

**AGENDA**  
**PERSONNEL COMMITTEE**  
**BOARD OF SUPERVISORS FOR THE**  
**UNIVERSITY OF LOUISIANA SYSTEM**  
**\*1:20 p.m., Thursday, April 12, 2018\*\***  
**Southeastern Nursing School – Room 119**  
**4849 Essen Lane, Baton Rouge, Louisiana**

**MEMBERS:**

Mr. Robert Shreve, Chair  
Ms. Elizabeth Pierre, Vice Chair  
Mr. James Carter  
Ms. Lola Dunahoe  
Mr. Thomas Kitchen  
Mr. Benjamin Rice  
Mr. Virgil Robinson, Jr.  
Mr. Winfred Sibille

- A. Call to Order
- B. Roll Call
- C. **Consent Agenda:**

**Board Agenda Item J.1.**

McNeese State University's request for approval to appoint Dr. Cecil Mitchell Adrian as Provost and Vice President for Academic Affairs and Enrollment Management.

- E. Other Business
- F. Adjournment

**\*\* Executive Session, pursuant to R.S. 42:17, may be required.**

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

**PERSONNEL COMMITTEE**

**April 12, 2018**

- Item J.1.** McNeese State University's request for approval to appoint Dr. Cecil Mitchell Adrian as Provost and Vice President for Academic Affairs and Enrollment Management.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Cecil Mitchell Adrian as Provost and Vice President for Academic Affairs and Enrollment Management effective March 16, 2018 at an annual salary of \$164,190. 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 McNeese State University's request for approval to appoint Dr. Cecil Mitchell Adrian as Provost and Vice President for Academic Affairs and Enrollment Management.***



J 1

March 21, 2018

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

Dear Dr. Henderson:

Enclosed are (5) copies of McNeese State University's request for approval to appoint Dr. C. Mitchell Adrian as Provost and Vice President for Academic Affairs and Enrollment Management.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the April 12, 2018 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel  
President

Enclosures

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**Mitchell Adrian, D.B.A.**  
**Professor of Management**  
**Interim Provost and Vice President for Academic Affairs and Enrollment Management**  
**McNeese State University**  
**madrian@mneese.edu**

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## **Portfolio of Talents and Accomplishments**

### **Administrative**

- Experience as Department Chair, Dean, and Provost/VPAA
- Experience with AACSB and SACS accreditation standards
- Regular participant of AACSB professional events
- Involved with the creation of numerous courses and programs, many interdisciplinary in nature, involving resources from across campus
- Developed a “satellite” campus for offering upper division and graduate courses
- Raised over \$340,000 in gifts and grants in five years as Dean

### **Teaching**

- Winner of multiple awards for high quality teaching and student advising
- Experienced with delivering courses online and through electronic teaching media
- Adept at bringing work and life experience to the classroom
- Consistently strong student evaluations
- Broad range of courses taught
- Graduate of the Master Teacher Program at Georgia State University

### **Research**

- A history of assisting colleagues in achieving or maintaining publication requirements
- History of successful research in diverse areas of business and business education
- Research includes academic, practitioner, and pedagogical areas
- Ongoing development of research in pedagogy

### **Service**

- Working relationship with local industries and industry leaders
- Served on numerous local boards, including Memorial Hospital, Coshatta Tribe Economic Development Board and Habitat for Humanity
- Chair and member of multiple Chamber of Commerce committees
- Chair and member of numerous search committees, tenure committees, and curriculum committees

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## **EDUCATION AND EMPLOYMENT DATA**

### **Academic Preparation**

Doctor of Business Administration (DBA), Mississippi State University, May, 1996

Major: Management

Minor: Marketing and Business Quantitative Analysis.

Master of Business Administration, Midwestern State University, July 1990

Bachelor of Science, McNeese State University, May 1984

Major: Management

### **Academic Experience**

2017-Present: Interim Provost and Vice President for Academic Affairs and Enrollment Management.

2011-2017: Professor of Management, McNeese State University.

2007-2011: Dean of the College of Business, McNeese State University.

1996-2006: Associate Professor of Management and Department Chair, Longwood University

1991-1995: Graduate Teaching Assistant, Mississippi State University. Full responsibility for all classes. Tutor: Quantitative Business Methods and Human Resource Management Department of Athletic Academics, 1993-1994.

### **Non-Academic Employment**

1990-1991: Self Employed, Southwest Wireline Services. Offered services specializing in maintenance of directional drilling electronics and down-hole wireline electrical services. I primarily contracted jobs with Baker Energy Resources. Job locations included LA, NC, OK, TX, NY, and Brazil.

1984-1989: Store and Warehouse Manager, Straus-Frank: Carquest Auto Parts. Responsible for both sales and operations. Sales duties included dealing with the customers directly, both in acquiring new sales and solving problems for existing customers. Personnel duties included the hiring and training of employees, decisions on salaries and incentives, and the disciplining and termination of employees. Store personnel consisted of sixteen employees, including eight in-store and three outside salespersons.

1983-1986: United States Marine Corps Reserves. Officer Candidate School and Marine Corps Development and Education Command, Quantico, VA.

## **Consulting**

2012: Travis Holdings, Business Expansion Recommendations,

1999–2004: Consultant, J&H Marsh & McLennan. J&H Marsh & McLennan Companies are a global professional services firm offering risk and insurance services, investment management and consulting worldwide. I work as an outsourced consultant performing Organizational Values Analysis (OVA) for various clients. OVA results are then correlated with perceived problems within the organization (such as employee turnover, diversity issues, etc.) to determine causes for the problems in question. Clients have included: United States Army, Naples, Italy, United States Air Force, Aviano, Italy, Greentree Trucking Company, Pittsburgh, PA.

1995: Team and Total Quality Trainer, Conducted team-building sessions as an in-house team trainer at Baldor Electric, an electric motor manufacturing company, in Columbus Mississippi. The team building effort was a three-phase plan through which Baldor employees could develop from their original work groups into autonomous work teams with the ultimate goal of implementing a Total Quality production orientation within their organization. The program was sponsored by East Mississippi Community College.

1993: Consultant, Richardson Brothers Furniture, Bedroom Division. Conducted research regarding employee attitudes and opinions for Richardson Brothers Furniture Company of Winona, Mississippi. This research consisted of employee interviews, questionnaire construction and administration, and data analysis. Consultation was provided to the management staff of Richardson Brothers regarding the results of research findings. This research was conducted through Mississippi State University and was directed by Dr. Steven Taylor. Funding for the project was provided by the Mississippi Furniture Producers Association.

## **ACCREDITATION EXPERIENCE**

### **Accreditation Site Visits (AACSB)**

2012: AACSB Reaccreditation Review – King Fahd University of Petroleum and Minerals, Dhahran, Saudi Arabia.

2011: AACSB Reaccreditation Review - Central Arkansas, Conway, Arkansas.

2011: AACSB Reaccreditation Review - University of Wisconsin, River Falls, River Falls, Wisconsin.

2010: AACSB Reaccreditation Review - University of Wisconsin, Parkside, Kenosha, Wisconsin.

2010: University of Central Oklahoma, Oklahoma City, Oklahoma. Reviewer for Self-Study for Continuous Improvement

2009: AACSB Reaccreditation Review – South Carolina State University, Orangeburg, South Carolina.

## ACADEMIC ACHIEVEMENTS

### Refereed Journal Articles

- Adrian, C. Mitchell, Phelps, Lonnie D., Totten, Jeffery (2017). Using Personal Selling Techniques to Influence Student Evaluation of Faculty Instruction. *The Journal of Learning in Higher Education*. In Press.
- Adrian, C. Mitchell (2017). Determining the Skills Gap for New Hires in Management: Student Perceptions vs. Employer Expectations. *International Journal of Innovation and Education Research*. 4 (6), 144-152.
- Adrian, C. Mitchell (2016). Establishing a Process Utilizing Community Leaders as Mentors to Undergraduate Students. *International Journal for Innovation Education and Research*. 4 (11), 51-67.
- Adrian, C. Mitchell (2016). Changes in Perceptions of Service Quality Corresponding to Population Growth. *International Journal of Advances in Social Science and Humanities*. 4 (1), 62-69.
- Adrian, Mitchell (2015). Pizza, Donuts, and SEI's: Influencing Student Evaluations of Instruction by Building a Professional Relationship. *Journal of Research in Business, Economics and Management*. 3 (3), July 14, 188-194.
- Adrian, C. Mitchell, Cox, Susie S., Phelps, Lonnie D., Schuldt, Barbara A., and Totten, Jeff W. (2014). Issues Causing Stress Among Business Faculty Members. *Journal of Academic Administration in Higher Education*. 10 (1), 41-46.
- Adrian, C. M. (2014). Developing a Simple Model for Job Growth in the Tertiary and Quaternary Sectors: Predicting Employment Based Upon Anticipated Population Growth. *Journal of Economics and Development Studies*, 2, (3), 49-59.
- Rahman, M., Adrian, M., & Mustafa, M. (2014). Dynamic Linkages for the Economy of Vietnam. *Southwestern Economic Review*, 41 (1), 39-52.
- Adrian, C. M., Credo, K., & Phelps, L. D. (2014). Ethics and Social Responsibility: Getting it Right for Entrepreneurs and Small Business. *International Journal of Advances in Management and Economics (IJAME)*, 3 (1), 193-199.
- Adrian, M., Phelps, L., & Gatte, A. (2013). Philanthropy and Corporate Social Responsibility: Is Giving Enough to Truly Be Ethical? *International Journal of the Academic Business World*, 7 (1), 83-90.
- Contreras, S., Badua, F., & Adrian, M. (2012). Peer Effects on Undergraduate Business Student Performance. *International Review of Economics Education*, 11 (1), 57 - 66.

- Shuldt, B. A., Totten, J. W., Adrian, C. M., & Cox, S. S. (2012). Student Rudeness & Technology: Going Beyond the Business Classroom. *Journal of Learning in Higher Education, 8* (1), 35-43.
- Contreras, S., Badua, F., Adrian, M., & Chen, J. (2011). Documenting and Explaining Major Field Test Performance among Undergraduate Business Students. *Journal of Education for Business, 86*, 64-70.
- Adrian, M., Gilfillan, S., McWee, W., & Waller, B. (2007). A Comparison of University Freshmen and Faculty Perceptions of Academic Honesty. *Insights to a Changing World Quarterly Journal, 2007* (3).
- Adrian, M. (2006). An Assessment of Undergraduate Work Ethic Regarding Employment and Education. *Coastal Business Journal, 5* (1), 1-12.
- Adrian, C. M. (2001). The Influence of E-mail as an Interoffice Communication Tool in Small Organizations. *Journal of Technical Writing and Communication, 31* (3), 283-292.
- Adrian, C.M. (2000). Developing a Learning Environment: Applying Technology and TQM to Distance Learning. *Distance Learning Technologies: Issues, Trends and Opportunities*. Idea Group Publishing. 107-123.
- Adrian, M. & Palmer, G. D. (1999). Toward a Model for Understanding and Improving Educational Quality in the Principles of Marketing Course. *Journal of Marketing Education, 21* (1), 25-34.
- Palmer, K. N., Gilfillan, S. W., Palmer, G. D., & Adrian, C. M. (1997). Meeting the Needs of Non-Public and Public Accountants in a Four-Year Program. *Journal of Education for Business, 72* (5), 267-272.
- Richard, M. & Adrian, M. (1997). Determinants of Casino Repeat Purchase Intentions. *Journal of Hospitality and Leisure Marketing, 4* (3), 25-39.
- Richard, M. & Adrian, M. (1996). Measuring Consumer Satisfaction and Dissatisfaction With the Complain Resolution Process in a Retail Setting. *Journal of the Academy of Business Administration, 2* (1), 7-22.
- Richard, M. & Adrian, M. (1995). A Segmentation Model of Consumer Satisfaction/Dissatisfaction with the Complaint Resolution Process. *International Review of Retail, Distribution and Consumer Research, 5* (1), 79-98.
- Adrian, M. & Richard, M. (1995). An Examination of Purchase Behavior versus Purchase Attitudes for Environmentally Friendly and Recycled Consumer Goods. *Southern Business Review, 21* (1), 1-15.



- Adrian, M. & Dupre, K. (1995). The Environmental Movement: A Status Report and Implications for Pricing. *Sam Advanced Management Journal*, 59 (2), 35-40.
- Adrian, M. & Richard, M. (1994). Consumer Evaluation of the Complaint Resolution Process. *Midwestern Business and Economic Review*, 9 (1), 1-20.
- Richard, M., Adrian, M., & Allaway, A. (1993). A Discriminant Analysis of Consumer Satisfaction/Dissatisfaction with the Complaint Resolution Process. *Delta Business Review*, 3 (2), 36-45.

### **Refereed Proceedings**

- Adrian, M., Cox, S. S., Phelps, L. D., Schuldt, B. A., & Totten, J. W. (2013). Issues Causing Stress among Business Faculty Members. *Academic Business World International Conference*.
- Adrian, M., Phelps, L., & Gatte, A. (2012). Corporate Philanthropy: An Appropriate Measure of Ethical Behavior? *Academy of Business Research*.
- Mustafa, M., Adrian, M., & Rahman, M. (2012). Stock Market, Exchange Rate and Trade Balance Linkages: Evidence from Vietnam. *Academy of International Business - Southwest*.
- Adrian, M., Cox, S. S., Phelps, L. D., Totten, J. W., & Shuldt, B. A. (in press, 2012). Attitudes of Business Students toward Rudeness & Technology Usage: A 2-University Study. *International Conference on Learning and Administration in Higher Education*.
- Schuldt, B., Cox, S. S., Totten, J., & Adrian, C. M. (2011). Student Rudeness & Technology: Going Beyond the Business Classroom. *Academic Business World International Conference*, 373.
- Adrian, M., Gilfillan, S. W., McWee, W. E., & Waller, B. D. (2006). Student Perceptions of Academic Honesty. *American Society for Business and Behavioral Sciences*, 13 (1).
- Adrian, M. C., Gilfillan, S., McWee, W., & Waller, B. (2005). Student Perceptions of Academic Honesty. *Academy of Business and Public Administration Disciplines*, 1, 995-1007.
- Adrian, C. M. & McWee, W. (2004). Using Weighted Measures for Student Evaluations of Faculty. *SE INFORMS (40th Annual Edition)*.
- Adrian, C. M. & Sinclair, L. (2003). A Gender Comparison of Undergraduate Work Ethic. *SE INFORMS (39th Annual Edition)*.
- Adrian, M. (2002). An Assessment of Undergraduate Work Ethic. *SE INFORMS*.

## **Training Manual**

Dame, R., Adrian, C. M., & McWee, W. (2004). *College of Business & Economics Internship Manual 3<sup>rd</sup> Edition*. Farmville, VA: Longwood University.

Dame, R., Adrian, C. M., McWee, W., & Sinclair, L. (2002). *College of Business & Economics Internship Manual 2<sup>nd</sup> Edition*. Farmville, VA: Longwood University.

Dame, R., Adrian, C. M., McWee, W., & Sinclair, L. (2001). *Longwood College School of Business & Economics Internship Manual*. Farmville, VA: Longwood University.

## **Presentation of Refereed Papers**

Adrian, M. & Totten, J. (2013). *Pizza, Donuts and SEI's*. Academy of Business Research, San Antonio, Texas.

Adrian, M. & Cox, S. (2012). *Closing the Loop: Practicing What We Preach*. AACSB Assessment Conference, Houston, Texas.

Rahman, M., Adrian, M., & Mustafa, M. (2012, March). *Vietnamese Stock Market and VND-Dollar Exchange Rate: A Casual Nexus*. Federation of Business Disciplines, New Orleans, Louisiana.

Adrian, M., Phelps, L., & Gatte, A. (2012). *Corporate Philanthropy: An Appropriate Measure of Ethical Behavior?* Academy of Business Research, New Orleans, Louisiana.

## **Invited Publications**

2015: Angels of SWLA *Exposure Magazine*. <http://www.readexposure.com/angels-of-southwest-louisiana>

2014: Estimations for Job Growth in the Tertiary and Quaternary Sectors in Southwest Louisiana: Predicting Permanent "Post Boom" Employment Based Upon Anticipated Population Growth. Submitted to SWLA Chamber Alliance.

## **Invited Presentations**

2016: Establishing a Process Utilizing Community Leaders as Mentors to Undergraduate Students. Presented to the faculty of the College of Business, McNeese State University, 4/19/2016.

2016: Business Communications. Presented to Calcasieu Parish School Board Sales Tax Department. L'auberge. Lake Charles, LA.

## **Grants/Gifts**

2010

- Education in Free Enterprise (2010), with Kurth, M. \$5000 annually.
- 2010: Jeff and Rhonda Lee Miller Distinguished Student Award, \$120,000.

2009

- NAP Grant, \$5000.
- Chamber of Commerce Small Business Committee, \$6000.
- Senior Challenge, Led Senior Class Gift. \$3000.

2008

- Board of Regents Enhancement Grant, \$60,000.
- H.C. Drew Foundation for Economic Development, \$10,500.
- NAP Grant, \$5000.
- Senior Challenge, Senior Class Gift. Led by students, the class collected approximately \$6,500 for the year.
- CITGO Scholarship Award, \$5000 Scholarship for Accounting/Finance.
- Community Support Funds, Community Enhancement Grant. Gaming community support funds were awarded to purchase faculty computers in the College of Business, \$70,000.

2007

- Grace Foundation, \$3000 annually for four years.
- PPG Scholarship, \$3000 annually.
- Mike Demarie Insurance Agency, Demarie Insurance Agency Scholarship \$25,000.
- Northrop Grumman University Support, \$3000.
- Student Investment Fund, McNeese Alumni Association, \$10,000.
- Student Investment Fund, Cameron State Bank. To create Student Investment Fund and Student Investment Team, \$10,000.

## **Courses Taught**

- Business Strategy
- Business Ethics and Corporate Social Responsibility
- Business Ethics and Diversity
- Business Policy
- Freshman Foundations
- Human Resource Management
- Innovative Management Perspectives
- Management Concepts and Practices
- Managing the Diverse Workplace
- Operations Management and Quantitative Methods
- Seminar in Current Business Problems
- Introduction to Management Science
- Student Internships
- Principles of Management
- Industrial Relations
- Organizational Theory
- Production/Operations Management
- Business Statistics

## **SERVICE**

### **Service to the University**

2015-2017: Commencement Committee

2013-2017: Judge - FBLA Student Interview Competition

2015-2016: Shearman Research Initiative Committee

2006-2016: Faculty advisor to Alpha Delta Pi sorority

2014-2015: University Curriculum Committee

2013-2015: University-Wide Committee on Internships: develop policy and procedure and consider other particulars that deal with internships

2012-2013: SACS Educational Programs Subcommittee

2011-2012: Implementation Team - Develop recruiting plan to coordinate Colleges with office of Admissions and Recruiting

2010-2011

- University Review Team: University Review Team as part of McNeese State University's Institutional Review
- Developed concentration in HRM Recognized by the Society for Human Resource Management (SHRM)

2008-2009: Website Redesign Action Team

2007-2008

- Chair, Summer School Enrollment Committee
- Franklin's Square Committee: It is a national program aimed at identifying strengths and weaknesses in Greek letter organizations and creating opportunities for improvement.
- Search Committee for Director of Freshmen Foundations
- General Education Matricies Committee: Evaluate courses and programs for transfer adequacy.
- Search Committee for Director of Freshman Foundations and Students in Transition
- College of Business Representative: Represented the College of Business during Howdy Rowdy week - mentoring new students and recruiting for the College.

### **Service to the College of Business**

2015: Interview for KPLC TV, Topic of Conversation: Service Quality and Is Service Quality a Thing of the Past?

2014:

- Reviewer for AACSB Maintenance of Accreditation Report – Strategic Planning section.
- Reviewer for AACSB Maintenance of Accreditation Report – New Degree Programs.

**Assurance of Learning**

2013-2014: MBA Assessment of Student Learning - Written Communication Reviewer

**College of Business Committees (Chair)**

2011-2017: Beta Gamma Sigma Committee

2014-2016: Internship Advising Committee

2010-2016: Strategic Planning

2013-2015: AACSB Maintenance of Accreditation Committee

2012-2013: Internship Advising Committee (Co-Chair)

2010-2011: Funding and Internal Grants Committee

2009-2010: Admission Standards and Student Progression

2008-2009: Freshman Foundations Committee (Co-Chair)

2007-2008: MBA Director Search Committee

**College of Business Committees (Member)**

2015-2016: Tenure and Promotion Committee

2013-2014: Entrepreneurship Minor Committee

2012-2013:

- Search Committee - Position in Marketing
- Endowed Professorships Committee

2011-2012:

- Tenure and Promotion Committee
- APR Review
- AACSB Advisory Committee
- Dean's Advisory Committee
- FFND Advisory Committee

2010-2011: Intellectual Contributions Committee

2007-2008: MBA Customer Survey Committee

**College of Business Mentoring Activities**

2012-2015: Developed mentoring program to connect student protégé's to with community mentors

**Service to the Management Profession****Academic Conference: Moderator / Facilitator**

2010: AACSB International Conference (ICAM), Anaheim, California.

**Academic Conference: Panelist**

2012: Joint Meeting of the International Conference on Learning and Administration in Higher Education and the Academic Business World International Conference, Nashville, Tennessee.

**Advisor**

2008: External Evaluator for Tenure and Promotion - Bellarmine University.

**Board Member: Board of Trustees**

2014–Current: Southwest Louisiana Healthcare System, Inc and Southwest Louisiana Hospital Association d.b.a. Memorial Hospital.

2011–Current: CEDCO - Coushatta Economic Development Corporation, Elton, Louisiana.

2011–Current: Angel Capital Association (ACA), Lake Charles, Louisiana.

**Reviewer – Journal Article / Manuscript**

2016: Title: A Review of Infiltration Excess Overland Flow (IEOF): Terms, Models and Environmental Impact. *Journal of Advances in Humanities*.

2015: Title: Second-Order Accelerator of Investment: The Case of Discrete Time *International Review of Economics Education*. IREE\_2015\_1

2011: *International Review of Economics Education (IREE)*.

1998–2007

- American Society of Business & Behavioral Sciences Journal.
- Organizational Research Methods Journal.

2005: Academy of Management Careers Division.

**Reviewer: Conference Paper**

2017

- Academy of Management. Submission Number: 14606 “Performance Consequences of Seeing Opportunities in Competition: The Role of Industry Analysis”
- Academy of Management. Submission Number: 11321 “How ‘Being Responsible’ Change the Company: An actor-Network Perspective on Business Models.”

2015

- Academy of Management. Submission Number: 18899 “Opening Governance Dynamics: New Frontiers of Risk Intersecting Security and Competitiveness”
- Academy of Management. Submission Number: 12465 “Measuring Corporate Political Sensitivity”
- Academy of Management. Submission Number: 15985 “Lobbying strategy and investment in market capabilities in transition economies”

2014

- Academy of Management. “Breaking Glass: Meta-Analytic Resolution of the Performance Effects of Women in Strategic Leadership”
- Academy of Management. “Individual and Corporate Cultural Values and Ethical Awareness: An Exploratory Empirical Study” Academy of Management. “Moral Awareness in Family Business: An Issue-Contingent, Socio-Cognitive Explanation”
- Academy of Management. “Organizational Commitment in the Home Care Industry”
- Academy of Management. “One Size Fits All: Servant Leadership an Effective Approach for All Generations”

- Academy of Management. “Antecedents of Sexualized Work Environment and Their Relationship with Emotional Exhaustion”
- Academy of Management. Submission 17337- “Learning to Fly: Using Vision and Values to Enhance Student Outcomes”

**Editor / Associate Editor**

2015-2020: Journal of Global Good Governance, Ethics and Leadership. Co-Editor.  
 2002 – 2010: Journal of Internet Commerce. Editorial Board Member - Journal of Internet Commerce.

**Editor: Book / Textbook**

2014: Strategic Management by Jeff Dyer, David Bryce, Paul Godfrey, and Robb Jensen.  
 2013: Guest Editor for "Real World Strategy" by Dyer, Godfrey, Jensen, and Bryce: Wiley Publishing.

**Other Presentations**

2011: Louisiana Entrepreneurship Day, Baton Rouge, Louisiana.  
 2006: American Society for Business and Behavioral Sciences, Las Vegas, Nevada.  
 2002 – 2004: Southeastern InfORMS, Myrtle Beach, South Carolina. Presentation and Discussant  
 2002: Alpha Delta Pi Volunteer Leadership Conference, Memphis, Tennessee. Discussion Leader and Workshop Presentation

**Service to the Community**

**Chair of a Committee**

2017

- Compliance Committee: Memorial Hospital
- Audit Committee: Memorial Hospital

2016-2017: Planning Committee: Memorial Hospital

2015-2017: Audit Committee: Memorial Hospital

2014-2017: Corporate Compliance Committee: Memorial Hospital

2014-2015

- Retirement Committee: Memorial Hospital
- Planning Committee: Memorial Hospital

2012: Chamber of Commerce Small Business Committee, Advance small business and entrepreneurship in the region.

2009 – 2011: Chamber of Commerce Business Expo

2010

- U.S. Chamber of Commerce Small Business Summit
- Small Business Committee - Chamber of Commerce

### **Member of a Committee**

2017

- Quality Management Committee: Memorial Hospital
- Human Resources Committee: Memorial Hospital

2016-2017: Retirement Committee: Memorial Hospital

2014-2016: Compensation Committee: Memorial Hospital

2014: Audit Committee: Memorial Hospital

2012 – 2013: Chamber of Commerce Small Business Committee, Advance small business and entrepreneurship in the region.

2007 – 2013: Workforce Development and Education Committee, Identify workforce needs. Form partnerships to bridge business and education.

2010 – 2011: Strategic Advisory Council - Sowela Technical Community College

2008: Governor's Economic Advisory Council Working Group on Workforce, to enhance the state's workforce through more effective postsecondary education and training systems.

2008: Governor's Transition Team, Member of Transition Team for Governor Bobby Jindal

2007: Southwest Louisiana Economic Alliance (Chamber), Committee to evaluate educational and training opportunities to support the retail and service industry

### **Other Community Service Activities**

2014: Consulting work for South Coast Development Council, Eugene Oregon. Unpaid consulting, advising for predicting tertiary employment during growth periods. 9/18/2014. Connie Stopher.

2013: Consulting work for Atterbery Enterprises, Unpaid consulting for new start-up business - Atterbery Enterprises. 4/15/13. Lauren Atterbery and Justin LeBrun.

2007 – 2013: Pi Kappa Phi Fraternity, Regional Governor for Pi Kappa Phi Fraternity

2002 – 2013: Alpha Delta Pi Sorority, Advisor to International Office and Local Chapter

### **Positions Held in Civic Organizations**

2012 – 2013: Habitat for Humanity - Board President

### **Speech / Presentation at a Community Meeting**

2013: International Economic Development Council workshop "Connecting Entrepreneurs to Capital", Represented the SWLA Angel Capital Assn.

2010: Leadership Southwest Louisiana - Regional Workforce (SWLA 2010 Leadership Program)

2009:

- Area Economic Report to Business First Bank
- Television News Interview - KPLC, Provided information about the Employee Freedom of Choice Act



## **Faculty Development**

### **Research-Related Conference/Seminar**

2005: Conducted strategic planning seminar for Greek letter organizations as part of the Greek Summit.

2004: Conducted Parliamentary Procedure seminar for Alpha Delta Pi sorority.

### **Instructional-Related Conference**

2008: AACSB Conference on Continuous Improvement, Atlanta, Georgia.

### **Professional Seminars / Workshops**

2011: AACSB Dean's Conference, Phoenix, Arizona.

2010: AACSB International Conference (ICAM), Anaheim, California.

2009: AACSB International Conference (ICAM), Orlando, Florida.

2008: AACSB Maintenance of Accreditation Seminar, Tampa, Florida.

## **Honors-Awards**

### **Awards**

2016: Research Leadership Award, College of Business, McNeese State University.

2012-2017: JP Morgan Chase Bank Endowed Professor of Business Research

2013: Academy of Business Research. Best Paper Award

2012

- McNeese State University College of Business. Outstanding Faculty Research
- Outstanding Faculty Performance. College of Business, McNeese State University.

2000-2005: Who's Who Among America's Teachers.

2005

- College of Business and Economics. Outstanding Academic Advisor of the Year
- Longwood University. Outstanding Greek Chapter Advisor Award
- Longwood University. Longwood Citizen Leader Award for Faculty Advisor

2004

- College of Business and Economics. Outstanding Academic Advisor of the Year
- Greek Organizations. Outstanding Chapter Advisor Award
- College of Business and Economics. Outstanding Teacher of the Year, voted by the students
- Longwood University. Fuqua Excellence in Teaching Award, This is a university level award, the winner is chosen by alumni vote 2003-2004
- Longwood University. Outstanding Teacher of the Year, as voted by students in the College of Business and Economics. 2003-2004.

1998: Longwood University. Outstanding Academic Advisor of the Year as voted by students in the College of Business and Economics. 1997-1998

**Honors**

2013: Honoree - National Philanthropy Day. Association of Fundraising Professionals / Habitat for Humanity.

2008: Phi Kappa Phi.

1996: Beta Gamma Sigma Honor Fraternity.

**Other Activities**

2013 - Miller Lite - Tap the Future: Served as a judge for new ventures presentation contest (\$250,000 cash prize).