

**Charleata Battle, D.B.A., M.B.A.**

Assistant Professor, Management, Healthcare Management

LinkedIn: <https://linkedin.com/in/charbattle> | Merit Page: <https://meritpages.com/CharleataBattle>

**EDUCATION**

**Georgia State University, J. Mack Robinson College of Business, Atlanta, GA**

Doctorate in Business Administration, May 2022

Dissertation: Healthcare Innovation Absenteeism: The Rise of Physician Entrepreneurs & Medical Startups. <https://doi.org/10.57709/28547929>

Committee: Dr. J.J. Hsieh, (Chair), Dr. Likoebe M. Maruping, and Dr. Aaron M. Baird

**Georgia State University, J. Mack Robinson College of Business, Atlanta, GA**

Master of Business Administration, MBA, May 2012

**American Intercontinental University, Atlanta, GA**

Bachelor of Business Administration, BBA, 2006

**PUBLICATIONS**

*Publications in Peer-Reviewed Journals*

Howell, P., Aryal, A., & Battle, C. (2024). Examining the impact of a quasi-virtual internship on undergraduate career preparedness and team dynamics. *Journal of Research in Innovative Teaching & Learning*. Doi: <https://doi.org/10.1108/JRIT-04-2024-0092>

- Research Focus: Career Preparedness and Societal Impacts

*Articles Under Review in Peer-Reviewed Journals*

Battle, C. (2025). “Beyond Clinical Practice: Career Transitions and Non-Clinical Pathways Among U.S. Healthcare Workers” *Submitted manuscript* (Manuscript ID 2475474). Department of Management, California State University, Los Angeles, CA, USA.

- Research Focus: Healthcare, Healthcare Management, Healthcare Workforce, Medical Entrepreneurship, Healthcare Policy, and Societal Impacts

Williams, C., Battle, C., Chou, W., & Cobbina, A. (2025a). “Trends in Prenatal Care: The Need for Greater Equity in Prenatal Care Access for Women of Color.” *Submitted manuscript*. (AJPH-202548407).

- Research Focus: Maternal Health, Maternal Mortality, DEI, & Societal Impacts  
Department of Management, California State University, Los Angeles, CA, USA.

Howell, P., Aryal, A., & Battle, C. (2025). “More than just teaching: Assessing societal impact using sustainable development goal 8—decent work and economic growth.” *Submitted manuscript*. (Manuscript #2409100). Department of Management, California State University, Los Angeles, CA, USA.

- Research Focus: AACSB Accreditation, UN Sustainable Development Goals, Educational Assessment and Quality Metrics, Societal Impacts

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*Works In Progress*

Battle, C., & Dhanaraj, C. (2025a). “*PRIMO Health (Part A)*.” Department of Management, California State University, Los Angeles, CA, USA. IRB Approval #H22005.

Battle, C., & Dhanaraj, C. (2025b). “*PRIMO Health (Part B)*.” Department of Management, California State University, Los Angeles, CA, USA. IRB Approval #H22005.

Williams, C., Battle, C., Chou, W., & Cobbina, A. (2025b). “Maternal mortality: Trends in health equity in North Carolina.” Department of Management, California State University, Los Angeles, CA, USA.

*Peer-Reviewed Conference Proceedings, Presentations, & Invited Talks*

Battle, C. (2024b). “Deciphering The Relationships of Co-Creation: Author, Reviewer, And Editor Roles in Peer Reviews.” Submission #10096, Session #350. *Proceedings of the 84th Annual Meeting of the Academy of Management*. Chicago, IL, USA.  
<https://aom2024.eventscribe.net/searchGlobal.asp>

Battle, C. (2024c). “Addressing Equity, Diversity, And Inclusion, Justice & Reconciliation: A Doctoral Student Perspective II.” HCM Emerging Scholars Consortium Part 1 (#21638), Session #21. *Proceedings of the 84th Annual Meeting of the Academy of Management*. Chicago, IL, USA. <https://aom2024.eventscribe.net/searchGlobal.asp>

Battle, C. (2022a). “Undeterred By Lions, Tigers, Or Bears: Physician Entrepreneurs Have Secret Weapons for Innovative Healthcare Delivery.” *Proceedings of the 82nd Annual Meeting of the Academy of Management: Creating a better world together; Research in R&D management: Past experiences and future trends*. Seattle, WA, USA.

Battle, C. (2022b). “Doctorpreneurs: The Rise of Medical Startups.” *Proceedings of the 2022 Georgia Gwinnett College Teaching, Learning, and Research Symposium*. Georgia Gwinnett College Teaching, Learning, and Research Symposium, co-hosted by the Business, Economic, & Applied Research Center and the Center for Teaching Excellence, Lawrenceville, GA, USA.

Battle, C. (2022c). “Pharmaceutical Expansion into Emerging Markets: Czech Republic.” *Proceedings of the 2022 Georgia Gwinnett College Teaching, Learning, and Research Symposium*. Georgia Gwinnett College Teaching, Learning, and Research Symposium, co-hosted by the Business, Economic, & Applied Research Center and the Center for Teaching Excellence, Lawrenceville, GA, USA.

Battle, C., (2022d). “Navigating Institutional Voids and Institutional Structures In Emerging Markets.” *Proceedings of the 2022 Georgia Gwinnett College Teaching, Learning, and Research Symposium*. Georgia Gwinnett College Teaching, Learning, and Research Symposium, co-hosted by the Business, Economic, & Applied Research Center and the Center for Teaching Excellence, Lawrenceville, GA, USA.

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Battle, C. (2021a). "Physician Entrepreneurship: Understanding Medical Startups from Ideation, Innovation To IPO." *Proceedings of the Eleventh International Conference on Engaged Management Scholarship-EMS 2021*. Miami, FL, USA. <https://ssrn.com/abstract=3944730>

Battle, C. (2021b). "Physician Entrepreneurship." *Paper development workshop, Session #13, Doctoral Consortium, The Conference on Engaged Management Scholarship*. Florida International University, Miami, FL, USA.

Battle, C. (2021c). "Physician Entrepreneurship: Understanding Medical Startups from Ideation, Innovation, To IPO." *Paper development workshop, Session #14, The Conference on Engaged Management Scholarship*. Florida International University, Miami, FL, USA.

Battle, C. (2021d). "Navigating Qualitative Dissertations: Physician Entrepreneurship: Understanding Medical Startups from Ideation, Innovation, To IPO." *Paper development workshop, Session #7.2 - Institutions, markets, and financial considerations, 81st Annual Meeting of the Academy of Management*. Virtual.

*Conference Presentations*

Battle, C., & Williams, C. (2024). "Unveiling Disparities in Reproductive and Perinatal Epidemiology Among Black Women in The United States." *Proceedings of the 2024 World Congress of Epidemiology*. Cape Town, South Africa.

Battle, C. (2023). "Healthcare Innovation, Change, And Entrepreneurship During the Waves of the COVID-19 Pandemic: Healthcare Workforce Transition." *ECP Session #3 . Proceedings of the 2024 American Public Health Association Conference*. Atlanta, GA, USA. <https://apha.confex.com/apha/2023/meetingapp.cgi/Session/68951>

*Invited Talks*

Battle, C. (2024). "Addressing Equity, Diversity, Inclusion, Justice, & Reconciliation: A Doctoral Student Perspective, Part II." *Proceedings of the 84th Annual Meeting of The Academy of Management, Putting the Worker Front and Center*. Early Career Consortium. Chicago, IL USA.

Battle, C. (2023). "Addressing Equity, Diversity, Inclusion, Justice, & Reconciliation: A Doctoral Student Perspective." *Proceedings of the 83rd Annual Meeting of The Academy of Management, Putting the Worker Front and Center*. Early Career Consortium. Boston, MA USA.

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**HONORS & AWARDS**

- 2024. Certificate of Nomination for the *Selection to the Ballot* for the 2025 ACHE Southern California Board for Chair of Outreach.
- 2024. Certificate of Appreciation, *American Public Health Association*. Reviewer for the Health Administration Program, APHA 2024 Annual Meeting & Expo.
- 2024. Certificate of Appreciation, *American Public Health Association*. Reviewer for the Early-Career Professional Program, APHA 2024 Annual Meeting & Expo.
- 2024. Certificate of Appreciation, *American Public Health Association*. Reviewer for the Mental Health Program, APHA 2024 Annual Meeting & Expo.
- 2024. Certificate of Nomination for Outstanding Dissertation, *J. Mack Robinson College of Business, Georgia State University*. DBA Impact XV.
- 2023. Co-Advisor, 1st Place Team, *ACHE of Southern California College Bowl*. Graduate Case Competition, Master of Healthcare Management (MS HCM).
- 2022. Inductee, *Beta Gamma Sigma*. The International Business Honor Society.

<b>Table 1. Directed Student Learning: Capstone Research Projects, N=63</b>							
<b>Fall 2024</b>		<b>Spring 2024</b>		<b>Spring 2023</b>		<b>Fall 2023</b>	
<i>Student</i>	<i>Group</i>	<i>Student</i>	<i>Group</i>	<i>Student</i>	<i>Group</i>	<i>Individual</i>	<i>Group</i>
1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4
5		5		5		5	5
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**SCHOLARLY LEADERSHIP & MEMBERSHIP**

*Vice Chair & Co-Chair Roles*

- 2025. Vice Chair, Academic Affairs, American College of Healthcare Executives (ACHE), Southern California Chapter,
- 2025. Co-Chair. Healthcare Management DIG, Diversity, Equity, & Inclusion Committee. 84<sup>th</sup> Annual Meeting of The Academy of Management. Innovating for the Future..
- 2023. Co-Chair. Diversity, Equity, & Inclusion Task Force, The Academy of Management, Healthcare Management DIG..

*Professional Development Workshop Chair and Moderator*

- August 2024. Moderator. Paper Development Session #350: Deciphering the Relationships of Co-Creation: Author, Reviewer, and Editor Roles in Peer Reviews. 84<sup>th</sup> Annual Meeting of The Academy of Management: Innovating for the Future.
- August 2023. Moderator. Paper Session #2150: Don't Let Me Down (Session 2): Adoption of Novel Management Practices and Delivery Systems. 83<sup>rd</sup> Annual Meeting of The Academy of Management: Putting the Worker Front and Center.
- August 2023. Professional Development Workshop Chair and Session Moderator. 83<sup>rd</sup> Annual Meeting of The Academy of Management, Putting the Worker Front and Center. Early Career Consortium for the PDW titled: Don't Let Me Down (Session 2): Adoption of Novel Management Practices and Delivery Systems..
- August 2022. Professional Development Workshop Chair and Session Moderator. 82<sup>nd</sup> Annual Meeting of The Academy of Management. Seattle, WA, USA. Teaching and Learning Conference. Session #886: What Lessons did the pandemic teach us on enhancing students' engagement in a/synchronous spaces.

*Associate Editor*

- 2024. Associate Editor, Healthcare Management DIG. 84<sup>th</sup> Annual Meeting of The Academy of Management. Innovating for the Future. Chicago, IL, USA.

*Peer Reviewer/Referee*

- 2024. APHA Annual Meeting & Expo. Minneapolis, MN, USA.
- 2024. 84<sup>th</sup> Annual Meeting of the Academy of Management. Chicago, IL, USA.
- 2023. APHA Annual Meeting & Expo. Atlanta, GA, USA.
- 2023. 83<sup>rd</sup> Annual Meeting of The Academy of Management. Boston, MA, USA.
- 2022. 82<sup>nd</sup> Annual Meeting of The Academy of Management. Seattle, WA, USA.
- 2021. 81<sup>st</sup> Annual Meeting of The Academy of Management. Virtual.

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### *Professional Memberships*

- The Academy of Management: Healthcare Management, Entrepreneurship, & Research Methods Division Interest Groups
- American College of Healthcare Executives , Southern California (ACHE SoCal)
- American College of Healthcare Executives, Higher Education Network
- American Public Health Association: Health Administration & Health Informatics and Information Technology Community
- Beta Gamma Sigma, The International Business Honor Society (BGS)
- Georgia State University Alumni Association, Lifetime Member
- International Epidemiological Association (IEA)
- The Executive Doctorate in Business Administration Council (EDBAC)

### *Service to the University*

- 2024. CSULA. Graduation 2024, Supporting Faculty
- 2023. CSULA. Graduation, Assistant Hooder (Alternate)
- 2022 - Present. CSULA. College of Business & Economics Assessment Committee
- 2022 - Present. CSULA. President's Ad Hoc Advisory Committee on Honorary Degrees.
- 2023 - Present. CSULA. Coordinator, Recruitment & Retention Task Force
- 2022 - Present. CSULA. Senator, Academic Senate, 5-Year term appointment.
- 2022 - Present. CSULA. All Grad Council, College of Business and Economics.
- 2022 - Present. CSULA. Dean's Enrollment Task Force, College of Business and Economics.
- 2018 - 2023. MSM. Pre-Clinical Curriculum Education Committee.
- 2018 - 2023. MSM. Faculty Council and Curriculum Education Committee.
- 2018 - 2023. MSM. Southern Association of Colleges and Schools Commission on Colleges
- 2018 - 2023. MSM. Reaccreditation Committee: Liaison Committee on Medical Education
- 2018 - 2023. MSM. AAMC Employee Engagement Task Force
- 2018 - 2023. MSM. Advisory Committee: Research Initiative for Scientific Enhancement (RISE)

### **TEACHING EXPERIENCE**

- 2023 - Present. Certified Instructor, Virtual - Mental Health First Aid
- 2022 - Present. TT, Assistant Professor, Management, Healthcare, California State University, LA.
- 2022 - Present. Certified, Adult Mental Health First Aid.
- 2021 - 2021. Master Teaching Certification, Robinson College of Business, Georgia State University.
- 2000 - 2011. Georgia Pre-License Real Estate Instructor, Better Homes & Gardens.
- 2000 - 2011. Georgia Pre-License Real Estate Instructor, Metro Brokers Academy of Real Estate.
- 2000 - 2011. Georgia Pre-License Real Estate Instructor, Barney Fletcher Schools.

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*Courses Taught: Master of Science Degree in Healthcare Administration*

- MGMT 5995: Healthcare Strategy, Innovation, and Change. Capstone course for MS HCM, 6 units.
- MGMT 5320: Healthcare Leadership & Talent Management. Elective course, 3 units.
- MGMT 5300: Managing Healthcare Organizations. Core course for MS HCM, 3 units
- MGMT 4300: Leadership and Management in Healthcare Environments. Elective course, 3 units.
- BUS 3050: Business Communications. Core course for BS BA Healthcare Administration, 3 units.

*Courses Taught: Georgia Pre-license Salesperson/Broker*

- Salesperson Pre-License, 75 units.
- Broker Pre-License, 75 units.
- Advanced Topics for New Agents, 25 units.
- Finance and Settlement Procedures, 25 units.
- Georgia Post-Licensing for Real Estate Salesperson, 25 units.
- 36-Hour Continuing Education, Course Package, 36 units.
- 18-Hour Continuing Education, Course Package, 18 units.
- 12-Hour Continuing Education, Course Package, 12 units.
- Understanding Closing Statements, 9 units.
- Commercial Sales and Exchanges, 6 units.
- Georgia License Law and Rules, 6 units.
- Property Valuation: Sales Comparison Approach, 6 units.
- Methods of Real Estate Finance, 6 units.
- Writing Contracts, 6 units.
- Real Estate Contracts, 4 units.
- ADA and Fair Housing, 3 units.
- Ethics in Real Estate: NAR Code of Ethics, 3 units.
- Real Estate Disclosures: Buyer and Seller, 3 units.

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**PROFESSIONAL EXPERIENCE**

**California State University, LA, Los Angeles, CA**

2022 to Present

*Assistant Professor (TT)*

- Directed student learning - thesis advisement for 63 student projects in the Master of Science in Healthcare Administration capstone course.
- Demonstrated scholarly productivity through published peer-reviewed manuscripts and articles.
- Delivered high-quality instruction for core and capstone courses in the Master of Science in Healthcare Administration program at the graduate level.
- Taught MGMT 5995: Healthcare Strategy, Innovation, and Change, the MS HCM capstone course. Taught in Fall 2024, Spring 2024, Fall 2023, and Spring 2023, with classes held twice weekly. The course emphasized strategic healthcare management, innovation, and change, covering internal and external strategies to prepare graduating students for clinical administrative roles.
- Taught MGMT 5300: Managing Healthcare Organizations across two sections in Fall 2024, Fall 2023, Spring 2023, and Fall 2022. The course emphasized management processes, functions, and concepts tailored to healthcare organizations, addressing leadership, organizational issues, and effective healthcare service practices.
- Taught MGMT 5230: Healthcare Leadership and Talent Management in Spring 2024, Spring 2023, and Fall 2022. This course centered on leadership in healthcare and human resources management within healthcare organizations. Key focuses included developing leadership skills, managing people, and navigating change in healthcare settings. Topics covered strategic human resource planning, staffing, training and development, compensation, labor relations, and other critical aspects of talent management in healthcare.
- Taught MGMT 4300: Leadership and Management in Healthcare Environments in Fall 2024 and Spring 2024. This course focused on management functions and leadership processes within healthcare organizations, providing a thorough examination of managerial skills and organizational practices essential for effective performance.
- Taught BUS 3050: Business Communications in Fall 2023. This course emphasized essential principles of business communications, focusing on clear and accurate written communication and dynamic business presentations as crucial tools for effective business decision-making.

**California State University, LA, Los Angeles, CA**

2023 to Present

*Coordinator, College of Business and Economics Recruitment & Retention Task Force*

- Chaired the College of Business & Economics Recruitment and Retention Task Force.
- Identified, planned, implemented, and tracked student recruitment and retention events on campus and the surrounding communities.
- Collaborated with existing college programs (VITA, Financial Fitness, etc.) to enhance recruitment and retention efforts.
- Provided an annual report on recruitment and retention efforts and outcomes with department chairs, faculty, executive administrators, and external partners to create academic pathways.

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California State University, LA, Los Angeles, CA 2022 to Present

*Healthcare Management Graduate Student Services Coordinator*

- Faculty Advisor. Advised graduate students to create graduation roadmap plans, course substitutions, course evaluation, and course and career guidance.
- Coordinated with graduate recruiters and advisors on transactional advising processes such as graduation check and the GS-10, Application for Advancement to Candidacy form.
- Participated in and delivered presentations during graduate information sessions.
- Reviewed and approved graduate applications promptly using the WebAdMIT technology tool to admit students into the MS HCM degree program.

**Char Battle, Inc.**, Los Angeles, CA

2014 to present

*Chief Executive Officer*

- Directed the delivery of healthcare strategic management consulting, policy, procedures, business, and process improvement data analysis.
- Designed, developed, and implanted manageable financial and technology solutions to maximize client sales, operations, and advance market position.
- Expanded technology market share in Georgia & North Carolina.

**Morehouse School of Medicine & Morehouse Healthcare**, Atlanta, GA

2018 to 2021

*Director, Information Technology Customer Service*

- Directed the enterprise information technology, 10-person, ITIL customer engagement team to enhance healthcare delivery, management, and operations for Morehouse Healthcare at five locations and the academic medical centers.
- Managed healthcare technology strategies, recruitment, engagement, and performance, including financial oversight of health information technology budgets and systems for NIH research, finance, and data analytics initiatives.
- Advised executive leadership, faculty, and board of directors on business-critical healthcare and educational technology systems, technology strategies, and policies.
- Represented Morehouse School of Medicine and Morehouse Healthcare on the 2020-2021 SACSCOC and LCME | Policy Reviewer, First Reviewer, First Writer, and Second Reviewer.
- Completed Graduate Medication Education, Pre-clinical Curriculum Course Review: Microbiology & Immunology.

**Atlanta Housing**, Atlanta, GA

2016-2018

*Information Technology Operations Manager*

- Delivered efficient information technology solutions and financial management across enterprise applications, infrastructure, and client services.
- Contracted organizational portfolio of 136 information technology supplier contracts for hardware, software, license and maintenance agreements, middleware, and telecom.
- Delivered multiple project management projects through Agile Scrum Certified Scrum Master, Product Owner, and Certified Scrum Professional.

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**Atlanta Housing**, Atlanta, GA 2015 - 2016

*Senior Business Solutions Analyst*

- Performed data quality analysis, population metrics and financial variance analysis.
- Analyzed organizational data, coordinated stakeholder software needs, to support organizational growth and information technology through Agile Scrum methodology.
- Developed strategic relationships with project managers, development teams, to deliver technology solutions, produced written reports, software products as Certified Scrum Master and Product Owner.

**Georgia State University**, Atlanta, GA

2014-2015

*Program Development Officer, Employee Engagement Specialist*

- Developed campus-wide workforce training curriculum to reduce employee turnover.
- Directed strategic employee ethics and engagement programs through the office of human resources, diversity, and inclusion programs.
- Delivered new employee technical training, orientation, ethics, diversity, and inclusion.

**Georgia State University**, Confucius Institute, Atlanta, GA

2011-2014

*Associate to Director*

- Systematized budget and financial strategies that contributed to earning the 2012 Confucius Institute of the Year.
- Co-directed and managed budgets and public training programs, co-authored institutional policies, and procedures for international language study.
- Co-created initiatives for language & culture programs, study abroad trips, and events.

**Chandler Scott International.**, Alpharetta, GA

2000-2011

*Licensed Real Estate Broker, Owner, Licensed Instructor*

- Taught real estate pre-license and post-license courses: Better Homes & Gardens, Metro Brokers & Barney Fletcher.
- Oversaw business policy formulation, technical operations management, sales demand forecasting, and inventory oversight.
- Managed the recruitment of sales agents, brokerage contracts, financing, and marketing.