

# Michael Zigarelli, Ph.D.

---

Professor of Leadership and Strategy  
Messiah University  
1 University Avenue, Box 3042  
Mechanicsburg PA 17055  
[mzigarelli@messiah.edu](mailto:mzigarelli@messiah.edu)

## Summary

Professor Zigarelli's research in the fields of leadership, law and practical theology has appeared in several scholarly journals and magazines, and he is the author of twelve books, including *Christian-Owned Companies*, *Influencing Like Jesus*, *The Messiah Method*, and *Management by Proverbs*. Professor Zigarelli is also the creator of the [Christianity 9 to 5](#) resource center and [YouTube Channel](#), where more than 2 million viewers across 130 countries have accessed his instructional videos.

## Education

- Ph.D., Human Resource Management and Labor Relations, Rutgers University
- M.A., Industrial and Labor Relations, Cornell University
- M.Div., Liberty University and Yale University
- B.A., Economics, History, Lafayette College

## Research and Teaching Focus

- Leadership and Organizational Performance
- Influence and Persuasion
- Faith-Based Business
- Sports Ministry
- Discipleship and Spiritual Formation

## Academic Positions

- Professor of Leadership and Strategy, Department of Business, Messiah University (2008 to present; Department Chair 2008-2011). Courses currently taught: Strategic Management, Business as a Ministry, Learning to Lead, Principles of Management
- Professor of Management and Endowed Chair, Charleston Southern University School of Business (2006 to 2008)
- Dean, Regent University School of Business (2004 to 2006); Associate Professor of Management (1999 to 2006)
- Assistant Professor of Management, Fairfield University School of Business (1994 to 1999)

## Books and Monographs

- [\*Management by Proverbs\*](#): *Scriptural wisdom for superior results*, 9 to 5 Media: Harrisburg PA, 2020. Previously published by Moody Press: Chicago IL, 1999. Also available in Mandarin, Korean and Portuguese.
- [\*Christian-Owned Companies\*](#): *What does it look like when a follower of Jesus runs a business?* 9 to 5 Media: Harrisburg PA, 2020.
- [\*Influencing Like Jesus\*](#): *15 Biblical principles of persuasion*, 9 to 5 Media, Harrisburg PA, 2020. Previously published by B&H Publishing: Nashville TN, 2008. Also available in Korean and Spanish.
- [\*The Man-Friendly Church\*](#): *7 churches that attract men and the 10 things they have in common*, CreateSpace Press: North Charleston SC, 2019 (monograph)
- [\*The Wesleyan Way\*](#): *How to build a championship high school soccer program*, CreateSpace Press: North Charleston SC, 2017 (monograph)
- [\*Soccer Field, Mission Field\*](#): *100 coaches reveal how they play for something more*, CreateSpace Press: North Charleston SC, 2016.
- [\*The Messiah Method\*](#): *The seven disciplines of the winningest college soccer program in America*, Xulon Press: Maitland FL, 2011.
- [\*The Minister's MBA\*](#): *Essential business tools for maximum ministry success* (with George Babbes), B&H Publishing: Nashville TN, 2006.
- [\*Freedom from Busyness\*](#): *Biblical help for overloaded people*, LifeWay Christian Resources: Nashville TN, 2006.
- [\*Cultivating Christian Character\*](#), Purposeful Design Publications / Association of Christian Schools International: Colorado Springs CO, 2005.
- [\*Ordinary People, Extraordinary Leaders\*](#), Synergy Publishers: Gainesville FL, 2002.
- [\*Faith at Work\*](#): *Overcoming the obstacles to being like Christ in the workplace*, Moody Press: Chicago, IL, 2000. Also available in Portuguese.
- [\*Christianity 9 to 5\*](#): *Living your faith at work*, Beacon Hill Press: Kansas City, MO, 1998. Also available in Arabic.
- [\*Can They Do That?\*](#) *A guide to your rights on the job*, Lexington Books: New York, NY, 1994.

## Articles by Category (Peer Reviewed and Invited)

### Church Leadership

- Zigarelli, M. (2023) "A Typology of Christian Discipleship Methods," [Part 1](#), [Part 2](#), *Christian Scholar's Review* (blog).
- Zigarelli, M. (2022) "[Head, Heart, and Hands: Curricular Ideas for the Local Church](#)," *Ministry: International Journal for Pastors*, vol. 95, no. 6, 60-61.
- Zigarelli, M. (2018) "[The Man-Friendly Church](#)," *Christianity Today* (cover story), vol. 62, no. 5, 34-36.

## Theology

- Zigarelli, M. (2023) "Near-Death Experiences and the Emerging Implications for Christian Theology" (forthcoming)
- Zigarelli, M. (2023) "Barth on the Bible: Is His Epistemology Fatally Flawed?" (forthcoming)
- Zigarelli, M. (2022) "[Another Way In: 'Near-Death Experiences' as an Apologetic](#)," *Christian Scholar's Review* (blog).
- Zigarelli, M. (1996) "Ben & Jerry's: A Case Study in Catholic Social Teaching?" *International Journal of Value-Based Management*, vol. 9, 133-140.
- Zigarelli, M. (1993) "Catholic Social Teaching and the Employment Relationship: A Model for Managing Human Resources in Accordance with Vatican Doctrine," *Journal of Business Ethics*, vol. 12, 75-82.

## Law

- Zigarelli, M. (2022) "[The Williams Way: Why Roger Williams' Philosophy of Religious Liberty Remains Imperative Today](#)," *Eleutheria Theological Journal*, vol. 6, no. 2, 189-200.
- Zigarelli, M. (1997) "Clarifying the Boundaries of Sexual Harassment and Employer Liability: Judicial Application of *Harris v. Forklift Systems, Inc.*," *Employee Responsibilities and Rights Journal*, vol. 10, no. 1, 49-63.
- Zigarelli, M. (1997) "Cybersmut in the Workplace: A New Legal Minefield for Employers" *Journal of Individual Employment Rights*, vol. 6, no. 3, 179-191.
- Zigarelli, M. (1996) "Compulsory Arbitration of Non-Union Employment Disputes" *Human Resource Management Review*, vol. 6, no. 3, 183-206.
- Zigarelli, M. (1996) "Bargaining Law Provisions and Teacher Bargaining Outcomes," *Journal of Labor Research*, vol. 17, no. 1, 135-148.
- Zigarelli, M. (1996) Review of *Broken Promise: The Subversion of U.S. Labor Policy, 1947-1994* by James A. Gross, *Journal of Labor Research*, vol. 18, no. 1, 187-88.
- Zigarelli, M. (1995) "Drug Testing Litigation: Trends and Outcomes," *Human Resource Management Review*, vol. 5, no. 4, 245-265.
- Zigarelli, M. (1995) "The Legal Pitfalls in Compensating Employees Based on their Family Need," *Journal of Church and State*, vol. 37, 813-830.
- Zigarelli, M. (1995) "The American and Catholic Models of Worker Rights: A Comparison and Appraisal," in Samuel Natale and Brian Rothschild, Eds., *Work Values: Education, Organization, and Religious Concerns* (Vol. II), Rodolfi Press, Amsterdam, 73-87.
- Zigarelli, M. (1994) Review of *Labor Relations Law in State and Local Government* by David A. Dilts, Clarence R. Deisch and Ali Rassuli, *Journal of Labor Research*, vol. 15, no. 3, 314-316.
- Begin, J.P. and M. Zigarelli (1994) "An Academy Survey: Do You Mitigate?" Proceedings of the 47<sup>th</sup> Annual Meeting Annual Meetings of the National Academy of Arbitrators, 30-41.
- Zigarelli, M. (1992) "Random Drug Testing in the Public Sector: The Legal Parameters," *Employee Relations Law Journal*, vol. 17, no. 3, 459-471.

## Educational Leadership

- Zigarelli, M. (2012) "[Training, Transforming and Transitioning: A Blueprint for the Christian University](#)," *Journal of Research on Christian Education*, vol. 21, no. 1, 62-79.
- Zigarelli, M. (1996) "An Empirical Test of the Conclusions from Effective Schools Research," *Journal of Educational Research*, vol. 90, no. 2, 103-110.
- Zigarelli, M. (1994) "The Linkages between Teacher Unions and Student Achievement" *Journal of Collective Negotiations in the Public Sector*, vol. 23, no. 4, 299-319.

## Sports Leadership

- Zigarelli, M. (2017) "The Wesleyan Way: How to build a championship high school soccer program," *Soccer Journal*, September-October, 54-58.
- Zigarelli, M. (2017) "Soccer Field, Mission Field: What does it look like when a follower of Jesus leads a team?" *Soccer Journal*, March-April, 26-31.
- Zigarelli, M. (2015) "The Messiah Method: 15 Years, 15 NCAA Titles," *Soccer Journal*, March-April, 8-10.

## Additional Articles

- Duncan, J. and M. Zigarelli (2015) "Building a Strategy Map to Lead a Business School in a Christian University," *Christian Business Academy Review*, spring issue, 77-84.
- Zigarelli, M. and G. Page (2014) "When the Golden Rule Yields No Gold," *Christian Business Academy Review*, spring issue, 57-62.
- Zigarelli, M. (2012) Review of *Good to Great in the Social Sectors* by Jim Collins, *Journal of Biblical Integration in Business*, vol. 15, no. 1, 104-105.
- Zigarelli, M. (2005) "How Gay-Friendly Should Your Workplace Be?" *Journal of Biblical Integration in Business*, fall issue, 68-73.
- Zigarelli, M. (1996) "Human Resources and the Bottom Line," *Academy of Management Executive*, vol. 10, no. 2, 63-64.

## Selected Op-Eds

- Zigarelli, M. (2021) "[New Research Reveals How Christian-Owned Companies Really Operate](#)," LinkedIn Editorial.
- Zigarelli, M. (2021) "[9-0. Can We Please Take Religious Freedom Seriously Now?](#)" LinkedIn Editorial.
- Zigarelli, M. (2019) "[Can Rightsizing Tuition Supersize a College?](#)" *Patriot News* (Harrisburg, PA)
- Zigarelli, M. (2018) "['Narrow' Win for Christian Baker Has Broad Implications for Religious Liberty](#)," Christianity9to5.org
- Zigarelli, M. (2014) "[The End of Christian Education?](#)" ChristianPost.com
- Zigarelli, M. (2014) "[State Versus Faith: What's at Stake in the Hobby Lobby Case?](#)" *Pittsburgh Tribune* and FoxNews.com

## Web Sites and Digital Publications

- Creator and curator, [Christianity9to5.org](http://Christianity9to5.org) and its [YouTube Channel](#): Resources to equip followers of Jesus for leadership and career success
- Creator, [Assess-Yourself.org](http://Assess-Yourself.org): Free and anonymous tools to estimate one's spiritual condition. To date, more than 65,000 people worldwide have completed assessments.
- [Learning Leadership Through Film](#): A ten-session study (2014)
- [Ten Leadership Theories in Five Minutes](#) (video)
- [Churches That Attract Men: What Makes Them Different?](#) (video)
- [The Power of Encouragement](#) (video)
- [Excellence as a Way of Life](#) (video)
- [Four Proofs in Four Minutes That Jesus is God](#) (video)
- [Does God Exist? Three Proofs in Three Minutes](#) (video)
- [Distracted from God: A Five-Year, Worldwide Study](#)

## Selected Talks ([click here for a playlist of sample messages](#))

- Atlanta GA (Beulah Heights Univ. Faculty Retreat): Integrating Faith and Learning
- Charleston SC (LifeWorks): The Power of Simplicity
- Easton PA (Legatus): Influencing Like Jesus
- Greensboro NC (High Point Missionary Baptist Association): The Man-Friendly Church
- Indianapolis IN (Christian Business Leaders Association): Pride and Humility in Management
- Londrina, Brazil (South American Theological Seminary): Faithful Leadership
- Miami FL (LifeWay Espanol): Influencing Like Jesus in the Hispanic Community
- Nashville TN (LifeWay Management Retreat): Preserving the Simplicity to Excel
- Orlando FL (Association of Business Administrators of Christian Colleges): Influencing Like Jesus on Campus
- Oxford, England (Oxford University, St. Catherine's College): Comparing the American and Catholic Models of Employee Rights
- Phoenix AZ (Christ's Church of the Valley): Cultivating a Culture of Excellence
- Wheaton IL (Wheaton College): A Faith-Based Model for Business Decisions

## Private and Public Sector Work Experience

- Epiphany Resources, LLC (founder and owner, 1994 to present): Management consulting for churches and Christian schools
- American Telephone and Telegraph, Researcher, Selection and Testing Group, Morristown NJ
- National Labor Relations Board, Field Examiner, Newark NJ