exchange (LMX): A closer look at relational vulnerability. *Journal of Leadership and Organizational Studies*, 15(2), 101-110.

Scandura, T. A. & **Pellegrini, E. K.** (2007). Workplace mentoring: Theoretical approaches and methodological issues. In T. D. Allen & L. T. Eby (Eds.), *Handbook of Mentoring: A Multiple Perspective Approach*. Malden, MA: Blackwell.

Pellegrini, E. K. & Scandura, T. A. (2006). Leader-member exchange (LMX), paternalism and delegation in the Turkish business culture: An empirical investigation. *Journal of International Business Studies*, 37(2), 264-279.

Pellegrini, E. K. & Scandura, T. A. (2005). Construct equivalence across groups: An unexplored issue in mentoring research. *Educational and Psychological Measurement*, 65(2), 323-335.

Antonakis, J., Schriesheim, C. A., Donovan, J., Gopalakrishna-Pillai, K., **Pellegrini, E. K.**, Rossomme, J. (2004). Methods for studying leadership. In Sternberg, R. J., Antonakis, J., & Cianciolo, A. T. (Eds.), *The Nature of Leadership*. Thousand Oaks, CA.

Scandura, T. A. & **Pellegrini, E. K.** (2004). Competencies of building the developmental relationship. In Clutterback, D. & Lane, G. (Eds.), *The Situational Mentor: An International Review of Competences and Capabilities in Mentoring*. Hants, England: Gower Publishing Limited.

CONFERENCE PROCEEDINGS, PRESENTATIONS, PDW, AND SYMPOSIA

Lively, S., & **Pellegrini, E. K.** (2024). Neurodiverse Perceptions of Inclusivity in the Workplace. Paper presented at the Academy of Management, Chicago, Illinois. [Academy of Management Proceedings](#).

Pellegrini, E. K., Miller, J., Wilson, H., & Cambre, B. (2024). Panelist. Measuring DBA Program Success. *Engaged Management Scholarship Annual Conference*, Henley-on-Thames, England.

Bartunek, J. M., Miller, J. K., **Pellegrini, E. K.**, Stephenson, K., & Wagner, D. (2024). Maximizing the Impact of Professional Doctorates (PDW). *Academy of Management Meeting*, Chicago, Illinois.

Miller, J. K., **Pellegrini, E. K.**, Cola, P. A., & Keyhani, M. (2024). Toward Elevating the Contribution of Executive Doctorate Degrees to Innovating for the Future (PDW). *Academy of Management Meeting*, Chicago, Illinois.

Cambre, B., Cola, P., Lee, D., Mooney, J., & **Pellegrini, E. K.** (2023). Panelist. Innovations in DBA programs: Nurturing future practitioner-scholars in an evolving business landscape. *Engaged Management Scholarship Annual Conference*, Calgary, Canada.

Boswell, S., **Pellegrini, E. K.**, & Eyssell, T. (2021). CEO narcissism and firm performance: Exploring moderated and curvilinear relationships. *Proceedings of the Southern Management Association Conference*. **Organizational Behavior Division Best Paper Award**.

Jordan, J. E., Jr. & **Pellegrini, E. K.** (2021). Talent retention: An empirical examination of a 21st century United States Department of Agriculture. [Academy of Management Proceedings](#).

Pellegrini, E. K. (2016). Panelist. LMX Research Incubator. *Academy of Management Meeting*.

Aygun, Z., Epitropaki, O., **Pellegrini, E. K.**, Scandura, T. A., Sharif, M., Sully de Luque, M., & Tomruk, L. (2016). International LMX Symposium. *Academy of Management Meeting*. **Finalist for the Emerald Best International Symposium Award**.

Morton, J. & **Pellegrini, E. K.** (2016). Trusting and feeling trusted: An examination of their unique relations with engagement and embeddedness. **Academy of Management Proceedings**.

Holmes, K.M., Pathak, S., & **Pellegrini, E. K.** (2016). Developing global leadership and collaboration skills online. *Focus on Technology and Teaching Conference*, St. Louis, Missouri.

Morton, J. & **Pellegrini, E. K.** (2014). Using a trust framework to examine job engagement in China. *International Conference on Multinational Business Management*, Nanjing, China.

Hawthorne, D. R. & **Pellegrini, E. K.** (2013). Mentors' perceptions of stressful mentoring relationships: A report on scale development. *Annual Mentoring Conference*, Albuquerque, NM.

Liberman, L. & **Pellegrini, E. K.** (2011). Effect of paternalism and delegation on job satisfaction and organizational commitment in Chile and the U.S. *Academy of International Business Meeting*.

Pellegrini, E. K. (2011). A cross-cultural examination of the impact of mentoring on job satisfaction. *Academy of Management Meeting*.

Havill, L. & **Pellegrini, E. K.** (2007). Is e-mentoring really mentoring? *Southern Management Association Meeting*.

Pellegrini, E. K. & Scandura, T. A. (2007). Paternalistic leadership: A review and agenda for future research. **Academy of Management Proceedings**. **Finalist for the International Management Division Best Paper Award**.

Pellegrini, E. K. & Scandura, T. A. (2006). An empirical investigation of paternalistic leadership and leader-member exchange (LMX) as complementary constructs in leadership research. *Academy of Management Meeting*.

Pellegrini, E. K. & Scandura, T. A. (2004). Leader-member exchange (LMX), paternalism and delegation in the Turkish business culture. *Academy of Management Meeting*.

Scandura, T. A. & **Pellegrini, E. K.** (2003). A multidimensional model of trust and LMX. *Proceedings of the Southern Management Association Meeting.*

Hamilton, B. A., **Pellegrini, E. K.**, & Williams, E. (2003). Race, sex and dysfunction: An empirical analysis of unexpected mentoring outcomes. *Academy of Management Meeting.*

Baugh, S.G., Scandura, T. A., **Pellegrini, E.K.** (2002). Effects of the mentor's position on protégé's perceptions of mentoring and attitudinal responses. *Academy of Management Meeting.*

SCHOLARLY AND EDITORIAL SERVICE

Journal Associate Editor

Engaged Management Review (2025-present)

Journal Editorial Board Membership

Engaged Management Review (2018- 2024)

MEDIA APPEARANCE/ INTERVIEWS

Pellegrini, E. K. (October 10, 2024) [Accreditation Matters: Elevating DBA Programs with Dr. Ekin Pellegrini](#). Interview with DBA Chronicles.

Pellegrini, E. K. et al. (October 11, 2023). [UMSL DBA on NPR StoryCorps](#).

Pellegrini, E. K. (2019). Doctor of Business Administration (DBA) & Chess Connection, *St. Louis Chess Club*, 29 March 2019 live during [U.S. Chess Championships](#).

Pellegrini, E. K. (2019). The UMSL DBA: Learning without limits (A. Skinner, Interviewer). *CEO Magazine*, Vol. 30, pp. 26-29.

Morton, J. & **Pellegrini, E. K.** (2015). Global talent hiring in St. Louis: Current challenges and recommendations to the region for retaining international students post-graduation.

Media Coverage:

Lloyd, T. (host). (Sep. 13, 2015). Report: Legal, cultural barriers make hiring international students a challenge in St. Louis [Radio broadcast episode]

Cohen, E. (Sep14, 2015). Global talent hiring: Retaining international students. *St. Louis Post Dispatch*.

UNIVERSITY OF MISSOURI- ST. LOUIS MEDIA MENTIONS

[UMSL's Online MBA program debuts in top 50 in US News rankings](#)

[New Doctor of Business Administration cohort features students with diverse professional backgrounds](#)

[Ekin Pellegrini has lofty goals as president of the Executive DBA Council](#)

[CEO Magazine recognizes UMSL's DBA program among world's best for seventh straight year](#)

[Ekin Pellegrini elected president of Executive DBA Council](#)

[CEO Magazine ranks UMSL's DBA program among world's best for fifth straight year](#)

[DBA students Emily Lane, Matthew Aplin-Houtz win recognition for paper highlighting communication challenges of remote work](#)

[UMSL BSBA students connect with Universidad Anáhuac México through COIL initiative](#)

[DBA research puts alumnus James E. Jordan Jr. on path to senior leadership at USDA](#)

[A new family tradition: The Pangs make up two generations of lifelong learners in the DBA program](#)

[Ekin Pellegrini represents UMSL DBA program on Executive DBA Council board](#)

[DBA program ranked among best in the world by CEO Magazine](#)

[Acclaimed DBA program transforming business leaders into practitioner-scholars](#)

[UMSL's new DBA program ranked in top 22 worldwide by CEO Magazine](#)

TEACHING PORTFOLIO

DBA	Managing Talent for Strategic Advantage
Ph.D.	Industrial/Organizational Psychology
Executive MBA	Organizational Behavior Management
MBA	Leadership in Organizations
International MBA	Motivation and Leadership in the Global Context Seinäjoki University of Applied Sciences, Seinäjoki, Finland (SS14)
	Leadership in the European Business Context University of Applied Sciences Aschaffenburg, Germany (SS13)
Undergraduate	Advanced Organizational Behavior Management
	International Management - Embedded <u>COIL</u> project in partnership with Universidad Anáhuac, Mexico
	Women in Leadership University of Applied Sciences Bremen, Germany (SS16)
	International Business University of Applied Sciences Bremen, Germany (SS15, SS17)
	Leadership in Organizations (OB 462) Washington University in St. Louis (SP22, SP23, SP24, SP25)
Guest Lecturer	Faculty Workshop: DBA leadership best practices University of Miami (SP25)
	Faculty Workshop: DBA teaching and advising best practices Prairie View A&M University (SS23)
	Cultural Awareness Universidad Anáhuac México (SP21)

Corporate

Express Scripts/CIGNA

Executive MBA [Organizational Behavior Management (2013- 2021)]

St. Louis Business Journal

BizWomen Annual Mentoring Event [Mentor (2016)]

Emerson

Emerson Women in Leadership Event [Speaker and Panelist (Cultural Intelligence) (2014)]

Caleres

Emerging Leaders Program [Executive Leadership Development (Monthly; 2010- 2012)]

TEACHING HONORS & AWARDS

Certificate of COIL Recognition for Internationalization of the Curricula United States-Mexico
Issued by the US Embassy in Mexico (2021)

The National Society of Leadership and Success Excellence in Teaching Award (2015)

Anheuser-Busch Excellence in Teaching Award (2014)

INDUSTRY EXPERIENCE

AstraZeneca Pharmaceuticals, Istanbul, Turkey

Human Resources Manager (during the merger between Astra and Zeneca) 1999- 2000

Led all environmental health and safety initiatives, market investigation and implementation of health insurance and personnel management IT systems, sales force fleet management, and management of all internal services (e.g., security, interoffice mail, cafeteria). Direct reports: 5

Pfizer Pharmaceuticals, Istanbul, Turkey

Internal Services and Facilities Manager 1998-1999

Led fleet management (e.g., purchasing, selling, insurance), market investigation and implementation of health insurance, up-keeping of the headquarters and all regional offices including rental contracts and payments, and internal services (e.g., infirmary, cafeteria, reception, security, etc). Direct reports: 21

Andersen Consulting (Accenture), Istanbul, Turkey

Human Resources Manager 1997- 1998

Led the implementation of all HR management tasks (e.g., people transfer from BP Oil, training and development, performance appraisal system, office management, etc.). Direct reports: 3

Transition Project Associate (reported to the office in Milan, Italy) 1996- 1997

Supported people transfer, office set-up, and finance management for the establishment of Andersen Consulting office in Istanbul.

Mobil Oil, Istanbul, Turkey

Intern, Legal Department (during the merger with BP Oil) 1996

INSTITUTIONAL SERVICE

University of Missouri System

Missouri Online Intercampus Digital Learning Partner Initiative Member (SP24)

Panelist, *Building (and Rebuilding) Trust*, University of Missouri System Administrative Leadership Development Program (SP21)

University of Missouri- St. Louis (abridged; 2010- present)

Faculty Policy Committee (2016- present)

Search Committee Member, E. Desmond Lee Endowed Professor in Entrepreneurship (SP25)

Session Leader (Work-Life Balance), Association for Women Faculty and Staff (SP24)

College of Business Dean Search Committee Member (FS23)

Graduate School 5-year Review Committee Member (FS23)

Search Committee Member, Director for Center for Entrepreneurship and Innovation (FS23)

Search Committee Member, Assistant Professor of Entrepreneurship (FS23)

Campus Task Force on Graduate Assistantship Policies (SS22- SP23)

Department of Sociology 5-year Review Committee (FS22)

UMSL Global 5-year Review Team Member (FS21)

Language & Cultural Studies 5-year Review Committee (FS18)

Pierre Laclède Honors College 5-year Review Committee (FS17)

Faculty Senate Member (2009-2017)

Faculty Senate Curriculum and Instruction Committee (2016-2017)

DBA Program Development *Ad Hoc* Committee Chair (2015-2017)

Faculty Team Leader; International Business Case Competition, St. Louis, MO (2013)

Business Programs Advisor; Gulf University of Science and Technology, Kuwait (2011)

DBA DISSERTATION CHAIR

Murray, M. (current). An Empirical Examination of Humble Leadership and Employee Career Adaptability

Prince, K. (2024). [It Can Be Lonely at the Top, But it Doesn't Have to Be: Workplace Loneliness as Experienced by Senior Leaders and Potential Coping Strategies](#)

Martin, R. (2024): [Under The Surface of Perfectionism: A Qualitative Examination of Perfectionism in Women Leaders.](#)

Lively, S. (2023): [Neurodiverse Perceptions of Inclusivity in the Workplace](#)

Jensen, C. (2022): [Veteran Leadership in the Civilian Workplace: A Qualitative Examination of Leadership Skill Adaptation](#)

Boswell, S. (2020): [An Examination of Optimal Level of CEO Narcissism: Why, How, and When Narcissism Impacts Firm Performance](#)

Jordan, J. (2020): [Talent Retention: An Empirical Examination of a 21st Century U.S. Federal Agency](#)

DBA DISSERTATION COMMITTEE MEMBER

Gill (*current*), Pang (2024), McWilliams (2023), Sanders (2023), Dr. Gangasingh (2022), Butler (2022), Wieck (2021), Holt (2021), Sansberry (2020)

PH.D. DISSERTATION CHAIR

Jennifer Morton (2018): “Intercultural Coworker Relationships (ICORs) in the Global Workplace: A Grounded Theory Study” <https://irl.umsl.edu/dissertation/801>

Daniel Hawthorne (2016): “What About the Wizard?: Stress Effects of Being a Mentor”.
<https://irl.umsl.edu/dissertation/106>

PH.D. DISSERTATION COMMITTEE MEMBER

Lynch (2019), Perry (2015), Spilker (2014), Havill, (2013), Cunningham (2010), Bellmer (2007)

REGIONAL COMMUNITY IMPACT

St. Louis Forum *membership by invitation*

Board of Directors (2022-present), Membership Chair (2022- present), Strategic Planning Committee (2021- 2022)

Board Member, International Institute of St. Louis (2025- present)

Co-Founder, Immigrant Professional Women's Network in STL (2022- present)

Human Relations Commissioner, St. Louis County Executive Office (2021- present)

St. Louis Chess Club and World Chess Hall of Fame (Strategy Across the Board Committee, 2017-2019)

Dewey International Studies Elementary Magnet School (Volunteer Math Tutor, 2017- 2021)

PROFESSIONAL AFFILIATIONS

Academy of Management

Southern Management Association

Society for Industrial and Organizational Psychology

References available upon request.