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**Lauren Pinkston, Ph.D.**  
**Instructor**  
**College of Business: Management, Entrepreneurship & Marketing**  
**Lipscomb University**  
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### **Academic Background**

Ph.D. Clemson.

Ph.D. Clemson University.

B.S. Freed-Hardeman University.

### **Certifications**

Personal Coaching Certificate, 2021, Nashville, TN.

### **WORK EXPERIENCE:**

#### **Academic Experience**

Assistant Professor of Business as Mission, Lipscomb University (January, 2020 - Present), Nashville, Tennessee. >Taught the following courses:

- ENT2503 Intro to Business
- BA3803 Business Ethics
- MA3503 Leading and Managing People

>Met with students regularly about their future vocational path.

>Guest lectured in a variety of other courses.

>Served on the Respect Leads: Diversity and Inclusion committee

#### **Non-Academic Experience**

##### **National**

Executive Director, Kindred Exchange (2020 - Present), Nashville, United States of America.

- Founded and currently direct the operations for a NPO designed to consult for businesses, churches, other NPOs, and mission departments, developing their varying approaches to missional engagement in order to support sustainable and authentic cross-cultural practices.
- Secured strategic relationships with missional business in 5 locations around the globe.
- Developed curriculum for a Summer 2021 conference in coordination with Lipscomb Missions in the College of Bible and Ministry.
- Coordinated legal paperwork.
- Led team of 6 through weekly tasks related to a mercantile, consulting, and written copy related to our mission.

##### **International**

Consultant, Urban Cotton (2018 - 2019), Vientiane, Lao.

- Coached a Lao business startup through the entire phase of business modeling and startup launch
- Held weekly training sessions in my home to develop technical skills of artisans learning macrame, needlepoint, and woodworking
- Coached artisans on quality control, Western values in product development, and design aesthetics
- Coordinated the negotiation of a storefront
- Raised \$15,000 to renovate the storefront and invest in inventory
- Engaged two teams of Americans to assist in the renovation

- Supported Lao business owner through legal registration
- Consulted with Lao business owner on product pricing, design, and merchandising
- Trained Lao team on Pinterest literacy, important English language technicalities within the textile industry, and POS skills
- Coordinated branding and marketing deliverables
- Developed strategic partnerships with artisans in 3 different Lao cities (traveled to these locations and built relationships with artisans to develop the quality of their products and coordinate a supply chain model)
- Utilized connections within the foreign community to generate enthusiasm for the new business
- Hosted Christmas open house in my home

Independent Business Development Consultant, Self-employed (2016 - 2019), Vientiane, Lao.

- Met with businesses to develop models for sustainable impact
1. Lao Coffee Farm (foreign investment business)
  2. Lao single mother developing an in-home cooking business
  3. Lao organic farm
  4. Group of foreign NGOs with social enterprise interests
  5. Uganda beading circle
  6. Uganda retail storefront (foreign investment business)

Marketing Director, Common Grounds Cafe (2016 - 2018), Vientiane, Lao.

- Led rebrand of coffee shop, including logo, interior design, storytelling, and menu
- Led professional development activities for cafe staff
- Directed social media management and online reviews through TripAdvisor
- Coordinated cafe expansion into second location
- Taught English language skills when appropriate, as well as important topics of Western culture as the cafe target a foreigner population

Director, Interwoven (2015 - 2018), Vientiane, Lao.

- Developed a vocation training program for young women ages 12-22 who were in safe houses and rehabilitating after experiencing sexual exploitation.
- Renovated and opened two store fronts.
- Designed products for market.
- Solidified supply chain for raw materials.
- Networked with donors in Canada, US, UK, and Australia.
- Lead trainer for short-term teams.
- Wrote field reports and supported Lao leadership in connecting with foreign donors like Samaritan's Purse.
- Coordinated expansion of vocation training from jewelry to include cosmetology in collaboration with Shear Love International.
- Developed ambassador program for selling goods in US and Canada.
- Led professional development activities for Lao staff.

Project Support Intern, United Nations Office on Drugs and Crime (2015 - 2016), Vientiane, Lao.

- Supported the office on anti-trafficking support in a number of ways:
1. Translated documents from Lao language to English to be presented at roundtables
  2. Assisted with nationwide radio program to educate about the risks of human trafficking
  3. Translated comments about the first anti-trafficking law written in Lao parliament from Lao to English
  4. Gathered research from anti-trafficking organizations in Laos about the overarching narratives of their particular beneficiaries
  5. Represented UNODC at multi-sector meetings

## Consulting

2021-2022: Rain Collective and Project189, Repatriation of Sierra Leonean Trafficking Survivors from the Gulf States,

- Provided strategic planning guidance for raising support to financially secure plane tickets for 100+ identified Sierra Leonean women who were labor trafficked into domestic servitude to the Gulf States

2020-2021: StepAhead Thailand, Alternative Care Research,

- Consulted for research with the Division of Children and Youth within the Thai Government in partnership with StepAhead Thailand
- Analyzed current research to make connections towards existing institutions in LaoPDR

2020-2021: Urban Cotton, Business Development Consulting, Regular consulting on business model canvassing

2020-2021: Advance in Medicine, BAM Startup, Consulted with a new business startup teaching medical English to doctors in central Algeria.

2019-2020: Freedom Business Alliance, Freedom Business Model Research, Helped design and secure funding for a 2-phase research project with Freedom Business Alliance analyzing the parameters of a Freedom Business Charter and sustainable business models.

## **Paid Service**

2020-2021: Freedom Business Alliance, Salvation Army, and World Hope International,

- Designed research, led IRB approval, and moderated roundtable discussions
- Engaged honors student to assist with literature review and technical help
- Wrote, published, and presented research at international level (in progress)

## **TEACHING:**

### **Courses Taught**

**Courses from the Teaching Schedule:** Business Ethics, Entrepreneur's Intro to Busins, Principles of Management

### **Teaching-Other**

#### **Assurance of Learning - Teaching**

2019-2020 - NASBA CPT Certificates. Assurance of Learning - Teaching.

#### **Course Redesign Non-Compensated**

2020-2021 - Business Ethics Curriculum Development. Course Redesign Non-Compensated.

#### **Course (New) - Creation/Delivery: Online**

2019-2020 - BAM Graduate Certificates. Course (New) - Creation/Delivery: Online.

#### **Student Assign-Clinical/Practicum/Internship**

2019-2020 - BAM Mentorships. 3 students. Student Assign-Clinical/Practicum/Internship.

2019-2020 - Business Internship. 1 student. Student Assign-Clinical/Practicum/Internship.

#### **Student Assign-Supervised Research (UG)**

2020-2021 - Honors Contract. Student Assign-Supervised Research (UG).

#### **Student Assign-Supervised Thesis (UG Seniors)**

2020-2021 - Mental Health Approach to Pastoral Care of Teens. 1 student. Student Assign-Supervised Thesis (UG Seniors).

#### **Innovations in Course Content / Presentation**

2019-2020 - Missions Seminar: Ethical Storytelling. Innovations in Course Content / Presentation.

#### **Other Teaching Activities**

2021-2022 - Guest Lecturer. Other Teaching Activities.

2020-2021 - BAM Chapel. Other Teaching Activities.

2020-2021 - BAM Mentorships. Other Teaching Activities.

2020-2021 - Student Business Mentorship. Other Teaching Activities.

2020-2021 - Student Center for the Public Trust Guest Speaker: Emotional Intelligent. Other Teaching Activities.

2020-2021 - Guest Speaker: The Christian Response to Modern Slavery. Other Teaching Activities.

2020-2021 - Guest Speakers. Other Teaching Activities.

2019-2020 - ENT2503 Guest Speakers. Other Teaching Activities.

2019-2020 - Thailand/Laos Mission Trip. Other Teaching Activities.

## **INTELLECTUAL CONTRIBUTIONS:**

### **Grid**

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	2			2
Articles-in-Progress (All)		1		1
Presentations of Non-Refereed Papers	1		1	2

### **Refereed Articles**

Strand, M., Chen, A., & Pinkston, L. (2016). Developing cross-cultural healthcare workers: content, process and mentoring. *Christian Journal for Global Health*, 3 (1), 57-72, doi: <https://doi.org/10.15566/cjgh.v3i1.102>.

Strand, M., Pinkston, L., Chen, A., & Richardson, J. (2015). Mental Health of Cross-Cultural Healthcare Missionaries. *Journal of Psychology and Theology*, 43 (4), 283-293, doi: <https://doi.org/10.1177/009164711504300406>.

### **Presentation of Non-Refereed Papers**

#### **International**

Touchstone, R. & Pinkston, L. (2019-2020). Introducing and Engaging BAM With Undergrad Students Through Academic and Experiential Learning. BAM Global Congress, Jomtien, Thailand.

Pinkston, L. (2019-2020, June). The God of Mission and Business: How the world's unreached people groups are engaging the Gospel through organic relationships with strategically located Christian businesspeople. Christian Scholars Conference, Nashville, Tennessee.

### **Grants**

#### **Funded**

2020-2021: Pinkston, L. Freedom Business Research Grant, Principal Investigator, The Salvation Army, World Hope International. Research Overview: This research consists of a two-phase project. First, current literature and working definitions surrounding the economic approach to anti-trafficking efforts will be analyzed and written into a "Freedom Business Charter." This charter will outline parameters of freedom businesses (e.g. defining at-risk populations) and propose their functional guidelines (e.g. living wages). Anti-trafficking organizations with social enterprise structures will benefit from a standardized charter.

Second, this study will design a framework for sustainable and potentially scalable Freedom Business models (i.e. business models for anti-trafficking organizations engaging social enterprise). The research will look at three main pillars of social enterprise: financial strategies, legal entities, and operational practices. The frameworks developed around these pillars will better inform anti-trafficking NPOs/NGOs as they develop and establish businesses as a part of their prevention, rehabilitation, or repatriation strategies.

### **Working Papers**

Pinkston, L. (2020). "Sustainable and scalable Freedom Business models: Defining financial, legal, and operational frameworks."

### **Intellectual Contributions-Other**

#### **Basic or Discovery Scholarship**

2019-2020: Pinkston, L., Dissertation: Lived Experiences of Christian Development Workers In the Thailand Anti-Trafficking Movement: Lessons from the Field. Current Downloads: 152

#### **Other**

2020-2021: Pinkston, L., BAM Research Fellowship Development. Organized for the research body the RAIN Collective to have a landing place at Lipscomb University to engage in research opportunities

## **SERVICE:**

### **Service to the University**

#### **College Assignments**

**Assurance of Learning - Institutional Service:**

2020-2021: Ethics Committee

**University Assignments**

**Other Institutional Service Activities:**

2020-2021: RespectLeads: Diversity and Inclusion Advisory Council

**State-wide Assignments**

**Other Institutional Service Activities:**

2020-2021: Media Interviews

**Service to the Profession**

**Reviewer - Article / Manuscript**

2020-2021: Journal of Modern Slavery: a Multidisciplinary Exploration of Human Trafficking Solutions. Invited to review an article for the Journal of Modern Slavery.

**Faculty Development**

**Instructional-Related Conference**

2020-2021: CTL Renew Conference. Connected Teaching: How a Relational Approach Fuels Learning and Builds Faculty Resilience  
Dr. Harriet Schwartz

Panel - Inclusive Practices and Why It Matters

Moderator: Dr. Norma Burgess

Rebecca Clark, Dr. Kirsten Dodson, Natasha Johnson, Juan Reveles

Panel - Staying in T.U.N.E.:

Creating the best student experience during a challenging time

Dr. Sarah Collier, Dr. Susan Mercer, Dr. Jon Pouliot, Todd Beard, Dr. Jeff Lee

**Professional Seminars / Workshops**

2020-2021: Asia Regional Anti-Trafficking Conference. Attended virtual conference discussing the latest research on anti-trafficking efforts from the Asia region.

2019-2020: Lipscomb University Center for Teaching and Learning. CTL Book Club: Gen Z Learns

**Honors & Awards**

**Award**

2019-2020: Being a Difference Award, Student Center for the Public Trust. This award is given to those who embody the ideals and values of the Center for the Public Trust and are making a real impact on our campus and in the world.

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