

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

PERSONNEL COMMITTEE

June 25, 2020

Item J.1. **McNeese State University's** request for approval to appoint Dr. Wade Anthony Rouse as Vice President for University Advancement effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Wade Anthony Rouse as Vice President for University Advancement effective July 1, 2020 at an annual salary of \$152,250. 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. Wade Anthony Rouse as Vice President for University Advancement effective July 1, 2020.



J.1.

June 4, 2020

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

Dear Dr. Henderson:

McNeese State University requests approval to appoint Dr. Wade Anthony Rouse as Vice President for University Advancement.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the June 25, 2020 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel
President

Attachments

WADE ROUSSE, PHD

1220 Pithon St. APT#2
Lake Charles, LA

Telephone: (Cell) 928 308 6452
Email: wrousse1@mcneese.edu

PROFESSIONAL OVERVIEW:

- PhD in Economics, Master's Degree in Economics, MBA and Bachelor's Degree accompanied with 25 years of progressive and diverse work experience
- A proven leader, with over a decade of senior level administrative responsibilities in the private sector, and various administrative roles in higher education
- A career, which has provided the experience for an understanding of economics, financial markets, business, and technical operations
- A diplomatic and articulate communicator able to expediently ascertain needs, evaluate action plans, and implement solutions
- Exceptional analytical and quantitative skills; established track record in developing and implementing enhancement measures, as well as econometric modeling
- Research interests are in the areas of Macroeconomics, Finance, the U.S. Payment System, and Regional Economics

EDUCATION:

UNIVERSITY OF ILLINOIS AT CHICAGO

Chicago, Illinois

PhD in Economics, 2009

Master's Degree in Economics, 2006

UNIVERSITY OF NEW ORLEANS

New Orleans, Louisiana

Master of Business Administration, 2002

NICHOLLS STATE UNIVERSITY

Thibodaux, Louisiana

Bachelor of Science Degree in Business, 1993

Wade Rousse, PhD

Page Two

EMPLOYMENT:

McNeese State University

2019 to present

Lake Charles, Louisiana

Dean of the College of Business at McNeese State University

- Since arriving on campus in July, most of my time has been expended in preparation of the upcoming AACSB accreditation visit.
 - Developed a monthly call with the peer-review-team (PRT) chair
 - Attended the AACSB accreditation conference, and been very involved in the conversation regarding the 2020 AACSB standards
 - Met with as many stakeholders as possible to make certain to accurately reflect the strategic planning, assurance of learning, curriculum development, hiring procedures, and other accreditation issues are accurately reported in the continuous-improvement-review (CIR) report.
 - Constructed the entire CIR report
 - Planned the campus visit, which will take place March 22nd – 24th
- Defined expectations for Departments, and built these expectations into the annual review process of our staff
- Reorganized personnel (as best possible given our constraints) in an attempt to match skill-sets with necessary tasks

Northern Arizona University

2015 to 2019

Flagstaff, Arizona

Note: During my tenure at Northern Arizona University, I held several positions and often dual appointments. Positions, and associated tasks are listed below:

Associate Dean for Accreditation and Operations at The W.A. Franke College of Business

- Plan, conduct, and manage faculty development activities, College research symposia, brown bags and other activities designed to enhance College teaching and scholarly effectiveness
- Serve as the Dean's office representative for Business Division faculty evaluations and Statement of Expectations (SOE) development
- Manage and prepare reports required for accreditation processes – primary responsibility for the Association to Advance Collegiate Schools of Business (AACSB) accreditation and provide support for School of Hotel and Restaurant Management accreditation

Wade Rousse, PhD

Page Three

Associate Dean for Accreditation and Operations responsibilities continued...

- Work with the Associate Dean for Academic Affairs to oversee winter and summer term scheduling and promoting of classes and managing revenue
- Coordinate with the Dean in developing the college budget, enhance reporting, analysis, and forecasting of the college's finances
- Oversee all College support services functions
- Serve as a member of the Dean's leadership team
- Represent the college at the University level as assigned

Interim Director of the Alliance Bank Economic Policy Institute

- Manage all four units of the Institute. The four units consist of The Center of American Indian Economic Development, the Arizona Hospitality Research and Resource Center, The Rural Policy Institute, and the largest Road Scholar program in the U.S.
- Administer a team, which hosts an Economic Outlook Conference. The Conference is in its 43rd year, and sells out at 500 attendees on an annual basis. Keynote speakers have included Robert Reich, Gene Sperling, and this year will be David Walker
- Broke-down "silos" and took advantage of synergies to create a more efficient and far reaching Institute
- The Institute concentrates on unique data collection, research, and economic development for tribal and other rural communities, as well as financial literacy, and lifelong learning
- Deliver Economic Outlook speeches to state and regional community leaders and stakeholders
- Directed a team to secure an Economic Development Administration (EDA) grant and match of \$200,000/year for 5 years. This is a \$1million funding source
- Managed the budget and the staff (approximately 50 employees). Set the vision and strategic goals to aggressively expand both the budget and the staff
- "Fee for service" was driven by business relationships and partnerships. These relationships opened to doors to perform Economic Impact Analyses, Feasibility Studies, and choice experiments to estimate demand curves for the private sector. Clients recently attracted to our services

Wade Rousse, PhD

Page Four

Interim Director of the Alliance Bank Economic Policy Institute responsibilities continued...

include Salt River Project, Coconino County, Arizona Office of Tourism, Flagstaff Medical Center, Snowbowl, and the Navajo and Hopi Nations

- NOTE: For more information regarding the Alliance Bank Economic Policy Institute **Director's** responsibilities at Northern Arizona University please see this link:
[http://franke.nau.edu/abboc/who we are/](http://franke.nau.edu/abboc/who_we_are/)

Area Coordinator of Economics

- Coordinate Area meetings, assessment activities and planning activities.
 - Ensure completion of assessment reports each year
 - Mentor faculty members as necessary
 - Serve as a resource for faculty dealing with student issues (academic dishonesty, disruptive behavior, etc.)
- Review marketing materials for the area
- Monitor and review area funds, including approval of expenditures from area funds, disbursement to faculty for professional development where appropriate, etc.
- Work with the Associate Dean's office on the schedule of classes. This includes drafting the initial schedule and working out conflicts, ensuring that faculty rotate through less desirable days and times and that the courses are offered when required by athletics and other constituencies.
- Assist the Career Development Office with tracking of student job placement.
- Curriculum Issues
 - Review and Approve syllabi prior to each term for all faculty (including part-time faculty) in the area to ensure compliance with master syllabi
 - Engage areas in discussion about curricular changes needed, if any, work with Area representative to the FCB Curriculum Committee to move changes through and sign off on paperwork for the UCC.
 - Review 8-term plan and other advising materials each year.

Wade Rousse, PhD

Page Five

Area Coordinator of Economics information continued...

- Assist the Office of Academic Success and the Dean's Office with course substitutions and other articulation issues.
- Provide feedback to the Dean on annual Statement of Expectations for faculty in the area.

Executive in Residence

- Courses Taught: Principles of Macroeconomics, Intermediate Macroeconomics, Corporate Finance, The Economics of Money, Banking, and Financial Markets, & The Economic Senior Seminar
- A member of the Intercollegiate Athletic Committee and chair of the Fiscal Integrity subcommittee, a member of the Finance Advisory Council, a member of the Teaching Academy, and a leader in assessment programs for the Economic Department
 - NOTE: For more information about the responsibilities of an **Executive in Residence** at Northern Arizona University please see this link: <http://franke.nau.edu/real-world-connections/>
 - Northern Arizona University Campus Recognitions:
 - In 2016 was selected to be the **Faculty Homecoming Coach** of the game, in 2017 was voted by the Promotion and Tenure committee as ***The W.A. Franke College of Business Teacher of the Year***

EMBRY RIDDLE AERONAUTICAL UNIVERSITY
Prescott, Arizona

2014 to 2015

Visiting Assistant Professor of Economics

- Course taught: Engineering Economics
 - After spending only a year as a Visiting Professor, ERAU offered an accelerated track to tenure. However, I elected to take NAU's **Executive in Residence** position.
 - Campus Recognition: Only spent one year in Prescott, but was voted by the graduating class to be their ***Faculty Marshall*** at commencement.

Wade Rousse, PhD

Page Six

CAJUN CAPITAL HOLDINGS LLC

2010 to 2015

Belle Chasse, Louisiana

PRESIDENT & CEO

- Solely responsible for all investing, trading, and hedging strategies
- Deliver quarterly economic outlooks to Class A shareholders, and provide annual strategic guidance
- Market advisor to the Federal Reserve Bank of Chicago
- Due to extraordinary monetary policy and zero interest rates, volatility in equity markets were driven down to unprecedented levels. As a result, it became difficult to attract pension funds and endowments to our alternative investment strategy. This, in conjunction with my desire to play an instrumental role in higher education, is why we decided to close the firm.
- For the original investors, the partners of the firm, this endeavor yielded positive returns

FEDERAL RESERVE BANK OF CHICAGO

2008 to 2010

Chicago, Illinois

ECONOMIC OUTREACH / POLICY RESEARCH SPECIALIST

- A member of the Financial Markets group, which is responsible for conducting research of major markets, and various areas of the U.S. Payments System
- Represented the Federal Reserve through the Speakers Bureau; meet with community, business and education groups making economic outlook presentations
- Assisted the President's speechwriter in clarifying economic issues
- Served as Coordinator of the College Fed Challenge program

UNIVERSITY OF ILLINOIS AT CHICAGO

2004 to 2009

Chicago, Illinois

VISITING LECTURER / ADJUNCT PROFESSOR

- Taught Macro and International Economics in the Executive MBA Program
- Taught Principles of Macro Economics, Intermediate International Economics, and Undergraduate Econometrics

Wade Rousse, PhD

Page Seven

SEA AND SEA MARINE

1993 to 2004

Cut Off, Louisiana

Sea and Sea was a marine transportation company, which owned and operated vessels that serviced the Oil and Gas industry in the Gulf of Mexico.

- Hired immediately out of college as a blue-collar laborer; learned business from the ground up, and eventually became a partner
- Assisted in reducing a long-standing turnover problem and created a standardized hiring process
- Tasked with safety issues and sales accountability
- Key player in setting strategic company direction

Results:

- Landed lucrative contracts by selling company's dedication to personal service
- Taken on as a partner and co-founder of Maritime Logistics in 1999
- Drove revenue into the millions in first year of operation
- Was a key player in implementing the sale of the company

RESEARCH and PUBLICATIONS:

- "Foreign Capital Flows, Credit Spreads, and the Business Cycle" with Ding Du, *Journal of International Financial Markets, Institutions & Money*: 2018
- "The Economic Impact of Post Fire Flooding: Bill Williams Mountain" with Thomas Combrink, prepared for Coconino County Flood Control District: May 2018
- "Estimating Demand for Native American Cultural Activities: A Choice Experiment Approach" with Ryan Fitch and Julie Mueller, *Tourism Management* (in progress)
- "The Economic Contribution of the Navajo Generating Station on the City of Page, Arizona" with Thomas Combrink, and Ryan Fitch, prepared for The Salt River Project: August 2017
- "The Economic Contribution of the Wine Industry on the State of Arizona" with Thomas Combrink, and Ryan Fitch, prepared for The Arizona Office of Tourism: June 2017
- "Reinventing Money and Lending for the Digital Age" with Richard D Porter, *Banks Beyond Banks and Money* (pp. 145-180). Switzerland 2016, Springer International Publishing.
- "Two Cheers for the Monetary Control Act of 1980" with Richard D. Porter, *Chicago Fed Letter*: June 2010, 275.

Wade Rousse, PhD

Page Eight

Research and Publication information continued...

- "Digital Checks as Electronic Payment Orders" with Katy Jacob, Anna Lunn, Richard D. Porter, Bruce Summers, and David Walker, *Chicago Fed Policy Discussion Paper*: 2009, No. 5, November
- "Financial Integration, Trade Openness, and Macroeconomic Volatility" University of Illinois -- Chicago, PhD dissertation

AFFILIATIONS:

- American Economic Association
- Western Economic Association International
- Financial Management Association International
- Former member of Coconino County's Workforce Development Board
- Former member of Northern Arizona Healthcare's Board of Directors Finance and Investment Committees
- Faculty Initiate for Delta Sigma Pi
- Former member of the Chicago Mercantile Exchange

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

PERSONNEL COMMITTEE

June 25, 2020

Item J.2. **Northwestern State University's** request for approval to reappoint Ms. Frances Conine as Interim Vice President for the Student Experience and Dean of Students effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval of the reappointment of Ms. Frances Conine as Interim Vice President for the Student Experience and Dean of Students effective July 1, 2020 at an annual salary of \$122,400. 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 Northwestern State University's request for approval to reappoint Ms. Frances Conine as Interim Vice President for the Student Experience and Dean of Students effective July 1, 2020.*



NORTHWESTERN STATE

Office of the President

310 Sam Sibley Drive
Caspari Hall - Suite 223
Natchitoches, LA 71497
(O) 318-357-6441
(F) 318-357-4223

J.2.

June 1, 2020

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

Re: Re-Appointment of Frances Conine as Interim Vice President for the Student Experience
and Dean of Students - June 2020 Board Meeting

Dear Dr. Henderson:

Northwestern State University is requesting that the following item be placed on the agenda for
approval at the June 2020 Board meeting:

*Re-appointment of Frances Conine as Interim Vice President for
the Student Experience and Dean of Students at an annual salary
of \$122,400 for the period July 1, 2020 - June 30, 2021.*

Please find attached Ms. Conine's resume and transcript.

Thank you for your consideration of this request.

Sincerely,

Dr. Chris Maggio
President

Attachments

DEDICATED TO ONE GOAL. **YOURS.**[™]



Frances Conine

Friedman Student Union, 318-357-5236, conine@nsu.edu

Professional Summary

Thirty-five years in higher education administration, student conduct and student development, housing and student services, planning and assessment, budgeting, auxiliary services, program development, grant development; teaching to include: Ed. Psychology Fresh Orient, Counseling Skills, Career Development, Clinical Supervision, Graduate Practicum Supervision. Counseling and student development in mental health, career development and academic advising. Threat Assessment and Behavioral Intervention.

Education

Master in Education, Counseling, Delta State University, 1981
B. A., Sociology, Auburn University, Auburn, Alabama, 1977
Licensed Professional Counselor, State of Louisiana LPC Board of Examiners, 1989,
Licensed Marriage and Family Therapist, State of Louisiana LPC Board of Examiners, 2004,
Certified Clinical Counselor Supervisor, State of Louisiana LPC Board of Examiners, 1997
Certified Mediator, Donald Ghering Institute, University of Utah, June 2000

Experience

Dean of Students, Title IX Coordinator, Auxiliary Services Liaison, & Instructor, Northwestern State University, 2013-present

- Responsible for supervision and assessment of Student Affairs (Counseling and Career Services, Disability Services, Health Services Title IX, Student Support Services (TRIO), Student Union, Student Activities, Greek Life and First Year Experience); oversees compliance and policy; Directs Student Conduct and administers Student Code of Conduct; hears complaints and acts as student advocate for students on campus; supervises Center for Inclusion and Diversity and programming. Oversees Student Handbook. Directs threat assessment and behavioral intervention. Oversees all committees in Student Affairs.

Executive Director of Student Development, Student Conduct & Instructor, Northwestern State University, 2011-2013

- Responsible for Student Judicial Affairs and records; administration of the Student Code of Conduct; supervised Counseling, Career Services, Health Services, Disability Services and Tutoring, Testing, and Student Support Services.

Director of Student Services and Judicial Affairs & Instructor, Northwestern State University, 1998 - 2011

- Responsible for Housing, Student Judicial Affairs and records; administration of the Student Code of Conduct; supervised Counseling, Career Services, Health Services, Disability Services and Tutoring, Testing, and Student Support Services.

Adjunct Faculty, College of Education, Northwestern State University, 1996-present

- Instructor for Educational Psychology, Child Development, Freshman Orientation, Career Orientation, Personal Development; Graduate Career Development, Graduate Introduction to Counseling Skills, Graduate Supervision of Counseling Lab.

Director of Counseling and Career Services & Instructor, Northwestern State University of Louisiana, 1989-1998

- Directed three counselors, and numerous graduate interns; responsible for programming, teaching, counseling and supervision of all counseling staff. Hosted career fairs and conducted on campus interviews for students, programmed for career development and placement; assessment for all areas.

Executive Director for Northwestern State University at England Air Park, Alexandria, Louisiana, 1986 -1989

- Directed Northwestern's satellite campus on England Air Force Base, recruited, enrolled, and advised students, assisted in providing financial aid, developed schedules, hired faculty and developed contracts, scheduled rooms, provided text books, worked with the Air Force to provide appropriate course work for service men and women, worked with local community to provide needed course work, acted as liaison to Natchitoches campus for resources.

Director of Special Services and Coordinator of Developmental Education Northwestern State University 1981-1986.
* Directed Special Services Grant for Northwestern in Natchitoches and Shreveport. Provided counseling, tutoring and special programs to admit and retain students from disadvantaged backgrounds.

Accomplishments/Honors

Outstanding Staff Member, Northwestern State University SGA, 2010
Senior Warner, Trinity Episcopal Vestry, 2008- 2010
Dr. Dan Seymour Award, Louisiana College and University Student Personnel Association (LACUSPA), 2009
State President of LACUSPA, 2004-2006
Home Town Hero Medal, support of deployed US Air Force and family, 2008
President, Service League of Natchitoches, 1994-1995
State LADE 1985 Officer, Louisiana Association of Developmental Education (LADE), 1984-1986
Outstanding Developmental Educator, LADE 1985
Outstanding Graduate Student, Delta State University, 1981
Awarded and managed Trio, FIPSE, Title III, Highway Safety Grants in Higher Education
Presented at State and National Conferences for Higher Education Administration and Counseling
Edited and authored articles for state and local higher education organization publications
Developed RFPs and assisted in selection of NSU Auxiliary Services
Collaborated with academics to develop an improved program for Academic Integrity at Northwestern State
Collaborated campus wide to develop a sustainable program for Threat Assessment and Behavioral Intervention

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

PERSONNEL COMMITTEE

June 25, 2020

Item J.3. **Northwestern State University's** request for approval to reappoint Dr. Francene Lemoine as Interim Dean of the College of Arts and Sciences effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval of the reappointment of Dr. Francene Lemoine as Interim Dean of the College of Arts and Sciences effective July 1, 2020 at an annual salary of \$122,400. 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 Northwestern State University's request for approval to reappoint Dr. Francene Lemoine as Interim Dean of the College of Arts and Sciences effective July 1, 2020.*



NORTHWESTERN STATE

Office of the President

310 Sam Sibley Drive
Caspari Hall - Suite 223
Natchitoches, LA 71497
(O) 318-357-6441
(F) 318-357-4223

J.3.

June 22, 2019

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

Re: Re-Appointment of Dr. Francene Lemoine as Interim Dean, College of Arts and Sciences and
Professor June 2020 Board Meeting

Dear Dr. Henderson:

Northwestern State University is requesting that the following item be placed on the agenda for approval at the June 2020 Board meeting:

Re-Appointment of Francene Lemoine as Interim Dean, College of Arts and Sciences and Professor, at an annual salary of \$122,400 for the period July 1, 2020 - June 30, 2021.

Please find attached Dr. Lemoine's current vita and transcript.

Thank you for your consideration of this request.

Sincerely,

Dr. Chris Maggio
President

Attachments

DEDICATED TO ONE GOAL. **YOURS.**[™]



Francene Jeansonne Lemoine, Ph.D.
Interim Dean, College of Arts and Sciences
Professor, School of Biological and Physical Sciences

Home Address

224 Celina Drive
Natchitoches, LA 71457
(318) 352-2538

Work Address

Northwestern State University
College of Arts and Sciences
Room 128 Caspari Hall
Natchitoches, LA 71497
Phone (318) 357-4330 or (318) 357-5805
Fax (318) 357-4255
Email lemoinef@nsula.edu

Academic Appointments

Northwestern State University
College of Arts and Sciences
Natchitoches, LA
July 2019 – present
Interim Dean

Northwestern State University
School of Biological and Physical Sciences
Natchitoches, LA
July 2015 – June 2019
Director

Northwestern State University
Department of Biology, Microbiology, and Veterinary Technology
Natchitoches, LA
August 2018 – present
Professor

Northwestern State University
Department of Biology, Microbiology, and Veterinary Technology
Natchitoches, LA
August 2010 – 2018
Associate Professor

Northwestern State University
Department of Biological Sciences
Natchitoches, LA
September 2006 – July 2010
Assistant Professor

Education

University of Louisiana System
Management & Leadership Institute
August 2018 – May 2019

Duke University Medical Center
Department of Molecular Genetics and Microbiology
Durham, NC
March 2005 – September 2006
Postdoctoral Fellow
Advisor: Dr. Thomas D Petes

University of North Carolina at Chapel Hill
School of Medicine, Lineberger Comprehensive Cancer Center
Chapel Hill, NC
Sept 2002 – Feb 2005
Postdoctoral Fellow
Advisor: Dr. Thomas D Petes

Baylor College of Medicine
Interdepartmental Program in Cell and Molecular Biology/ Department of
Molecular Virology and Microbiology
Houston, TX
Aug 1997 – July 2002
Mentor: Dr. Susan J Marriott
Ph.D. in Cell and Molecular Biology, July 2002
Dissertation Title: Dysregulation of Cell Cycle Progression and Genomic
Stability by the Human T Cell Leukemia Virus Type I (HTLV-I)
Oncoprotein, Tax

University of Southwestern Louisiana
Department of Biology
Lafayette, LA
June 1993 – May 1997
B.S. in Biology, May 1997

Grants and Fellowships

Undergraduate Enhancement Grant, Louisiana Board of Regents, 2007
Project Title: Establishment of Modern Genetics and Molecular Biology
Laboratories
Principal Investigator: Zafer Hatahet
Co-investigator: Francene J Lemoine

Special Fellow Career Development Award, Leukemia & Lymphoma Society,
2006

Lemoine, Curriculum Vitae

Project Title: Characterization of Chromosome Fragile Sites in Yeast
Project Number: 3427-07
Principal Investigator: Francene J Lemoine

Northwestern State University Enrichment Fund Program Proposal Stimulus
Award, 2006
Project Title: Identification and Characterization of Yeast Chromosome
Fragile Sites
Project Number: NEF PS 06-07 003
Principal Investigator: Francene J Lemoine

Ruth L. Kirschstein National Research Service Award, National Institutes of
Health, 2005
Project Title: Characterization of Chromosome Fragile Sites in Yeast
Project Number: 1 F32 GM076993-01
Principal Investigator: Francene J Lemoine

Sigma Xi Grant-In-Aid of Research, 2000

Undergraduate Summer Research Fellow, NSR/EPSCoR LA Molecular Evolution
Center, Department of Biology, University of Southwestern Louisiana,
1995

Professional Associations

American Society for Microbiology
Association of Southeastern Biologists
Louisiana Academy of Sciences
National Science Teachers Association

Honors

Northwestern State University Alumni Association Excellence in Teaching
Award, Northwestern State University College of Science and
Technology, 2010

National Research Service Award (NIH) Postdoctoral Trainee, Lineberger
Comprehensive Cancer Center, University of North Carolina at Chapel
Hill School of Medicine, 2002-2004

National Research Service Award (NIH) Predoctoral Trainee, Department of
Molecular Virology and Microbiology, Baylor College of Medicine, 1998-
2000

Claude W Smith Award for Academic Excellence, Interdepartmental Program in
Cell and Molecular Biology, Baylor College of Medicine, 1997, 1998,
2000

Andrew R Rice Outstanding Science Graduate Award, Department of Biology,
University of Southwestern Louisiana, 1997

Magna Cum Laude Graduate, University of Southwestern Louisiana, 1997

Publications

Dayaram T, **Lemoine FJ**, Donehower LA, Marriott SJ. 2013. Activation of
WIP1 Phosphatase by HTLV-1 Tax Mitigates the Cellular Response to
DNA Damage. *PLoS One*. 8(2): e55989.

Lemoine, FJ, NP Degtyareva, K Lobachev, and TD Petes. 2008. Reduced
Levels of DNA Polymerase Delta Induce Yeast Chromosome Fragile Site
Instability. *Mol Cell Biol*. 28(17): 5359-5368.

VanHulle, K, **FJ Lemoine**, V Narayanan, B Downing, K Hull, C McCullough, M
Bellinger, K Lobachev, TD Petes, and A Malkova. 2007. Inverted DNA
repeats channel repair of distant double-strand breaks into chromatid
fusions and chromosomal rearrangements. *Mol Cell Biol*. 27(7): 2601-
2614.

Mieczkowske, PA, **FJ Lemoine**, and TD Petes. 2006. Recombination between
retrotransposons as a source of chromosome rearrangements in the yeast
Saccharomyces cerevisiae. *DNA Repair*. 5(9-10): 1010-1020.

Lemoine, FJ, NP Degtyareva, K Lobachev, and TD Petes. 2005. Chromosomal
Translocations in Yeast Induced by Low Levels of DNA Polymerase: A
Model for Chromosome Fragile Sites. *Cell*. 120(5): 587-598.

Lemoine, FJ and SJ Marriott. 2002. Genomic Instability Driven by the Human
T Cell Leukemia Virus Type I (HTLV-I) Oncoprotein, Tax. *Oncogene*.
21(47): 7230-4.

Marriott, SJ, **FJ Lemoine**, and KT Jeang. 2002. Broken DNA and Mis-counted
Chromosomes: HTLV-I Tax Oncoprotein and Genetic Lesions in
Transformed Cells. *J. Biomed. Sci*. 9(4): 292-8.

Kao, S-Y, **FJ Lemoine**, and SJ Marriott. 2001. P53-independent Induction of
Apoptosis by the Human T Cell Leukemia Virus Type I Tax Protein
Following UV Irradiation. *Virology*. 291: 292-8.

Lemoine, FJ, DR Wycuff, and SJ Marriott. 2001. Transcriptional Activity of
HTLV-I Tax Influences the Expression of Marker Genes Associated with
Cellular Transformation. *Disease Markers*. 17: 129-137.

- Lemoine, FJ** and SJ Marriott. 2001. Accelerated G₁ Phase Progression Induced by the Human T Cell Leukemia Virus Type I (HTLV-I) Tax Oncoprotein. *J. Biol. Chem.* 276(34): 31851-7.
- Kao, S-Y, **FJ Lemoine**, and SJ Marriott. 2000. Suppression of DNA Repair by HTLV-I Tax Correlates with Tax Transactivation of PCNA Gene Expression. *AIDS Res. And Human Retroviruses.* 16: 1623-7.
- Kao, S-Y, **FJ Lemoine**, and SJ Marriott. 2000. HTLV-I Tax Sensitizes Cells to Apoptotic Cell Death Induced by DNA Damaging Agents. *Oncogene.* 19: 2240-8.
- Kao, S-Y, **FJ Lemoine**, and SJ Marriott. 2000. Effects of Human T Cell Leukemia Virus Type I (HTLV-I) on Genome Stability: Implications in the Progression of Adult T Cell Leukemia. *Res. Adv. in Virol.* 1: 1-12.

References

Dr. James Henderson

President
University of Louisiana System
Baton Rouge, LA
(225) 342- 6950
Jim.Henderson@la.gov

Dr. Henderson was President of Northwestern State University when I was first appointed to an administrative position. We also interacted extensively when I participated in the UL System's M&LI program.

Dr. Susan J. Marriott

Professor
Department of Molecular Virology and Microbiology
Baylor College of Medicine
Houston, TX
(713) 798-4440
susanm@bcm.edu

Dr. Marriott was my graduate mentor during my doctoral work.

Dr. Steven Horton

Executive Director
Louisiana School for Math, Science, and the Arts
Natchitoches, LA
(318) 357-2500
shorton@lsmsa.edu

Dr. Horton was the Dean of the College of Arts and Sciences at Northwestern State University when I was first appointed to an administrative position. He was my direct supervisor for 2 years.

Ms. Frances Conine

Vice President of the Student Experience, Dean of Students
Northwestern State University
Natchitoches, LA
(318) 357-5285
coninef@nsula.edu

Ms. Conine served as my on-campus, administrative mentor during my M&LI program experience. We have worked on many projects together when I was Director of the School of Biological and Physical Sciences as well as while I have been Interim Dean of the College of Arts and Sciences.

Dr. Caprice Ieyoub

Executive Director of Development
University of Louisiana System
Baton Rouge, LA
(225) 219-0275
caprice.leyoub@ulsystem.edu

Dr. Ieyoub is the Director of the UL System's M&LI program. We worked closely together during the 9-month experience and beyond.

Dr. Michael Buckles

Dean of the College of Liberal Arts
McNeese State University
Lake Charles, LA
(318) 475-5192
mbuckles@mcneese.edu

Dr. Buckles was one of my M&LI classmates. We worked closely together during the 9-month experience.

Mr. J. Colby Lasyone

Director of Professional Development
Lone Star College
Houston, TX
(281) 881-3041
J.Colby.Lasyone@LoneStar.edu

Mr. Lasyone was a former student. He later worked as an Instructor for the School of Biological and Physical Sciences while I was Director.

Mr. Millard Mangrum

Assistant Professor
Department of Biology, Microbiology, and Veterinary Technology
Northwestern State University

Natchitoches, LA
(318) 357-5260
mangrumm@nsula.edu

Mr. Mangrum was a colleague in the School of Biological and Physical Sciences for 7 years. Once I became Director, I was his direct supervisor.

Ms. Abigail Poe

Current Student, Beta Beta Beta President
Northwestern State University
Natchitoches, LA
(816) 812-8730
apoe059889@nsula.edu

Ms. Poe is a current student in the School of Biological and Physical Sciences. She has taken classes that I instruct, and she serves as the president of a recognized student organization that I advise.

Ms. Patricia Reed

Current Student, Baptist Campus Ministry President
Northwestern State University
Natchitoches, LA
(318) 470-1078
preed065250@nsula.edu

Ms. Reed is a current student in the School of Biological and Physical Sciences. She has taken classes that I instruct, and she was a student worker in the main School office when I was Director.

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

PERSONNEL COMMITTEE

June 25, 2020

Item J.4. **Northwestern State University's** request for approval to appoint Dr. Michael Snowden as Interim Vice President for Diversity and Inclusion effective August 3, 2020.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Michael Snowden as Interim Vice President for Diversity and Inclusion effective August 3, 2020 at an annual salary of \$125,000. 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 Northwestern State University's request for approval to appoint Dr. Michael Snowden as Interim Vice President for Diversity and Inclusion effective August 3, 2020.*



NORTHWESTERN STATE

Office of the President

310 Sam Sibley Drive
Caspari Hall - Suite 223
Natchitoches, LA 71497
(O) 318-357-6441
(F) 318-357-4223

J.4.

June 22, 2020

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

Re: Appointment of Dr. Michael Snowden as Interim Vice President for Diversity and Inclusion - June 2020 Board Meeting

Dear Dr. Henderson:

Northwestern State University is requesting that the following item be placed on the agenda for approval at the June 2020 Board meeting:

Appointment of Dr. Michael Snowden as Interim Vice President for Diversity and Inclusion at an annual salary of \$125,000 for the period August 3, 2020 - June 30, 2021.

Please find attached Dr. Snowden's resume and transcript.

Thank you for your consideration of this request.

Sincerely,

Dr. Chris Maggio
President

Attachments

DEDICATED TO ONE GOAL. **YOURS.**[™]



Vice President for Diversity & Inclusion Job Description

Reports to: University President

The Vice President for Diversity and Inclusion is responsible for the executive leadership and management of Northwestern State University's diversity and inclusion matters, such as leading strategic diversity planning for the University and ensuring successful creation and implementation of policies, programs, and projects. The Vice President will work with the University President, Cabinet members, Deans, academic leaders, and other stakeholders to advance diversity, equity, and inclusion as integral components defining Northwestern State University.

Duties and responsibilities:

- Researches, develops, recommends, and executes creative strategies to foster the University's diversity goals.
- Reviews current practices and policies, assessing and analyzing the extent to which they support or hinder the University's diversity goals.
- Collects and analyzes statistical data to evaluate the University's population in accordance with diversity standards and goals.
- Responsible for planning to include diversity and inclusion in all University policies, programs, and services for students, faculty, staff, and visitors
- Responsible for the University's Diversity Plan
- Lead efforts to develop and implement programs and initiatives to promote a diverse, multicultural, equitable, ethical, and inclusive campus aligned with Northwestern State University's mission and vision
- Collaborate with campus leaders to create, implement, and maintain infrastructure around inclusive excellence
- Assist in the promotion of student success through inclusive access and transformative learning experiences
- Serve as a member of the President's Cabinet
- Work with other University leaders to evaluate and advance diverse and inclusive initiatives and programs designed to ensure fair and equitable treatment and success of students, faculty, staff, and visitors
- Enhance outreach programming and initiatives to increase the impact and understanding of diversity and inclusion through a collaborative effort with campus leaders and student organizations
- Provide strategic, integrated direction and consultation to senior administration regarding major institutional issues regarding diversity, inclusion, equity initiatives, and cultural understanding and competency
- In conjunction with Human Resources, develop and build upon current efforts to recruit and retain a diverse workforce
- Assist in Northwestern's efforts to recruit, retain, and graduate a diverse student body
- Maintains knowledge of diversity-related issues, legislation, and best practices.
- Performs other duties assigned by the President

Required Skills/Abilities

- Excellent verbal and written communication skills including proven dispute resolution skills.
- Excellent organizational skills and attention to detail.
- Strong analytical and problem-solving skills.
- Proficient with Microsoft Office Suite or related software.

Education and Experience:

- Master's Degree in Counseling, Business Administration, Psychology, Human Resource Management, Student Personnel Services, Higher Education, Sociology, Social Work, or other field related to diversity or cultural studies. required. Doctoral degree preferred.
- Minimum 3-5 years of professional experience in diversity, equity and inclusion related roles and responsibilities

JUSTIFICATION

For almost two years, the University of Louisiana System has worked on inclusive excellence in all nine institutions. Additionally, at Northwestern, the Diversity and Inclusion Planning Team and the University Diversity Committee have recommended a Chief Diversity Officer be hired in order to help with all matters related to inclusive excellence and to assist in implementation of the Strategic Plan directly related to diversity, equity, and inclusion.

The interim appointment of Dr. Snowden will meet the needs of the University. He comes to Northwestern with many years of experience in higher education and in particular with many years of service and expertise in matters related to diversity, equity, and inclusion. Also, he has experiences with Title IX and ADA matters. He will bring with him the vast knowledge and experience that Northwestern is seeking.

MICHAEL T. SNOWDEN, PhD

701 BLACKMAN ST
Lake Charles, LA 70605
E-mail: snowdenm44@yahoo.com

337.475.5426 Office
912.484.2096 Mobile

EMPLOYMENT HISTORY

Chief Diversity and Title IX Officer

August 2011 – present

McNeese State University (MSU)

McNeese State University is an evolving comprehensive university with the primary educational mission to provide a wide range of baccalaureate and carefully selected graduate curricula, distinguished by academic excellence. Fundamental to this mission is the faculty commitment to excellence in teaching, research and creative scholarly activity. At McNeese, students can choose from more than 75 degree programs offered by the Colleges of Business, Education, Engineering and Technology, Liberal Arts, Nursing and Science, the Division of General and Basic Studies, and the Doré School of Graduate Studies. There are students from 56 parishes, 34 states and 49 countries.

- Creating an atmosphere of diversity, equity and inclusion for the campus
- Provide administrative and supervisory responsibility for the Office of Inclusive Excellence
- Manage the development and implementation of the affirmative action plan and program
- Providing leadership and oversight of the University's Equity and Inclusion Policy, Inclusion Policy for Employees with Disabilities, Anti-Bullying Policy, the Prohibition Against Retaliation Policy, the Vets 100 Report, and any other related EEO policies, procedures, and requirements
- Managing the Title IX administration which consist of complying with federal and state regulations
- Diversity trainer for faculty, staff, students, and student organizations
- Receives and investigates complaints of discrimination
- Provide council for the President, Vice Presidents, and other university administrators

Accomplishments:

Initiated the Office Name change from **Office of Equal Opportunity** to **Office of Inclusive Excellence**

Establishment of the Black Faculty Staff Council

Establishment of Foundations Accounts for Black Faculty Staff Council Initiatives

Established Training Partnership with DiversityEdu

Established Committee on Diversity and Equity Initiatives

Established Bias Incident Report Mechanism

Selected for the 2019 University of Louisiana Management & Leadership Institute

Selected for 2013 Leadership Southwest Louisiana Class

Completed the Campus Title IX Coordinator and Administrator Training and Certification Course

Selected for a three-year appointment on the NCORE® National Advisory Council (NAC)

Director of Multicultural Affairs**April 1999 – July 2011**Armstrong Atlantic State University (AASU)

AASU is a dynamic part of the University System of Georgia. Acclaimed for academic excellence since its founding in 1935, AASU offers undergraduate and graduate degrees in the College of Arts and Sciences, College of Education, College of Health Professions, and the School of Graduate Studies. The university community includes 7,500 students and 250 full-time faculty. The campus is located in Savannah, GA.

- Provide support services to assist students achieve educational goals
- Implement programming for the improvement or attainment of academic skills necessary to perform adequately in the classroom
- Promote and deepen students understanding of culture and heritage
- Educate the campus community on issues of diversity and multiculturalism
- Create avenues that allow majority students to gain an understanding of their unique culture and heritage
- Establish, maintain, and promote effective relations with relevant campus offices and external agencies
- Provide encouragement and support systems to assist minority students in their acclimation to the institutional culture
- Conduct student leadership, personal and social skills training for minority students
- Serve as an ombudperson
- Implemented the Minority Student Leadership Summit
- Plan and implement programs for history focus months including African American and Native American History
- Assist with minority student recruitment as requested
- Supervise a graduate assistant and student workers
- Manage the student development budget

Accomplishments:

Established the **Early Alert Support Environment (EASE)** Program to provide mentoring relationships between faculty and students

Established the **Tutoring Each Student for Academic Motivation (TEAM)** Program to improve academic student progress

Established the **Multicultural Academic Achievement Scholars (MACAS)** Program to recognize and highlight the academic excellence of minority students

Established the **Diversity Dialogue** series to focus on movies, videos, guest speakers and panel discussions with a multicultural perspective that starts discussions that lead to understanding, tolerance, and respect

Educational Coordinator**July 1997 – April 1999**University of Minnesota Morris (UMM)

UMM is the undergraduate liberal arts campus of the University of Minnesota. UMM's mission is unique as an academically rigorous, public undergraduate liberal arts college. Since opening in 1960, UMM has repeatedly received national recognition for its distinctive mission and strong academic quality. The campus is located in Morris, MN.

- Planned, organized, implemented, and evaluated academic assistance for minority

students

- Assessed minority students' academic problems and worked in conjunction with the faculty and the Academic Assistance Center in selecting and arranging tutors
- Monitored academic progress of minority students
- Provided academic advising for all freshmen minority students
- Facilitated the transfer of second year students to faculty advisors in cooperation with the advising office
- Managed the Minority Student Program (MSP) orientation
- Worked with the Minority Experience Committee as a policy review board member
- Coordinated, maintained, and supervised the operation of the MSP computer room
- Supervised five student assistants
- Coordinated the Minority Mentorship Program and worked collaboratively with the coordinator of the Alumni Mentorship Program
- Served as Advisor to Black Student Union and IMANI, a support group for African American males
- Coordinated the Gateway Program, a summer enrichment initiative
- Managed and maintained the Gateway Program budget of \$45,000 per year
- Contracted with food services, housing, and plant services
- Conducted training sessions for student workers
- Planned cultural activities for new students in the Gateway program
- Developed academic strategies for Gateway students
- Administered and evaluated Summer Gateway programs

Accomplishments

Established the University of Minnesota Morris Gospel Choir

Coordinated receptions for students with outstanding academic credentials

Served as a role model for African American and other minority males

Assisted IMANI, (a Swahili word that means faith) an organization for men of color focusing on career goals, educational concerns, and long-range life planning.

Graduate Assistant Office of Disability Services

August 1994 – July 1997

University of Southern Mississippi

The campus is located in Hattiesburg, MS and has a population of 17,000 students. USM, the state's only dual campus institution, is a comprehensive doctoral/research extensive university committed to uncompromising quality in teaching, service, research, economic development, and creative activity

- Arranged test accommodations for students
- Coordinated activities for Disabilities Awareness Week
- Provided escort accommodation services to students
- Consulted with faculty members to assist with classroom accommodations
- Provided on-going evaluation and assessment of Disability Services' effectiveness
- Coordinated tutoring services for students
- Coordinated student worker assignment schedule

EDUCATION

University of Southern Mississippi

Doctor of Philosophy

Educational Administration with an emphasis in Higher Education

Dissertation: “A Comparative Analysis: African American Students’ Perspectives on Collegial Experiences in Historically Black and Historically White Colleges and Universities in Mississippi”

Master of Education

Educational Administration and Leadership with an emphasis in Higher Education

Bachelor of Science

Business Administration with an emphasis in Human Resource Management

CERTIFICATIONS AND TRAINING

2017	National Association of Diversity Officers in Higher Education’s (NADOHE) Standards of Professional Practice Institute (SPPI)
2015	Certification of Professional Education, Professional Development and Training Institute, CERTIFIED AFFIRMATIVE ACTION PROFESSIONAL (CAAP Level I) , American Association for Access, Equity, and Diversity
2014	Certification of Completion for participating in Investigating and Adjudicating Faculty Sexual Misconduct: Title IX Considerations, PaperClip Communications
2013	Certificate of Completion for participating in New ADA Accessibility Standards: What do They Mean for Your Campus’ New and Existing Facilities, PaperClip Communications
2013	Certification of Attendance – Technical Assistance Program Seminar, EEOC Training Institute
2013	Certificate of Completion – Online Course: Title IX Coordinator Training, The National Association of College and University Attorneys
2012	Certification of Attendance – Technical Assistance Program Seminar, EEOC Training Institute
2012	Certification of Completion for successfully completing the Campus Title IX Coordinator and Administrator Training and Certification Course, Association of Title IX Administrators

UNIVERSITY SERVICE

2011 – 2012	<i>Chair, Graduation Rates for Black Student Athletes Committee, MSU</i>
--------------------	--

The Graduation Rates for Black Student Athletes Committee has been established to make recommendations about solutions to increase graduation rates for Black student-athlete

- 2011 – Present** *Member, Disabilities Services and Compliance Task Force, MSU*
The Disabilities Services and Compliance Task Force has been established to make recommendations concerning ADA compliance and DOJ settlement agreement progress
- 2000 – 2011** *Member, Institutional Review Board, AASU*
Review all research projects with the authority to approve, disapprove, and require modification in all human subjects
- 1999 – 2011** *Member, Disabilities Committee, AASU*
Address standards and criteria for accommodating students with disabilities (i.e. building codes & regulations)
- 1999 – 2011** *Ex-Officio, Multicultural Affairs Committee, AASU*
Serve as a resource in issues relative to minority student experiences
- 1999 – 2011** *Member, Student Recruitment, Advisement, and Retention Committee, AASU*
Provide information to campus community on best practices and strategies to enhance retention
- 1999 – 2005** *Member, Pathways to Teaching Advisory Committee, AASU*
Screen applications, evaluate student readiness to participate in Pathways and conduct student interviews to assist future teachers of underrepresented populations

ORGANIZATIONS AND AFFILIATIONS

- Member, American Association for Access, Equity, and Diversity (AAAED) (2012 – present)
- Member, National Association of Diversity Officers in Higher Education (NADOHE) (2012 – present)
- Member, National Conference on Race and Ethnicity (NCORE) National Advisory Council (2012 – 2016)
- Board Member, Saint Joseph/Candler African American Health Information and Resource Center (2011 – 2005)
- Participant, Mid-Managers Institute, NASPA Region III/SACSA (2004)
- Participant, Leadership and Mentorship Institute, AAHE Black Caucus (2003)
- Member, Southern Association for College Student Affairs (SACSA)
- Member, Multicultural Affairs Committee of SACSA
- Member, Georgia College Personnel Association (GCPA) (1999 – 2003)
- Member, Kappa Alpha Psi Fraternity, Inc.

PROFESSIONAL PUBLICATIONS

- Jackson, J. F. L., Snowden, M. T., & Eckes, S. E. (2002). *Fordice as a Window of Opportunity: The Case for Maintaining Historically Black Colleges and Universities (HBCUs) as Predominantly Black*

Institutions. West's Educational Law Reporter, 161, 1-19.

Snowden, M. T., Jackson, J.F.L., and Flowers, L.A. (2002). The Fork in the Road in Mississippi: An Examination of the Efficiency of the Proposed Remedies and Settlement for Ayers 1: Based on a Study of Black College Students in Mississippi. NASAP Journal, 5, 7-20.

PROFESSIONAL PRESENTATIONS

"Establishing an Affinity Group" Universities of Louisiana 3rd Annual For Our Future Conference (January 30, 2020) Monroe, LA

"Creating the Atmosphere for Inclusive Excellence" Universities of Louisiana 2nd Annual For Our Future Conference (February 15, 2019) Lafayette, LA

"What's Your Role as the Chief Diversity Officer?" National Conference on Race and Ethnicity (May 26, 2015) Washington, DC

"Momentum in Spite of Minimal Movement: Strategies for Coping and Career Capital for Diversity Affairs Professional National Conference on Race and Ethnicity (May 30, 2013) New Orleans, LA

"Young, Male, and Black: Who Am I?" Men of Vision: Black Male Summit (September 20, 2008) Statesboro, GA

"Cultural Competencies of Student Affairs Professionals: A Critical Examination and Discussion." Southern Associations for College Student Affairs (November 4, 2006) Jacksonville, FL

"BGLO: Building Positive Campus Relations." National Black Greek Letter Organization Conference (October 4, 2003) Clemson, SC

"Facilitating Diversity: Past Practices....Future Implications." Southern Association for College Student Affairs (November 12, 2001) Orlando, FL

"Perception vs. Reality: The African American Dress Dilemma.....Names Across or Buttons Down." 7th Annual National African American Student Leadership Conference 2001 – (January 12, 2001) Rust College, Holly Springs, MS

"It's Not What You Call Me, But What I Answer To." Southern Association for College Student Affairs (November 4, 2000) Savannah, GA

"The Gateway Program: Creating a Climate of Success." Minnesota Indian Education Association (November 6, 1998) Fond Du Lac Tribal and Community College Fond Du Lac, MN

"The Gateway Program: Opening Doors to Academic and Social Success." Minnesota Association of Educational Opportunity Program Personnel (April 2, 1998) College of St. Benedict St. Joseph, MN

KEYNOTE ADDRESSES

“Strange Fruit: The Untold Story of Lynching in Louisiana” – Southwest Louisiana Genealogical and History Library Lecture (May 7, 2019) Lake Charles, LA

“The Legacy of Dr. Martin Luther King, Jr.” –Brown Bag Lecture Series for the City of Lake Charles’ Leadership Team for Community Diversity and Inclusion (January 16, 2019) Lake Charles, LA

“Black History: Celebrating the Pride, Pageantry, and Perseverance” – Brown Bag Lecture Series for the city of Lake Charles Leadership Team for Community Diversity and Inclusion (February 21, 2018) Lake Charles, LA

“Judged by Character” – PPG GC WLC/MLC Leadership Development Event (November 16, 2011) Lake Charles, LA

“What’s My Motivation?” – A.E. Beach High School Step-team Induction Ceremony (October 27, 2006) Savannah, GA

“Making the Right Decision – Creating a Comfortable Culture” 100 Black Men of Savannah College Program (May 24, 2003) Savannah, GA

“Pathway to Success” – AASU Pathway Christmas Banquet (December 14, 2001) Savannah, GA

“I’m Finished With High School, Now What?” – Alternative Summer High School Commencement (August 3, 2000) Savannah, GA

“Master of the Game” – 100 Black Men of Savannah Rites of Passage Program (May 21, 2000) Savannah, GA

AWARDS AND GRANTS

2010	Weave a Dream Department of Cultural Affairs Grant \$5,000
2007	SACSA Bobby E. Leach Award
2003	AASU Outstanding Advisor Award
2002	AASU Student Government Association Student Service Award
2001	Kappa Alpha Psi Savannah Alumni Chapter Man of the Year
1998	Outstanding Young American Outstanding Young Man of America
1997	American Express Minority Alumni Mentorship Programs \$15,000
1996	USM Afro-American Student Organization Advisor’s Awards

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

PERSONNEL COMMITTEE

June 25, 2020

Item J.5. **University of Louisiana at Lafayette's** request for approval to reappoint Dr. Geralyn McClure Franklin as Interim Dean of the B.I. Moody III College of Business Administration effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval to reappoint Dr. Geralyn McClure Franklin as Interim Dean of the B.I. Moody III College of Business Administration effective July 1, 2020 at an annual salary of \$210,000. 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 University of Louisiana at Lafayette's request for approval to reappoint Dr. Geralyn McClure Franklin as Interim Dean of the B.I. Moody III College of Business Administration effective July 1, 2020.*



June 4, 2020

J.5.

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

Dear Dr. Henderson:

In previous actions by the Board of Supervisors for the University of Louisiana System, Dr. Geralyn McClure Franklin was approved to serve as Interim Dean of the B. I. Moody III College of Business Administration, effective July 1, 2019 through June 30, 2020.

I am requesting Board approval to extend Dr. Franklin's interim appointment, effective July 1, 2020 through August 15, 2020. Her curriculum vitae is attached.

Please place this item on the agenda for the June 2020 meeting of the Board of Supervisors. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "E. Savoie", with a stylized flourish extending to the right.

E. Joseph Savoie
President

SVC

Attachment

GERALYN MCCLURE FRANKLIN, Ph.D.

Founder/Higher Education Consultant, GMF Academic Advisors, LLC

P.O. Box 285/1095 CR 471, Etoile, TX 75944

(936) 371-0549

geralynf@aol.com

BIO

Geralyn McClure Franklin (PhD, University of North Texas) is an innovative and experienced academic leader who served as dean or interim dean of business at four higher education institutions in the United States for 13 1/2 years and then as dean of the College of Business and Economics at the United Arab Emirates University for two years before retiring in June 2016. Dr. Franklin then began consulting with universities and business schools globally as well as supporting several start-up ventures through her own start-up, GMF Academic Advisors, LLC. At the request of Provost Jaimie Hebert, Dr. Franklin joined the University of Louisiana at Lafayette in July 2019 for a one-year appointment, recently extended by six weeks, as interim dean of the B.I. Moody III College of Business Administration. She is charged with preparing the college for its AACSB continuous improvement/reaffirmation review in October 2020.

Dr. Franklin has engaged faculty, staff, students, alumni, and others to set new, and even transformational, directions for the business units she has headed. She has led efforts to secure external funding for scholarships, professorships, support of academic programming, faculty and staff development, building renovations, and general unit needs. Additionally, one of Dr. Franklin's past schools was successful in achieving initial business accreditation from AACSB International, the premier accrediting body of business programs globally. Another college expedited the initial accreditation process while she was dean and later received initial accreditation, and two colleges achieved maintenance or continuous improvement accreditation under her leadership. Dr. Franklin also has experience with two US-based regional accrediting bodies, SACS and WASC.

As an academic, Dr. Franklin has published more than 80 journal articles and 50 conference proceedings on human resource management, employment law, and small and entrepreneurial issues. In addition, she has co-authored five textbooks, most recently *Employment Regulation in the Workplace*, 2nd Edition (M.E. Sharpe, 2014).

Professionally, Dr. Franklin has been involved in numerous organizations and served in many leadership roles. She is active in AACSB International, previously serving two elected terms on the board of directors, as a peer review team member, and as a mentor and currently serving as a peer review team chair. Dr. Franklin served in leadership positions for the International Council for Small Business (ICSB) from 2012-2020 including as president in 2018-2019.

EDUCATION

Ph.D. University of North Texas
Major: Personnel and Industrial Relations (Management)
Minor: Applied Economics
Dissertation: "The Third Party Hearing Examiner Appeals Process Under the Texas Municipal Civil Service Act: Perceptions of Selected Fire Fighter, Police Officer, and City Officials"

M.B.A. Stephen F. Austin State University
Major: General Business

B.B.A. Stephen F. Austin State University
Major: Broadfield Business

PROFESSIONAL EMPLOYMENT EXPERIENCE

Founder/Higher Education Consultant. GMF Academic Advisors, LLC, Etoile, Texas, October 2016 to date. Founder of academic-focused consulting firm that specializes in strategic initiatives that allow institutions and academic units primarily outside the United States to achieve their goals through global benchmarking and accreditation attainment. Also provides strategic and operational support, often with an emphasis on human resources, to start-up ventures. Periodically serves as search consultant for Higher Education Leadership Search.

Positions in Banking, Finance, and Law, Various Organizations, 1977 to 1984.

ACADEMIC EMPLOYMENT EXPERIENCE

Interim Dean of the B.I. Moody III College of Business Administration (one-year administrative appointment). University of Louisiana at Lafayette, Lafayette, Louisiana, July 2019 to August 2020. Full-time, temporary administrative appointment responsible for approximately 70 full-time faculty members, 30 part-time faculty members, 17 full-time staff members, 24 graduate assistants, and 12 student assistants in 4 academic units and the Small Business Development Center supporting almost 1,900 undergraduate students and more than 1,000 graduate students (MBA and MS in Accounting).

Primary Charges: Leading the College in preparing for its AACSB continuous improvement review and virtual peer review team visit in business and accounting in October 2020
Ensuring the College's structure, policies, processes, and procedures are effective and efficient to ensure the success of the new incoming dean

Dean of the College of Business and Economics (three-year administrative appointment, reduced to two years, based on my request, for family reasons). United Arab Emirates University, Al Ain, UAE, August 2014 to June 2016. Full-time administrative appointment responsible for more than 75 full-time faculty members and 21 staff members in 4 academic units supporting some 2,800 undergraduate students and 250 graduate students (MBA, MPA, and DBA).

Primary Charges: Leading the College's strategic planning process to include the development of goals, initiatives, and action plans to strengthen the image and brand as the nation's leader in business education
Ensuring continuous improvement in the College's strategic and operational activities that support student learning and success through a high-quality learning environment and a systematic process of curriculum review and outcomes assessment
Providing direction for the move to the 2013 AACSB International

business and accounting accreditation standards and preparing for the 2018-2019 continuous improvement reviews
Guiding the recruitment, retention, and professional development of faculty and staff to provide the best student learning experience
Reestablishing relationships for graduate programming in Abu Dhabi and developing marketing and recruitment strategies for the MBA and MPA
Reengaging MBA graduates to form a CBE Alumni Association
Supporting the University's WASC accreditation effort

Interim Dean of the Nelson Rusche College of Business and Professor of Management (with tenure). Stephen F. Austin State University, Nacogdoches, Texas, July 16, 2012 to August 2014 (Retired from State of Texas Higher Education). Full-time administrative appointment initially responsible for 55 full-time faculty members, 8 part-time faculty members, 10 full-time staff members, and 41 graduate and student assistants in five academic units engaged with 1,809 majors. Later, responsible for 50 full-time faculty members, 4 part-time faculty members, 10 full-time staff members, and 27 graduate and student assistants in four academic units supporting 1,520 undergraduate and 100 graduate majors.

Primary Charges: Providing direction for the Rusche College 2013-2018 Strategic Plan to include an emphasis on image and branding
Providing leadership for a successful AACSB International maintenance/continuous improvement accreditation review in Fall 2013
Gaining a working knowledge of the Accreditation Board for Engineering and Technology (ABET) to support accreditation of Computer Science programs housed in the Rusche College
Reorganizing and actively engaging the Executive Advisory Board in the life of the College to include increasing their financial support and the development and implementation of an alumni outreach program
Launching the Rusche Renovations project to enhance the McGee Building that houses the College
Initiating the "Rusche Reconnect" program to reconnect with the College's more than 20,000 living alumni
Directing the development and beginning the implementation of the Rusche Recruitment and Retention Plan

Associate Dean for Student Services, MBA Director, and Professor of Management, Nelson Rusche College of Business (with tenure), Stephen F. Austin State University, Nacogdoches, Texas, March 1, 2012 to July 15, 2012. Full-time administrative appointment responsible for 2 full-time staff members, 2 graduate assistants, and 1 student assistant.

and

Associate Dean for Student Services of the Nelson Rusche College of Business and Professor of Management (with tenure), Stephen F. Austin State University, September 1, 2011 to February 29, 2012. Full-time administrative appointment accountable for 1 full-time staff member and 2 graduate assistants.

Primary Charges: Establishing Rusche Student Services as the "go to" office for students
Renewing focus on advising and retention of probation and suspension students

Revamping the undergraduate academic advising process by providing better training to faculty advisors and using professional advisors for initial admission and certain retention purposes
Increasing the marketing of student support opportunities to include academic support along with career and professional development support
Launching a new Rusche website
Initiating the use of social media to better connect with students
Overseeing MBA admissions and advising

Professor of Management (with tenure), University of Dallas, Irving, Texas, November 25, 2010 to August 30, 2011; on “most-deserved sabbatical”, per President Thomas Keefe in e-mail to University community on October 25, 2010, on my leaving the business deanship at the end of the graduate teaching term in November. Retooled to teach in human resource management, employment law, entrepreneurship, and sports and entertainment management at the graduate and/or undergraduate levels; continued to provide support for the AACSB International initial business accreditation effort.

Dean of the College of Business and Professor of Management (with tenure), University of Dallas, Irving, Texas, provided input and direction from hiring on January 7, 2009 to official full-time start of employment on May 20, 2009 to November 24, 2010 (end of Graduate School of Management Fall 2010 term). Responsible for administration of the College of Business including the Graduate School of Management and all activities related to recruiting, admissions, advising, records, etc. (approximately 1,200 graduate students and 130 undergraduate students). Accountable for 34 full-time faculty members, 41 part-time and adjunct faculty members, 30 full-time staff members, 7 part-time staff members, and 40 graduate and student assistants.

Primary Charges: Providing leadership to ready the College to expedite the AACSB International initial accreditation in business process (early third year report accepted December 2010; College was accredited in Fall 2012 ahead of original schedule)
Developing and implementing marketing plans for awareness and branding (marketing plan was in initial stage)
Restructuring and retraining enrollment management personnel
Identifying and implementing mechanisms to stabilize and ultimately begin growing graduate business enrollment (plans and revamped structure and personnel support in place and in early stages of implementation in light of AACSB effort) *Note:* Although these were difficult times for part-time graduate business program enrollments, the College exceeded the budget contribution goals in 2008-2009 (with my limited input) and 2009-2010 (under my leadership and direction) and was on track to meet or exceed the budget contribution goal in 2010-2011 (under my leadership and direction through November 2010).

Secondary Charges: Integrating Graduate School of Management into the University of Dallas’ Catholic, liberal arts culture
Developing fund raising plan for College to achieve strategic initiatives
Creating culture for graduate student programming and events and tying this to alumni outreach
Networking and friend raising to re-introduce the College Advisory

Council and initiate corporate partnership agreements for graduate and certificate programs
Establishing and utilizing an Undergraduate Student Advisory Council and Graduate Student Advisory Council
Overseeing curriculum reviews and revisions for the undergraduate program that emphasizes the liberal arts nature of the institution and for the graduate program to provide for a competitive advantage\
Supporting the University's SACS reaccreditation effort

Dean of the College of Business and Professor of Management (with tenure), University of South Florida St. Petersburg, St. Petersburg, Florida, July 2006 to May 2009. Responsible for decentralized general operations of the College (grew from 1,600 to more than 2,000 undergraduate students and 120 to more than 200 graduate students) and faculty relations. Accountable for 39-41 full-time faculty members, 8-21 part-time and adjunct faculty members, 6-7 staff members, 1-2 graduate assistants, and 2-8 student research assistants. Also, responsible for a Small Business Development Center satellite office and counselor. Courses taught at the undergraduate and graduate levels: Internship.

Primary Charges: Getting College of Business through AACSB International maintenance of accreditation in both business and accounting (completed successfully in Fall 2007), the first separate AACSB accreditation review from USF College of Business in Tampa. This involved formulating a written document for the College's 2002-2007 Strategic Plan as well as reviewing and revising the mission, values, vision, and goals and developing the College's 2007-2012 Strategic Plan. In addition, the College reiterated the 2002-2007 participating/supporting and academically qualified/ professionally qualified definitions and adopted new definitions for 2007-2012.
In conjunction with USF Foundation and USF St. Petersburg Development Office, developed a plan to raise private donor funds (matched 1-1 by State of Florida) to purchase land, reuse portion of existing building on land purchased, and provide new construction for a College of Business.

Secondary Charges: Providing leadership in the University's effort to respond to SACS accreditation concerns and be removed from probationary status (2008-2009); achieved July 2009
Developing fund raising plan for College to meet strategic initiatives
Restructuring and enhancing the College of Business Advisory Council
Securing a Small Business Development Center office in the College as well as funding for a three-year period from University resources; office is satellite of USF Tampa SBDC (office opened on February 1, 2007)
Establishing the College's Undergraduate Student Advisory Committee
Promoting image development for College by adopting a logo, publicity campaign, etc.
Preparing and implementing the College's plan for civic engagement and community outreach in consideration of the University's efforts

Kudos: College's P/S and AQ/PQ Qualification Processes as well as Dean's External Outreach Activities cited as "Best Practices" by AACSB

International documents, based upon the recommendations of the Fall 2007 AACSB Peer Review Team.

Dean of the School of Business and Professor of Management (with tenure), The University of Texas of the Permian Basin, Odessa, Texas, July 1999 to July 2006. Responsible for general operations of the School (grew from more than 350 to more than 800 undergraduate students and from 40 to more than 100 graduate students) and faculty relations. Accountable for 17-21 full-time faculty members, several part-time and adjunct faculty members, 1 administrative assistant, 1 business advisor/academic counselor, 2-3 student assistants, 2-3 graduate assistants, and 7-10 research assistants. Also, responsible for the operation of the Small Business Development Center (SBDC), a program federally funded by the U.S. Small Business Administration and state funded by a State of Texas line item, including oversight of a director, associate director, counselor, administrative support staff member, and one to two student assistants. Courses taught at the undergraduate level: Personnel Functions and Human Resource Management. Course taught at the graduate level: Human Resource Management.

Primary Charge: Getting School of Business into AACSB International accreditation process (1999-2000); Precandidacy Status (September 2000); Candidacy Status (September 2001); and ultimately AACSB International Accredited (December 2005, one year earlier than typical five-year candidacy process). This involved recruiting and mentoring 13 of 20 of the current full-time faculty members, leading the faculty through a major program and curriculum review, and the development and implementation of various processes and procedures. The School also developed its first strategic plan, assessment plan, intellectual contributions plan, recruiting plan, and promotions plan.

Secondary Charges: Restructuring and enhancing the School of Business Advisory Council
Establishing the School of Business Student Advisory Council
Promoting image development for School by adopting a logo, publicity campaign, etc.
Enhancing donor relations through relationship building with the School's main donor family, School Advisory Council, alumni, and others. From 2004-2006, funding was received for four endowed scholarships as well as numerous annual scholarships.
Establishing Center for Entrepreneurship; first donor grant (\$75,000) received Fall 2002; UT System funding (\$75,000) received Fall 2004
Naming of the Center for Entrepreneurship as The Jan and Ted Roden Center for Entrepreneurship
Received commitment (\$100,000) to fund new faculty position in entrepreneurship as of Fall 2005 but deferred until Fall 2006, due to faculty restructuring; was seeking additional \$100,000 per year for two years at time of departure
Establishing international programs with an entrepreneurship focus
Working cooperatively to implement a Bachelor of Science in Industrial Technology degree program and seeking and receiving funding from the UT System and private foundation
Helping to secure a total of \$140,000 in matching funds for the SBDC Program for fiscal years 2001, 2002, and 2003 as well as a State line item

of \$112,200 per year for fiscal years 2004 and 2005; received State line item of \$112,200+ for fiscal years 2006 and 2007
Provided leadership for successful SACS review of business in 1999

Kudos:

References from AACSB International “Peer Review Team Report”, October 2005, pg. 12: “The team was especially pleased with the collegiality of the faculty and its commitment to serve the needs of its market through a variety of delivery methods and site accessibility measures. This is particularly impressive and noteworthy. The dean is tireless, enthusiastic and respected. She is an outstanding role model and a terrific motivator. The School of Business should be commended for involving all of its faculty in the development and delivery of quality undergraduate and graduate instruction. The School of Business presents itself in a professional, proactive, impressive manner in all its displays, materials and promotional items.”

References from The Washington Advisory Group report on “Research Capability Expansion” at UT Permian Basin and in the School of Business for the UT System Regents found at <http://www.utsystem.edu/news/wag/Report/WAGReportUTPB5-7-04.pdf>: “In addition, the UTPB business dean, one of the most published scholars at that University, has set a standard of research and refereed research publication that is a model of her colleagues across the campus (p. 4). We were impressed with the energetic leadership of the dean of the School of Business and with her own active engagement in scholarly activity. She demonstrates what faculty must do to assume greater responsibility for scholarship” (p. 45).

Division Director of Management and Marketing and Professor of Management (with tenure), The University of Texas at San Antonio, San Antonio, Texas, July 1998 to July 1999.

Responsible for general operations of the Division (approximately 2,000 undergraduate students) and faculty relations. Accountable for 35+ full-time faculty members, 20+ part-time and adjunct faculty members, 1 administrative assistant, 1 administrative secretary, 2 graduate assistants, and 5 student assistants. Courses taught at the undergraduate level: Personnel Administration and Human Resources Law.

Primary Charge: Creating collegial atmosphere in Division where faculty had diverse backgrounds and expectations

Chair of the Department of Management, Marketing, and International Business and Professor of Management (with tenure), Stephen F. Austin State University, Nacogdoches, Texas, September 1996 to July 1998. Responsible for general operations of the Department (approximately 1,000 majors and 800 minors) and faculty relations. Accountable for 20+ faculty members, 2+ part-time faculty members, 1 administrative assistant, 2 graduate assistants, and 6 student assistants. Courses taught at the undergraduate level: Human Resource Management, Employee and Labor Relations, and Career Planning. Graduate level courses: Seminar in Human Resource Management and Problems in Employee and Labor Relations. Miscellaneous duties: Faculty Advisor for student groups participating in the Small Business Institute Program.

and

Chair of the Department of Management and Marketing and Associate Professor of Management (with tenure as of September 1994), Stephen F. Austin State University, Nacogdoches, Texas, August 1994 to August 1996. Responsible for general operations of the Department (approximately 800 majors and 600 minors) and faculty relations. Accountable for 20+ faculty members, 1 secretary, 2-3 graduate assistants, and 6 student assistants. Courses taught at the undergraduate level: Human Resource Management and Labor Relations. Miscellaneous duties: Chapter Advisor for the Society for the Advancement of Management.

Primary Charges: Re-establishing collegial atmosphere in Department
Assisting in creation and implementation of an interdisciplinary degree in International Business
Assisting in preparation for AACSB reaccreditation, which included major curriculum review and restructuring of intellectual contributions of faculty
Assisting in preparation for a SACS review

Point of Interest: When selected as Chair of the Department in 1994, nine of the 20+ faculty members had been my undergraduate or graduate faculty.

Associate Professor of Management, Stephen F. Austin State University, Nacogdoches, Texas, September 1991 to August 1994. Courses taught at undergraduate level: Human Resource Management, Labor Relations, and Compensation Administration. Graduate courses: Seminar in Management, Seminar in Human Resource Management, and Problems in Industrial Relations. Miscellaneous duties: Chapter Advisor for the Society for Human Resource Management and Faculty Advisor for Small Business Institute Program student groups.

Assistant Professor of Management, Stephen F. Austin State University, Nacogdoches, Texas, September 1988 to August 1991. Courses taught at undergraduate level: Human Resource Management, Labor Relations, and Organizational Behavior. Graduate level courses taught: Seminar in Human Resource Management and Problems in Industrial Relations. Miscellaneous duties: Involved in various committees related to AACSB re-accreditation and continuing review process as well as Chapter Advisor for the Society for Human Resource Management and Faculty Advisor for student groups participating in the Small Business Institute Program.

Instructor of Management, Stephen F. Austin State University, Nacogdoches, Texas, September 1987 to May 1988. Courses taught: Human Resource Management. Miscellaneous duties: Chapter Advisor for the American Society for Personnel Administration (now the Society for Human Resource Management).

Teaching Fellow of Management, University of North Texas, Denton, Texas, September 1986 to August 1987. Courses taught: Human Resource Management and Business Communications. Served as Teaching Assistant in Wage and Salary Administration (undergraduate level) and Seminar in Human Resource Management (graduate level).

Lecturer of Management and Marketing, Stephen F. Austin State University, Nacogdoches, Texas, September 1985 to May 1986. Courses taught: Organizational Behavior and Principles of Marketing. Miscellaneous duties: Faculty Advisor for student groups participating in Small Business Institute Program.

Public School Teacher, Cushing High School and Nacogdoches Middle School, 1982 to 1985.

HONORS AND AWARDS

Winner, President's Distinguished Service Award, International Council for Small Business, June 2015

Co-Winner, *Journal of International Education in Business* Outstanding Paper for 2014. May 2015

Recipient, 2011 James G. (Jerry) Hunt Sustained Outstanding Service Award, Southern Management Association, November 2011

58th Justin G. Longenecker Fellow, United States Association for Small Business and Entrepreneurship, January 2010

Recipient, President's Outstanding Service Award, United States Association for Small Business and Entrepreneurship, January 2009

Nominee, Chancellor's Outstanding Teaching Award, The University of Texas of the Permian Basin, April 2005

Co-Winner, Distinguished Paper Award, Association for Small Business and Entrepreneurship, March 2004

Co-Runner-Up, Distinguished Empirical Paper Award, Small Business Institute®, February 2004

Co-Nominee, United States Small Business Administration Best Paper Award, Student-Faculty Authored, United States Association for Small Business and Entrepreneurship Conference, January 2004

Recipient, Thomson Learning/South-Western Southwest Academy of Management Outstanding Educator Award, March 2003

Co-Winner, Distinguished Applied Paper Award, Small Business Institute®, February 2003

Co-Winner, TechKnowledge Point Best Paper Award for Technology Applications for Entrepreneurship, United States Association for Small Business and Entrepreneurship, January 2002

Co-Winner, Homer L. Saunders Best Paper Award, Association for Small Business and Entrepreneurship, March 2001

Fellow, Small Business Institute Directors' Association, February 1999

Recipient, Homer L. Saunders Mentor Award, Small Business Institute Directors' Association, February 1999

Co-Winner, National Business Association Distinguished Empirical Paper Award, Small Business Institute Directors' Association, February 1999

Co-Winner, Distinguished Paper Award, Academy of Strategic and Organizational Leadership, October 1997

Fellow, Association for Small Business and Entrepreneurship, March 1997

Co-Winner, Distinguished Paper Award, Southern Academy of Legal Studies in Business, March 1995

Co-Nominee, Distinguished Paper Award, Small Business Institute Directors' Association, February 1995

Co-Runner-Up, Distinguished Paper Award, Small Business Institute Directors' Association, February 1993

Nominee, Beta Gamma Sigma Outstanding Faculty-Student Seminar Competition, 1992-1993

Faculty Advisor, Region VI Small Business Institute Graduate Case of the Year Competition Winner, United States Small Business Administration, 1992-1993

Co-Winner, Distinguished Paper Award, Southern Business Law Association, March 1992

Co-Third Place, Distinguished Paper Award, Southwestern Small Business Institute Association, March 1992

Co-Third Runner-Up, Distinguished Paper Award, Small Business Institute Directors' Association, February 1988

PUBLICATIONS

Most Recent Books

Robinson, R. K. & Franklin, G. M. *Employment Regulation in the Workplace: Basic Compliance for Managers*, 2nd edition, M.E. Sharpe, 2014.

Other Books

Employment Regulation in the Workplace: Basic Compliance for Managers, M.E. Sharpe, 2010 publication date. (with Robert K. Robinson and Robert Wayland)

The Regulatory Environment of Human Resource Management, The Dryden Press, Harcourt Brace & Company, 2002 publication date. (with Robert K. Robinson and Robert Wayland)

Management, Dame Publications, 1997 publication date. (with Robert Albanese and Peter Wright)

Human Resource Management, Dame Publications, 1995 publication date. (with Leon C. Megginson and M. Jane Byrd)

Most Recent Refereed Journal Articles

Miles, M. P., Grimmer, M., and Franklin, G. M. (2016). How Well Do AACSB, AMBA, and EQUIS Manage their Brands? *Marketing Intelligence and Planning*, 34 (1), 99-116.

Miles, M. P., Franklin, G. M., Grimmer, M., and Heriot, K.C. (2015). An Exploratory Study of the Perceptions of AACSB International's 2013 Accreditation Standards, *Journal of International Education in Business*, 8 (1), 2-17.

Miles, M. P., Franklin, G. M., Heriot, K. C., Hadley, L. U., & Hazeldine, M. (2014). AACSB International's 2013 Accreditation Standards: Speculative Implications for Faculty and Deans, *Journal of International Education in Business*, 7 (2), 86-107. **Best Paper for 2014 from JIEB.**

Gentry, R. J., Robinson, R. K., Dibrell, C. C., & Franklin, G. M. (2013). Too Small to Sue? Employee Growth and Its Consequences for Small Businesses in a Post-*Arbaugh* Regulatory Environment. *Journal of Business & Entrepreneurship*, 25 (1), 43-62.

Robinson, R. K., Franklin, G. M., & Novicevic, M. M. (2012). Post-Tenure Review and Just-Cause Termination in U.S. Public Institutions of Higher Learning: A Legalistic Examination. *Public Personnel Management*, 41 (1), 127-150.

Robinson, R. K., Franklin, G. M., & Hamilton, R. H. (2012). The Hijab and the Kufi: Employer Rights to Convey their Business Image Versus Employee Rights to Religious Expression. *Southern Law Journal*, 22 (1), 79-88.

Other Refereed Journal Articles

"Workplace Religious Accommodation Issues for Adherents of Islam," *Business Studies Journal*, 3.2 (2011), pp. 41-50. (with Robert K. Robinson and Ralph H. Hamilton)

"The Overlooked Dimension of Sustainable Education," *U.S.-China Education Review*, 1.7 (2011), pp. 1-15. (with Ruth C. May, Vanessa Cox, and Stanley L. Kroder)

"Following the Paper Trail: Measuring the Economic and Environmental Impact of Digital Content Delivery," *Technological Developments in Networking, Education and Automation*, 1 (2010), pp. 37-41. (with Vanessa K. Cox, Ruth C. May, and Stanley L. Kroder)

"The Changing Legal Environment for Employers: Implications for Small Businesses," *Journal of Business & Entrepreneurship*, 22.1 (2010), pp. 91-109. (with Robert K. Robinson, William T. Jackson, and Russell W. Clayton)

"Measuring the Environmental Impact of Online Learning: Where Do We Start?" *Ubiquitous Learning: An International Journal*, 2.2 (2010), pp. 65-76. (with Ruth C. May, Vanessa Cox, and Stanley L. Kroder).

"Applying for Initial AACSB Accreditation: An Exploratory Study to Identify Costs," *Journal of Education for Business*, Vol. 84, No. 5 (2009), pp. 283-289. (with Kirk C. Heriot and Walter W. Austin)

"Entrepreneurial Service Performance and Technology Management: A Study of China and Japan," *Journal of Technology Management in China*, Vol. 1, No. 1 (2008), pp. 19-28. (with Shawn M. Carraher, John A. Parnell, and Sherry E. Sullivan)

"Organizational Structures of New Ventures: Matters of Liability and Taxation," *Troy University Business and Economic Review*, Vol. 31, No. 2 (Summer 2007), pp. 2-7. (with A.M. Nunley III, Robert K. Robinson, Stephen P. Danese, and Debra J. Carroll)

"Employee Appearance Policies and Title VII: New Challenges for Sex Differentiated Standards," *Journal of Individual Employment Rights*, Vol. 12, No. 4 (2007), pp. 289-304. (with Robert K. Robinson, Karen Epermanis, and Nicole Forbes Stowell)

"The Demise of the 'Slap in the Face' Test: A Profound Change in Assessing Pretext or Merely a Matter of Semantics," *Journal of Individual Employment Rights*, Vol. 12, No. 3 (2007), pp. 239-247. (with Robert K. Robinson, Walter D. Davis, and Nicole Forbes Stowell)

"The Supreme Court Rulings in *Grutter v. Bollinger* and *Gratz v. Bollinger*: The Brave New World of Affirmative Action in the 21st Century," *Public Personnel Management*, Vol. 36, No. 1 (2007), pp. 33-49. (with Robert K. Robinson and Karen Epermanis)

"The Internet as an Information Conduit: A Transaction Cost Analysis Model of Small Business Internet Use," *International Small Business Journal*, Vol. 24, No. 2 (April 2006), pp. 159-178. (with Franz T. Lohrke and Cynthia Frownfelter Lohrke)

"Managing Human Resources through Planning and Policy Development," *Troy University Business and Economic Review*, Vol. 30, No. 1 (2006), pp. 14-19. (with Erin Thomas and Peter Rainsford)

"Entrepreneurial Service Performance and Technology Management: A Study of China and Japan," *Journal of Technology Management in China*, Vol. 1, No. 1 (2006), pp. 107-117. (with Shawn M. Carraher, John A. Parnell, and Sherry E. Sullivan)

"Sexual Harassment in the Workplace: Guidelines for Educating Healthcare Managers," *Journal of Health and Human Services*, Vol. 27, No. 4 (Spring 2005), pp. 501-530. (with Robert K. Robinson, Cathie H. Tinney, Stephen M. Crow, and Sandra J. Hartman)

"The Slap-in-the-Face Standard and Employer Pretext: Placing Limits on Court Evaluation of Employee Qualifications," *Journal of Individual Employment Rights*, Vol. 11, No. 2 (2003-2004; published Spring 2005), pp. 141-151. (with Robert K. Robinson and Walter D. Davis)

"The Americans with Disabilities Act's Public Accommodations Provisions: Implications for Small Businesses," *Journal of Business & Entrepreneurship*, Vol. 17, No. 1 (March 2005), pp. 46-58. (with Robert K. Robinson and Joe Ballenger)

"Educating Entrepreneurs on Angel and Venture Capital Financing Options," *Journal of Business & Entrepreneurship*, Vol. 16, No. 2 (October 2004), pp. 141-156. (with Jason B. Brinlee, Joseph R. Bell, and Charles A. Bullock) **Distinguished Paper Award at 2004 Association for Small Business and Entrepreneurship Conference**

"Creating and Implementing a Dress Code: An Employer's Guide," *Troy State University Business & Economic Review*, Vol. 28, No. 2 (Summer 2004), pp. 2-6. (with Dee Dee Ogrin and Cathie Hafner Tinney)

"Sexual Harassment Redux," *Business Horizons*, Vol. 47, No. 4 (July-August 2004), pp. 3-5. (with Robert K. Robinson and Walter J. Davis)

"New Venture Entrepreneurs: Desperately Seeking Investors," *Troy State University Business & Economic Review*, Vol. 28, No. 1 (Winter 2004), pp. 2-6. (with Joseph R. Bell and Jason B. Brinlee)

"Violence in the Workplace: Guidance and Training Advice for Business Owners and Managers," *Business and Society Review*, Vol. 108, No. 4 (2003), pp. 523-537. (with Delaney J. Kirk)

"Applying the Theory of Constraints to a Public Safety Hiring Process," *Public Personnel Management*, Vol. 32, No. 3 (Fall 2003), pp. 367-382. (with Lloyd J. Taylor III and Brian G. Moersch)

"Growing Pains: An Employment Compliance Primer for Small Employers," *Journal of Small Business Strategy*, Vol. 14, No. 1 (Spring/Summer 2003), pp. 1-19. (with Robert K. Robinson and A. M. Nunley III) **Distinguished Applied Paper Award at 2003 Small Business Institute® Conference**

"Managerial Influences on Small Business Exporting: The Role of Top Management Team Heterogeneity," *Journal of Small Business Strategy*, Vol. 14, No. 1 (Spring/Summer 2003), pp. 86-102. (with Franz T. Lohrke and Vinay B. Kothari)

"Desk Rage and Other Violent Acts at Work: Legal and Practical Issues to Consider in Keeping Your Small Business Employees from Killing Each Other and You," *Regional Business Review*, Vol. 22 (May 2003), pp. 54-67. (with Delaney J. Kirk)

"The Threat-to-Self Defense and the ADA: The Repercussions of *Chevron USA, Inc. v. Echazabal*," *Business Horizons*, Vol. 46, No. 2 (March/April 2003), pp. 2-4. (with Robert K. Robinson and Joseph G. P. Paolillo)

"Walking a Tight Rope: Employment Rights of Foreign Nationals in the Workplace," *Business and Society Review*, Vol. 107, No. 4 (Winter 2002), pp. 489-500. (with Robert K. Robinson)

"When Is Sexual Harassment Not Actionable Sexual Harassment: A Review of *Holman v. State of Indiana and Indiana DOT*," *Journal of Business & Public Affairs*, Vol. 28, No. 2 (Fall 2001), pp. 8-11. (with Robert K. Robinson and Brian J. Reithel)

"Workplace Diversity: Is It a Justification for Proportional Representation in the Workplace?" *Journal of Business & Entrepreneurship*, Vol. 13, No. 1 (March 2001), pp. 97-110. (with Robert K. Robinson and Brian J. Reithel) **Homer L. Saunders Best Paper Award Winner at 2001 Association for Small Business and Entrepreneurship Conference**

"Top Management International Orientation and Small Business Exporting Performance: The Moderating Roles of Export Market and Industry Factors," *Journal of Small Business Strategy*, Vol. 10, No. 1 (Spring/Summer 1999), pp. 13-24. (with Franz T. Lohrke and Vinay B. Kothari)
National Business Association Distinguished Empirical Paper Award Winner at 1999 Small Business Institute Directors' Association Conference

"What to Do When Dick or Jane Come to You with a Sexual Harassment Complaint: Setting Up Training Programs for College Faculty and Staff," *Regional Business Review*, Volume 18 (May 1999), pp. 35-48. (with Delaney J. Kirk)

"Sexual Harassment at Wire Bender Corp. (A, B, & C)," *Case Research Journal*, Volume 19, No. 2 (Spring 1999), pp. 97-104. (with John E. Oliver and Tammy Bunn Hiller; teaching notes available)

"Vicarious Liability for Hostile Environment Sexual Harassment: Examining the Implications of the *Ellerth* and *Farragher* Decisions," *Labor Law Journal*, Vol. 49, No. 8 (December 1998), pp. 1232-1240. (with Robert K. Robinson, Dwight D. Frink, and Brian J. Reithel)

"Politics and Politicians," *Academy of Strategic and Organizational Leadership Journal*, Vol. 2, No. 2 (1998), pp. 13-26. (with William T. Jackson, Robert W. Boozer, and Larry R. Watts)
Distinguished Paper Award Winner at the 1997 Academy of Strategic and Organizational Leadership

"Sexual Harassment in the United States: Implications for Small Businesses," *Journal of Small Business Management*, Vol. 36, No. 2 (April 1998), pp. 1-12. (with Robert K. Robinson, William T. Jackson, and Diana Hensley)

"Same Sex Sexual Harassment: The Implications of *Oncale v. Sundowner Offshore Services*," *Labor Law Journal*, Vol. 49, No. 4 (April 1998), pp. 941-948. (with Robert K. Robinson and Brian J. Reithel)

"An Analysis of the Legal Protections of Tenure in Higher Education: The Myth of Lifetime Employment," *Southern Law Journal*, Vol. 7, No. 1 (Fall 1997), pp. 37-46. (with Robert K. Robinson, Brian J. Reithel, and R. L. Fink)

"Does a Traditional Business Education Prepare Students for a Career in Small Business: A Study of Perceived Differences," *Academy of Entrepreneurship Executive*, Vol. 2, No. 1 (1997), pp. 40-44. (with Alicia B. Gresham)

"Do Male and Female CPAs Interpret Sexual Harassment Differently?" *Critical Perspectives on Accounting*, Vol. 1997, No. 8 (1997), pp. 249-264. (with Dave L. Nichols, Robert K. Robinson, and Brian J. Reithel)

"Federal Preferential Set-Asides After *Adarand*: The End of An Era?" *Journal of Individual Employment Rights*, Vol. 5, No. 4 (1996-1997), pp. 267-278. (with Robert K. Robinson and Delaney J. Kirk)

"Pros and Cons of the Federal 8(A) Program: Implications for Small Business," *Journal of Business & Entrepreneurship*, Vol. 9, No. 1 (March 1997), pp. 147-153. (with Delaney J. Kirk and Robert K. Robinson)

"Affirmative Action: Mend It or End It?" *Southern Law Journal*, Vol. 6, No. 1 (Fall 1996), pp. 15-23. (with Robert K. Robinson and Brian J. Reithel)

"Stepping Toward Prosperity: The Development of Entrepreneurial Ventures in China and Russia," *Journal of Small Business Management*, Vol. 34, No. 3 (July, 1996), pp. 75-85. (with Charles H. Matthews and Xiaodong Qin)

"The Impact of Affirmative Action Set-Asides on Small Businesses: The *Adarand* Decision," *Journal of Developmental Entrepreneurship*, Vol. 1, No. 1 (Spring, 1996), pp. 75-86. (with Delaney J. Kirk and Robert K. Robinson)

"Sexual Harassment: No Immunity for Small Business," *NBDC Report*, No. 186, (April, 1996), pp. 1-4. (with William T. Jackson and Diana Hensley)

"Basic Skills Deficiencies in the Workplace: Differences Between Large and Small Businesses," *The Entrepreneurial Executive*, Vol. 1, No. 1 (Fall, 1995), pp. 1-16. (with Alicia B. Gresham, Kelli J. Clawson, and Xiaodong Qin)

"Sex-Bias in Interpreting Actionable Sexual Harassment: Survey Results and Implications for Sexual Harassment Litigation," *Southern Law Journal*, Vol. 5, No. 1 (Fall, 1995), pp. 1-12. (with Robert K. Robinson and Brian J. Reithel) **Distinguished Paper Award at the 1995 Southern Academy of Legal Studies in Business Conference**

"Accommodating Disabled Consumers Under the ADA: Sensitivity of Food Establishments to the Wheelchair Assisted," *Troy State University Business and Economic Review*, Vol. 19, No. 3, (April, 1995), pp. 8-13. (with Joe Ballenger)

"An Exploratory Study of the 'Reasonable Woman' Standard: Gender-Bias in Interpreting Actionable Sexual Harassment," *Journal of Individual Employment Rights*, Vol. 4, No. 1 (1995-1996), pp. 1-14. (with Robert K. Robinson and Brian J. Reithel)

"Diversity Strategies: Compliance or Conflict with Equal Employment Opportunity Laws," *HR Focus*, Vol. 71, No. 1 (January, 1994), p. 9. (with Robert K. Robinson and David E. Terpstra)

"Impermissible Collateral Attack Doctrine and Court-Approved Affirmative Action: New Perspectives After *Wilks* and the Civil Rights Act of 1991," *Journal of Individual Employment Rights*, Vol. 2, No. 1, (1993-94), pp. 7-18. (with Robert K. Robinson)

"Sexual Harassment: Issues and Answers for Health Care Administrators," *Hospital & Health Services Administration*, Vol. 38, No. 2, (Summer, 1993), pp. 167-180. (with Robert K. Robinson and Ross L. Fink)

"Current Trends in Human Resource Management for Small Businesses," *NBDC Report*, No. 151, (June, 1993), pp. 3-4. (with Delaney J. Kirk and William M. Moore)

"Empirical Implications for Small Business Drug Policies," *Journal of Small Business Strategy*, Vol. 4, No. 1, (Spring, 1993), pp. 59-70. (with Dillard B. Tinsley and Donald R. Curtis)

"Basic Skills Deficiencies at Work: Perceptions of Small and Large Employers," *Journal of Small Business Strategy*, Vol. 4, No. 1, (Spring, 1993), pp. 73-88.

"Responses of Micro-Businesses and Larger Businesses to Workplace Skills Deficiencies," *Journal of Business & Entrepreneurship*, Vol. 5, No. 1, (March, 1993), pp. 97-104. (with Susan Z. Washburn)

"Sexual Harassment in the Workplace: A Review of the Legal Rights and Responsibilities of ALL Parties," *Public Personnel Management*, Vol. 22, No. 1, (Spring, 1993), pp. 123-135. (with Robert K. Robinson, Billie M. Allen, and David L. Duhon)

"The Third Party Appeals Process Under the Texas Municipal Civil Service Act: Perceptions of the Institutional Parties," *Journal of Collective Negotiations in the Public Sector*, Vol. 22, No. 1, (1993), pp. 69-78.

"Flexible Benefit Plans: An Option for Small Employers?" *Journal of Business & Entrepreneurship*, Vol. 4, No. 3, (October, 1992), pp. 89-104. (with Cynthia K. Hiza and Robert F. Wayland)

"Presumed Innocent or Presumed Guilty: Due Process Rights for Accused Sexual Harassers," *Southern Law Journal*, Vol. 2, No. 1, (Fall, 1992), pp. 1-7. (with Robert K. Robinson, David E. Terpstra, and Billie Morgan Allen) **Distinguished Paper Award Winner at the 1992 Southern Business Law Association Conference**

"Teamwork Developed a Successful Appraisal System," *HR Focus*, Vol. 69, No. 8, (August, 1992), pp. 3-4. (with Ron Sorensen)

"To Flex or Not to Flex?" *NBDC Report*, No. 138, (May, 1992), pp. 1-4. (with Cynthia K. Hiza)

"AIDS in the Workplace: Current Practices and Critical Issues," *Journal of Small Business Management*, Vol. 30, No. 2, (April, 1992), pp. 61-73. (with Alicia Briney Gresham and Gwen F. Fontenot)

"Accommodating the Disabled Customer: Perceptions of Small Business Owners and Managers Toward the Law," *Journal of Business & Entrepreneurship*, Vol. 4, No. 1, (March, 1992), pp. 43-51. (with Joe Ballenger and Robert K. Robinson) **Third Place in the Distinguished Paper Award Competition at the 1992 Southwestern Small Business Institute Association Conference**

"Combatting Illiteracy in the Workplace," *Industrial Management*, Vol. 34, No. 1, (January-February, 1992), pp. 2-4. (with Susan Z. Washburn)

"AIDS in the Workplace: A Study of Retail Bank Policies," *Texas Independent Banker*, Vol. 19, No. 1, (January, 1992), pp. 10-15, 19. (with Joseph G. Ormsby and Larry R. Watts)

"Child Care Assistance: Options for Small Employers," *NBDC Report*, No. 134, (January, 1992), pp. 1-4. (with Joe Ballenger)

"AIDS in the Workplace: The Differing Approaches of Large and Small Businesses in Texas," *Midwestern Business and Economic Review*, No. 14, (Fall, 1991), pp. 25-28. (with Alicia Briney Gresham, Robert Solomon, and Gwen F. Fontenot)

"Employing the Disabled: Complying with the Americans with Disabilities Act of 1990," *Southern Law Journal*, Vol. 1, No. 1, (Fall, 1991), pp. 10-13. (with Robert K. Robinson and Billie Morgan Allen)

"Public Accommodations for the Disabled: Implications of the Americans with Disabilities Act for Small Businesses," *NBDC Report*, No. 130, (September, 1991), pp. 1-3. (with Robert K. Robinson)

"*University of Pennsylvania v. EEOC*: The Demise of Academic Freedom Privilege in the Peer Review Process," *Labor Law Journal*, Vol. 41, No. 6, (June, 1990), pp. 364-369. (with Robert K. Robinson and Billie M. Allen)

"AIDS in the Workplace: Implications for Human Resource Managers," *SAM Advanced Management Journal*, Vol. 55, No. 2, (Spring, 1990), pp. 23-27. (with Joseph G. Ormsby, Robert K. Robinson, and Alicia B. Gresham)

"The Application of Disparate Impact Analysis and Subjective Judgment Criteria: The Case of *Watson v. Fort Worth Bank and Trust*," *Midwest Law Review*, Vol. 8, No. 1, (1989), pp. 135-146. (with George W. Nelson, Robert K. Robinson, and Walton H. Sharp)

"Organizational AIDS Policies: Aiming at a Moving Target," *The Employee Responsibilities and Rights Journal*, Vol. 2, No. 3, (Fall, 1989), pp. 191-201. (with Robert K. Robinson, James White, and James D. Powell)

"Educating for AIDS," *Business and Society Review*, No. 68, (Winter, 1989), p. 45. (with Joseph G. Ormsby, Robert K. Robinson, and Alicia Briney Gresham)

"*Watkins v. United States*: New Insights on the Termination of Employees for Sexual Orientation," *Labor Law Journal*, Vol. 40, No. 2, (February, 1989), pp. 117-121. (with Robert K. Robinson and Billie M. Allen)

"Public Sector Labor Relations in Texas: An Examination of the Appeals Process for Fire Fighters and Police Officers Covered Under State Civil Service," *Journal of Collective Negotiations in the Public Sector*, Vol. 18, No. 1, (Spring, 1989), pp. 87-95. (with Elvis C. Stephens)

"The Civil Rights Restoration Act of 1987: Broadening the Scope of Civil Rights Legislation," *Labor Law Journal*, Vol. 40, No. 1, (January, 1989), pp. 45-49. (with Robert K. Robinson and Billie M. Allen)

"*Misco*: Its Impact on Arbitration Awards," *Labor Law Journal*, Vol. 39, No. 12, (December, 1988), pp. 813-819. (with Robert F. Wayland and Elvis C. Stephens)

"AIDS and the Law," *Personnel Administrator*, Vol. 33, No. 4, (April, 1988), pp. 118-121. (with Robert K. Robinson)

Refereed Article in a Book

"Testing: AIDS," in *The Encyclopedia of Career Change & Work Issues*, pp. 300-302. Phoenix, AZ: Oryx Press, 1992.

Refereed Monograph

Flexible Benefits/Cafeteria Plans: Are They Practical for the Public Sector? Huntsville, TX: Justex Systems, Inc., 1991.

Non-Refereed Journal Articles

"AIDS in the Workplace: The Ten-Step Solution to an Employer's Worst Nightmare," *Troy State University Business and Economic Review*, Vol. 15, No. 4, (July, 1991), pp. 5-8. (with Alicia Briney Gresham and Robert K. Robinson)

"Workplace Illiteracy: Implications for Small Business," *Troy State University Business and Economic Review*, Volume 15, No. 3, (April, 1991), pp. 7-10. (with Chris K. Chaddick, Jarrett Hudnall, and Alicia Briney Gresham)

Textbook Supplement

Instructor's Manual and Test Bank for A Diagnostic Approach to Organizational Behavior, by Judith Gordon, 3rd edition, Allyn and Bacon, 1991. (with Judith R. Gordon, Robert Goddard, David M. Hegedus, Dillard B. Tinsley, Peter Poole, and F. Michael Kauffman)

Reprints of Refereed Articles

"Teamwork Developed a Successful Appraisal System," reprinted from *HR Focus*, Vol. 69, No. 8, (August, 1992), pp. 3-4, in *The Performance Measurement, Management, and Appraisal Sourcebook*, 1995, Human Resource Development Press, pp. 369-371. (with Ron Sorensen)

"AIDS in the Workplace: Implications for Human Resource Managers," reprinted from *SAM Advanced Management Journal*, 55 (2), 1990, pp. 23-27, in *Annual Editions Business Ethics 92/93*, Dushkin Publishing Group, Inc., pp. 140-143. (with Joseph G. Ormsby, Robert K. Robinson, and Alicia Briney Gresham)

"Child Care Assistance: Options for Small Employers," reprinted from *NBDC Report in Personnel Management Guide*, April 9, 1992, pp. 28-30. (with Joe Ballenger)

"Child Care Assistance: Options for Small Employers," reprinted from *NBDC Report in SBDC Report*, No. 134, (January, 1992), pp. 1-4. (with Joe Ballenger)

"AIDS in the Workplace: Implications for Human Resource Managers," reprinted from *SAM Advanced Management Journal*, 55 (2), 1990, pp. 23-27, in *Annual Editions Business Ethics*

91/92, Dushkin Publishing Group, Inc., pp. 139-142. (with Joseph G. Ormsby, Robert K. Robinson, and Alicia Briney Gresham)

Most Recent Refereed Proceedings

Robinson, R. K., Gentry, R., Dibrell, C., & Franklin, G. M. (2012). A Matter of Size: Regulatory Agencies Bullying Small Businesses into Compliance--The Protracted Consequences of *Arbaugh v. Y & H Corporation*. *Proceedings of the Small Business Institute*, San Antonio, Texas.

Other Refereed Proceedings

"Workplace Religious Accommodation Issues for Adherents of Islam," *Proceedings of the Third Annual General Business Conference*, Sam Houston State University, Huntsville, Texas, 2 (2011), pp. 283-289. (with Robert K. Robinson and Ralph H. Hamilton)

"Following the Paper Trail: Measuring the Economics and Environmental Impact of Digital Content Delivery," *CISSE Computer Information Systems Sciences & Engineering*, University of Bridgeport, Bridgeport, Connecticut, 2009, Virtual. (with Vanessa K. Cox, Ruth C. May, and Stan L. Kroder).

"Workplace Religious Accommodation Issues for Adherents of Islam," *Proceedings of the Third Annual General Business Conference*, Sam Houston State University, Volume II (2011), pp. 283-289. (with Robert K. Robinson and R.H. Hamilton)

"Following the Paper Trail: Measuring the Economic and Environmental Impact of Digital Content Delivery," *Technological Developments in Networking, Education and Automation, Vol. I* (2010), pp. 37-42. (with Vanessa K. Cox, Ruth C. May, and Stanley L. Kroder)

"Entrepreneurial Service and Technological Performance in China & Japan," *Southwest Review of International Business Research*, Vol. 17, No. 1 (2006), pp. 43-48. (with Shawn M. Carraher, John A. Parnell, and Sherry S. Sullivan)

"Can Organizational Dress Codes Violate Title VII? *Jespersen v. Harrah's Operating Co., Inc.* and Sex-Differentiated Appearance Policies," *Proceedings*, Southwest Academy of Management, 2006, CD, pp. 348-357. (with Robert K. Robinson and Karen Epermanis)

"An Analysis of Training and Development Issues Affecting Small and Medium Enterprises in the United States," *Proceedings*, International Council for Small Business 50th World Conference, 2005, CD. (with George T. Solomon, Erin Thomas, Lloyd W. Fernald, Jr., and Ayman Tarabishy)

"Customer Service-Oriented Small Retail Business Owners in Austria, Hungary, Slovenia, Ukraine, and the United States of America," *Proceedings*, International Council for Small Business 50th World Conference, 2005, CD. (with Shawn M. Carraher and Sarah C. Carraher)

"Diversity in Small and Large Work Environments: Why the Semantic Ambiguity?" *Proceedings*, United States Association for Small Business and Entrepreneurship/Small Business Institute®, 2005, CD. (with Chad Hartnell, Robert K. Robinson, and Joseph R. Bell)

"Human Resource Planning and Policy Development: Strategies for Small Businesses," *Proceedings*, Association for Small Business and Entrepreneurship, 2004, pp. 111-121. (with Erin Thomas and Peter Rainsford)

"Choice of Entity Considerations: A Legal Primer for New Ventures," *Proceedings*, Association for Small Business and Entrepreneurship, 2004, pp. 209-222. (with A.M. Nunley III and Robert K. Robinson)

"Educating Entrepreneurs on Angel and Venture Capital Financing Options," *Proceedings*, Association for Small Business and Entrepreneurship, 2004, pp. 274-289. (with Jason B. Brinlee, Joseph R. Bell, and Charles A. Bullock) **Distinguished Paper Award**

"Human Resource Management Basics: Small Versus Large Firm Practices," *Proceedings*, Association for Small Business and Entrepreneurship, 2004, pp. 61-75. (with Virginia Hernandez)

"Customer Service-Oriented Small Retail Business Owners in China, Mexico, Poland, Ukraine, and the United States of America," *Proceedings*, Small Business Institute®, 2004, pp. 42. (with Shawn M. Carraher) **Runner-Up for Distinguished Empirical Paper Award**

"Employee Dress Code Policies: Guidelines for Family Businesses," *Proceedings*, United States Association for Small Business and Entrepreneurship, 2004, CD. (with Dee Dee Ogrin) **Nominee for United States Small Business Administration Distinguished Student-Faculty Paper Award**

"Public Accommodations Under the Americans with Disabilities Act: Responsibilities of Small Businesses," *Proceedings*, Association for Small Business and Entrepreneurship, 2003, pp. 102-113. (with Robert K. Robinson and Joe Ballenger)

"Growing Pains: An Employment Compliance Primer for Small Employers," *Proceedings*, Small Business Institute®, 2003, pp. 27-33. (with Robert K. Robinson and A. M. Nunley III) **Distinguished Applied Paper Award**

"The Internet as an Information Conduit: A Transaction Analysis Model of Small Business Internet Use," *Proceedings*, United States Association for Small Business and Entrepreneurship, 2002, CD. (with Franz T. Lohrke) **TechKnowledge Point Best Paper Award for Technology Applications for Entrepreneurship**

"Workplace Diversity: Is It a Justification for Proportional Representation in the Workplace?" *Proceedings*, Association for Small Business and Entrepreneurship, 2001, pp. 10-17. (with Robert K. Robinson and Brian J. Reithel)

"Diversity Justifications for Preferential Programs: Incongruity Between Practice and Policy," *Proceedings*, Southern Management Association, 1999, pp. 177-179. (with Robert K. Robinson and Brian J. Reithel)

"Top Management International Orientation and Small Business Exporting Performance: The Moderating Roles of Export Market and Industry Factors," *Proceedings*, Small Business Institute

Directors' Association, 1999, pp. 2-8. (with Franz T. Lohrke and Vinay B. Kothari) **National Business Association Distinguished Empirical Paper Award Winner**

"Examining the Changing Legal Environment of Sexual Harassment: Implications of the Supreme Court's Ruling on Constructive Knowledge, Employer Liability, and Same-Sex Sexual Harassment," *Proceedings*, Southern Management Association, 1998, pp. 326-328. (with Robert K. Robinson, Brian J. Reithel, and Dwight D. Frink)

"High Impact Entrepreneurship Education: The Role of Faculty-Guided, Student-Based Field Case Consultations," *Proceedings*, International Council for Small Business 43rd World Conference, 1998, <http://www.sbanet.uca.edu/docs/98icsb/f009.htm>. (with Chay Hoon Lee and Charles H. Matthews)

"Performance Implications of Top Management Team-Heterogeneity in Small Business Exporting," *Proceedings*, Southwest Academy of Management, 1998, pp. 20-25. (with Franz T. Lohrke and Vinay B. Kothari)

"Jaws Revisited: How to Shark-Proof Small Businesses from the Gnashing Jaws of Violence," *Proceedings*, Small Business Institute Directors' Association, 1998, pp. 145-150. (with William E. Smith)

"Sex-Bias and Sexual Harassment Investigation Outcomes: Survey Results from U.S. Small Business Owners/Managers," *Proceedings*, International Council for Small Business 42nd World Conference, 1997, <http://www.sbaer.uca.edu/docs/proceedingsii/97ics115.txt>. (with Robert K. Robinson and Brian J. Reithel)

"Aladdin's Lamp of the 21st Century: How the Internet Can Make Your Business Wishes Come True," *Proceedings*, Small Business Institute Directors' Association, 1996, pp. 91-95. (with William Smith and Kelli J. Clawson)

"Sexual Harassment on College Campuses: College Faculty as Counselors and Legal Advisors," *Proceedings*, Southern Academy of Legal Studies in Business, 1995, pp. 84-94. (with Delaney J. Kirk)

"Employee Training: It Doesn't Have to Be a Nightmare for Small Employers," *Proceedings*, Southwestern Small Business Institute Association, 1995, pp. 108-113. (with Kelli J. Clawson)

"Sexual Harassment: No Immunity for Small Business," *Proceedings*, Small Business Institute Directors' Association, 1995, pp. 161-165. (with William T. Jackson and Diana Hensley)
Nominee for Distinguished Paper Award

"Correlates of Workplace Politicking," *Proceedings*, Southwest Academy of Management, 1994, pp. 180-187. (with William T. Jackson, Robert W. Boozer, and Robert W. Taylor)

"Gender Differences in Interpreting Actionable Sexual Harassment: An Exploratory Investigation of the 'Reasonable Woman' Doctrine," *Proceedings*, Southwest Academy of Management, 1994, pp. 279-283. (with Robert K. Robinson and Brian J. Reithel)

"A Regional and National Comparison of Small Business Institute Performance in 1992," *Proceedings*, Southwestern Small Business Institute Association, 1994, pp. 67-74. (with Gwen F. Fontenot and Lynn Hoffman)

"Accommodating Disabled Consumers: Sensitivity of Food Establishments to the Mobility Impaired," *Proceedings*, Southwestern Small Business Institute Association, 1994, pp. 58-66. (with Joe Ballenger)

"The State of the Small Business Institute: Implications for Clients and Consultants," *Proceedings*, Small Business Institute Directors' Association, 1994, pp. 272-277. (with Gwen F. Fontenot and Lynn Hoffman)

"Diversity in the Work Place: Implications for Equal Employment Opportunities," *Proceedings*, Southern Academy of Legal Studies in Business, 1993, pp. 128-134. (with Robert K. Robinson and David E. Terpstra)

"Diversity's Effect on Women in the Work Force: A Call for Research," *Proceedings*, Southwest Academy of Management, 1993, pp. 306-311. (with David E. Terpstra and Robert K. Robinson)

"Basic Skills Deficiencies at Work: Perceptions of Small and Large Employers," *Proceedings*, Small Business Institute Directors' Association, 1993, pp. 25-30. **Runner-Up for Best Paper Award**

"Promise and Pitfalls of Drug Policies: Empirical Implications," *Proceedings*, Southwestern Small Business Institute Association, 1992, pp. 117-122. (with Donald R. Curtis and Dillard B. Tinsley)

"Literacy and Attitudes toward Literacy Training in a Service Industry: An Examination of Rural Health Care Facilities," *Proceedings*, Midwest Business Administration Association, 1991, pp. 90-95. (with Jarrett Hudnall and Charlene Manley)

"Prescriptions for Treating AIDS-Related Problems in the Workplace: The Differing Approaches of Large and Small Businesses," *Proceedings*, Western Decision Sciences Institute, 1991, pp. 832-834. (with Alicia Briney Gresham, Robert Solomon, and Gwen F. Fontenot)

"Perceptions of Rural Small Business Owners and Managers toward Child Care Assistance," *Proceedings*, Small Business Institute Directors' Association, 1991, pp. 148-153. (with Joe Ballenger)

"Public Accommodations for the Disabled: Implications of the Americans with Disabilities Act for Small Businesses," *Proceedings*, Small Business Institute Directors' Association, 1991, pp. 154-156. (with Robert K. Robinson)

"Sexual Harassment: Legal Rights and Responsibilities," *Proceedings*, Employee Responsibilities and Rights Association, 1990, pp. 2-8. (with Billie M. Allen, David Duhon, and Robert K. Robinson)

"Affirmative Action Plans: Compliance for Economic Survival in the 1990's," *Proceedings*, Southern Business Law Association, 1990, pp. 325-334. (with Robert K. Robinson and Billie M. Allen)

"Planning for Human Resource Changes in Small Businesses: Theoretical, Legal, and Practical Issues for the Year 2000," *Proceedings*, Western Decision Sciences Institute, 1990, p. 495. (with Delaney J. Kirk and William M. Moore)

"Coping with AIDS in the Workplace: A Ten-Point Strategy," *Proceedings*, Southwest Academy of Management, 1990, pp. 208-211. (with Robert K. Robinson and Alicia Briney Gresham)

"The *Watson* Case: Disparate Impact and Subjective Judgment," *Proceedings*, Southern Business Law Association, 1989, pp. 119-128. (with Robert K. Robinson, George W. Nelson, and Walton H. Sharp)

"A Legal Perspective of AIDS in the Workplace: Guidelines for Small Businesses," *Proceedings*, Midwest Business Administration Association, 1989, pp. 113-118. (with Alicia L. Gresham and Jarrett Hudnall, Jr.)

"The AIDS Epidemic: Implications for Small Businesses," *Proceedings*, Southwestern Small Business Institute Association, 1989, pp. 32-40. (with Alicia L. Gresham and Joseph G. Ormsby)

"An Investigation of the Differing Responses of Large and Small Businesses to AIDS-Related Workplace Issues," *Proceedings*, Small Business Institute Directors' Association, 1989, pp. 47-52. (with Alicia L. Gresham and Gwen F. Fontenot) **Third Runner-Up for Best Paper Award**

"The *Arline* Case: Are AIDS Victims Immune from Termination?" *Proceedings*, Southern Regional Business Law Association, 1988, pp. 119-125. (with Robert K. Robinson, James White, and James D. Powell)

Research In Progress

Miles, M. P. and Franklin, G. M. AACSB Accreditation: Perceptions of Students, initial planning for research in process.

Franklin, G. M. A Comparison of Emiratization Practices in the UAE with Affirmative Action in the USA, initial planning for research in process.

Most Recent Paper Presentations

Robinson, R. K., Dibrell, C., Franklin, G. M., & Gentry, R. (2012). A Matter of Size: Regulatory Agencies Bullying Small Businesses into Compliance--The Protracted Consequences of *Arbaugh v. Y & H Corporation*. Small Business Institute Annual Meeting, San Antonio, Texas.

Other Paper Presentations

"The Hijab and the Kufi: Employer Rights to Convey a Business Image Versus Employee Rights to Religious Expression," Southern Academy of Legal Studies in Business Conference, San Antonio, Texas, 2011. (with Robert K. Robinson and Ralph H. Hamilton)

"Measuring the Environmental Impact of Online Learning: Where Do We Start?" Ubiquitous Learning: An International Conference, Boston, Massachusetts, 2010. (with Ruth C. May, Stan L. Kroder, and Vanessa K. Cox)

"Hiring the Right People: Approaches for Small Employers," Association for Small Business and Entrepreneurship, Albuquerque, New Mexico, 2005. (with Jenny Waggoner)

"Diversity Justifications for Preferential Programs: Incongruity Between Practice and Policy," Southern Academy of Legal Studies in Business, Dallas, Texas, 1998. (with Robert K. Robinson and Brian J. Reithel)

"An Exploratory Study of Sexual Behavior in Accounting Firms: Do Male and Female CPAs Interpret Sexual Harassment Differently?" Western Regional American Accounting Association, Jackson, Wyoming, 1996. (with Dave L. Nichols, Robert K. Robinson, and Brian J. Reithel)

"Male/Female Issues in the Soviet Union," Academy of Management, Miami, Florida, 1991. (with Andrei V. Korobkov)

"The Civil Rights Act of 1990: An Analysis of Construct Changes in the Legal Environment," Southern Business Law Association, Houston, Texas, 1991. (with Robert K. Robinson and Billie M. Allen)

"AIDS-Afflicted Employees as Qualified Handicaps: Implications of Vincent L. Chalk v. United States District Court," Southern Business Law Association, New Orleans, Louisiana, 1989. (with Joseph G. Ormsby and Robert K. Robinson)

Most Recent Professional Presentations

Franklin, G. M. (2018). Reporting on Working Sessions on Creating Entrepreneurship Ecosystems on May 10: Leading through Financial Inclusion -- The Global Impact of Women Business Owners, Creating a Shared Future for Entrepreneurs and Micro-, Small and Medium-Sized Enterprises in the Framework of the United Nations Sustainable Development Goals, United Nations Headquarters, New York City, New York, May 12.

Franklin, G. M. (2018). Opening Ceremony Remarks: No MSMEs Left Behind with The Guiding Principles for MSMEs, Creating a Shared Future for Entrepreneurs and Micro-, Small and Medium-Sized Enterprises in the Framework of the United Nations Sustainable Development Goals, United Nations Headquarters, New York City, New York, May 12.

Franklin, G. M. (2018). Facilitator Opening and Closing Remarks: Leading through Financial Inclusion -- The Global Impact of Women Business Owners, ICSB and Partners Working Sessions on Creating Entrepreneurship Ecosystems to Support MSMEs and the United Nations

Sustainable Development Goals, United Nations Headquarters, New York City, New York, May 10.

Franklin, G. M. (2018). Opening Ceremony Remarks: What Matters to ICSB, ICSB and Partners Working Sessions on Creating Entrepreneurship Ecosystems to Support MSMEs and the United Nations Sustainable Development Goals, United Nations Headquarters, New York City, New York, May 10.

Franklin, G. M. (2018). Keynote Presentation: Why Women's Entrepreneurship Matters, Humane Entrepreneurship and Innovation-Driven Growth of SMEs Conference, Seoul, Korea, April.

Franklin, G. M. (2017). Preconference Workshop: Enhancing Academic Quality through Global Accreditations: Why AACSB and Other Specialized Program Accreditations? International Council for Small Business 2017, Buenos Aires, Argentina, June.

Franklin, G. M. (2017). Keynote Speech: Why Entrepreneurship Education Matters, The International Conference of Technology Innovation, Management, and Entrepreneurship (TIME 2017), Amman Jordan, May.

Franklin, G. M. (2016). Plenary Session Panelist: Women and Entrepreneurship: Breaking the Mold, Egypt Entrepreneurship Summit 2016, Elgouna, Egypt, November.

Franklin, G. M. (2016). Parallel Session Panelist: Overview of What is Happening in the Global Entrepreneurship Ecosystem, Egypt Entrepreneurship Summit 2016, Elgouna, Egypt, November.

Franklin, G. M. (2016). Academic Leadership Adventures from the United Arab Emirates: Plenty of "Dorothy, You're Not in Kansas Anymore" Moments, Stephen F. Austin State University Chapter of the American Marketing Association, Nacogdoches, Texas, November 2016.

Franklin, G. M. (2016). Keynote Presentation: An Entrepreneurial Academic Leader Abroad: Experiences from the United Arab Emirates, Association for Small Business and Entrepreneurship Conference, New Orleans, Louisiana, September.

Franklin, G. M. (2016). Keynote Speech: Why AACSB Accreditation and Global Benchmarking Matter, Third International Conference on New Challenges in Management of Business, Dubai, United Arab Emirates, May.

Franklin, G. M. (2015). Alumni Engagement: Strategies and Actions to Achieve Impact, AACSB European, Middle East, and Africa Conference, Frankfurt, Germany, October.

Franklin, G. M. (2015). ICSB Deans Forum: Using Innovation, Engagement, and Impact to Transform Business Schools: An Interactive Discussion, International Council for Small Business Conference, Dubai, United Arab Emirates, June.

Franklin, G. M. and Fagnot, I. (2015). Faculty Qualifications and Engagement: Strategic and Operational Approaches, AACSB Inaugural European, Middle East, and Africa Accreditation Conference, Amsterdam, The Netherlands, May.

Franklin, G. M. (2015). Initial AACSB Accreditation – Visit-Team Preparation, AACSB Information Session and Workshop, Zayed University, Dubai, United Arab Emirates, March.

Franklin, G. M. and Khoury Z. (2015). Excellence and Innovation in Management Education: A Global Business School Network Panel Discussion, Innovation Arabia 8, Dubai, United Arab Emirates, February.

Franklin, G. M. (2013). Shaping the Future of Management Education: AACSB's New Accreditation Standards, International Council for Small Business, Ponce, Puerto Rico, June.

Franklin, G. M., & Mochel, L. (2012). Bonus Session—AACSB Mentor Training," AACSB International Associate Deans Conference, Houston, Texas, November.

DiAngelo, J. A., Franklin, G. M., & Harshman, E. (2012). Eligibility Criteria, Including Scope of Accreditation, AACSB International Annual Accreditation Conference, Atlanta, Georgia, September.

Other Professional Presentations

"AACSB Open Forum," Academy of Business Disciplines, Fort Myers, Florida, November 2008.

"AACSB: Issues Facing Business Schools—Dean's Panel," Society for Marketing Advances, St. Pete Beach, Florida, November 2008. (with Faye McIntyre, David Martin, Robert Niebuhr, and Dan LeClair)

"Enriching Your Research and Publishing Skills in Today's Business Academic Environment," AACSB International Faculty Conference on Learning and Research, St. Pete Beach, Florida, June 2008. (with Danny R. Arnold)

"Tips for Maintaining a Culture that Enhances Intellectual Contributions," AACSB International Deans Conference, San Antonio, Texas, February 2008. (with Danny R. Arnold and Charles A. Bullock)

"Being Involved in AACSB International," Women Administrators in Management Education (WAME) Affinity Group Meeting, AACSB International Deans Conference, San Antonio, Texas, February 2008. (with Lucienne Mochel and Eileen Peacock)

"Faculty Qualification for AACSB: Academically Qualified (AQ) and Professionally Qualified (PQ) Bridge Programs," AACSB International Associate Deans Conference/Data Management Conference, Tampa, Florida, December 2007. (with Victor J. Cook, Jr.)

"Insights and Issues: Views from Three Deans," AACSB International New Deans Seminar, Tampa, Florida, July 2007. (with John Kraft and Craig McAllaster)

"Criteria for Determining Academically and Professionally Qualified Faculty," Southwestern Business Deans' Association Meeting, Santa Fe, New Mexico, February 2006. (with Charlotte Jones, Shirley Regan, and Phil Rice)

"An Entrepreneurial Decision: When and Why Should You Consider Academic Administration?" United States Association for Small Business and Entrepreneurship/Small

Business Institute®, February 2006, Tucson, Arizona. (with Danny R. Arnold, McRae C. Banks, and Douglas T. Grider)

"Dealing with Difficult Faculty: What's a Dean to Do?" AACSB International Deans Conference, Small School Network Affinity Group Preconference, February 2005, Orlando, Florida. (with Charles A. Bullock)

"AACSB International Accreditation: Deans Speak on What Faculty Members Should Know," United States Association for Small Business and Entrepreneurship/Small Business Institute®, February 2005, Indian Wells, California. (with Danny R. Arnold, McRae C. Banks, Charles A. Bullock, Douglas T. Grider, and Brian J. Reithel)

"Dealing with Difficult Employees: Guidelines for Small Business Owners and Managers," Association for Small Business and Entrepreneurship, San Antonio, Texas, March 2004. (with Delaney J. Kirk)

"Town Hall Meeting on Small School Development," AACSB International Development Conference, Dallas, Texas, March 2003. (with Edward T. L. Popper and Richard S. Lytle)

"AACSB International Precandidacy/Candidacy," Southwestern Business Deans' Association Meeting, Santa Fe, New Mexico, February 2003. (with Charles Bullock, Douglas T. Grider, and Philip F. Rice)

"Managing Workplace Violence: The Small Business Perspective," Small Business Institute®, New Orleans, Louisiana, February 2003.

"Violence in the Workplace: What's a Small Business To Do?" Association for Small Business and Entrepreneurship, Las Vegas, Nevada, March 2002. (with Delaney J. Kirk)

"AACSB Precandidacy/Candidacy Issues," Southwestern Business Deans' Association Meeting, El Paso, Texas, February 2001. (with Betsy V. Boze, Charles Bullock, and David F. Rankin)

"Adventures in Online Distance Education: The University of Texas System Consortium MBA Online Program," AACSB–The International Association for Management Education Continuous Improvement Symposium, Tampa, Florida, September 2000. (with Betsy Boze and Corbett Gauden)

"Electronic Commerce and Entrepreneurship: Towards a Research Agenda," Southern Management Association, Orlando, Florida, November 2000. (with Franz T. Lohrke and Howard Rasheed)

"The Small Business Institute in Colleges of Business: 1970s Innovation in 2000 and Beyond," AACSB–The International Association for Management Education Continuous Improvement Symposium, Minneapolis, Minnesota, September 1999. (with Charles H. Matthews and Marlin C. Young)

"Bridging the Gap from Academics to Practice: Managing Experiential Applications," Society for Marketing Advances (formerly Southern Marketing Association) Meeting, New Orleans, Louisiana, 1998. (with Kathleen H. Gruben, Alicia B. Gresham, and Marlene C. Kahla)

"The History of the Small Business Institute Program," AACSB–The International Association for Management Education Continuous Improvement Symposium, St. Louis, Missouri, September 1996. (with Gwen F. Fontenot, Neil E. Seitz, and Marlin C. Young)

"Voluntary Affirmative Action: An Inquiry and An Uninhibited Debate of the Implications for the Future," Southwest Academy of Management Meeting, San Antonio, Texas, 1996. (with Billie Morgan Allen, Mark D. Fulford, Delaney J. Kirk, Brian J. Reithel, and Robert K. Robinson)

"Caucus: Scholarship and Practice II," Academy of Management, Vancouver, British Columbia, 1995.

"Managing Diversity in the 1990s: Legal, Leadership, and Managerial Trends," Southwest Academy of Management Meeting, 1995, Houston, Texas. (with Robert K. Robinson, Mark D. Fulford, and Billie M. Allen)

"Symposium--Female Entrepreneurs: Issues, Barriers, and Keys to Success for the Remainder of the 1990s," Southwestern Small Business Institute Association Meeting, 1995, Houston, Texas. (with Kenneth J. Lacho, Elizabeth Gatewood, Genevieve Marshall, Ricki McKenna, and Frankie J. Snead)

"Training in Small Business: Past, Present, and Future," Small Business Institute Directors' Association Meeting, 1994, San Antonio, Texas. (with Delaney J. Kirk, Peter Rainsford, and McRae C. Banks)

"Doing Business in Russia and Other Republics in the Former Soviet Union: Issues and Answers for Small Businesses," Southwestern Small Business Institute Association Meeting, New Orleans, Louisiana, 1993. (with Kenneth J. Lacho, Irene Murray, Robert R. Peebles, and Ronald L. Rowley)

"Small Business and Entrepreneurial Development in Russia and the Baltics: Economic, Social, and Political Issues," Small Business Institute Directors' Association Meeting, San Diego, California, 1993. (with Chi Anyansi-Archibong, Gloria Merrell, Charles Matthews, and Fred Rice)

"The Impact of Current Social and Legal Issues on Human Resource Management in Small Businesses: Helping the Small Business Owner/Manager to Adjust," Small Business Institute Directors' Association Meeting, San Diego, California, 1993. (with Delaney J. Kirk and William M. Moore).

"Socio-Economic Consequences of the Crisis and Current Soviet Reforms," American Association for the Advancement of Slavic Studies Meeting, Phoenix, Arizona, 1992. (with Andrei Korobkov and Tatiana Zimakova)

"Accommodating the New Minority: How the Business Professor Can Work with the Student with a Disability--Practical Suggestions for the Classroom and Beyond," Southern Management Association Meeting, New Orleans, Louisiana, 1992. (with Jill Zimmerman and Kenneth J. Lacho)

"Accommodating the New Minority--The Disabled Student in the College Classroom: A Practical Approach," Southwest Academy of Management Meeting, San Antonio, Texas, 1992. (with Jill Zimmerman and Kenneth J. Lacho)

"Complying with the Americans with Disabilities Act," Small Business Institute Directors' Association Meeting, Washington, D.C., 1992. (with Lynn Hoffman)

"Current Trends in Human Resource Management for Small Businesses," Small Business Institute Directors' Association Meeting, Washington, D.C., 1992. (with Delaney J. Kirk and William M. Moore)

"Sexual Harassment: Contrasting Perspectives in International Contexts: United States, United Kingdom, and Soviet Union." Academy of Management Meeting, Miami, Florida, 1991. (with Billie M. Allen, Robert K. Robinson, David Terpstra, David Collinson, Margaret Collinson, and Andrei Korobkov)

"The Impact of Changing Demographics on Small Businesses: Implications for Workplace Effectiveness in a Globally Competitive Environment," Western Decision Sciences Institute Meeting, Lihue, Hawaii, 1991. (with William M. Moore and Delaney J. Kirk)

"Current Workplace Issues Affecting Human Resource Management for Small Businesses," Southwestern Small Business Institute Association Meeting, Houston, Texas, 1991. (with Delaney J. Kirk and William M. Moore)

"Sexual Harassment: Legal Rights and Responsibilities," Employee Responsibilities and Rights Association Meeting, Orlando, Florida, 1990. (with Billie M. Allen, David Duhon, Robert K. Robinson, and EEOC Representatives)

"Planning for Human Resource Changes in Small Businesses: Theoretical, Legal, and Practical Issues for the Year 2000," Western Decision Sciences Institute Meeting, Vancouver, British Columbia, Canada, 1990. (with Delaney J. Kirk and William M. Moore)

"Employment Law Issues," Southern Regional Business Law Association Meeting, San Antonio, Texas, 1988.

Most Recent Other Presentations

Franklin, G. M. (2015). The UAEU College of Business and Economics Promotes Excellence, Arab ACRAO, Al Ain, United Arab Emirates, March.

Franklin, G. M. (2015). ICSB 2015: Entrepreneurship at a Global Crossroad, United States Association for Small Business and Entrepreneurship, Tampa, Florida, January.

Franklin, G. M. (2014). ICSB 2015 in Dubai, Asian Council for Small Business, Seoul, South Korea, October.

Franklin, G. M. (2013). Conferences, Networking, and Managing Relationships, Southern Management Association Early Stage Doctoral Consortium, New Orleans, Louisiana, November.

Franklin, G. M. (2012). Conferences, Networking, and Managing Relationships, Southern Management Association Early Stage Doctoral Consortium, Fort Lauderdale, Florida, October.

Other Presentations

"Conferences, Networking, and Managing Relationships," Southern Management Association Early Stage Doctoral Consortium, Savannah, Georgia, November 2011.

"Success in Today's (and Tomorrow's) Management Field: Balancing Job Roles of Teaching, Research and Service: An Administrator's Perspective," Southwest Academy of Management Doctoral Consortium, Houston, Texas, March 2011.

"Providing Academic Service: A Dean's Perspective for New Faculty," Southwest Academy of Management Doctoral Consortium, Dallas, Texas, March 2010.

"Placement for Applicants," Academy of Management, Chicago, Illinois, August 2009. (with James Dulebohn, Mary Jo. Jackson, Nancy McIntyre, and Charlotte Sutton).

"Lessons in Leadership of a College of Business Dean," Business and Professional Women of St. Petersburg and Pinellas County, Florida, July 2008.

"Overview of UT Permian Basin School of Business: HR Strategies and How These Impact the Permian Basin," Permian Basin Society for Human Resource Management Meeting, Midland, Texas, March 14, 2006.

"Overview of The University of Texas of the Permian Basin and the School of Business," Texas Society of Certified Public Accountants High School Educator Conference, Odessa, Texas, February 22, 2006. (with Debra J. Carroll)

"Women and Higher Education Roundtable," The University of Texas of the Permian Basin, Odessa, Texas, 2004.

"Ins and Outs of Faculty Placement," Academy of Management Annual Meeting, New Orleans, Louisiana, 2004. (with Mary Jo Vaughan, Nancy Leonard, and Danielle Beu).

"Combating Violence in the Workplace: Strategies for Employers and Managers," Permian Basin CPE, Odessa, Texas, August 2003.

"Employee Handbooks: The Double-Edged Sword," Permian Basin CPE Expo, Odessa, Texas, August 2001.

"Navigating Today's Employment Law Minefields," Nonprofit Management Center of the Permian Basin Monthly Meeting, Midland, Texas, May 2001.

"Academic Life: Ethical Dilemmas, Decision-Making, and Balancing Commitments in an Academic Career," Southwestern Federation of Administrative Disciplines Third Annual Doctoral Consortium, Southwestern Federation of Administrative Disciplines Meeting, New Orleans, Louisiana, March 2001.

"Accreditation Update," Texas Council of Collegiate Education in Business Conference, 2000. (with Robert May and Moustafa Abdelsamad)

"Navigating Today's Employment Law Minefields," Permian Basin CPE Expo, Odessa, Texas, July 2000.

"Teaching and Curriculum: Evaluating Student Performance (How Do You Design a Class So that You Can Determine If They Have Learned What You Wanted Them to Learn?)," Southwestern Federation of Administrative Disciplines Second Annual Doctoral Consortium, San Antonio, Texas, March 2000. (with Brian J. Reithel)

"Sexual Harassment in the Workplace and Perceptions of Accountants," Institute of Management Accountants, Permian Basin Chapter, Midland, Texas, October 1999.

"Marketing Your SBI Program Internally and Externally," Small Business Institute Directors' Association Meeting, San Francisco, California, February 1999. (with Charles H. Matthews)

"Establishing Your Professional Career: Professional Service," Southern Management Association Tenth Annual Doctoral Consortium, Southern Management Association Meeting, New Orleans, Louisiana, November 1998.

"Using the Academy of Management Placement Service," Academy of Management, San Diego, California, August 1998.

"Career Choices: Textbook Writing," Southwest Academy of Management Doctoral Student/New Faculty Consortium, Dallas, Texas, March 1998.

"Service to the Profession," Southern Management Association Doctoral Student/New Faculty Consortium, Atlanta, Georgia, 1997.

"Funding Your SBI Program Through Fund Raising and Other Means," Small Business Institute Directors' Association Meeting, San Diego, California, February 1996. (with Michael D. Ames, Dewey Johnson, and Matthew C. Sonfield)

"Finding and Winning Government, Foundation, and Corporate Grants," Small Business Institute Directors' Association Meeting, San Diego, California, February 1996. (with Don B. Bradley, III, Paul Dunn, Charles H. Matthews, and John B. Wallace)

"The 'Basics' of Fund Raising, Identifying Strategies for Fund Raising, and Organizing for Successful Fund Raising in Your Community," Summer Conference, SBI Director Training: Operating in a Changing Environment, New Orleans, Louisiana, June 1995.

"How to Break Into Textbook Publishing," Southwest Academy of Management Meeting, Houston, Texas, March 1995. (with Bobby Bizzell, Ricky W. Griffin, Gregory Moorhead, and David Van Fleet)

"Preparing Traditional SBI Cases," Small Business Institute Directors' Association Meeting, Pre-Conference Workshop, Washington, D.C., February 1992. (with Leo G. Simpson)

SPONSORED RESEARCH PROJECTS

Small Business International Exporting Survey, Stephen F. Austin State University Mini-Grant, \$1,000, and University of Southern Mississippi, Gulf Coast Faculty Grant, \$1,000, 1996-1997. (with Vinay B. Kothari and Franz T. Lohrke)

Reasonable Woman Survey: Part II, Stephen F. Austin State University Mini-Grant, \$1,400, 1994-1995. (with Robert K. Robinson and Brian J. Reithel)

Reasonable Woman Survey, Stephen F. Austin State University Mini-Grant, \$1,000, 1992-1993. (with Robert K. Robinson and Brian J. Reithel)

Illiteracy in the Workplace Survey, Stephen F. Austin State University Faculty Research Grant, \$3,688, 1991-1992.

Basic Skills in the Workplace: Responses to Educational Shortcomings as Perceived by Small and Large Employers. Delta Kappa Gamma Society International, \$1,000, 1990-1991.

PROFESSIONAL MEMBERSHIPS AND SERVICE

AACSB International

Conference Chair, AACSB Europe, Middle East, and Africa Accreditation Conference, May 2016

Member, AACSB Europe, Middle East, and Africa Affinity Group, 2015-2016

Conference Advisory Committee Member, AACSB Europe, Middle East, and Africa Annual Conference, October 2015

Board Member, 2004-2007 and 2010-2013

Audit Committee, 2011-2012

Conference Advisory Committee Member, AACSB Associate Deans Conference, November 2012

Peer Review Team Member and/or Chair, 2008-2015 and 2018-2020

Doctoral Faculty Shortage Working Group, 2007-2011

Mentor, 2006-2019

Nominating Committee, 2002 and 2010

Conference Chair, AACSB Faculty Conference on Learning, June 2007

AQ/PQ Bridge Working Group, 2006-2007

Chair, Small School Affinity Group, 2004-2006

Co-Chair, Small School Affinity Group, 2000-2004

Member, Small School Affinity Group, 2000-2006

Southwestern Business Deans' Association
 Past President, 2004-2005
 President, 2003-2004
 Vice President and Program Chair, 2002-2003
 Secretary, 2001-2002
 Treasurer, 2000-2001

Council of Texas Business Deans (formerly the Texas Council of Collegiate Education in Business)
 Past President, 2003-2004
 President, 2002-2003
 Vice President and Program Chair, 2001-2002

Academy of Management
 Director of Sponsorships, 2005-2009
 Director of Exhibitor Relations, 2000-2003
 Director of Placement, 1998-2000
 Associate Director of Placement, 1997-1998
 Assistant Director of Placement, 1997
 Placement Committee, 1992-1996

Southern Management Association
 Conference Site Selection Coordinator, 2008-2015
 Conference Coordinator, 2001-2008
 Treasurer, 1998-2001
 Track Chair, 1994
 Co-Coordinator, Administrators Luncheon, 1994

Allied Southern Business Association
 Co-Director, 2000-2001

Southwest Academy of Management
 SWAM Outstanding Educator Award Committee, 2003-2005
 Immediate Past President, 1998-1999
 President, 1997-1998
 President-Elect, 1996-1997
 Southwestern Federation of Administrative Disciplines Board of Directors
 Representative, 1996-1998
 Program Chair, 1995-1996
 Program Chair-Elect, 1994-1995
 Secretary-Treasurer, 1991-1994

International Council for Small Business
 Past President, 2019-2020
 President, 2018-2019
 President-Elect, 2017-2018
 Senior Vice President for Finance & Control, 2012-2016
Journal of Small Business Management's International Research Board, 2010-2019

United States Association for Small Business and Entrepreneurship
 Awards Committee, 2017
 Nominating Committee, 2017
 Special Vice President—Strategic Business Model, 2009-2012
 Immediate Past President, 2008-2009
 President, 2007-2008
 President-Elect, 2006-2007

Senior Vice President—Programs, 2005-2006
 Vice President, Program Chair-Elect, 2004-2005
 Senior Vice President—Operations, 2003-2004
 USASBE/SBIDA 2000 and 2001 Site Coordinator
 Small Business Institute® (formerly Small Business Institute Directors' Association)
 Vice President--Conference Arrangements, 2000-2003
 Fellow, 1999
 Homer L. Saunders Mentor, 1999
 Site Selection Coordinator, 1998-1999
 Immediate Past President, 1997-1998
 President, 1996-1997
 President-Elect, 1995-1996
 Vice President--Programs, 1994-1995
 Secretary-Treasurer, 1992-1994
 Track Chair, Legal and Social Issues, 1991-1992
 Chair, Editorial Review Board Committee, *Journal of Small Business Management*, 1991-1992
 Member, Editor Search Committee, *Journal of Small Business Strategy*, 1991-1992
 Board of Directors, 1990-1998
 Association for Small Business and Entrepreneurship (formerly SSBIA)
 Fellow, 1997
 Southwestern Small Business Institute Association (now ASBE)
 Journal Advisory Board Committee, *Journal of Business & Entrepreneurship*, 2002-2006
 Journal Selection Committee Chair, 1994-1995
 Past President, 1992-1993
 President, 1991-1992
 Journal Advisory Board Committee, *Journal of Business & Entrepreneurship*, 1991-1993
 Southwestern Federation of Administrative Disciplines Board of Directors Representative, 1990-1992
 Editor, *Proceedings*, 1991
 Vice President of Programs, 1990-1991
 Southwestern Federation of Administrative Disciplines
 Doctoral/New Faculty Consortium Coordinator, 1998-2000
 Society for the Advancement of Management
 Student Chapter Advisor, 1994-1995
 Society for Human Resource Management
 Student Chapter Advisor, 1987-1994
 Houston Human Resource Management Association
 Student Chapter Liaison, 1987-1994
 Delta Kappa Gamma
 Finance Committee Chair, 1994-1996
 Scholarships Committee Chair, 1992-1993
 Alpha Chi
 Beta Gamma Sigma
 UT Permian Basin Chapter President, 2006-2008
 National Chapter Operations Committee, 1998-2000
 SFASU Chapter Secretary-Treasurer and Faculty Advisor, 1996-1998

Sigma Beta Delta
International Board Member, 2000-2005
UT Permian Basin Chapter President, 2000-2006
Sigma Iota Epsilon
Kappa Delta Pi
Reporter/Historian, 1991-1992

PROFESSIONAL ACTIVITIES

Chairperson/Moderator

"Enhancing Quality of Business Education through Accreditation," AACSB EMEA Accreditation Conference, Milan, Italy, 2016.

"ICSB Deans Forum," International Council for Small Business 2015 World Conference, Dubai, United Arab Emirates, 2015.

"Strategies for Faculty Development," AACSB International Conference and Annual Meeting, New York City, New York, 2011.

"Accreditation Strategies for Small Schools," Small School Network Affinity Group Preconference, AACSB International Conference and Annual Meeting, San Francisco, California, 2005.

"AACSB Accreditation: Dean's Perspectives," Southwest Academy of Management, Houston, Texas, 2003.

"Faculty Recruitment and Development: The Small School Perspective," AACSB International Continuous Improvement Symposium, Washington, D.C., 2002.

"What Your Mama Didn't Tell You: Deans' Perspectives on Deconstructing the Accreditation Process," AACSB International Continuous Improvement Symposium, St. Louis, Missouri, 2001.

"Entrepreneurship: 21st Century Business Education for Students and the Community," Association for Small Business and Entrepreneurship Meeting, Houston, Texas, 1999.

"Publishing Opportunities for Academics: The Publisher Perspective," Small Business Institute Directors' Association Meeting, Orlando, Florida, 1997.

"Funding Your SBI Program Through Fund Raising and Other Means," Small Business Institute Directors' Association Meeting, San Diego, California, 1996.

"Finding and Winning Government, Foundation, and Corporate Grants," Small Business Institute Directors' Association Meeting, San Diego, California, 1996.

"The 'Basics' on Private Sector Funding Sources, Developing Leads on Private Sector Funding, and Being Competitive in the Private Sector Funding Marketplace," Summer Conference, SBI Director Training: Operating in a Changing Environment, New Orleans, Louisiana, 1995.

"The 'Basics' on Government Grants, Identifying Government Grant Opportunities, and Exploring the Government Grant Process," Summer Conference, SBI Director Training: Operating in a Changing Environment, New Orleans, Louisiana, 1995.

"Challenges for Small Business," Southwestern Small Business Institute Association, Houston, Texas, 1995.

"Issues in Sexual Harassment Research," Southern Management Association, New Orleans, Louisiana, 1994.

"ADA Satisfaction, Accommodating ADA Customers, and Medical Leave," Southwestern Small Business Institute Association, Dallas, Texas, 1994.

"Women in the Workforce: Domestic and International Perspectives," Southwest Academy of Management Meeting, New Orleans, Louisiana, 1993.

"Consulting with Small Businesses," Small Business Institute Directors' Association Meeting, Washington, D.C., 1992.

"Approaches to Small Business Productivity," Western Decision Sciences Institute Meeting, Lihue, Hawaii, 1991.

"Small Business and Entrepreneurial Strategic Approach," Western Decision Sciences Institute Meeting, Vancouver, British Columbia, Canada, 1990.

"Employer-Employee Issues, Part I Session," Southern Business Law Association Meeting, Dallas, Texas, 1990.

"Property Law Session," Southern Business Law Association Meeting, New Orleans, Louisiana, 1989.

Committee Assignments at UL Lafayette

University

Member, Deans Council, 2019-2020

College

Chair, Moody Business Leadership Team, 2019-2020

Chair, Strategy & Planning Committee, 2019-2020

Committee Assignments at UAEU

University

Member, Academic Council, 2014-2016

Member, Deans Council, 2014-2016

Member, ICSB 2015 Planning Committee, 2014-2015

College

Chair, Strategic Planning Committee, 2014-2016

Chair, College Leadership Committee, 2014-2016

Committee Assignments at SFA

University

Member, Academic Affairs Council, 2012-2014

Member, Deans Council, 2012-2014

Member, University Honors Committee, 2011-2012

College

Liaison, Friend Raising Task Force, 2013-2014

Liaison, Accreditation Steering Committee, 2012-2014

Liaison, Beta Gamma Sigma Committee, 2012-2014

Liaison, Graduate Council, 2012-2014

Liaison, Strategic Planning Committee, 2012-2014

Liaison, Administrative Support Team, 2012-2013

Liaison, Undergraduate Curriculum Committee, 2011-2014

Liaison, College Student Advisory Council, 2011-2012

Liaison, College Student Services Committee, 2011-2012

Liaison, College Student Success & Appeals Committee, 2011-2012

Committee Assignments at University of Dallas

Member, Joint Committee on Business Education, 2009-2011

Member, Council of Deans, 2009-2010

Member, Council of Deans and Chairs, 2009-2010

Member, Faculty Senate, 2009-2010

Member, University of Affairs Board Committee, 2009-2010

Member, University Advancement Board Committee, 2009-2010

Committee Assignments at USF St. Petersburg

Member, Council of Deans, 2006-2009

Chair, Regional Vice Chancellor for Academic Affairs Search Committee, 2007-2008

Committee Assignments at UT Permian Basin

Co-Chair, UT System MBA Online Program Executive Committee, 2005-2007

Chair, Dean of Arts and Sciences Search Committee, 2004-2005

Member, University Budget Planning & Control Committee, 2004-2005

Member, University Budget Planning & Control Committee, 2002-2003

Member, University Hispanic-Serving Institution Grant Director Search, 2002-2003

Chair, Deans' Council Committee on Faculty Evaluation Process, 2001-2002

Member, University Access and Equity Committee, 1999-2004

Chair, School of Business Faculty Search Committees, 1999-2006

Member, University Budget Planning & Control Committee, 2000-2001
Member, Council of Deans, 1999-2006

Committee Assignments at UT San Antonio

University Student Information System Task Force, 1999
University Affirmative Action and Diversity Committee, ex officio, 1998-1999
Chair, Division of Management and Marketing Search Committees (5 tenure-track searches and 4 visiting searches), 1998-1999
Member, Director of Tourism Management Search Committee, 1998-1999
Member, Dean's Council of Division Heads, 1998-1999

Committee Assignments at SFA

University Commission on the Future Committee, Capital Campaign Subcommittee, 1997-1998
University American Council on Education Committee, Leadership Team, 1995-1998
University Pew Foundation Roundtable, Leadership Committee, 1995-1996
Department of Secondary Education Chair Search Committee, 1995-1996
College of Business AACSB Team VI: Staff Expectations and Development Systems, 1994-1996
University Access and Equity 2000 Ad Hoc Committee, 1994-1995
University Americans with Disabilities Steering Committee, 1994-1995
Chair, Department of Management and Marketing Advisory Council Committee, 1994-1995
University Research Enhancement Team, 1993-1995
University Research Enhancement Ad Hoc Committee, 1993-1994
College of Business Dean's Search Committee, 1993-1994
Chair, Department of Management and Marketing Faculty Search Committee, 1991-1992
Department of Management and Marketing Assessment Committee, 1993-1994
Department of Management and Marketing Faculty Search Committee, 1990-1991, 1992-1993
Department of Management and Marketing Small Business Institute Committee, 1990-1994
Department of Management and Marketing Advisory Council Committee, 1989-1990
Department of Management and Marketing Chair Search Committee, 1989-1990
Department of Management and Marketing Curriculum Committee, 1989-1990
School of Business Merit Panel, 1989-1990
Department of Management and Marketing Education Support Committee for Southern Association Report, 1988-1989

Discussant

International Council for Small Business 60th World Conference, Dubai, United Arab Emirates, 2015
Association for Small Business and Entrepreneurship Meeting, San Antonio, Texas, 2004
Association for Small Business and Entrepreneurship Meeting, Albuquerque, New Mexico, 2004
Southern Management Association Meeting, Clearwater Beach, Florida, 2003
Southwest Academy of Management Meeting, Houston, Texas, 2003
Southwest Academy of Management Meeting, St. Louis, Missouri, 2002
Small Business Institute Directors' Association Meeting, Santa Fe, New Mexico, 1998
North American Case Research Association Meeting, Cincinnati, Ohio, 1997
Southern Management Association Meeting, Atlanta, Georgia, 1997

Small Business Institute Directors' Association Meeting, Orlando, Florida, 1997
Southwestern Small Business Institute Association Meeting, Houston, Texas, 1995
Southwestern Small Business Institute Association Meeting, New Orleans, Louisiana, 1993
Southern Management Association Meeting, New Orleans, Louisiana, 1992
Western Decision Sciences Institute Meeting, Lihue, Hawaii, 1991
Small Business Institute Directors' Association Meeting, Orlando, Florida, 1991
Western Decision Sciences Institute Meeting, Vancouver, British Columbia, Canada, 1990
Small Business Institute Directors' Association Meeting, Houston, Texas, 1990

Editorial Review Board

Academy of Strategic and Organizational Leadership Journal, 2002-2006
The Entrepreneurial Executive, 1995-1999
Industrial Management, *ad hoc* reviewer, 1990-1995
Journal of Business & Entrepreneurship, 1990-1994
Journal of Small Business Strategy, *ad hoc* reviewer, 1990-1994
Troy University Business and Economic Review, 1998-2007

Expert Witness

Testified before the Texas Legislative Task Force on AIDS, March 11, 1988

Faculty Advisor

Beta Gamma Sigma, 1996-1998
Society for the Advancement of Management, 1994-1995
Women in Natural Resource Management, 1991-1993
Small Business Institute Program, 1986, 1989-1994, and 1997
 Region VI Graduate Case of the Year Competition Winner, U.S. Small Business
 Administration, 1992-1993
Society for Human Resource Management, 1987-1994

Human Resource Management Liaison

Member, People to People International Human Resource Management Delegation to the U.S.S.R., May 1990

Reviewer

International Council for Small Business, 2015.
Small Business Institute Directors' Association, 1993-1995, 1997-1998, 2003
Southern Management Association, 1992
Southwest Academy of Management, 1989-1992, 1994-1995
Southwestern Small Business Institute Association, 1993-1995
Western Decision Sciences Institute, 1989-1991

Small Business Liaison

Leader, People to People International Small Business and Management Delegation to Russia, Latvia, and Estonia, July-August 1992

Advisory Boards and Task Forces

Chair, Data Research and Realities, Stadium Options Group of A Baseball Community, St. Petersburg, Florida, 2008-2009

Member, St. Petersburg Chamber Task Force for Consideration of Tampa Bay Ray's New Stadium and Redevelopment Proposal, St. Petersburg, Florida, 2008-2009

Member, Advisory Board, STAR Technology Enterprise Center, St. Petersburg, Florida, 2006-2009

Member, Advisory Board, Casa de Amigos, Midland, Texas, 2000-2006

MISCELLANEOUS WHEN FULL-TIME ACADEMIC

Numerous consulting experiences in the human resource management, labor relations, small business management, and entrepreneurship areas as well as for AACSB International initial accreditation and maintenance efforts, strategy and strategic planning, faculty intellectual contributions, faculty-staff relations, assurance of learning, curriculum design and assessment, and general unit operations.

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

PERSONNEL COMMITTEE

June 25, 2020

Item J.6. **University of Louisiana at Monroe's** request for approval to appoint Dr. Valerie Fields as Interim Vice President of Student Affairs effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Valerie Fields as Interim Vice President of Student Affairs effective July 1, 2020 at an annual salary of \$115,000. 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 University of Louisiana at Monroe's request for approval to appoint Dr. Valerie Fields as Interim Vice President of Student Affairs effective July 1, 2020.*



Office of the President

University Library 632 | 700 University Avenue | Monroe, LA 71209
P 318.342.1010 | F 318.342.1019

J.6.

June 2, 2020

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

Dear Dr. Henderson:

I am requesting board approval to name Dr. Valerie S. Fields as Interim Vice President of Student Affairs at the University of Louisiana Monroe.

Dr. Fields has extensive experience in higher education having served as Chief Student Affairs Officer at Denmark Technical College, Interim Vice President for Student Affairs at South Carolina State University, Executive Director Louisiana Campus Compact at Southeastern Louisiana University, Assistant Dean for Student Life and Leadership and Director of Student Development at University of Louisiana Monroe.

Attached is her resume for your review.

I request that this appointment be effective July 1, 2020, at an annual salary rate of \$115,000.

Sincerely,

Edwin H. Litolff III
Interim President

#TAKEFLIGHT

ULM is a member of the University of Louisiana System • AA/EOE

VALERIE S. FIELDS, Ed.D.

EXECUTIVE LEADER STUDENT CENTERED CHANGE AGENT

EDUCATION

**Doctor of Education,
Curriculum and Instruction
(Instructional Technology)**
Louisiana Tech University

**Educational Specialist,
Administration and Supervision**
University of Louisiana at Monroe

**Master of Education,
Administration and Supervision**
University of Louisiana at Monroe

**Bachelor of Arts,
Early Childhood and Elementary
Education**
Southern University A & M College

LEADERSHIP PROGRAMS

EXPERIENCE

FOUNDER AND PRINCIPAL,
VALIANT ACHIEVING LEADERS, LLC
March 2016 to Present

- Create partnerships and produce solutions for project management, assessment, technology integration, and curriculum development.
- Program development and activity development.
- Executive Leadership and coaching.
- Speaker and panelist.
- Work with city government compliance-related issues, branding, and sustainability strategies.

CHIEF STUDENT AFFAIRS OFFICER,
DENMARK TECHNICAL COLLEGE
August 2015 to May 2016

CHIEF ACADEMIC OFFICER; VICE PRESIDENT
July 2014 to May 2016

- Served on and collaborated with the President's Executive leadership team.
- Managed programs and services that were aligned with the College's mission, vision statement and strategic plan.
- Led the Divisions for Student Affairs and Academic Affairs with direct oversight of budgets, student fees, and some federal grants
- Direct oversight of the following Student Affairs areas: Enrollment Management, Student Services (Student Activities, Student Organizations, Judicial Affairs, Student Center, Residence Life and Housing, ID services, Health and Wellness Department), Registrar, Career Planning and Placement, supervised six Academic Deans, two academic managers, two coordinators, and seven support staff.
- Initiated, planned and executed the first staff and faculty Professional Development Institute.
- Redesigned professional development training, departmental training, contracted speakers, and incorporated presentations from key College personnel to ensure knowledge of all college updates and policies, and procedures.

MANAGEMENT AND LEADERSHIP IN EDUCATION, Harvard University, Institute for Higher Education, Cambridge, MA

Millennium Leadership Institute, American Association of State Colleges and Universities, Millennium Leadership Institute, Washington, DC

KALEIDOSCOPE LEADERSHIP INSTITUTE, Ford Foundation, Kaleidoscope Leadership Institute, Costa Mesa, CA

SOUTH CAROLINA TECHNICAL COLLEGE SYSTEM LEADERSHIP ACADEMY, South Carolina Technical College System, Leadership Academy, Columbia, SC

CERTIFICATIONS

CERTIFICATE IN STUDENT AFFAIRS LAW AND POLICY, National Association of

- Developed and monitored internal control systems, building space utilization, and maintenance schedules.
- Implemented a white glove team for residence halls and buildings utilized for student tours, yielded cost savings to the College.
- Increased staff productivity and workflow by designing a workflow templates that included training in basic tenets of admissions, financial aid and enrollment management.
- Designed a plan to increase the number of inquiries acquired from potential students and thus expanded the customer base for Enrollment and Management and Veteran Affairs.
- Conducted comprehensive oversight of all functions of academic instruction; availability of instructional facilities, equipment, and machinery; and other resources needed for optimal delivery of instruction.
- Ensured overall effectiveness of instructional programs, including compliance with standards of the Southern Association of Colleges and Schools Commission on Colleges and other accrediting bodies.
- Played integral role in strategic planning and development of diverse and comprehensive student-focuses services, promoting student success, and coordinating academic criteria for student acceptance into instructional programs.
- Instituted the first Women's History Hats, Gloves, and Pearls Luncheon to raise scholarship dollars for young women.
- Served as the only 2-year college Chief Academic Officer to receive \$1,201,802 over a 5-year period as a participant in the Department of Energy's national Nuclear Security Administration's Cybersecurity Consortium.

INTERIM VICE PRESIDENT FOR STUDENT AFFAIRS and INTERIM EXECUTIVE DIRECTOR, REAL ESTATE FOUNDATION, 2012
VICE PRESIDENT FOR STUDENT AFFAIRS and EXECUTIVE DIRECTOR, SC STATE REAL ESTATE FOUNDATION, 2007-2009
ASSISTANT/ASSOCIATE VICE PRESIDENT FOR STUDENT AFFAIRS, 2006-2007
SOUTH CAROLINA STATE UNIVERSITY

- Served on President's Cabinet.
- Senior Student Affairs officer with oversight for all enrollment related functions including Financial Aid, Admissions, Recruitment and Scholarships, Multicultural Affairs, and Readiness Programs; University Police, Residential Life and Housing, Counseling and Self-Development Center, Career Services, Student Life and Leadership (Student organizations (i.e. Student Government Association and Campus Activities Board) , Intramural Sports, Student Health Services, Greek Life, Sodexo Food Service and Judicial Affairs.
- Managed and provided oversight of \$39,039,539 state appropriated and auxiliary services funds, and \$74 million in financial aid awards.

Student Personnel Administrators-
Student Affairs Administrators in
Higher Education

**CERTIFIED JOHN C. MAXWELL COACH,
TRAINER, SPEAKER AND CURRICULUM
PROGRAM IMPLEMENTER,** The John C.
Maxwell Team

**ACADEMIC PEER EVALUATOR
REVIEWER,** Southern Association of
Colleges and Schools Commission on
Colleges

**FUNDAMENTALS OF ONLINE
TEACHING,** The University of
Wisconsin-Madison

**DEVELOPING YOUR SOCIAL MEDIA
AND DIGITAL PRESENCE FOR
FACULTY,** The Online Learning
Consortium Institute

**FELLOWS ONLINE TEACHING
CERTIFICATE COURSE** Center for
Teaching and Learning

BLACKBOARD GRADE CENTER, enter
for Teaching and Learning

PARLIAMENTARIAN, National
Association of Parliamentarian

TEACHING CERTIFICATE, TYPE A. 054977,
Louisiana State Department of
Education

RECOGNITION

Alpha Kappa Alpha Sorority, Inc.
Cluster VI South Atlantic Region, Ella
Springs Jones, **Outstanding Service
Award**

- Implemented three new programs (Student, Faculty, Staff, and Administrators chat and chew on the plaza, *FISH* principles from Pike Place Fish Market in Seattle Washington, Walking with the Vice President at 6AM).
- Provided a plan for graduating seniors to replace themselves with a student new to SC State (must have completed registration and paid at least \$1000 towards tuition and fees).
- Reestablished relationships with the SC State National Alumni Association Recruitment Team to assist with recruitment efforts.
- Facilitated a \$2.6 million renovation project in 6 residence halls with specific emphasis on lighting, furniture, and bathrooms, in collaboration with the Division for Business and Finance and Sodexo facilities.
- Assisted with strengthening the relationship between the University and South Carolina high schools.
- MSNBC onsite support strategist for the 2007 South Carolina Democratic Party Presidential Primary Debate -worked in conjunction with Chris Matthews and *Hardball's* staff members to establish spin rooms, Student Center renovations to support technology, work crews, Presidential candidate's spouses and their support teams.
- In collaboration with the Interim Director for Career Services, the Daisy Dunn Foundation and the Executive Director for Student Affairs framed and wrote appropriate documents to establish a scholarship fund honoring the late Mrs. Daisy Dunn Johnson, one of SC State's first Directors of Career Services. A check for \$5,000.00 was presented.
- Identified consultants to assist with assessing the areas of enrollment management and university police to enable the application of effective and efficient processes and procedures that addressed the needs of future and current students, faculty, staff, alumni, university stakeholders, and the community of Orangeburg.
- Aligned staff responsibilities to maximize strengths of existing staff. The results of the realignment increased measures of effectiveness and provided audiences for active student engagement.
- Implemented a Power Luncheon Series in conjunction with the Executive Director for Student Affairs patterned after Harvard University's School of Management model engaging nationally known business and industry, local and state officials, in dialogue with students.
- Co-authored a request for proposal and implemented a student insurance program that provided worldwide basic accidental and sickness coverage with a prescription drug card and a \$50.00 deductible per injury or illness, with the deductible being waived if students visited SC State Health Center prior to a doctor visit.
- Established an Office for Judicial Affairs and retained a partner from The National Center for Higher Education Risk Management, Ltd. to review the current student code of conduct and assist with aligning the document to coincide with South Carolina's current

South Carolina Technical Education Association, **Denmark Technical College-Administrator of the Year**

University of Louisiana at Monroe, TEACH Delta Region, **Alternative Certification Program, Mentor of the Month**

SC State University Department of Education **Teacher of the Year Nomination**

Golden Key International Honor Society, SC State University, **Keynote Speaker, Honorary Member**

United States Army, **Warrior Forge Leadership Development and Assessment Community Leader and Educator Scholar**

Diverse Issues in Higher Education **On the Move**

Big Brother Bister Sister, Northeast Louisiana, **Community-Based Volunteer of the Year**

University of Louisiana at Monroe, Student Government **Outstanding Faculty/Staff Award**

Mu Tau Chapter of Omega Psi Phi Incorporated, **Uplift Award**

Lake Providence High School **Commencement Speaker**

BOARD AND COMMUNITY INVOLVEMENT

1880 Society, Southern University A & M College, Founding Member

Felton Laboratory Charter School Board of Directors: Chair

state and federal laws as well as *"Best Practices for Student Health and Safety."*

- Facilitated formulating grassroots efforts to establish an organization that addressed alternative lifestyles.
- Instituted a K-9 unit that provided more visibility of law enforcement and assisted with the safety and security of the University community. A certified handler for the K-9 Officer afforded the unit opportunities to incorporate programs and services for the University Community.
- Designed a pilot program to enhance the living and learning environment in each residential center named Adopt-a-Cop
- Initiated and established a relationship with Orangeburg Technical Community College to provide housing for student athletes at the SC State Real Estate Foundation, LLC.
- Fostered a relationship with the college summit an organization that provided access and support to low-income, rising high school seniors in South Carolina.
- Facilitated the process with recruitment efforts yielding the largest Freshman Class in the history of the Institution, (1,328), 50% increase over 2006 enrollment and largest enrollment of African American Males.
- Established framework for Academic Enhancement Academy involving transformation of graduating high school seniors into a successful academic community that is designed to provide a success and retention component.
- Established grant-in aid for four students totaling \$24,000 an academic year.
- Cultivated and developed relationships with Claflin University to address the need for Graduate student housing.
- In collaboration with the Executive Director for Student Affairs facilitated the initiation, founding, and framework of the Real Estate Foundation a \$100,000 endowment fund.

EXECUTIVE DIRECTOR LOUISIANA CAMPUS COMPACT-LOUISIANA BOARD OF REGENTS

SOUTHEASTERN LOUISIANA UNIVERSITY

February 2005-2006

- Increased membership from 21 Colleges and Universities to 29 within a 19-month timeframe.
- Collaborated and built partnerships at the state and national levels among institutions of higher education, governmental, and volunteer agencies, foundations and others committed to public and community service which yielded over \$2 million dollars in grants, memberships, and in-kind services in 19 months.
- Worked with the Coordinator of Experiential Education and Workforce Development at Nunez Community College, provided informative literature regarding service-learning and the ability to change lives and strengthen communities, which resulted in receiving commendations from the Louisiana Legislatures in 2006.

Family Solutions of the Low Country,
Infant Mortality Awareness

Project Lead the Way Advisory
Board

South Carolina Alliance for Minority
Participation (LS-SCAMP) Board of
Directors

Personal Pathways to Success Lower
Savannah Regional Education
Center, Advisory Board

City Year Louisiana, Board of
Advisors

Big Brothers, Big Sisters of Northeast
Louisiana, Advisory Board

Greater Orangeburg Community
Foundation, Board of Directors

Association for Middle Level
Education Program Review Board

National Professors of Middle level
Education, Secretary

Editorial Reviewer, National
Professors of Middle Level Education

Alpha Kappa Alpha Sorority, Inc

- Served on First Gentlemen's implementation team establishing website for volunteer opportunities to assist with the aftermath of Hurricane Katrina.
- Collaborated and built partnerships at the state and national levels among institutions of higher education, governmental, and volunteer agencies, foundations and others committed to public and community service which yielded over \$2 million dollars in grants, memberships, and in-kind services in 19 months.

ASSISTANT DEAN FOR STUDENT LIFE AND LEADERSHIP,
2003-2005

DIRECTOR OF STUDENT DEVELOPMENT

1996-2003

UNIVERSITY OF LOUISIANA AT
MONROE

- Supervised and managed Coordinator of Campus Programs, Assistant Coordinator of Campus Programs, Coordinator of Spirit Groups, and the Coordinator of Greek Life, and their programs, services, travel and budgets.
- Provided oversight of the budget for the Department of Student Life and Leadership.
- Drafted a student referendum with SGA President to support programs on services for students as well as the Spirit Unit Groups.
- Fundraised over \$22,000 for St. Jude Children's Hospital in Memphis, TN, through the *Up Til Dawn* Higher Education program.
- Co-authored a second referendum, with SGA President, Student Life and Leadership Coordinator for the University that rendered funding for a State-of-the-Art Student Center.
- Maintained collaborative relationships with key stakeholders on the ULM Campus.
- Led the Strategic Planning efforts for the Student Affairs unit
- Served as lead representative for the Institutional Review process in preparation for Southern Association of Colleges and Schools and Commission on Colleges (SACSCOC).
- Revitalized the National Pan-Hellenic Council campus chapter
- Budgeted resources for National Pan-Hellenic Council officers to attend their first National Pan-Hellenic Council Conference.
- Partnered with Johnny Huntsman, Johnny's Pizza house to underwrite the Student Organization Orientation Meeting over one 90 organization leaders were in attendance.
- Implemented the 1st Spring Break trip to coincide with the Varsity Cheer Competition.
- Promoted programs and positive involvement in student life and desirable University traditions.
- Conducted evaluations, provided oversight and management, development, and retention incentives for professional and support staff.

RESEARCH

DISSERTATION COMMITTEES

The Effect of Leadership Styles of Principals and Teacher Retention on School Performance, Tony L. Hemingway, 2020

Developing a Theological Model of Ministry for a Limited or Untrained African American Baptist Clergy in Port Arthur, TX, Lee Fields, Jr., 2020

An Examination of Selected Factors of Teachers in Relation to School Performance, Relus Lucear, 2019

COURSES TAUGHT

ACADEMIC EXPERIENCE

VISITING ASSOCIATE PROFESSOR

July 2016 to Present

SOUTH CAROLINA STATE UNIVERSITY

- Instruct graduate courses for students completing Ed. S. Degree Program of Study (program leads to principal and superintendent certification) and students completing Ed. D. Degree (program of study for students who have and Educational Specialist degree and Superintendent certification).
- Design course materials such as syllabi, chapter activities, videos assignments.
- Maintain student attendance records, grades, and other required records through Blackboard Learning Management System.
- Conduct analysis to address overall clarity of assignments which led to students establish a chat room in the learning management system.
- Compiled bibliographies of materials used in case a new instructor needed to revise or reset the initial course.

CHIEF ACADEMIC OFFICER; VICE PRESIDENT ACADEMIC AFFAIRS

July 2014 to May 2016

DENMARK TECHNICAL COLLEGE

- The first 90 days observed and collaborated with academic deans, program chairs, faculty and students to identify the content and evidence to address and complete 43% of the

UNDERGRADUATE

ECE 200-Introduction to Early Childhood Education- introduced students to the discipline of early childhood education. A variety of activities were planned in the laboratory schools and in community settings.

ED 206-Foundations of Education- provided prospective teacher education majors with an overview of public education programs (K-12) and supportive agencies. Students were provided the opportunity to test one's potential as a teacher Pre-Clinical observation and participation.

ED 306-History and Philosophy of Education-designed modules that demonstrated a study of the major phases of educational development from various important periods in world history such as Porcelain Greece to the present and a history of education in the United States from the early 1600s to the present time. An emphasis was placed on school law and ethics. Pre-Clinical observation and participation.

ED 308-Generic Teaching Methods- created course materials to familiarize teacher candidates (PK-12) with the planning, presentation, assessment skills of teaching, and the orchestration of the learning environment through the use of learning theories and current technology.

CI 338-Curriculum in the Middle- facilitated a study of grouping patterns, goals, and materials of instruction unique to the needs of the child in the fifth, sixth, seventh, and eighth grades for Middle School teacher candidates.

ECE 350-Early Childhood Seminar- Created a variety of assessment tools to assess the Elementary Education majors' comprehension and mastery of the subject content area.

ED 450-Education Seminar- Developed rubrics to address various assessments and the use of case studies to measure

Southern Association of Colleges and Schools Commission on Colleges Focus Report and planned corrective actions.

- Provided oversight of the Quality Enhancement Plan (QEP) creation and implementation.
- Proactively identified and solved complex curriculum alignment impacting program completion and redesigned academic calendar.
- Realigned academic affairs budget to address student learning outcomes.
- Established policy with Human Resources Director for faculty bonuses.
- Implemented best practices to strengthen academic affairs through redesigning the D2L learning management system gateway and centralized academic support staff to meet the needs of students.

ONLINE ASSISTANT PROFESSOR / SUPERVISOR OF TEACHER AND ALTERNATIVE CERTIFICATION CANDIDATES, UNIVERSITY OF LOUISIANA AT MONROE

January 2012 to August 2015

- Completed formative and summative evaluations, assessed student teacher candidates and alternative certification candidates and collaborated with classroom supervisors.
- Utilized TaskStream (interactive assessment software) to assess candidates lesson plans, disposition surveys, course assignments and the facilitation of professional growth and development plans.
- Completed observations of student intern in Bangkok Christian International School (Thailand).
- Increased communication and knowledge to teacher preparation candidates and alternative teaching candidates in school districts across the state of Louisiana via Google hangout live and site visits with superintendents, principals and supervising teachers.
- Conducted professional development activities, yielding 90% pass rate on PRAXIS exam.

ASSOCIATE PROFESSOR, LIVETEXT ADMINISTRATOR, AND MIDDLE SCHOOL COORDINATOR

SOUTH CAROLINA STATE UNIVERSITY

January 2010 to July 2014

- Responsible for 20% teaching, 80% administrative duties, and fourteen middle school advisees.
- Coached Middle-Level education teacher candidates for successful program completion yielded an 88% pass rate on the PRAXIS exam.
- Revised the middle level program of study to meet SC state department of education compliance standards;

pedagogical knowledge at different grade levels.

GRADUATE

ED 528-Advanced Methods of

Teaching- Facilitated a process for teacher candidates to explore the current instructional strategies and practices in the classroom (K-12) and an examination of the theories and principles of learning which underlie them.

EDCI 523-Curriculum

Development/Elementary Education-

Curriculum Development acquainted candidates with a general overview of principles and methods of curriculum development and revisions at the elementary level. Candidates familiarized themselves with a plethora of the curricula as it exists with respect to (a) diverse characteristics of students, (b) teaching personnel, (c) theory, foundations, processes and dispositions of reading and writing content to include word recognition, language comprehension, strategic knowledge and reading-writing connections.

EDIT 530-Advanced Instructional

Technology- focused on systematic ways of utilizing instructional technology, from objectives to evaluation, included resources and conditions to bring about effective instruction utilizing microcomputers and electronic media.

EAR 710-Methods for Educational

Research-provided various methods for experimental and quasi experimental designs for research. Students designed and conducted pilot studies using approved subjects.

EAM 722- Evaluation of Programs and

Personnel –presented the requirements, practices and problems of administrative evaluations of school programs and personnel. Fostered a learning environment for students to

- Co-managed completion of Council for the Accreditation of Educator Preparation (CAEP) 2014 Educator Preparation Provider's (EPP) Annual Report.
- Implemented the Department of Education's on-line interactive assessment system, LiveText, and conducted training and sites visits for university administrators, faculty, and staff members to assist with accreditation visit from the national council of accrediting teacher education (CAEP) visit.
- In collaboration with the university's computing and information technology services designed and incorporated a webpage for LiveText.

KINDERGARTEN TEACHER, SIXTH GRADE TEACHER AND MATHEMATICS SPECIALIST

J.S. CLARK MAGNET SCHOOL

1989-1996

- 90% pass rates on state standardized test.
- Prepared lessons that were blended with everyday life experiences such that students were able to better relate to subject matter.
- Demonstrated lessons for teachers to assist with use of manipulatives in their classrooms.

SELECTED PUBLICATIONS AND RESEARCH

- Conway, L.S.C., Sims, Y., Quareles, A.M., Burnette, D.M., Stanley, M.H., James, M.A., **Fields, V.S.**, et al., (2018). "Faculty's examination of virtual learning strategies to communicate with students." In Scheg, A. G., & Shaw, M. (Ed.), *Fostering Effective Student Communication in Online Graduate Courses* (pp. 42- 60). Idea Group Inc.
- Rakes, G.C., **Fields, V.S.**, & Cox, K.E. (2011). The influence of teachers' technology use of Instructional practices. In L. Shrum (Ed.), *Considerations on Educational Technology Integration: The Best of JRTE* (pp. 411-426). Eugene, Oregon: International Society for Technology in Education.
- Rakes, G.C., **Fields, V.S.**, & Cox, K.E. (2006). Teacher levels of technology integration on student achievement in reading and mathematics. *Journal of Research on Technology in Education*, 38(4), 409-424.
- **Fields, V. S.** (2004). The relationships of teachers' levels of technology integration on student achievement in reading and mathematics. Louisiana Tech University

examine both the formative and summative evaluation processes. Students culminated class by developing an evaluation instrument.

EAM 731- School Community Relations-

Introduced students to the National Public-School Relations Association (NSPRA). Analyzed elements of good school and community relations in local communities and how they affect educational issues. Students completed the course with a toolkit to administer successful school-community relations programs.

EAM 736 Personnel Administration-

Examined the personnel management process in the public schools. Focused on areas and problems such as teacher supply, recruitment and selection process, in service training and staff development, teacher welfare policies, the legal rights and liabilities of school personnel, etc.

EAM 750-Supervision and Techniques of Instruction-

Shared various techniques for students to analyze leadership necessary to produce instructional improvement in educational organizations

EAM 751 Advanced Learning Theories-

Designed to assist school administrators in developing skills to critique the various learning theories concerned with the development of thinking, learning, and imagery processes from early childhood through adulthood. Primary emphasis was placed on learning models which have implications for program development and curriculum design and implementation as well as relevant classroom instructional techniques

EDCI 751-Principles and Procedures in Designing Curriculum-

Systematic curriculum planning was introduced to students to develop models for planning, formulating plans, and

- **Fields, V.S. & Holland, G. (1998).** Outcomes of students enrolled in developmental education courses. (Eric document reproduction service No. Ed 429338).

GRANT ACTIVITY

- Collaboration of 13 Historically Black Colleges and Universities, two Department of Energy labs, and the Charleston County School District. Cybersecurity Workforce Pipeline Consortium. Submitted to United Department of Energy, 2014 (\$1,200,000 funded).
- The Perkins IV Accountability Indicators for Career and Technical Education. Submitted to South Carolina Department of Education, 2014 (\$143,000, funded).
- Collaboration of Kentucky Campus Compact and Louisiana Campus Compact. Disaster Recovery Across States to Inhibit Crises (DRASTIC). Submitted to Learn & Serve Higher Education Consortium, 2006-2009 (\$1,200,000, FUNDED).
- National Campus Compact Supplemental Funding. Strengthening Colleges and Universities' Hurricane Rebuilding Efforts. Submitted to the Corporation for National & Community Service, 2006 (\$85,500, funded).
- Institute for Global Education & Service Learning. Summer of Service. Submitted to the Corporation for National & Community Service, 2006 (\$90,000, funded).
- LaSIP/LINCS Project. Integrating Instruction through inquiry. Submitted to the State Department of Education, 2003-2002 (\$250,000, funded).

outlining a curriculum design for an educational setting. Theory and techniques of curriculum construction were adapted to address special needs of schools.

EAM 799-Special Topics in Education Administration (Instructional Technology)-Designed course to enhance the skills of school administrators in the area of technology leadership. Provided an overview of the utilization of technology to enhance decision making, institute long-term planning, and regulate the day-to-day operations of the organization.

EAM 805-Advanced Methods of Instructional Supervision- Designed a process for student to an analyze leadership techniques necessary to produce instructional improvement in educational organizations. Examined the technical methodology that distinguished instructional supervision from other positions of school leadership.

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

PERSONNEL COMMITTEE

June 25, 2020

Item J.7. **University of New Orleans'** request for approval to appoint Dr. Pamela Kennett-Hensel as Interim Dean of College of Business effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Pamela Kennett-Hensel as Interim Dean of College of Business effective July 1, 2020 at an annual salary of \$189,470. 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 University of New Orleans' request for approval to appoint Dr. Pamela Kennett-Hensel as Interim Dean of College of Business effective July 1, 2020.



THE UNIVERSITY *of*
NEW ORLEANS

OFFICE OF THE PRESIDENT

J.7.

May 12, 2020

Dr. Jim Henderson
President
The University of Louisiana System
1201 North Third Street
Baton Rouge, LA 70802

Dear Dr. Henderson,

The University of New Orleans requests approval to appoint Dr. Pamela Kennett-Hensel to the position of Interim Dean of the College of Business to begin effective July 1, 2020 and end on June 30, 2021, or until the position is filled on a permanent basis (whichever is first).

Thank you for your consideration of this request. Please do not hesitate to contact me should you have any questions.

Sincerely,

John W. Nicklow
President



THE UNIVERSITY *of*
NEW ORLEANS

ACADEMIC AFFAIRS

To: John W. Nicklow, Ph.D., PE, PH, DWRE
President

From: Mahyar Amouzegar, Ph.D.
Provost and Senior Vice President

Mahyar Amouzegar

Date: May 12, 2020

Re: Appointment of Pamela Kennett-Hensel – Interim Dean, College of Business Administration

I would like to recommend Dr. Pamela Kennett-Hensel for the position of Interim Dean of the College of Business Administration. This fiscal appointment will begin July 1, 2020 and end on June 30, 2021, or until the position is filled on a permanent basis (whichever is first).

As Interim Dean, Dr. Kennett-Hensel will be assisting the College of Business Administration and myself by directing the personnel, fiscal and policy affairs of the college, including staff supervision, college and departmental budgets, college policies and processes (i.e. workload, evaluations, promotion and tenure, etc.). She will also be responsible for overseeing and advising department chairs on personnel actions, coordinating with the Office of University Advancement on the college's fundraising activities, and serving on university level and external committees as a member of the institution's administrative leadership.

Thank you for your consideration.

PAMELA A. KENNETT-HENSEL, PH.D.
University of New Orleans, College of Business Administration
Department of Management & Marketing, KH 359D
pkennett@uno.edu; 504-280-6193 (w); 504-220-7892 (h)

EDUCATION

Ph.D. in Marketing – 1995
Georgia State University, Atlanta, Georgia
Dissertation: The Role of Service Guarantees in the Consumer's Evaluation Process
Committee Chair, Kenneth L. Bernhardt

M.B.A. – 1990
University of Maine, Orono, Maine

B.B.A. in Marketing and Management – 1989
Loyola University, New Orleans, Louisiana

ACADEMIC EXPERIENCE

Chair (Fall 2014 – present)
University of New Orleans, Department of Management & Marketing

Chair (December 2010 – Summer 2014)
University of New Orleans, Department of Marketing & Logistics

Freeport Mc-Mo-Ran Professor of Corporate Social Responsibility (Fall 2017 – present)
University of New Orleans, Department of Management & Marketing

Chase Endowed Professorship II (Fall 2013 – present)
University of New Orleans, Department of Management & Marketing

Professor of Marketing (Fall 2009 – present)
University of New Orleans, Department of Management & Marketing

Associate Professor of Marketing (Fall 2004 – Summer 2009)
University of New Orleans, Department of Marketing & Logistics

Assistant Professor of Marketing (Fall 2000 – Summer 2004)
University of New Orleans, Department of Marketing & Logistics

Assistant Professor Marketing (Fall 1995 – Spring 2000)
University of South Alabama, Department of Marketing and Transportation
Completed a successful mid-tenure review in Spring 1998.

Instructor (Fall 1994 – Spring 1995)
Georgia State University, Marketing Department

Graduate Teaching Assistant (Summer 1992 – Summer 1994)
Georgia State University, Marketing Department

RESEARCH AND PUBLICATIONS

Research Overview

- Published 31 peer reviewed journal articles and over 65 conference proceedings, presentations and abstracts.
- Research interests include:
 - The impact of event-induced stress and natural disasters on consumer behavior.
 - Understanding the role of corporate social responsibility (CSR) initiatives.
 - Advancing marketing education.

Selected Journal Publications

Kennett-Hensel, Pamela, Kemp, Elyria, Williams, Kim and Aberdeen L. Borders (2019), “The Path to Adoption and Advocacy: Exploring Dimensions of Brand Experience and Engagement at Trade Shows,” Event Management, Vol. 23 (6), 871-883.

Kennett-Hensel, Pamela A. and Dinah Payne (2018), “Guiding Principles for Ethical Change Management,” Journal of Business and Management, Vol. 24 (2), 19-45.

Payne, Dinah and **Pamela A. Kennett-Hensel** (2017), “Combatting Identity Theft: A Proposed Ethical Policy and Best Practices,” Business and Society Review, Vol. 122 (3), 393-420.

Lacey, Russell and **Pamela A. Kennett-Hensel** (2016), “How Expectations and Perceptions of Corporate Social Responsibility Impact NBA Fans Relationships,” Sport Marketing Quarterly, Vol. 25 (1), 21-33.

Lacey, Russell, **Kennett-Hensel, Pamela A.** and Chris Manolis (2015), “Is Corporate Social Responsibility a Motivator or Hygiene Factor? Insights Into Its Bivalent Nature”, Journal of the Academy of Marketing Science, Vol. 43 (3), 315-332.

Kemp, Elyria, **Kennett-Hensel, Pamela A.** and Kim H. Williams (2014), “The Calm Before the Storm: Emotion Regulation Consumption in the Face of an Impending Disaster,” Psychology & Marketing, Vol. 31 (11), 933-945.

Kemp, Elyria A., **Kennett-Hensel, Pamela A.** and Jeremy Kees (2013), "Pulling on the Heart-Strings: Examining Persuasive Appeals that Encourage Charitable Giving Behavior," Journal of Advertising, Vol. 42 (1), 69-79.

Kennett-Hensel, Pamela A., Sneath, Julie Z. and Russell Lacey (2012), "Responding to Loss and Change: Liminality and Consumption in the Aftermath of a Natural Disaster," Journal of Consumer Marketing, Vol. 29 (1), pp. 52-63. *Awarded Best Paper.*

Lacey, Russell and **Pamela A. Kennett-Hensel** (2010), "Longitudinal Effects of Corporate Social Responsibility on Customer Relationships," Journal of Business Ethics, 97: 581-597.

Neeley, Concha, Min, Kyeong Sam, and **Pamela A. Kennett-Hensel** (2010), "Contingent Consumer Decision Making In the Wine Industry: The Role of Hedonic Orientation," Journal of Consumer Marketing, Vol. 27 (4), pp. 324-335.

Kennett-Hensel, Pamela A., Sneath, Julie Z. and Paul J. Hensel (2010), "Developing Sustainable Tourism: Managers' Assessment of Jamaica's Ten-Year Master Plan," International Journal of Culture, Tourism and Hospitality Research, Vol. 4 (2), 143-155.

Sneath, Julie Z., Russell Lacey, and **Pamela A. Kennett-Hensel** (2009), "Coping With a Natural Disaster: Losses, Emotions and Impulsive and Compulsive Buying," Marketing Letters, V 10 (20), 45-60.

Kennett-Hensel, Pamela A., Sneath, Julie Z., and Milton P. Pressley (2007), "PowerPoint and Other Publisher-Provided Supplemental Materials: 'Oh Lord, What Have We Done?'," Journal for Advancement of Marketing Education, V 10 (Summer), 1-11.

Kennett, Pamela A., Henson, Steve W., Crow, Stephen, and Sandra Hartman (2005), "Key Tasks in Healthcare Marketing: Assessing Importance and Current Level of Knowledge." Journal of Health and Human Services Administration, V 27 (4), 414-427.

Kennett, Pamela A., Sneath, Julie Z. and A. Leila Borders (2004). "High-Tech or High-Touch Positioning for the Regional Business Market: The Case of County Community Bank." Journal of Business and Industrial Marketing, V19 (7), 484-495.

Henson, Steve W., **Kennett, Pamela A.**, and Karen Norman Kennedy (2003), "Web-Based Cases in Strategic Marketing," Journal of Marketing Education, V 25, 250-259.

Sneath, Julie Z., **Kennett, Pamela A.**, and Carol M. Megehee (2002), "The Self- versus Full-Service Decision: Gender-Based Differences in Assessment of Risk," Journal of Targeting, Measurement and Analysis for Marketing, V 11 (1), 56-67.

Kennett, Pamela A., Sneath, Julie Z., and Steve Henson (2001), "Fan Satisfaction and Segmentation: A Case Study of Minor League Hockey Spectators," Journal of Targeting, Measurement and Analysis for Marketing, V 10 (2), 132-142.

Sneath, Julie Z., Hoch, R. Michael, **Kennett, Pamela A.**, and Joel W. Erdmann (2000), "College Athletics and Corporate Sponsorship: The Role of Intermediaries in Successful Fundraising Efforts," Cyber-Journal of Sport Marketing, V 4 (2 & 3), <http://fulltext.ausport.gov.au/fulltext/2000/cjsm/v4n2-3/sneath42.htm>.

Bernhardt, Kenneth L., Donthu, Naveen and **Pamela A. Kennett** (2000), "A Longitudinal Analysis of Satisfaction and Profitability," Journal of Business Research, V 47 (2), 161-171.

Kennett, Pamela A., Bernhardt, Kenneth L., and Julie Z. Sneath (1999), "The Impact of Service Guarantees on Consumers' Assessments of Service Providers," Journal of Customer Service in Marketing & Management, V 5 (4), 1-16.

Kennett, Pamela A., Sneath, Julie Z., and Joel W. Erdmann (1998), "The Quantitative and Qualitative Benefits of Sponsoring the 1996 Summer Olympics: An Exploratory Study," International Sports Journal, V 2 (1), 115-126.

Kennett, Pamela A., Sneath, Julie Z., and Joel W. Erdmann (1997), "Market Segmentation in the Sports Industry: Does Generation X Really Exist?," International Sports Journal, V 1 (1), 54-62.

Moschis, George P., Bellenger, Danny N., **Kennett, Pamela A.**, and Linda A. Aab (1996), "Targeting the Mature Consumer Market", Health Services Management Research, V 9, 90-97.

Kennett, Pamela A., Moschis, George P., and Danny N. Bellenger (1995), "Marketing Financial Services to Mature Consumers", Journal of Services Marketing, V 9 (2), 62-72.

Book Chapter

Kennett-Hensel, Pamela A., Lacey, Russell W. and Matt Biggers (2010), "The Impact of Corporate Social Responsibility on NBA Fan Relationships: A Conceptual Framework," book chapter in Consumer Behavior Knowledge for Effective Sports Marketing, Lynn R. Kahle and Angeline Close, eds., Routledge, Taylor & Francis Publishers.

Conference Proceedings, Abstracts & Presentations

Payne, Dinah and **Pamela Kennett-Hensel** (2019), "Effecting Positive Organizational Change: Development of a Change Characteristic Checklist and Decision Trees," Proceedings of ASAC.

Payne, Dinah, Soharu, Rajni, and **Pamela Kennett-Hensel** (2019), "The Values Change Management Cycle: Ethical Efficiency," Proceedings of the 16th EWEPA Conference.

Kennett-Hensel, Pamela, Williams, Kim H., Clark, June, and David Njite (2019), "The Moderating Role of Product Type on Promotional Effectiveness in the Hospitality Industry," Proceedings of Recent Advances in Retailing and Consumer Sciences.

Kennett-Hensel, Pamela and Russell W. Lacey (2018), “The Importance of CSR in Professional Sports: Key Take-Aways from a Multi-Season Research Partnership with an NBA Team,” Proceedings of NASSM 2018.

Kennett-Hensel, Pamela, Kemp, Elyria, Williams, Kim H. and Aberdeen L. Borders (2018), Singled Out in the Crowd: Exploring Dimensions of Brand Experience at Trade Shows, Proceedings of the 2018 Winter American Marketing Association Conference.

Kennett-Hensel, Pamela (2017), “Social Media and Cultural Context Case Study: A Tale of a Mardi Gras Facebook Post,” Proceedings of the 2017 Society for Marketing Advances Conference. ***This teaching moment has since been featured in “Teaching Moments: Rapidly Diffusing Pedagogical Advances,” in Marketing Education Review.***

Cho, Woohyun, Min, Dong-Jun, and **Pamela A. Kennett-Hensel** (2016), The Varying Impact of Service Product Attributes on Customer’s Quality Assurance Behavior in the U.S. Airline Industry,” Proceedings of INFORMS.

Aguerri, Valeria, Silva, Francisco, Solorzano, Bellakarina and **Pamela A. Kennett-Hensel** (2016), “Social Media Monitoring as a Tool to Assess Customer Satisfaction: The Case of Spotify”, Proceedings of the Customer Satisfaction/Dissatisfaction and Complaining Behavior Conference.

Kennett-Hensel, Pamela A. and Elyria Kemp (2016), “Trade Show Engagement and Brand Experience: The Impact on Retailer and End Consumer Adoption and Advocacy”, Proceedings of the 2016 EIRASS Conference.

Milewicz, Chad and **Pamela A. Kennett-Hensel** (2015), “Exploring Student Self-Efficacy Facets in Marketing”, Proceedings of the Marketing Management Association’s 2015 Fall Educators’ Conference, p. 84-85.

Kennett-Hensel, Pamela A., Geringer, Susan, Giulian, Karl, Naylor, Gillian and Judy Wiles (2015), “Being a Department Chair: Challenges and Opportunities”, Panel Session at the Marketing Management Association’s 2015 Fall Educators’ Conference.

Graeff, Tim, **Kennett-Hensel, Pamela**, Milewicz, Chad and Gail Zank (2015), “This is Not Your Father’s Marketing Research Class: Innovative Approaches to Teaching Graduate and Undergraduate Marketing Research,” Panel Session at the Marketing Management Association’s 2015 Spring Conference.

Anderson, Beverlee B., Hoel, Anne, Johnson, Carol, **Kennett-Hensel, Pamela** and Dan Rjaratnam (2014), “Successful Strategies in Mentoring Junior Faculty,” Proceedings of the Marketing Management Association’s 2014 Fall Educators’ Conference.

Kennett-Hensel, Pamela A. (2014), "Consumption Behavior and Disaster Recovery: Insights from Eight Years In a Living Laboratory," Proceedings of the XVII ISA World Congress of Sociology.

Kennett-Hensel, Pamela A., Kemp, Elyria and Amanda Sutton-Davis (2014), "In Pursuit of a Model of Arts Engagement and Satisfaction: A Multi-Phase Investigation," Proceedings of the Consumer Satisfaction/Dissatisfaction and Complaining Behavior Conference.

Kemp, Elyria, **Kennett-Hensel, Pamela A.** and Kim H. Williams (2013), "Emotion Regulation Consumption in the Face of Disaster," In Rebecca Slotegraaf and David Griffith, 2013 AMA Summer Educators' Conference Proceedings, Chicago, IL., 10.

Bacon, Donald and **Pamela A. Kennett-Hensel** (2013), "Publishing in Marketing Education Journals," Proceedings of the 37th Annual Marketing Educators' Association Conference.

Williams, Kim H., **Kennett-Hensel, Pamela A.** and Harsha E. Chacko (2012), "Using Destination Image Perceptions to Segment the African-American Tourism Market: An Application of Cluster Analysis," in the Proceedings of the 6th World Conference for Graduate Research in Tourism, Hospitality and Leisure.

Kennett-Hensel, Pamela A., Totten, Jeff W. and Thomas Lipscomb (2012), "When Bad Things Happen to Good Marketing Professors: An Investigation of Stressors and Coping Strategies," Proceedings of the 2012 Marketing Management Association's Fall Educators' Conference.

Sneath, Julie Z., Lacey, Russell W. and **Pamela A. Kennett-Hensel** (2012), "Chronic Negative Circumstances and Compulsive Buying: Consumer Vulnerability After a Natural Disaster," Proceedings of the Society for Marketing Advances 2012 Conference, *Awarded Best Paper in the Public Policy Track*.

Lacey, Russell W. and **Pamela A. Kennett-Hensel** (2012), "The Role of Corporate Social Responsibility in Consumer Relations: An Application of the Motivator-Hygiene Theory," in the Proceedings of the American Marketing Association's 2012 Summer Educators' Conference.

Kennett-Hensel, Pamela A. and Milton M. Pressley (2011), "Job Politics in the Corporate World: Twenty-Five Years Later Have Students' Perceptions Changed?", 2011 Marketing Management Association Fall Educators' Conference Proceedings.

Christo-Baker, Anne, Edmunds, Paulette, Hoel, Anne and **Pamela A. Kennett-Hensel** (2011), "Class Attendance: Record it, Reward it or Ignore it?," 2011 Marketing Management Association Fall Educators' Conference Proceedings.

Sneath, Julie Z., Hensel, Paul J. and **Pamela A. Kennett-Hensel** (2010), "Repositioning a Country's Brand Image: The Case of 'Brand Jamaica'," 2010 Society for Marketing Advances Conference Proceedings.

Kennett-Hensel, Pamela A. and Paul J. Hensel (2010), “The Marketing Research Portfolio: A Marriage of Content and Project-Based Approaches to Teaching Marketing Research,” 2010 Marketing Management Association Proceedings.

Kennett-Hensel, Pamela A. (2010), “The Value of Service Learning: Providing a Meaningful Educational Experience Post-Katrina,” 2010 Marketing Management Association Fall Educators’ Conference Proceedings.

Lacey, Russell, **Kennett-Hensel, Pamela A.** and Julie Z. Sneath (2009), “Consumer Behavior Research in the Aftermath of a Natural Disaster: Lessons Learned,” in Marketing Theory and Applications, Kristy Reynolds and J. Chris White, eds. 2009 AMA Winter Educators Conference Proceedings, 259-260.

Kennett-Hensel, Pamela A., Lacey, Russell W., Sneath, Julie Z. and Cherie Coursealt Trumbach (2009), “Hurricane Katrina and Retail Therapy: Tales of Devastation and Shopping”, 2009 EIRASS Conference.

Kennett-Hensel, Pamela A. (2009), “Get Connected With Merlot,” Special Session, Marketing Management Association 2009 Conference.

Kennett-Hensel, Pamela A., Sneath, Julie Z. and Russell Lacey (2008), “‘Traumatized’ Consumers: Examining Marketing Stakeholder Responsibility in the Aftermath of Hurricane Katrina,” Society for Marketing Advances 2008 Proceedings. *Awarded Best Paper in Case Writing and Research Track*.

Kennett-Hensel, Pamela A., Lacey, Russell W., and Julie Z. Sneath (2008), “Impulsive and Compulsive Buying Behavior: the Aftermath of Hurricane Katrina”, in the Society for Consumer Psychology 2008 Conference Proceedings. *Awarded Honorable Mention for Best Competitive Paper*, 371-373.

Kennett-Hensel, Pamela A. (2008), “Avoiding Career Interruptus: How to Manage One’s Academic Career in the Face of a Stressful Life-Changing Event,” Special Session, Society for Marketing Advances 2008 Conference.

Lacey, Russell W., **Kennett-Hensel, Pamela A.** and Christine Morgan (2008), “Assessing the Impact of an NBA Franchise’s CSR Initiatives on Consumer Behavior,” in the 2008 Summer Marketing Educators’ Conference Proceedings, Special Session (Consumer Behavior and Sports Marketing SIGs).

Kennett, Pamela A. and Julie Z. Sneath (2007), “The Challenges of Multiple Markets in Healthcare Services Marketing: The Case of Public Access Defibrillation Programs,” QUIS 10 – 10th International Research Symposium on Service Excellence Proceedings, 200-202.

Sneath, Julie Z., Pressley, Milton P. and **Pamela A. Kennett** (2005). “Traditional and Technology-Based Supplemental Materials: The Marketing Academic’s Perspective,” in the

Society for Marketing Advances 2005 Conference Proceedings, 94-95.

Kennett, Pamela A. and Jeff W. Totten (2004). "Service Guarantees in the Healthcare Industry: Current Use and Proposed Relationships," in the Society for Marketing Advances 2004 Proceedings, 318-319.

Sneath, Julie Z. and **Pamela A. Kennett** (2004). "Case Study: Marketing a Public Access Defibrillation Program," in the Society for Marketing Advances 2004 Proceedings, 101-103.

Sneath, Julie Z. and **Pamela A. Kennett** (2004). "Technology-Driven versus Need-Driven New Product Development: Implications for Public Access Defibrillation Programs," in the Midwest Business Administration Association (MBAA) Proceedings. *Awarded Best Healthcare Marketing Paper*, published on CD-rom.

Sneath, Julie Z. and **Pamela A. Kennett** (2004). "Marketing Collegiate Athletic Programs: Do College Athletics Have Multiple Target Markets?" Proceedings of the Sport Marketing Association Conference.

Neeley, Concha R. and **Pamela A. Kennett** (2003), "Overcoming Consumer Ethnocentrism through Cultural Openness: The Role of Travel Experience," Proceedings of the Ninth Cross Cultural Research Conference, published on CD-rom.

Sneath, Julie Z., **Kennett, Pamela A.**, and Susan F. Sieloff (2003). "Recent Developments in Title IX Legislation: Implications for the Marketing of Collegiate Athletic Programs," in the Society for Marketing Advances 2003 Conference Proceedings, 206-207.

Kennett, Pamela A. (2003) "Integrating the International Experience Into the Marketing Curriculum," Special Session, Society for Marketing Advances 2003 Conference, 166.

Kennett, Pamela A. (2003) "Mardi Gras: Marketing, Money & Mayhem," Special Session, Society for Marketing Advances 2003 Conference, 262.

Sneath, Julie Z. and **Pamela A. Kennett** (2002), "The Impact of Explanatory Style on Event-Induced Stress: Buying-Related Manifestations of Coping Behavior," in the Society for Marketing Advances 2002 Proceedings, 198-201.

Kennett, Pamela A., Crow, Stephen M., Hartman, Sandra J., and Steve W. Henson (2002), "Key Tasks in Healthcare Marketing: Assessing Importance and Current Level of Knowledge," in the Society for Marketing Advances 2002 Proceedings, 202-203.

Kennett, Pamela A., Sneath, Julie Z., and Anita Balogh (2002), "Battle of the Sexes: Marketing, Title IX and Gender," in the 6th ACR Conference on Gender, Marketing and Consumer Behavior Proceedings, 123-134.

Kennett, Pamela A. and Julie Z. Sneath (2002), "Perceptions of Title IX: The Role of Marketing," American Marketing Association Consortium on Sports Marketing.

Megehee, Carol M. and **Pamela A. Kennett** (2001), "Self- vs. Full-Service: The Impact of Risk Perception on Service Choice," in the Society for Marketing Advances 2001 Conference Proceedings, 256-259.

Henson, Steve W., Kennedy, Karen and **Pamela A. Kennett** (2001), "Web-based Cases in Strategic Marketing," in the AMA 2001 Summer Marketing Educators' Conference Proceedings, 148-149.

Sneath, Julie Z. and **Pamela A. Kennett** (2001). "The Impact of Explanatory Style on Event-Induced Stress and Buying-Related Manifestations of Coping Behavior," poster presentation at the 2001 ACR Conference Proceedings, 251-253.

Grant, James, **Kennett, Pamela A.**, Erdmann, Joel W., and Kathryn Dobie (2000), "Collegiate Athletic Issues: The Student Perception," in the 2000 Atlantic Marketing Association Proceedings, Outstanding Paper in Sport & Event Marketing Track, 435-440.

Kennett, Pamela A., Sneath, Julie Z. and Joel W. Erdmann (2000). "Market-Driven Components Impacting Athletic Spectator Satisfaction and Intent to Return," in the North American Society for Sport Management Proceedings.

Menon, Mohan K. and **Pamela A. Kennett** (1999), "Consumer Ethnocentrism: An Exploratory Study of Influencing Factors," in the 1999 Atlantic Marketing Association Proceedings, 336-341.

Erdmann, Joel W., **Kennett, Pamela A.**, and Julie Z. Sneath (1999), "The Sponsorship Audit: A Collegiate Athletics Case Study," in the 1999 Atlantic Marketing Association Proceedings, 256-261.

Kennett, Pamela A., Sneath, Julie Z., and Mohan K. Menon (1999), "Service Guarantees as Marketplace Signals in the Consumer Choice Process," in the 28th EMAC Conference Proceedings, published on CD-rom, 23 pages.

Erdmann, Joel W., **Kennett, Pamela A.**, and Julie Z. Sneath (1999), "The Effect of Event Attendance Motivation on the Conspicuous Consumption of Sport-Related Apparel: The Professional Versus the Collegiate Fan," in the Proceedings of the 1999 NASSM Conference, 32.

Erdmann, Joel W., **Kennett, Pamela A.**, and Julie Z. Sneath (1999), "Athletic Corporate Sponsorships: An Examination of Corporate Expectations and the Influence of Perceived Outcomes on the Decision to Renew or Relinquish Sponsorships," in the Proceedings of the 1999 AAHPERD National Convention and in Research Quarterly for Exercise and Sport, V 70 (1), A-121.

Sneath, Julie Z. and **Pamela A. Kennett** (1998), "The Impact of Stress and Gender on Impulsive and Compulsive Buying Behaviors: A Life Event Perspective," Gender, Marketing, and Consumer Behavior, Fourth Conference Proceedings, 81-98.

Erdmann, Joel W., **Kennett, Pamela A.**, Sneath, Julie Z., and James Grant (1997), "Event Attendance Motivation: Its Effect on Conspicuous Consumption of Sport-Related Apparel," in the Thirteenth Annual Atlantic Marketing Association Conference Proceedings, 374-380.

Goodnight, J.E. and **Pamela A. Kennett** (1997), "Customer Switching Behavior in the Clinical Investigator Site Industry," in the Thirteenth Annual Atlantic Marketing Association Conference Proceedings, 107-114.

Sneath, Julie Z. and **Pamela A. Kennett** (1997). "Power-Dependency in Channels of Distribution: The Battle of Equities," in the International Conference on Recent Advances in Retailing and Services Science Proceedings, 79.

Erdmann, Joel W., **Kennett, Pamela A.**, and Julie Z. Sneath (1996), "A Study of NCAA Division I-A Athletic Booster Organizations: The Role of the University in Successful Fundraising Efforts," in the Academy of Business Administration 1996 Global Trends Conference Proceedings, 368-376.

Erdmann, Joel W. and **Pamela A. Kennett** (1996), "An Examination of Organizational Structure and Fundraising Performance of NCAA Division I-A University Athletic Booster Organizations," in the Twelfth Annual Atlantic Marketing Association Conference Proceedings, 134-140.

Kennett, Pamela A. and Julie Z. Sneath (1994), "Existing Measures of Brand Equity: Are They Appropriate for the Service Sector?" in the Seventh Bi-Annual World Marketing Congress Proceedings, 13-151-157.

Kennett, Pamela A. and Julie Z. Sneath (1994), "Brand Equity in the Service Sector: An Empirical Investigation," in the Southern Marketing Association 1994 Conference Proceedings, *Awarded Best Student Paper*, 496-499.

TEACHING

Courses Taught

Executive MBA Courses

MKT 6503 & 6595 (Strategic Marketing Management) for instruction in New Orleans and Kingston, Jamaica

MBA Courses

MKT 6503 (Strategic Marketing Management)

MKT 5535/6535 (Advanced Services Marketing Management)

MKT 5546 (International Marketing Management)

MKT 6555 (Marketing Research Methods)

Undergraduate Courses

MKT 2501/3501 (Principles of Marketing)
MKT 3505 (Consumer Behavior)
MKT 3590 (Special Topics – Sport & Event Marketing)
MKT 3510 (Intro to Marketing Research)
MKT 3530 (Sales Management)
MKT 4535 (Services Marketing)
MKT 4580 (Marketing Management)

GRANTS AND CONTRACTS

2011-12 Board of Regents Support Fund Grant, “Using Technology Based Active Learning to Enhance Student Success,” awarded \$50,000.

ACADEMIC AWARDS

Honored as Fellow of the Marketing Management Association, 2019.

Interpretive Simulations 2015 Journal for the Advancement of Marketing Education Reviewer of the Year Award.

2012 Best Paper in the *Journal of Consumer Marketing*.

Best Paper in Public Policy Track, 2012 Society for Marketing Advances Conference.

2011 Marketing Professor of the Year, awarded by CBEC

2010 Marketing Professor of the Year, awarded by CBEC.

Sabbatical awarded for Spring 2009 to investigate the long-term impact of Hurricane Katrina on consumer behavior.

Best Paper in Case Writing and Research Track, 2008 Society for Marketing Advances Conference.

Honorable Mention, Best Competitive Paper, 2008 Society for Consumer Psychology Conference.

Best Paper in Healthcare Marketing Track at the 2004 Midwest Business Administration Association Conference.

Outstanding Paper in Sport & Event Marketing Track at the 2000 Atlantic Marketing Association Conference.

Best Student Paper at the 1994 Southern Marketing Association Conference.

AMA Doctoral Consortium Fellow (Summer, 1994).

Marketing Department Nominee for College of Business Administration Teaching Award (Georgia State University, 1994-1995).

SERVICE

Service to Academic Marketing Community

Editorial Review Board, Marketing Education Review.

Editorial Review Board, Journal for the Advancement of Marketing Education.

Program Committee, Marketing Management Association 2020 Fall Educators' Conference.

Program Committee, Marketing Management Association 2018 Fall Educators' Conference.

Doctoral Consortium Faculty Participant, Society for Marketing Advances, Fall 2017.

Immediate Past President, Marketing Management Association, Spring 2017 – present.

Track Chair, Services, Sales & Retailing, Marketing Management Association Spring Conference (2017).

President, Marketing Management Association, Spring 2016 – Spring 2017.

President-Elect, Marketing Management Association, Spring 2015 – Spring 2016.

Vice-President of Marketing, Marketing Management Association, Spring 2014 – Spring 2015.

Program Committee, Marketing Management Association 2013 Fall Educators' Conference.

Board Member, Marketing Management Association, Spring 2010 – 2014. Spring 2018 - present.

Co-Editor, 'Cases for Classroom Section', Marketing Education Review, 2010 – 2014.

Vice-President for Member Services, Society for Marketing Advances, November 2008 – November 2010.

Member of the Business Editorial Board, MERLOT - the Multimedia Education Resource for Learning and Online Teaching, www.merlot.org, 2006 – present.

Track Chair, Case Studies Track, Society for Marketing Advances Conference (2011, 2012).

Track Chair, Technology & Marketing, Marketing Management Association Conference (2010).

Track Chair, Sport & Event Marketing Track, Marketing Management Association Conference (2009).

Reviewer, MERLOT - the Multimedia Education Resource for Learning and Online Teaching, (2004 – present).

Session Chair, Discussant and/or Reviewer, Society for Marketing Advances Conferences (2001-present).

Reviewer and Discussant, Marketing Management Association Conference (2003-present).

Track Chair, Sport, Entertainment and Event Marketing, Society for Marketing Advances Conference (2005).

Reviewer for the Academy of Marketing Science (2003-2004, 2007).

Reviewer, 6th ACR Conference on Gender, Marketing and Consumer Behavior (2002).

Reviewer, American Marketing Association Educators' Conference (1999).

Discussant, Atlantic Marketing Association Conference (1996).

Session Chair, World Marketing Congress (1995).

Reviewer, Academy of Business Administration (1996).

Service On-Campus

Chair, Search Committee, Director of the School of Hotel, Restaurant & Tourism, Summer 2019 – Spring 2020.

Management & Marketing Week Coordinator, Fall 2014 – present.

Chair, Associate Provost Search Committee, Fall 2015 – Spring 2016.

Member, Recruitment and Retention Committee, University of New Orleans, Spring 2015-Spring 2017.

Thesis Committee Member, Masters in Arts Administration Program, 2014.

Member, Search Committee, Director of Honors College, 2012.

Member of the Faculty and Academic Administration Budget Committee, University of New Orleans, 2012–2013.

Faculty Advisor, UNO Student Chapter, American Marketing Association, 2011-2013.

Member of Strategic Planning Committee, College of Business Administration, University of New Orleans, 2010-present.

Member of Academic Honors Committee, College of Business Administration, University of New Orleans, 2008-present.

Member of the Committee for Mission Effectiveness and Accreditation, College of Business Administration, University of New Orleans, 2004-present.

- Attended AACSB Assessment Seminar, May 15-16, 2008 in Denver, Colorado
- Attended AACSB Maintenance of Accreditation Seminar, June 6, 2008 in Tampa, Florida

Member of Task Force on Student Persistence & Pride, University of New Orleans, 2007-2010.

- Designed online surveys for Office of Admissions.
- Assisted in the marketing and promotion of the 'Ask Lafitte' initiative.

Member of the SPRI Subcommittee on Student-Faculty Engagement, University of New Orleans, 2007-2010.

Member of UNO Marketing Committee, University of New Orleans, 2007-2009.

Designed survey instrument for evaluation of the Vice-Chancellors at the request of the Chancellor, University of New Orleans, 2008.

Member of the Graduate Programs Committee, College of Business, University of New Orleans, 2002-2008.

Member of the Department Recruiting Team at the 2002 and 2007 American Marketing Association, Marketing Educators' Conference.

Member of the ad-hoc Committee for International Ph.D. Program Development, College of Business, University of New Orleans, 2006.

Member of the Search Committee for the Director of Marketing, University of New Orleans, 2005 & 2006.

Member of the Dean's Search Committee, College of Business, University of New Orleans, 2004.

Member of the Writing Intensive Curriculum Committee, University of New Orleans, 2001-present.

Member of the College of Business Technology Committee, University of New Orleans, 2001-2002.

Member of the Scholarship and Awards Committee, University of New Orleans, 2000-2001.

Member of the University Senate, University of South Alabama, 1999 - 2000.

Member of the Intercollegiate Athletics Task Force Subcommittee on Campus, Community, and Alumni Support, University of South Alabama, 1999.

Chair of Departmental Search Committee, Department of Marketing and Transportation, College of Business and Management Studies, University of South Alabama, 1998-1999.

Member of University Library Committee, University of South Alabama, 1997-2000.

Member of Task Force to Review the College's Committee Structure, College of Business and Management Studies, University of South Alabama, 1998-2000.

Member of Strategic Planning Committee, College of Business and Management Studies, University of South Alabama, 1997-2000.

Member of Recruitment Committee, Department of Marketing and Transportation, College of Business and Management Studies, University of South Alabama, 1997 - 2000.

Member of Research Committee, College of Business and Management Studies, University of South Alabama, 1996 - 2000.

Internship Coordinator, Department of Marketing and Transportation, College of Business and Management Studies, University of South Alabama, 1996 -2000.

Member of University Writing Committee, University of South Alabama, 1996-1997.

Member of Scholarship Committee, College of Business and Management Studies, University of South Alabama, 1995-1996.

Off-Campus and Community Service

Supervisor of market research projects conducted for the following organizations: Tales of the Cocktail, Earl K. Long Library, Westwego Swamp Festival, Tennessee Williams Festival, Beacon of Hope, University of New Orleans Marketing Department, Go 4th on the River, New Orleans Hornets, New Orleans Musicians Clinic, The Jackson Brewery, UNO Athletic Department, and Parish National Bank.

Supervisor of service audits conducted for the following organizations: Ask Lafitte, UNO Student Health Services, N.O. Original Daiquiris, Aquarium of the Americas, CC's Coffeehouse, Cannon's Restaurant, Ritz Carlton Day Spa, Elmwood Fitness Center, LPO, Boudreaux's

Jewelers, Café Roma, Audubon Zoo, N.O. Museum of Art, and the D-Day Museum.

Assisted undergraduate students in MKT 4580 with the writing of post-Katrina marketing plans for numerous small businesses in the New Orleans area.

Invited judge, Society for Marketing Professional Services – Southeast Louisiana Chapter, SeLabration Awards Gala.

Invited speaker at the Mississippi Recreation & Park Association Annual Meeting

Conducted membership surveys for NOMCVB through the Division of Business and Economic Research.

Conducted research for the New Orleans Hornets, Mobile Mysticks Minor League Hockey Team, and the Mobile BayBears Minor League Baseball Team.

Bayfest Music Festival, Media Team (1997-2000).

PROFESSIONAL SOCIETY MEMBERSHIPS

American Marketing Association
Marketing Management Association
Society for Marketing Advances
Public Relations Association of Louisiana – New Orleans Chapter

BUSINESS EXPERIENCE

The Jackson Brewery, Marketing Assistant (1990-1991)

Canadian-American Center, Researcher, University of Maine (1990)

Pro bono research and/or advisory roles for organizations including:

Krewe of Muses, Conduct Post-Parade Survey (2015 – present)
St. Joseph's Abbey, Covington, LA, Marketing & Communication Advisory Board (2013- 2015)
Acting Public Relations Director, University of New Orleans (Fall 2005)
New Orleans Hornets (2004-2005, 2007-2010)
New Orleans Musicians Clinic (2001)
New Orleans Metropolitan Convention and Visitors Bureau (2001-2002)
Mobile Mysticks Minor League Hockey Team (1998-2000)
Mobile BayBears Minor League Baseball Team (1997-1998)
Bayfest Music Festival, Media Team (1997-2000)