

AGENDA
PERSONNEL COMMITTEE
BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM
9:20 a.m., Thursday, October 22, 2015*
Claiborne Building Conference Center
Room 100, “Louisiana Purchase Room”
1201 North Third Street
Baton Rouge, Louisiana

MEMBERS:

Mr. John Condos, Chair
Mr. Gary Solomon, Vice Chair
Ms. Maggie Brakeville
Dr. Kelly Faircloth
Mr. Jimmy Long
Mr. Jimmie “Beau” Martin, Jr.

- A. Call to Order
- B. Roll Call
- C. Approval of Minutes of August 27, 2015 Personnel Committee Meeting
- D. **Consent Agenda:**

Board Agenda Item I.1.

Louisiana Tech University’s request for approval to appoint Mr. Brooks A. Hull as Vice President for University Advancement effective November 16, 2015.

Board Agenda Item I.2.

Nicholls State University’s request for approval to appoint Dr. Marilyn Macik-Frey as Interim Dean of the College of Business Administration effective August 4, 2015.

- E. Other Business
- F. Adjournment

Consent Agenda Items

**BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM**

PERSONNEL COMMITTEE

October 22, 2015

- Item I.1.** **Louisiana Tech University's** request for approval to appoint Mr. Brooks A. Hull as Vice President for University Advancement, effective November 16, 2015.

EXECUTIVE SUMMARY

The University requests approval to appoint Mr. Brooks A. Hull as Vice President for University Advancement effective November 16, 2015, at an annual salary of \$230,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves Louisiana Tech University's request for approval to appoint Mr. Brooks A. Hull as Vice President for University Advancement, effective November 16, 2015.*



LOUISIANA TECH
UNIVERSITY

OFFICE OF THE PRESIDENT

September 22, 2015

Louisiana Tech University is pleased to present to the Board of Supervisors a recommendation to appoint Mr. Brooks A. Hull as Vice President of University Advancement effective November 16, 2015, at an annual salary of \$230,000. Mr. Hull was selected following a national search process in accordance with the Board's Policy Number: FS-III.II.B-1a: Search Policies and Procedures for Positions of Dean or Higher. Mr. Hull's resume is attached.

Mr. Hull holds a Master of Human Relations (2001) and a Bachelor of Arts degree in Public Affairs and Administration (1996) from University of Oklahoma. He also maintains a Certificate Fund Raising Executive, License 477221 from CFRE International (2002 – present). Mr. Hull has been the Chairman of the Sherman Economic Development Corporation since 2014, and served on the Board of Directors since 2013. In the Council for Advancement and Support of Education (CASE), Mr. Hull also serves on the Board of Directors and has been the Director of Volunteer Engagement, District IV since 2014. Mr. Hull has provided leadership for 23 staff members who are responsible for all institutional fundraising, alumni relations, marketing and communications. Mr. Hull is also accountable for a 129% increase in outright gifts since 2011, as well as developing and managing relationships with Board of Trustees, resulting in 223% increase in Trustee giving since 2011. Areas of Mr. Hull's expertise include: the development and implementation of annual fundraising plans, solicitation of major gifts, proposal development, comprehensive campaigns, board stewardship and donor recognition, alumni relations, special event planning, budget administration, computerized database management, wealth screening, and supervisory management, wealth screening, and supervisory management.

Based on his proven administration experiences and accomplishments, I submit Mr. Brooks A. Hull as Louisiana Tech University's choice for the leadership role in this important administrative position. Your favorable consideration of this appointment as Vice President of University Advancement at Louisiana Tech University is requested.

Sincerely

A handwritten signature in black ink that reads "Leslie K. Guice".

Leslie K. Guice
President

cf
attachment

BROOKS A. HULL, CFRE, MHR

617 CLAY LANE • SHERMAN, TX • PHONE 903.267.1620

E-MAIL BHULL@AUSTINCOLLEGE.EDU

SUMMARY OF QUALIFICATIONS

Self-motivated and dedicated professional with 19 years of effective leadership, integrity and quality performance within not-for-profit organizations and both public and private institutions of higher education. A proven history of effective leadership in establishing strategic and long-range institutional fundraising goals, and leadership of advancement teams in the identification, nurture, solicitation, and stewardship of major gift donors. Actively supervise a staff responsible for a comprehensive program of institutional fundraising, marketing and communications, and alumni relations. Areas of expertise include: the development and implementation of annual fundraising plans, solicitation of major gifts, proposal development, comprehensive campaigns, board stewardship and donor recognition, alumni relations, special event planning, budget administration, computerized database management, wealth screening, and supervisory management.

PROFESSIONAL EXPERIENCE

Austin College, Sherman, TX

Vice President of Institutional Advancement, 2010-Present

- Provide leadership for 23 staff members; responsible for all institutional fundraising, alumni relations, marketing and communications
- Responsible for developing and implementing a comprehensive development program, resulting in 129% increase in outright gifts since 2011
- Developing and managing relationships with Board of Trustees, resulting in 223% increase in Trustee giving since 2011
- Increased Estate Giving by 61% and participation by 14% since 2011
- Implemented a comprehensive Church Related Giving program which has increased gifts from congregations by 294%
- Executed a successful computer conversion of donor database
- Implemented a metric-based evaluation system for prospect management
- Implemented a data analytics system which measures wealth ratings of prospects and best probability for success with segmented annual fund solicitation strategies

University of Oklahoma, Norman, OK

Executive Director of Development, College of Engineering, 2007-2010

Director of Development, College of Engineering, 2003-2007

Director of Development, Colleges of Architecture & Education, 1999-2003

- Responsible for developing and executing a comprehensive \$100 million College of Engineering capital campaign, resulting in over \$139 million raised in five years
- Responsible for leading development programs for two colleges during institutional-wide \$200 million Reach for Excellence campaign, resulting in over \$500 million raised
- Direct corporate and foundation solicitations

Norman Chamber of Commerce, Norman, OK

Director of Community Development, 1996-1999

- Directed business development programs including establishing the Norman Economic Development Coalition
- Directed corporate solicitations

EDUCATION & CERTIFICATION

University of Oklahoma, Norman, OK

- *Master of Human Relations, 2001*
- *Bachelor of Arts degree in Public Affairs and Administration, 1996*

CFRE International, Alexandria, VA

- *Certified Fund Raising Executive, License 47721, 2002-Present*

PROFESSIONAL INVOLVEMENT

Sherman Economic Development Corporation

- Chairman, 2014-Present
- Board of Directors, 2013-Present

Council for Advancement and Support of Education (CASE)

- Board of Directors & Director of Volunteer Engagement, District IV, 2014-
- District IV Conference Chair, Fort Worth 2012
- Board of Directors & Director of Philanthropy, District IV, 2007-2009

Oklahoma Christian University, Edmond, Oklahoma

- Guest Lecturer, MBA Program on “Ethics in Fundraising” and “Entrepreneurship” 2005-2010

Engineering Development Forum

- Executive Committee, 2008-2010
- Conference Chair, 2009

Sol, Inc.

- Corporate Board of Directors, 2003-2009

University of Oklahoma

- Oversight Committee for new Engineering Facilities, 2003-2010
- Employee Benefits Council, 2001-2003

Leadership Oklahoma

- Entrepreneurs of Oklahoma, Class II, 2006
- Leadership Norman, 1996-1997 Class

COMMUNITY LEADERSHIP

Sherman Independent School District

- Athletic Booster Club, Board of Directors, 2012-Present
- Strategic Planning Committee, 2014-Present

Norman Public Schools

- Board of Education, 2009-2010

City of Norman, Oklahoma

- City Manager Search Committee, 2006-2007

Norman Public School Foundation

- Board of Directors, 2005-2008

Norman Public Library

- President, 1999-2001
- Board of Advisors, 1998-2001, 2004-2005

Norman Chamber of Commerce

- Board of Directors, 2000-2003

Friends of the Sam Noble Oklahoma Museum of Natural History

- Board of Directors, 2000-2001

ACCOLADES

The Journal Record Newspaper

- Innovator of the Year / On the Brink Award, 2007

Council for Advancement and Support of Education (CASE)

- Circle of Excellence Awards Program / CASE-Wealth ID Award for Fundraising; Overall Performance, 2006 & 2002

**BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM**

PERSONNEL COMMITTEE

October 22, 2015

- Item I.2.** **Nicholls State University's** request for approval to appoint Dr. Marilyn Macik-Frey as Interim Dean of the College of Business Administration effective August 4, 2015.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Marilyn Macik-Frey as Interim Dean of the College of Business Administration effective August 4, 2015, at an annual salary of \$105,067. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves Nicholls State University's request for approval to appoint Dr. Marilyn Macik-Frey as Interim Dean of the College of Business Administration effective August 4, 2015.*

Office of the President

P.O. Box 2001
Thibodaux, LA 70310
985.448.4003
Fax: 448.4920

September 15, 2015

Dr. Sandra Woodley
System President
University of Louisiana System
1201 North Third Street, Suite 7-300
Baton Rouge, LA 70802

Dear Dr. Woodley:

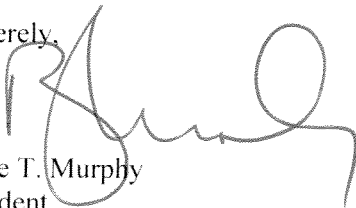
Nicholls State University requests consideration and approval of the following to be placed on the agenda for the October 21-22, 2015 meeting of the Board of Supervisors for the University of Louisiana System:

Request permission to appoint Dr. Marilyn Macik-Frey, Associate Professor, Interim Dean of the College of Business Administration

Effective date of appointment: August 4, 2015 and will continue until a national search is conducted and a dean is named. Dr. Macik-Frey will receive \$20,000 supplemental pay from the Operating Budget per fiscal year. A copy of Dr. Macik-Frey's resume accompanies this correspondence.

Thank you for your assistance in this matter.

Sincerely,



Bruce T. Murphy
President

BTM/jms

Enclosure

pc: Mr. Alex Arceneaux, Chief of Staff
Dr. Lynn Gillette, Provost and Vice President for Academic Affairs
Dr. Eugene Dial, Vice President for Student Affairs and Enrollment Services
Dr. Neal Weaver, Vice President for University Advancement
Mr. Ronald Rodriguez, Chief Financial Officer
Dr. Brigett Scott, Faculty Senate President
Mrs. Stacy LeJeune, Internal Auditor

Vice President for Academic Affairs


P. O. Box 2002
Thibodaux, LA 70310
985.448.4011
Fax: 448.4026

NICHOLLS
STATE UNIVERSITY
A MEMBER OF THE UNIVERSITY OF LOUISIANA SYSTEM

MEMORANDUM

September 14, 2015

TO: Dr. Bruce Murphy, President

FROM: Dr. Lynn Gillette, Provost and Vice President 
Academic Affairs

RE: Interim Appointment – Dean, College of Business Administration

Due to the retirement of Dr. Shawn Mauldin, Dean of the College of Business Administration, I am seeking approval to appoint Dr. Marilyn Macik-Frey, Associate Professor, to serve as Interim Dean, effective August 4, 2015. Dr. Macik-Frey has served as Assistant Dean under Dr. Mauldin for the last four years. Her appointment status will move from 10-months to 12-months and she will receive a stipend to serve as interim dean. As required by the Board of Supervisors, a national search will be conducted for a permanent dean.

A copy of Dr. Macik-Frey's vitae is attached. Please seek approval from the UL System Board of Supervisors at its October, 2015 meeting.

LGG/sa

Marilyn Macik-Frey, Ph.D.

506 Edgewood Drive,
Thibodaux LA 70301
214-564-8209
macikfrey@gmail.com

CURRENT POSITION

Assistant Dean, Associate Professor of Management, Candies Family Endowed Professorship,
Nicholls State University, Thibodaux, Louisiana 70301

EDUCATION

PH. D. *University of Texas at Arlington, College of Business Administrations, Department of Management, Organizational Behavior, 2007.*

Dissertation Title: Communication-Centered Approach to Leadership: The Relationship of Interpersonal Communication Competence to Transformational Leadership and Emotional Intelligence

Dissertation Chair: James Campbell Quick, Ph. D., UTA

M.B.A. *Texas A & M University - Corpus Christi, College of Business, Business Administration*

M.S. *University of Arkansas for Medical Sciences, Graduate School, College of Health Related Professions, Department of Audiology and Speech Pathology, Master of Science in Communicative Disorders*

B.S. *Stephen F. Austin State University, B.S. for Select Students (program offered based on college entrance exam score), Psychology and Speech Pathology double major*

ACADEMIC EXPERIENCE

Nicholls State University

Assistant Dean, College of Business, 2011 - present

Nicholls State University

Assistant Professor of Management, 2007 - 2012

Associate Professor of Management, 2013 - present

University of Texas at Arlington

E.F. Faust/Goolsby Doctoral Fellow, Assistant to the Director – Goolsby Leadership Academy, College of Business Administration, 2003 - 2007.

University of Texas at Arlington

Teaching Assistant, Management Department, 2002 – 2005

OTHER PROFESSIONAL EXPERIENCE

Senior Consultant, The Prism Group,

Operational, financial and clinical consulting – healthcare

National Director of Reimbursement Training and Research, Therapy Management Innovations, Inc.,

Responsible for development of resources, trainers and reimbursement related rehabilitation performance nationwide. (> 300 facilities) Interfaced with federal regulators, insurance intermediaries and carriers to create corporate training programs in Medicare/Medicaid and Insurance compliance

Texas Area Director of Rehabilitation – Living Centers of America (LCA) Acct., Therapy Management Innovations, Inc.,

Responsible for achieving financial and operational goals for the LCA account Central Region. Lead a team of PT, OT, SLP and RT consultants for approximately 90 LCA Post-Acute Care facilities. Served as V.P. of Rehabilitation Services for Living Centers Central Region at the request of the Regional President. Coordinated our consulting services with the V.P. of Nursing and the Area V.P.'s of Operations

Private Consultant – Clinical and Practice Management,

Provided clinical and practice management services to multiple hospital and other health care provider clients.

Area Director of Speech Pathology, Associated Healthfocus,

Responsible for Speech Pathology staffing and service delivery in South Texas area for a National Rehabilitation Service provider

Owner – Northeast Arkansas Speech Pathology Services,

Established Certified Rehabilitation Agency to provide services in two acute care hospitals, a subacute rehabilitation hospital, long term care and home health as well as a free standing clinic.

TEACHING

Nicholls State University

Twice nominated for the College Level Teaching award;
2014-2015 nominee for the University Presidential Award for Teaching Excellence

Undergraduate

Seminar in Healthcare Management
Principles of Management (traditional and online)
Human Relations & Interpersonal Skills
Organizational Behavior
Human Resource Management
Internship Faculty Advisor – Management
Internship Program Director – College of Business

Graduate – MBA and EMBA

Leadership, Ethics and Accountability (MBA and EMBA)
Managing Human Capital (OB/HR) Team taught (EMBA)
Orientation Course – Communication Skills, Writing and Oral Presentation foundations for the EMBA program

University of Texas at Arlington

Undergraduate

Management Process Theory
Leader as Communicator (Goolsby Leadership Academy)
Leadership Development (Goolsby Leadership Academy, member of instructor team)
Ethics, Leadership and Personal Integrity (Goolsby Leadership Academy)

Leadership Internship Supervisor (Goolsby Leadership Academy, member of instructor team)

Graduate

Careers and Managing in a Changing Environment (Member of instructor team)

RESEARCH INTEREST

Leadership and interpersonal communication as it related to individual, group and organizational contexts within business including leadership development and coaching, emotional intelligence, virtual work and leadership, organizational health psychology, and positive organizational behavior/psychology. Additionally, gender and diversity topics related to women's issues and aging of the workforce.

RESEARCH

Published Intellectual Contributions

Book Chapters

Macik-Frey, M., Quick, J. C., Tetrick, L., Adkins, J., Klunder, C. (2012). Occupational Health Psychology (Volume 9, *Health Psychology*). John Wiley & Sons, Inc.

Mack, D., **Macik-Frey, M.**, Quick, J. C., Gray, D., Shinoda, P., Cooper, C., Keller, N. (2011). Early Interdependent Attachments: The Power of a Secure Base (Chapter 7; pp.135-158). In *Early Development and Leadership: Building the Next Generation of Leaders*.

Macik-Frey, M., Quick, J. C., Quick, J. D., Nelson, D. L. (2009). Occupational Health Psychology: From preventive medicine to psychologically healthy workplaces. (Chapter 1, pp. 3-19). In *Handbook of Managerial Behavior and Occupational Health*, Athens, Paschalidis Medical Publications.

Macik-Frey, M., Quick, J. C., Shinoda, P., Mack, D. A., Gray, D. A., Keller, N., Cooper, C. L. (2009). Leadership from a Positive Health Perspective: A Qualitative Study (1st ed., pp. 95-121). *Stress and Quality of Working Life: The Positive and The Negative*.

Quick, J. C., **Macik-Frey, M.** (2007). Behind the Mask (pp. 311-317). In *The Wisdom of Coaching: Essential Papers in Consulting Psychology*, American Psychological Association.

Quick, J. C., **Macik-Frey, M.** (2007). Healthy, productive work: Positive strength through communication competence and interpersonal interdependence. (pp. 25-39). In D. L. Nelson & C. L. Cooper (eds) *Positive Organizational Behavior*, Sage Publications.

Quick, J. C., **Macik-Frey, M.**, Mack, D. A., Keller, N., Gray, D. A. & Cooper, C. L. (2006) Healthy leaders, healthy organizations: Primary prevention and the positive effects of emotional competence. In A. M. Rossi, P. L. Perrewe, and S. L. Sauter (Eds.) *Stress and Quality of Work Life: Current Perspectives in Occupational Health*, p.139-155. Greenwich, CN: Information Age Publishing.

Macik-Frey, M., Quick, J. C., and Quick, J. D. (2005) Interpersonal communication: The key to social support for preventive stress management. In C. L. Cooper (Ed.) *Handbook of Stress, Medicine, and Health, 2nd Edition*, p. 265-292, Boca Raton, FL: CRC Press.

Quick, J. C., Nelson, D. L., and **Macik-Frey, M.** (2005) Job stress. In S. Cartwright (Ed.) *Human Resource Management*, p. 214-215. Volume 5 of *The Blackwell Encyclopedia of Management*, 2nd Edition, C. L. Cooper (Ed.). Malden, MA: Blackwell Publishing.

Quick, J. C., **Macik-Frey, M.**, and Nelson, D. L. (2004) Job stress. In C. Spielberger (Ed.), *Encyclopedia of Applied Psychology*: 467-474. Oxford, England: Elsevier Ltd.

Refereed Journal Articles

Macik-Frey, M. (2012). Communicated Collective Knowledge: Realizing Human Potential Through Social Cognition and Information Integration Processes. *Journal of Knowledge Management Research*, 13(3).

Macik-Frey, M. (2012). The Age Wave Crests During Economic Crisis. *Journal of Management and Marketing Research*, 12, pp. 1-18.

Macik-Frey, M., Quick, J. C., Cooper, C. L. (2009). Authentic leadership as a pathway to positive health at work. *Journal of Organizational Behavior*, 30, 453-458.

Macik-Frey, M., Quick, J. C., Nelson, D. L. (2007). Advances in Occupational Health: From a Stressful Beginning to a Positive Future. *Journal of Management*, 33(6), 809-840.

Quick, J. C., **Macik-Frey, M.**, Cooper, C. L. (2007). Managerial dimensions of organizational health: The healthy leader at work. *Journal of Management Studies*, 44(2), 195-211.

Keller, N., Quick, J. C., **Macik-Frey, M.**, Gray, D., Mack, D. & Cooper, C. (2005) Leader development and emotional competence: Authentic leadership, self-awareness, and personal integrity. *Journal of Business and Leadership*, 1: 54-67.

Quick, J. C. and **Macik-Frey, M.** (2004) Behind the mask: Coaching through deep interpersonal communication. *Consulting Psychology Journal: Practice and Research*, 56 (2), 67-74.

Conference Proceedings

Mao, E., Valenti, L., **Macik-Frey, M.** (2012). *Status Update – “We’ve Got a Problem”: Leadership Crisis Communication in the Age of Social Media*. 2012 ABC-SWUS Conference.

Macik-Frey, M. (2008). *Communication and Social Cognition Systems: A Model of Information-Integration for Knowledge Management* (Houston, TX ed., vol. 50th Annual Mtg, pp. 802-817). Southwest Academy of Management.

Presentations Given

Valenti, L.(author & presenter), **Macik-Frey, M.**(author), “Status update: What’s going on with social media in my office?”, Association for Business Communication Southwestern, Federation of Business Disciplines Annual Meeting, Houston, Texas (March 12, 2015)

Macik-Frey, M. , “The role of social media in business communication: Why and how is social media use by employees being positively and successfully managed?” *Association of Business Information Systems/Association of Business Communication*, Federation of Business Disciplines Annual Meeting, Dallas, Texas (March 13, 2014)

- Macik-Frey, M.**, "To do or not to do, that is the question: Social media in the workplace, two divergent opinions," Association of Business Communication 78th Annual International Conference, New Orleans, Louisiana. (October 24, 2013)
- Macik-Frey, M.** Quick, J. C. Nelson, D. L. Work, Stress, and Health 2009: Global Concerns and Approaches, "Positive Affect and Vigor: Advancing the OHP Agenda," *American Psychological Association: National Institute for Occupational Safety and Health*; Society for Occupational Health Psychology, San Juan, Puerto Rico. (November 7, 2009).
- Macik-Frey, M.**, Academy of Management Annual Meeting, "A Communication-Centered Approach to Leadership," *Academy of Management*, Chicago, Illinois. (August 11, 2009).
- Quick, J. C. (Presenter & Author), **Macik-Frey, M.**, Nelson, D. L., American Psychological Association Annual Convention, "Leadership and Emotion at Work: Advances in Occupational Health." *American Psychological Association*, San Francisco, CA. (August 19, 2007).
- Quick, J. C. (Presenter & Author), Nelson, D. L., **Macik-Frey, M.**, Academy of Management Annual Meeting, "Managers, leaders, and occupational health: Preventing damage and promoting well-being.," *Academy Of Management*, Philadelphia, Pennsylvania. (August 7, 2007).
- Mack, David A., **Macik-Frey, M.**, Quick, J. C., Gray, D., Shinoda, P., Cooper, C., & Keller, N. (2007) "Early interdependent attachments and ethical leadership: The power of a secure base." Early Seeds of Leadership, *Kravitz-de Roulet Leadership Conference*. Claremont, California, February 27, 2007.
- Macik-Frey, M.** (2006) Virtual work: Loneliness, isolation and health outcomes. Paper Presentation at the *Academy of Management* conference, Atlanta, Georgia.
- Macik-Frey, M.**, Quick, J. C., Gray, D., Mack, D., Keller, N., Shinoda, P., & Cooper, C. (2006) Interdependence as a POB construct: Relationships through the lifespan foster leadership development. Paper accepted for presentation at the *Gallup Leadership Institute Summit*, Washington, DC, October 9-11, 2006.
- Macik-Frey, M.**, Shinoda, P., Gray, D.A., Mack, D.A., Quick, J.C., & Keller, N. (2006) Strength of Purpose: Positive Direction for Leadership Action. In B. Simmons (Chair) Back to the Future: Traditional and Contemporary Themes in Organizational Stress Research. Symposium at the *British Academy of Management*, Belfast, Ireland, September 12 – 14, 2006.
- Macik-Frey, M.**, Gavin, J., and Rossi, A. M. (2005) Self reliance as a positive organizational construct. In J. C. Quick (Chair) Positive Strengths to Meet the Challenges... Hope, Vigor, and Self-Reliance. Symposium at the *British Academy of Management*, Oxford, England.
- Macik-Frey, M.**, Rossi, A. M., Quick, J. C. (2005) Interdependence and political skill: Exploring positive organizational behavior constructs. Paper presentation in C. L. Cooper (Chair) Accentuating the Positive at Work: Linking Positive Psychological Capacities with Valued Outcomes. Symposium at the *Academy of Management* conference, OB, HR & ODC, Honolulu, Hawaii.
- Quick, J.C. & **Macik-Frey, M.** (2005) Leader development and emotional competence: Authentic leadership, self awareness, and personal integrity. Paper presented at *the Business and Leadership Symposium*, Fort Hays State University, Fort Hays, Kansas.
- Keller, N., Quick, J. C., and **Macik-Frey, M.** (2004) Authentic transformational leaders: Developing character and personal integrity through emotional competence. Paper presented at the *Gallup Leadership Institute Summit*, Omaha, Nebraska.

Quick, J. C., and **Macik-Frey, M.** (2004) Workers' psychological well-being. Workplace strategies for improving health and well-being, *National Institute of Health*, Baltimore MD, 14 April.

Macik-Frey, M. (2003) We've come a long way baby!...or have we?: Sexual harassment turns 25. Paper presentation at the *Academy of Management* conference, Seattle, Washington.

Quick, J. C. and **Macik-Frey, M.** (2003) Behind the mask: Coaching through deep interpersonal communication. Division 13, *American Psychological Association*. Toronto, Canada, August 8. (Levinson Award Address).

Awards and Honors

2012 McGraw-Hill/Irwin Distinguished Paper Award, Association for Business Communication. (March 2012).

SERVICE

Department, College and University Committees

Annual College of Business Honor's Banquet Presenter
Department Representative Majors/Minors Fair
Graduate Program and Instruction Committee Member – College of Business
Chair Strategic Planning Committee 2012-2014; Member 2014 – present
AACSB Committees (Strategic Plan and Assurance of Learning)
College of Business Academic Council member
Director, College of Business Internship Program
Beta Gamma Sigma Chapter Treasurer
Assurance of Learning Committee for AACSB
Complete the BSQ for AACSB annually
AACSB reaccreditation preparation team member (reaccredited – March 2015)
External Relations committee member
Moderator – Bi-annual College of Business Career Seminar
Commencement reception committee member
Judge and Speaker for LEAD (leadership) program sponsored by College 2015
Reader/critique SACSCOC program reviews – University
Business Administration Online minor and major planning committee – 2011- present
Online Nicholls Planning Committee member 2012 – 2014 - University

Professional

Reviewer, Conference Paper, Academy of Management. (2007 – 2012)

Community

Consultant – Leadership Development, *Leadership Terrebonne*, Terrebonne Chamber of Commerce, Houma, Louisiana 2012 – 2015

Guest speaker, *Leadership St. Mary*, St. Mary Chamber of Commerce, Morgan City, Louisiana 2014.

Speaker and Judge for *Leadership Lafourche* "Best of" Awards. Leadership Lafourche, Lafourche Chamber of Commerce and Thibodaux Chamber of Commerce, Thibodaux, Louisiana 2014- 2015

Guest speaker on social media, *Louisiana Association of Tax Administrators*, Morgan City, Louisiana (June 13, 2014)

Guest speaking on leadership and communication topics for various organizations (Rotary, Kiwanis, TARC, Girl Scout Leadership Day, Free Enterprise Week, American Business Women's Association, Bayou Chapter of Medical Managers)

Awards - Service

University Academic Council Salutes Award, October 2011

PROFESSIONAL AFFILIATIONS

Academy of Management – 2002 to present

Association for Business Communication – 2004 - present

American Society for Training and Development – 2005 to 2012

REFERENCES

Shawn Mauldin, Dean, College of Business, Nicholls State University, Thibodaux, LA,
shawn.mauldin@nicholls.edu

James Campbell Quick, Ph. D., Professor of Management and John and Judy Goolsby Distinguished Professor, University of Texas at Arlington. Dissertation Committee Chair.
jquick@uta.edu

Dan Himarios, Ph. D., Dean, College of Business Administration, University of Texas at Arlington. Himarios@uta.edu

Other references available upon request.