

Debanjan Das, PhD

Fashion Dress and Merchandising
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EDUCATION

Doctor of Philosophy (Human Environmental Sciences), Department of Textile and Apparel Management (TAM), University of Missouri (MU)

Graduation date: July 2016

Dissertation working title: *Development of Women Empowerment index for the global apparel manufacturing industry*

Graduate Certificate (Economics and Sociology of Institutions and Organizations), University of Missouri, 2015

Graduate Certificate (Center for Digital Globe), University of Missouri, 2014

Master of Science (Textile and Apparel Management), University of Missouri, 2013

Thesis: *Exploration of the unique firm resources described by Indian apparel export firms for their competitive advantages*

Bachelor of Fashion Technology, National Institute of Fashion Technology, Kolkata, India, 2009

Graduation Project: *Implementation and evaluation of 3 Sigma Quality Standards in an Indian Apparel Export Firm.*

ACADEMIC EXPERIENCE

Assistant Professor, FDM, West Virginia University, October 2016 – Present

Graduate Instructor, TAM, University of Missouri, August 2015 – May 2016

Graduate Lab Instructor, TAM, University of Missouri, August 2013 – May 2015

Graduate Teaching Assistant, TAM, University of Missouri, August 2011 – December 2013

Graduate Research Assistant, TAM, University of Missouri, August 2011 – July 2013

PROFESSIONAL EXPERIENCE

Production Manager, Kandhan Knitss, Tirupur, India, June 2009 – July 2011

Planned apparel production, coordinated with merchandising & production teams, estimated production capacity and inventory management for a vertically integrated apparel export company with annual turnover of INR 500 million. Worked with European and US buyers' such as Diesel, Calvin Klein, Timberland, Tommy Hilfiger and Tom Tailor.

Interned as Assistant Quality Manager, Kandhan Knitss, Tirupur, India, January 2009 – May 2009

Managed and controlled the production defects and wastages. Implemented 3 Sigma Standards for Quality Improvements. Created separate quality lines for different European and US buyers such as Marco Polo, S. Oliver, Olsen, and Diesel. Developed skill matrix for operators and production floor staff for a vertically integrated apparel export company with annual turnover of INR 500 million.

Interned as Assistant Production Manager, N.S.P. Tex, Coimbatore, India, June 2008 – July 2008

Managed apparel production, pattern engineering, production layout modification and development of spreadsheets to calculate utilization of equipment and return on investment (ROI) for an apparel export company with annual turnover of INR 300 million.

Intern, Raymond Apparel Limited, Thane, India, May 2007 – June 2007

Developed sample operator training program and work module. Surveyed existing training modules in Indian apparel industries and introduced an organized visual method of operator training.

RESEARCH

Research Philosophy

I believe through research, human society can improve, specifically by closing the gaps between various social structures, including gender. Given that women represent the majority of the global apparel labor force, my current research focuses on women labor dynamics and the factors that empower or disempower women in the global apparel industry. For this purpose, I utilize qualitative, quantitative, and computational social network (systems dynamics) research methods.

Research Interests

- Women labor empowerment
- Human dynamics within the global apparel supply chain
- Nations' competitive resources and international trades
- Global sourcing strategies

Peer-reviewed Research Publications

1. Das, D., & Ha-Brookshire, J. (2014). India, the Next China? Analysis of the Unique Firm Resources Claimed by Indian Apparel Export Firms, *Journal of Fashion Marketing and Management*, 18(4), 378 – 393.

Peer-reviewed Research Abstract Presentations

1. Das, D., & Ha-Brookshire, J. (2014). How do Indian apparel exporters gain their competitive advantages? Exploration from the Porter's diamond model perspective. *International Textile and Apparel Association Annual Conference*, November 2014, Charlotte, NC, USA. Abstract available from <http://cdm16001.contentdm.oclc.org/cdm/compoundobject/collection/p16001coll5/id/17948/rec/174>
2. Das, D., & Ha-Brookshire, J. (2013). Key resources of the Indian apparel export firms as described by firm managers. *International Textile and Apparel Association Annual Conference*, October 2013, New Orleans, USA. Abstract available from <http://cdm16001.contentdm.oclc.org/cdm/compoundobject/collection/p16001coll5/id/16778/rec/153>
3. Das, D., & Norum, P.S. (2013). Sustainable Laundry Practices: Exploring the Laundry Practices among US Households. *International Textile and Apparel Association Annual Conference*, October 2013, New Orleans, USA. Abstract available from <http://cdm16001.contentdm.oclc.org/cdm/compoundobject/collection/p16001coll5/id/17168/rec/160>
4. Das, D., & Ha-Brookshire, J. (2012). Exploring Key Resources of India's Apparel Export Firms' Competitive Advantages. *International Textile and Apparel Association Annual Conference*, November 2012, Hawaii, USA. Abstract available from <http://cdm16001.contentdm.oclc.org/cdm/compoundobject/collection/p16001coll5/id/12751>

Manuscripts under preparation

- **Women empowerment index for the Indian Apparel Industry**
- **Impact of e sourcing platforms on Chinese apparel businesses**
- **Role of Exports on domestic apparel buying behavior**

Invited Presentations

The Invisible Labor in the Global Fashion Industry, Current Issues in the Global Fashion Industry (FAS 493), School of Design, Stephens College, Columbia Missouri, November 2015.

The Economics of Indian Textile and Apparel Industry, Economics of Textile and Apparel Industries (FCNS 466/566), Department of Textiles, Apparel & Merchandising, Northern Illinois University, DeKalb Illinois, September 2014.

Additional Research Experiences

Graduate Research Assistant, Textile and Apparel Management, University of Missouri, August 2011 – December 2014

- **Kerri McBee-Black**, Textile and Apparel Management, Spring & Summer 2013
Researched and developed a textile library for undergraduate Textile Science course. Redesigned Textile Science course to include hybrid (part traditional, part online) structure to the course. Developed educational videos for textile lab assignments.
- **Dr. Pamela Norum**, Textile and Apparel Management, Fall 2012 – Spring 2014
Conducted literature reviews on consumer's apparel care. Developed coding scheme and coded textual data into different themes.
- **Dr. Jung Ha-Brookshire**, Textile and Apparel Management, Fall 2012
Conducted qualitative interviews to understand the difference in sustainability concept among United States aliens and United States residents.
- **Dr. Beth Myers**, Textile and Apparel Management, Fall 2011 & Spring 2012
Conducted literature review on brand trust, brand personality and brand promotion policies.

TEACHING

Teaching Philosophy

I believe that good teachers help students discover their true potential. I have three specific strategies for being a good teacher. First, I believe that knowledge is imparted best when learned in an encouraging social environment. For that, I support group-based or team-based learning activities. Second, I embrace the concept that world is a global classroom, and that true learning can take place beyond the boundaries of confined classrooms and labs. For that, I support a variety of experiential learning opportunities beyond classrooms. Finally, I am keen of developing my own teaching abilities constantly. To this end, I seek feedback from students and fellow colleagues, and I make necessary improvement that would enhance my overall teaching abilities.

Teaching interests:

- Fashion merchandising and marketing
- Global sourcing
- Apparel product development, manufacturing, and trend analysis
- Textile science and design

Teaching Experience

Graduate Instructor (Fall 2015): Fully responsible for developing syllabus, projects, exams and grading rubrics. Responsible for lecture presentation, group activities, class discussion of all course materials, and having office hours.

- **Softgoods Retailing (TAM 1300),** Fall 2015
Taught the entry level TAM required class of 101 undergraduate students about different merchandising and retailing principles, with specific applications to the softgoods industry.

Graduate Lab Instructor (Fall 2013 to Spring 2015): Responsible for leading two weekly discussion sections. Developed activities for students to participate in discussion and learning of lecture material. Accountable for grading all student work. Worked under the supervision of TAM faculty.

- **19th and 20th Century Western Dress (TAM 3520),** Spring 2015
Developed activities for students to understand the historical progress of western dress in the 19th and 20th century. Borrowed historical garments from Missouri Historic Costume and Textile Collection to emphasize the differences.
Quantitative Measures (Teaching Effectiveness): Section A (4.29); Section B (4.28)
Qualitative Measures: “Das was excellent. He gave you all the tools you need for the class. He goes above and beyond for his students” (Section A); “Das gave us helpful feedback and truly wanted us to succeed and learn from the class” (Section B)
- **Survey of the History of Western Dress (TAM 3510),** Spring 2014
Helped students in breaking down the history of western garments into different periods. Developed activities for students to understand the influence of different religions on western dress.
Quantitative Measures (Teaching Effectiveness): Section 1A (4.38); Section 1B (4.41)
Qualitative Measures: “Das is very good at going in depth and making us really think” (Section 1B)
- **Social Appearance in Time & Space (TAM 2500),** Fall 2013 & Fall 2014
Helped student in differentiating the different meanings of dress. Developed activities for them to understand the theories of social appearance and body image.
Quantitative Measures (Teaching Effectiveness): Fall 2014 Section 1C (4.53); Section 1H (4.55); Fall 2013 Section 1H (3.6)
Qualitative Measures: “The TA always had a good positive attitude. Every time I had a question in the class, he was very helpful and understanding” (Section 1C Fall 2014); “Das made coming to class enjoyable. He stimulated interesting discussions and encouraged individual, creative thoughts” (Section 1H Fall 2014); “Das really cared about his students and our learning. Wonderful experience to have him as a teacher” (Section 1H Fall 2013)

Graduate Teaching Assistant (Fall 2011 to Fall 2013): Developed assignments and exam questions. Graded assignments and exams. Administered online exams and proctored traditional exams. Maintained record of grades and assignments. Held office hours and responded to student queries. Met weekly with presiding professor to problem solve classroom issues and grading rubrics.

- **Retail Marketing & Merchandising (TAM 4990/7990),** Fall 2013
- **Retail Finance and Merchandise Control (TAM 2300),** Fall 2012 & Fall 2013
- **The Clothing / Textile Consumer – Research & Analysis (TAM 3410),** Spring 2013
- **Fundamentals of E-Commerce (TAM 4200/7200),** Fall 2011 & Fall 2012

- **Softgoods Brand Management/Branding (TAM 4300/7300)**, Spring 2012
- **Global Consumers (TAM 2400)**, Fall 2011

Invited Lectures and Presentations

- **History, Culture and Religion: Through the lens of Indian Dress**, Social Appearance in Time and Space (TAM 2500), Department of Textile and Apparel Management, University of Missouri, Columbia, Missouri, Fall 2015
- **What does it mean to be a TAM Graduate Student?**, Seminar in Clothing and Textiles (TAM 8087), Department of Textile and Apparel Management, University of Missouri, Columbia, Missouri, Fall 2015
- **Indian History & Dress**, Survey of the History of Western Dress (TAM 3510), Department of Textile and Apparel Management, University of Missouri, Columbia, Missouri, Spring 2015 & Spring 2014
- **Graduate Record Examination: The scope and opportunities for Apparel Production Graduates**, Human Resource Management (FT/7/II), Department of Apparel Production, National Institute of Fashion Technology, Kolkata, India, January 2015
- **The Global Indian Dress**, Social Appearance in Time and Space (TAM 2500), Department of Textile and Apparel Management, University of Missouri, Columbia, Missouri, Fall 2014
- **The US Education System and Opportunities in Textile and Apparel Field**, Human Resource Management (FT/7/II), Department of Apparel Production, National Institute of Fashion Technology Kolkata, India, January 2013
- **The Indian Dress: The 21st century interpretation**, Fashion History and Culture (FAS 315), School of Design, Stephen's College, Columbia, Missouri, October 2014
- **Guest Judge**, Target Case Study Competition, University of Missouri, Columbia, Missouri, Spring 2012 & Spring 2014. Judged competing groups presenting cases about new ways to grow and brand Target.

SERVICE

Service Philosophy

I strongly believe that through collective actions we can move mountains, and therefore, during my time at the University of Missouri, I have actively sought out organizations within my department, university, and communities so that I can make a difference with my time and expertise. Through active participation, I have had the opportunity to work with diverse people and learn from their experience, while at the same time accomplishing the group's objectives and goals.

UNIVERSITY

Student Leader (Elected), Orientation for New International TA's & Instructors, University of Missouri, Fall 2013, Fall 2014 & Fall 2015

Served as a leader in facilitating microteaching groups and providing feedback to new International Teaching Assistants on their teaching presentations. Elected by International Teaching Assistance Program through the Graduate School at MU, based on course evaluations.

External Affairs Officer (Elected), Cultural Association of India, University of Missouri, January 2012 – December 2012

Provided resources to new incoming Indian students. Helped new students to relocate and settle down. Managed all social media aspects of connecting the organization with the community. Developed and led volunteer staff in the public relations.

Volunteer, International Student and Scholar Services, University of Missouri, Fall 2012 & Fall 2013

Assisted in the mandatory orientation program for new international students which helps in providing essential information regarding their stay at University of Missouri.

COLLEGE

Faculty Member, PhD Human and Community Development graduate committee, School of Design and Community Development, West Virginia University, October 2016 – Present

Search Committee Member, Dean Search, College of Human Environmental Sciences, University of Missouri, August 2015 – May 2016

Graduate Student Representative (Elected Position), Administrative Staff Council, College of Human Environmental Sciences, University of Missouri, Fall 2014 – Present

Represent the graduate student interests in the HES Staff Council. Participate and provide the graduate student outlook for attracting future students, increase student population, library fees, abolition of student health insurance, unionization of graduate students, managing budgets and promotional plans to reposition the College in the University structure.

DEPARTMENT

Search Committee Member, Department of Fashion, Dress and Merchandising, West Virginia University, October 2016 – Present.

Graduate Student Association of Textile and Apparel Management, University of Missouri, September 2011 - Present

President (Elected Position), October 2013 – December 2015

Redefined the purpose of the Association. Introduced collective action to the association so that it serves as a secondary support system for graduate students. Conceptualized, planned and organized the Textile and Apparel Management (TAM) alumni event at ITAA, to provide an opportunity to connect with TAM alumnus and thereby providing a networking platform to the members. Organized and presided over all association's activities.

Treasurer (Elected Position), October 2012 – September 2013

Maintained the accounts for the association. Raised \$8000 and \$11500 in consecutive years to help fund graduate student conference travel and research projects. Developed travel and research application and reimbursement forms to streamline the validation and distribution of the travel and research grants to eligible members.

Lab-kit Production Coordinator (Elected Position), October 2012 – September 2013

Coordinated and managed graduate student members to source, manufacture and deliver Textile Lab Kits. Negotiated price with the University bookstore.

Graduate Student Mentor, August 2012 – May 2016

Advise incoming graduate students. Help new graduate students in settling down in Columbia, Missouri. Give the new incoming students a tour of the university. Mentor graduate students in selecting courses, balancing graduate life.

COMMUNITY

Mizzou Adventures in Education, University of Missouri, 2012 – 2014

Educated kids aged 3-12 about global issues in a creative manner.

State 4-H Fashion Revue, Missouri 4-H organization, 2011 – 2014

Creatively educated kids about the global supply chain in the Textile & Clothing industry.

Indian Red Cross Society, Burdwan Chapter, India, 2010 – 2013

Assisted in distribution of artificial limbs, also demonstrated the working of the artificial limbs and helped in rehabilitation of the disabled people.

PROFESSIONAL DEVELOPEMNT AND AFFILIATIONS

Apart from required coursework, I have participated in various workshops, seminars, conferences and presentations for professional development.

Computational Social Science Summit, Kellogg School of Management, Northwestern University, 2015

The summit was designed to create a broad community of social science researchers, to advance the sociological knowledge through computational methods. The goal was to foreground social science research and identify areas that can benefit from a deep engagement with computer science and related areas.

Visualizing Big Data: Social Network Analysis, American Association for Public Opinion Research, 2015

The webinar focused on understanding social network analysis, analyzing the common types of Twitter visuals produced by social network analysis and applying social network analysis to website links within the industry space.

Designing Business Simulation Games, Isee Systems, 2014

The webinar provided effective design techniques to engage business leaders, policymakers, stakeholders, and students in simulation games for better learning and decision-making for game-based learning, gamification, and informal learning.

Use and Application of the Higg Index 1.0 (Sustainable Apparel Coalition), Educators for Socially Responsible Apparel Business, International Textile and Apparel Association, 2012

This hands-on sustainability workshop was designed to train participants in using the index in classrooms

Observer and official photographer, Textile Labeling Summit, Department of Textile and Apparel Management, University of Missouri, 2012

Discussion included 50 policy makers, academic researchers, consumer advocates and industry leaders to investigate issues regarding current labeling practices and regulations in related to textile and apparel.

TAM Target Tiger Leadership Conference, 2012

Seminar to foster professional leadership.

HONORS, AWARDS, AND NOMINATIONS

International Recognition Award, Missouri International Student Council, MU, 2016.

Superior Graduate Student Award Nominee, Graduate Student Association, MU, 2014.

Outstanding Graduate Student Award, Graduate Student Association, MU, 2014.

Alan and Sandra Steinberg Endowed Scholarship, Textile and Apparel Management, MU, 2014 (\$1500); 2012 (\$1000).

ITAA Graduate Student Liaison Nominee, Textile and Apparel Management, MU, 2014.

Adeline M. Hoffman Scholarship, College of Human Environmental Sciences MU, 2013 (\$5000).

Best Academic Performance, School of Languages, Ramakrishna Mission Institute of Culture, India, 2008 (Gold Medallion).

GRANTS

Graduate Student Association Travel Grant, MU, 2015 (\$200); 2013 (\$150).

Graduate Professional Council Travel Grant, MU, 2015 (\$500); 2014 (\$300); 2013 (\$200); 2012 (\$300).

Graduate Student Association of Textile & Apparel Management Research Grant, MU, 2014 (\$450).

Graduate Student Association of Textile & Apparel Management Travel Grant, MU, 2013 (\$550); 2012 (\$500).

Graduate Student Travel Award, Center for Digital Globe, MU, 2012 (\$500).

NOTABLE COURSES DEVELOPED

Global Issues in Fashion, Fashion Dress and Merchandising, WVU

Fashion Promotion, Fashion Dress and Merchandising, WVU

Omni Channel Retailing, Fashion Dress and Merchandising, WVU

Sustainability Issues in Fashion, Fashion Dress and Merchandising, WVU

NOTABLE COURSES TAKEN

Textile and Apparel Courses

- Theory Development and Evaluation (TAM 9190)
- Sustainable Softgoods (TAM 8600)
- Global Sourcing (TAM 7110)
- Global Supply Chain Management (TAM 8130)

Supporting Areas

- Economics of International Trade (Econom 7326)
- Social Change and Development (Ru Soc 7335)
- Economics of Institutions and Organizations (Ag Econ 8050)

Research methods

- Application of Multivariate Analysis in Edu Research (ESC PS 9650)
- Structural Equation Modeling (ESC PS 9710)
- Advanced Quantitative Research Methods [Systems dynamics and social network tools] (JOURN 8016)
- Qualitative Research Method in Journalism (JOURN 8008)

SPECIALIZED SOFTWARE PROFICIENCIES

Statistical Software

- SPSS
- SAS
- R
- Mplus

Interactive Visualization and Simulation Software

- Stella
- Gephi
- Netlogo