

**Name** Lee-Anne Cassandra Johennesse  
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**Nationality** South African  
**Current job** Assistant Professor



### Education

- Ph.D. - Business and Management, Southern Taiwan University of Science and Technology, Taiwan (2015-2021)  
Dissertation: Board Characteristics, Ownership Structures and Firm R&D Intensity
- Master of Business Administration, Providence University, Taiwan 2012/9/1 - 2014/6/1  
Dissertation: Employee Perceptions of Talent Management Effectiveness on Retention in Taiwan

### Academic Experience

- Assistant Professor, Department of International Business, **Southern Taiwan University of Science and Technology**, (2023 – current)
- Assistant Professor, Department of Business Administration, **CTBC Business School**, (2021 – 2023)
- Lecturer, Department of Finance, **Southern Taiwan University of Science and Technology**, (2015-2021)
- Lecturer, University of Paris-Est Créteil (UPEC Summer Program) in collaboration with the **College of Business, Southern Taiwan University of Science and Technology** (2016, 2017, 2018 & 2019)

### Academic Achievements:

- Invitation to teach a Fintech Course at Universiti Tunku Abdul Rahman (UTAR University, Malaysia), (2022)
- Invitation to be a Commentator at 4th International Research Symposium, 10/2022, Prince of Songkla University, Thailand

**International Journal (Panel Reviewer):** Business Process Management Journal [Scopus and SSCI indexed]

**International Book-Chapter Reviewer:** "Digital Technologies for a Resource Efficient Economy." – IGI Global

**MBA Program and PhD Program Academic and Thesis Advisor:** (2022-current)

**Committee Member:** AACSB Accreditation for CTBC Business School (2021-2023)

### Teaching & Research areas

- Area of Specialty
  - Organizational Management
  - Strategic Innovation
  - Sustainable Development
  - Gender Equality

## **Publications**

### **Book Chapter**

Ghalih, M. Chang, C.-H. Johnnesse, L.-AC (2024) *Sustainable Development Goals (SDGs), Halal Supply Chain Management, and the Role of ESG in Promoting Ethical and Eco-Friendly Practices*. Digital Technologies for a Resource Efficient Economy, 2024, pp. 228–255 (SCOPUS)

### **Journal Papers:**

1. Lee-Anne Johnnesse, (2024). Emotional Intelligence and Job Satisfaction in tertiary Education: The Case of University Lecturers in Taiwan, Journal: *Organizational Psychology*, Vol. 14, No. 1, P. 30–54. (ESCI & SCOPUS)
2. Lee-Anne Johnnesse, Gareth Pressley (2022). The Influence of Emotional Intelligence in the Workplace Environment: A Literature Review, *International Journal of Social Science and Education Research Studies*, Vol. 2, Issue 11
3. Lee-Anne C Johnnesse, I Gusti Agung Musa Budidarma (2022) *Corporate Governance and R&D Strategic Decision Making*. East Asian Journal of Multidisciplinary Research (EAJMR), Vol.1, No.3: 239-260
4. Lee-Anne C Johnnesse, I Gusti Agung Musa Budidarma (2022) *Board characteristics and Bank Performance: Which factor is more important?* Indonesian Journal of Business Analytics, Vol.2, No.1: 1-12
5. Chou, T.K. and L. Johnnesse, (2021) *Board Characteristics, Ownership Structures and Firm R&D Intensity*. Accounting Journal, Vol 7 (3) [SCOPUS]
6. Lee-Anne Johnnesse and Chou, T.K. (2017). *Employee Perceptions of Talent Management Effectiveness on Retention*. Global Business and Management Research. Vol. 9, (3). [Econlit]
7. Chou, T.K. and Lee-Anne Johnnesse, (2017) *Board Composition and Gender Diversity: A Comparative between African, Asian and Oceanian Stock Exchange Federation Boardrooms*. International Journal of Research in Commerce & Management, Vol 8, (5).

### **Conference Papers:**

1. Lee-Anne C. Johnnesse, Muhammad Ghalih (2024) Generative AI and student mental health: enhancing well-being in higher education through holistic education approaches, smart innovation and knowledge management. Southern Federal University-Academy of Psychology and Pedagogy, 5th International Conference "Personality in Culture and Education: Psychological Support, Development, Socialization", December 12-13, 2024, Rostov-on-Don, Russia)
2. Lee-Anne C. Johnnesse, Muhammad Ghalih (2024), Overcoming challenges of Generative AI in Higher Education: Frameworks for transforming teaching pedagogy and student learning experiences, Southern Taiwan University of Science and Technology, 20th International Conference on Knowledge based Economy and Global Management. Tainan, Taiwan
3. Vunyiwe Dlamini, Lee-Anne C. Johnnesse, Emilie S. Le Caous, Maria Celine D. Villanueva, (2024), The impact of voluntary gender inclusion policy on firm performance – a Taiwanese perspective, Southern Taiwan University of Science and Technology, 20th International Conference on Knowledge based Economy and Global Management. Tainan, Taiwan
4. Anna Maria Thim, Lee-Anne C. Johnnesse (2024), Sustainable Development and Global Competitiveness: Insights from a comprehensive Bibliometric Analysis, Southern Taiwan University of Science and Technology, 20th International Conference on Knowledge based Economy and Global Management. Tainan, Taiwan
5. Selina Nadjana Gaiser, Lee-Anne C. Johnnesse (2024), Strategic management in urban planning: a Taiwanese perspective on advancing sustainable development goals, Southern Taiwan University of Science and Technology, 20th International Conference on Knowledge based Economy and Global Management. Tainan, Taiwan
6. Chun-Kuan, Lee, Lee-Anne C. Johnnesse (2024) *Integration of Generative AI in Taiwanese Universities: An Examination of Current Strategies, Challenges, and Future Directions*, 6th Indonesian scholar Scientific Summit-Higher Education

Transformation: Maximize Utilization and Impact of Artificial Intelligence. Tainan, Taiwan.

7. Lee-Anne C. Johennesse , Febriyanti Rukamana , Maria Celine Villanueva (2024) *Exploring the Ethical and Practical Landscape: Strategies for Integrating Generative AI in Higher Education*, 6th Indonesian scholar Scientific Summit (“Higher Education Transformation: Maximize Utilization and Impact of Artificial Intelligence. Tainan, Taiwan.
8. Lee-Anne C. Johennesse and Muhammad Ghalih, (2024), *Transforming Mental Health in Higher Education: The Role of Generative AI Technologies*, 6th Indonesian scholar Scientific Summit (“Higher Education Transformation: Maximize Utilization and Impact of Artificial Intelligence. Tainan, Taiwan.
9. Lee-Anne C. Johennesse (2023), *Harnessing knowledge management and Higher Education's transformative role in advancing gender equality from classroom to boardroom*, Southern Taiwan University of Science and Technology, 19th International Conference on Knowledge based Economy and Global Management. Tainan, Taiwan
10. Lee-Anne C. Johennesse, Emilie S. Le Caous, (2023), *Leveraging AI to democratize Higher Education and advance knowledge management*, Southern Taiwan University of Science and Technology, 19th International Conference on Knowledge Based Economy and Global Management. Tainan, Taiwan
11. Lee-Anne C. Johennesse, Maria Celine D. Villanueva, (2023), *Board Gender Diversity and R&D Decision Making*, global perspectives and insights from Taiwan, Southern Taiwan University of Science and Technology, 19th International Conference on Knowledge Based Economy and Global Management. Tainan, Taiwan
12. M.C. Villanueva, L. Johennesse and I Gusti Agung Musa Budidarma (2023) *Gender Equality, Board Mechanisms and R&D. 2023 Management Performance and Strategy Seminar*. Organized by: Department of Finance and Research Institute-Chinese Culture University, CTBC Business School, Taiwan Society of Artificial Intelligence and Blockchain Application, Taiwan Institute of Financial Management and Evaluation. Taiwan
13. T. K. Chou and L. Johennesse (2018), *Gender Diversity and Critical Mass in the Boardroom*, International Conference on Interdisciplinary Research Methodology and Innovation, Kuala Lumpur, Malaysia
14. T. K. Chou and L. Johennesse (2017), *Employee Management Strategies in Taiwan*, 13<sup>th</sup> International Conference On Knowledge-Based Economy and Global Management, College of Business, Southern Taiwan University of Science and Technology, Taiwan.
15. T. K. Chou and L. Johennesse (2017), *Employee Talent and Performance Management*, Department of Finance Conference, Southern Taiwan University of Science and Technology, Taiwan.
16. T. K. Chou and L. Johennesse (2017), *Board of Director attributes and R&D Strategic Decision Making*, International Conference on development in Social Sciences, Business and Management, Kuala Lumpur, Malaysia
17. T. K. Chou and L. Johennesse (2016), *Board of Director attributes and R&D Strategic Decision Making*, 12th International Conference On Knowledge-Based Economy and Global Management, College of Business, Southern Taiwan University of Science and Technology, Taiwan.

### **Professional Certifications**

- Certificate in Management Practice, University of Cape Town, South Africa (2011)
- Certificate in Organizations and Systems Development, Gestalt Institute, South Africa (2010)
- Certificate in Executive Coaching, Henley Management College in Association with BMC Global (2007)
- Johannesburg Stock Exchange Board Examinations, University of Witwatersrand, South Africa (2001)
- Certificate in Compliance and Securities Trading, Johannesburg Stock Exchange (2000)
- Certificate in Markets, Securities and Bonds, Securities Institute, London (1999)
- Certificate in Financial Management, Damelin Management College, South Africa (1998)

## **Professional Organizational Experience (1996-2011)**

### **\*Management Consultancy Firm Managing Partner (2002-2011)**

#### *Key Responsibilities:*

- Strategy and Management Consulting
- Business development
- Key Client Relationship Management
- Lead Project Manager in the Fundamental Rebuild and Turnaround Transformations of large scale South African Businesses (project development, organizing, managing, coaching and leading large scale teams)
- Lead design, development and facilitation of Intellectual Property for Leadership Development including the research, design and implementation of Coaching, Mentoring and training programs
- Executive Coach: 1 on 1 Business Coaching & Team Coaching

### **\*Stock Broking, Equity Management member firm of the Johannesburg Stock Exchange in South Africa (1995-2001)**

#### **Career Achievements:**

\*When I graduated and completed the regulatory Registered Persons Board Exam (RPE), provided by the South African Institute of Financial Markets (SAIFM), and my completion of the Associate Degree Program - University of Witwatersrand in South Africa - *I was “the youngest person, the youngest woman and the youngest person of color” in the history of South Africa to qualify as a Stock Broker in the history of the Johannesburg Stock Exchange, and I was also the youngest person and the youngest female and the youngest person of color to be appointed to the Board of Directors of a Stock Broking Firm (1998)*

Key Responsibilities: •Compliance Officer, •Head of Graduate Training Program, •EXCO, Executive Committee Senior Member