

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

PERSONNEL COMMITTEE

August 26, 2021

Item K.1. **Grambling State University's** request for approval to appoint Ms. Karen Wright as Interim Vice President for Advancement effective August 1, 2021.

EXECUTIVE SUMMARY

The University requests approval to appoint Ms. Karen Wright as Interim Vice President for Advancement effective August 1, 2021 at an annual salary of \$150,000. 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 Grambling State University's request for approval to appoint Ms. Karen Wright as Interim Vice President for Advancement effective August 1, 2021.



K.1.

August 5, 2021

**MEMORANDUM TO THE BOARD OF SUPERVISORS OF THE
UNIVERSITY OF LOUISIANA SYSTEM**

**SUBJECT: REQUEST FOR APPROVAL TO APPOINT MS. KAREN WRIGHT AS
INTERIM VICE PRESIDENT FOR ADVANCEMENT EFFECTIVE AUGUST 1, 2021**

Grambling State University respectfully requests approval to appoint Ms. Karen Wright as Interim Vice President for Advancement, effective August 1, 2021- December 31, 2021, at an annual salary of \$150,000.00.

Your favorable consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in blue ink, appearing to read "RJ Gallot", is written over the printed name.

Richard J. Gallot, Jr., JD
President

Karen Wright

20 Ironwood Drive
Danbury, Connecticut 06811

Phone: 914-299-1333
Email: karen.wright2020@gmail.com



EXECUTIVE PROFILE:

Entrepreneur / Philanthropy & Fundraising Executive / Social Impact Strategist / Board Member / Luxury Gifting Specialist

Award winning business leader with demonstrated track record of leading high-performing teams, maintaining fiscal stability and building strategic relationships.

SKILL HIGHLIGHTS:

Strategic Fundraiser
Problem Solving
Critical Thinking
Time Management
Stakeholder Partnerships
Financial Oversight
Project Management
Board Development
External Affairs
Public Speaking
Event Coordination
Staff / Volunteer Supervision
Marketing/Communications

PROFESSIONAL MEMBER:

Association of Fundraising Professionals (AFP),

African American Development Officers Network (AADO)

Women in Development (WID),

Council for the Advancement and Support of Education (CASE)

EDUCATION & AWARDS:

New York University, MSW, candidate, '12

Fisk University, BA, Psychology '75

Center for Creative Leadership
American Express Leadership Academy 2018

2015 Woman of Power Awardee

CFRE certification (in progress)

WORK EXPERIENCE:

President & CEO

Wright Group Limited / BLK BOX GIFTS

September 2019 -

- Created vision, business plan and branding for the strategic direction of company.
- Secured partnerships with individuals and corporations realizing 450% growth in YR1
- Curate all elements and oversee the design and fulfillment process.
- Planned and implemented two events hosting over 600 guests.

Vice President of Institutional Advancement

St Thomas Aquinas College

January 2017 - September 2019

- President's cabinet member and advisor on policy and management matters.
- Set the vision, strategic direction and oversight of division budget and team of 6.
- Raised more than \$5.6 million dollars in support of comprehensive initiatives.
- Migrated CRM, improved gift solicitation processing, office protocols and stewardship.
- Reviewed and oversaw external relations and communication materials including implementation of alumni publication and website re-design.
- Drove community outreach initiatives and served as liaison to the community.

Director of Development

New York University

August 2011 -September 2016

- Managerial oversight to a team of 7 in a \$1 billion dollar campaign environment.
- Raised over \$32 million from individuals, corporations, foundations and special events.
- Assisted in building research funding from \$1.4 million to exceeding \$17.7 million
- Increased Dean's Advisory Council participation realizing 1047% growth in gifts.
- Managed public relations, communications, and marketing strategies across traditional mediums and social media.
- Served on the Deans Advisory Council, CDO Metrics Committee and the NYU MLK Planning Committee.

Interim Director of Development

Western Connecticut State University

February 2008 - February 2011

- Provided leadership in the foundation's \$9.2 million scholarship funding process.
- Developed parent and student giving programs.
- Cultivated and secured corporate support of more than \$140,000 for the School of Arts and Sciences Building a Bridge to Student Success program, \$150,000 for the Ansell School of Business Financial Literacy Institute and multi-year scholarships.
- Served on the President's Advisory Council.
- Developed the strategy to advance board of trustee fund raising, development and recruitment.
- In partnership with the President and Vice President, added new trustees and increased President's Club participation by 120%

TECHNICAL SKILLS:

Databases:
Sungard Advance
Banner
Raisers Edge

Microsoft Office Suite

COMMUNITY SERVICE:

Fairfield County Chapter, of The
Links, Incorporated,

Danbury Chamber of Commerce,
Women's Council

Delta Sigma Theta Sorority.

Girl Scouts of Connecticut Board
of Directors,

Rollins College PC Executive
Committee,

RCS Gala and Diversity Board,

Katonah Museum of Art
Learning Center

Norwalk Community College Le
Bal d'Ecole, Auction chair,

Jack and Jill of America,

National Underground Railroad
Freedom Center Advisory Board,

Bedford Riding Lanes
Association,

Global Center for Ethics and
Social Responsibility Committee,

Rockland Community
Foundation Board Member.

WORK EXPERIENCE cont.:***Director of Development and Communications
Vice President of Youth Development*****Urban League of Southern Connecticut, Inc.****March 2006 - January 2008**

- Designed all branding materials and issuance of all press releases
- Oversaw CRM, volunteers, community relationships (United Way, Community Foundations, School Boards, etc.)
- Managed the annual Renaissance Ball netting more than \$227,000
- Directed Education Summit, "At Risk in America: African-American Male Achievement," hosting more than 400 attendees and raising \$125,000.
- Secured \$210,000 to facilitate Youth Development program and the regional launch of National Urban League Incentives to Excel and Succeed initiative.
- Supervised program instructors, interns and produced analytics and outcome reports.
- Produced the Diversity Independent School Fair hosting independent school Admissions Directors and Heads of Schools in collaboration with the National Association of Independent Schools and REACH Prep.

Founder**Fancy Baskets, Inc****July 1991- January 2006**

- Owned niche gift basket company in Bedford, NY focused on protocol-gifting .
- Celebrity, corporate, individual and small business clientele.
- Secured contract for GRAMMY, Country Music, BET and VHI Award winners.
- Developed, designed and maintained an e-commerce website.
- Appearances on television, and features in Home Monthly and Westchester Magazine

Senior Account Executive**Tribune, RKO, Metromedia & Gulf Broadcasting September 1980 -November 1990**

- Evaluated market conditions, analyzed industry statistics and negotiated rates/ rankings with agency buyers in Texas, Chicago and New York markets for radio advertising budgets.
- Oversaw events and promotions featuring on-air personalities and organized sponsorship programs.

INTERESTS:

Travel - 5 Continents
Golf
Art
Horseback Riding

REFERENCES PROVIDED UPON REQUEST

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

PERSONNEL COMMITTEE

August 26, 2021

Item K.2. **Louisiana Tech University's** request for approval to appoint Dr. Richard A. Crawford as Vice President of Student Advancement effective July 1, 2021.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Richard A. Crawford as Vice President of Student effective July 1, 2021, 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 Louisiana Tech University's request for approval to appoint Dr. Richard A. Crawford as Vice President of Student Advancement effective July 1, 2021.*



K.2.

LOUISIANA TECH
UNIVERSITY

OFFICE OF THE PRESIDENT

August 2, 2021

LADIES AND GENTLEMEN OF THE BOARD OF SUPERVISORS FOR THE UNIVERSITY OF LOUISIANA SYSTEM:

I am requesting that the promotion of Dr. Richard A. Crawford to Vice President of Student Advancement be accepted with the effective date of July 1, 2021. Attached you will find Dr. Crawford's resume.

Sincerely,


Leslie K. Guice
President

cmf
attachment

RICHARD “DICKIE” CRAWFORD

HOME

224 Easthaven Drive
Ruston, Louisiana 71270
318.278.2446

WORK

P. O. Box 3164
Ruston, Louisiana 71272
318.257.2445

EDUCATION

Doctor of Education (Ed.D.), Educational Leadership – Higher Education Administration

Louisiana Tech University, 2017
Ruston, LA

Master of Professional Accountancy

Louisiana Tech University, 1991
Ruston, LA

Bachelor of Science

Accounting
Louisiana Tech University, 1989
Ruston, LA

PROFESSIONAL EXPERIENCE LOUISIANA TECH UNIVERSITY RUSTON, LA

Associate Vice President for Student Advancement

September 2019 to present

Manage the successful operation of the Division consisting of \$40,000,000 in gross revenue and oversight of 150 full-time employees. Manage 25 administrative units: Student Affairs, Student Life, Auxiliary Services, Student Development, Residential Life, University Health Center, Counseling Services, Career Services, Testing & Disability Services, Recreation and Intramurals, Student Conduct, Student Center, Student Activities, University Police, International Student & Scholar Services, Multicultural Affairs, Diversity/Equity/Inclusion, Bookstore, Food Services, Facilities and Building Services, Bulldog Achievement Resource Center, First Year Experience Programs, Orientation, Financial Aid, Undergraduate Admissions. Reporting to the President.

Assistant Vice President for Student Advancement

July 2017 to September 2019

Managed the successful operation of the Division consisting of \$40,000,000 in gross revenue. Managed 25 administrative units: Student Affairs, Student Life, Auxiliary Services, Student Development, Residential Life, University Health Center, Counseling Services, Career Services, Testing & Disability Services, Recreation and Intramurals, Student Conduct, Student Center, Student Activities, University Police, International Student & Scholar Services, Multicultural Affairs, Diversity/Equity/Inclusion, Bookstore, Food Services, Facilities and Building Services, Bulldog Achievement Resource Center, First Year Experience Programs, Orientation, Financial Aid, Undergraduate Admissions. Reported to the Executive Vice President.

Dean of Student Life and Auxiliary Services

July 2000 to July 2017

Supervised the budget and financial operations of the Student Affairs Division consisting of \$30,000,000 in annual gross revenue. Supervised 12 administrative units: Student Life, Auxiliary Services, Residential Life, Recreation and Intramurals (2006-2008), Judicial Affairs, Student Center, University Police, Multicultural Affairs, Information Systems, Bookstore, Food Services, and Facilities and Building Services.

Director of Housing and Auxiliary Services

July 1996 to June 2000

Supervised the budget and financial operations of the Student Affairs Division consisting of \$25,000,000 in annual gross revenue. Managed the successful operation of 12 residence halls and 42 married student apartments, which served approximately 3,500 students. Supervised and coordinated services and activities associated with the regular maintenance of the residence halls and provided leadership and guidance for a staff of 100 individuals comprised of administrative, clerical, custodial, and student personnel.

Coordinator of Auxiliary Services

May 1994 to June 1996

Supervised the budget and financial operations of the Student Affairs Division consisting of \$24,000,000 in gross revenue.

Commercial Credit Analyst, Premier Bank, Shreveport, LA

August 1993 to May 1994

Auditor, KPMG Peat Marwick, Shreveport, LA

July 1991 to August 1993

PROFESSIONAL INVOLVEMENT

LA Association of College and University Student Personnel Administrators, 1994 to present

Secretary-Treasurer, 2001-2003

Association of Judicial Affairs Officers, 2000-present

Association of Student Conduct Administrators, 2006-present

National Association of College Stores, 1994-present

National Association of College and University Food Services, 1994-2000

National Association of College Auxiliary Services, 1994-present

Southern Association of College Auxiliary Services, 1994-present

National Association of College and University Business Officers, 2000-present

PROJECTS

Outsourced food services, 1999 and 2009

Outsourced bookstore services, 2010

Since 2002 to present, administered the budgets for the following construction projects, totaling approximately \$170 million:

Acquisition of land: identified, negotiated and purchased land associated with University housing construction projects and parking expansion at a market value of \$4,000,000.

Tolliver Hall: Proposed and administered design and construction. \$5,000,000.

CEnIT: Proposed and administered design and construction for the Center for Entrepreneurship and Information Technology center in the University's Student Center. \$100,000.

Track: Provided design and construction for an eight-lane competitive running track and field event venue. \$1,100,000.

Parking lots: Identified location and provided administrative oversight of design and construction for University parking expansion. \$12,000,000.

University Apartments: Provided design guidance and administrative oversight for the construction of approximately 2,000 new apartment-style beds. \$120,000,000.

Tennis Court: Provided design guidance and administrative construction oversight for the creation of the University's new competitive tennis venue. \$800,000.

Bowling Alley: Provided design guidance and administrative construction oversight for the creation of the University's new competitive bowling venue. \$500,000.

Student Center Renovation: Provided design guidance, administrative support, and construction oversight for the refurbishing of the University's student Center, cafeteria, and food court. \$2,100,000.

Bookstore Renovation: Provided administrative support and guidance for the completion of the Barnes and Nobles bookstore renovation project. \$300,000.

Sports Center and Wellness Center Addition: Provided design guidance, administrative support, and construction oversight for the completion of a \$12,000,000 addition to the Lambright Sports complex. The addition consists of 30,000 Square feet of new space including 2 swimming pools, atrium, rock wall, wellness center, and workout space. \$12,000,000.

Bridge and Pedestrian Walkway: Proposed and provided design assistance and construction oversight for the pedestrian bridge and walkway connecting the new University apartments and parking facilities to the main campus. \$650,000.

RESEARCH

A Dissertation Presented in Partial Fulfillment of the Requirements for the Degree Doctor of Education:
 WHAT IS THE ASSOCIATION BETWEEN THE FINANCIAL POSITION OF PUBLIC
 INSTITUTIONS TO TUITION DISCOUNT RATES?

PRESENTATIONS

Sexual Assault, Sexual Harassment, and Hazing Training for all athletic staff, 2017 to present
 In-service Training for Division of Student Affairs 1994 to present:

- Celebrating the Culture of Student Affairs
- Making the Elephant Dance
- Good to the Core: Building Value with Values
- Putting the Student First
- The Spirit (tenets) of Tech
- Success=Programs+People+Environment
- SwitchPoint
- SwitchPoint Revisited
- Who Moved My Cheese
- Personality Profiles
- Kind, Caring, Committed

The R.A. Training Workshop
Co-curricular Activities Program
Counseling 401 Class, Guest Lecturer, 1996-present
Louisiana Tech Recruitment and Retention Council, 2012-present
Louisiana Tech Parent Orientation, 1994-present
Louisiana Tech University Faculty Senate
 Presentation: "Honor Code," 2005
 Presentation: "Threat Assessment Team," 2009
Louisiana Tech University Freshmen Convocation, 2018 to present
Keynote Speaker:
 Ruston Kiwanis Club, 2003 and 2007
 Ruston Sunrise Kiwanis Club, 2003, 2007, and 2019
 Ruston Rotary Club, 2002 and 2007
 Louisiana Tech Professional Aviation Honors Banquet, 2013
Louisiana Tech Alumni Road Shows, Winnsboro/Minden/Rayville, 2004
State Civil Service Commission, 1999 and 2010
State Bond Commission, presentation, 2003 and 2007
University of Louisiana System Board of Supervisors, 2003 and 2007
Louisiana Board of Regents, 2003 and 2007
Louisiana Local Government Environmental Facilities and Community Development Authority, 2003 and 2007

PROFESSIONAL & COMMUNITY RELATED EXPERIENCE

Ruston 21 Advisory Committee, 2008-present
Temple Baptist Church College Department Ministry Team, 1995-2006
Temple Baptist Church Deacon, 1998-2006
Temple Baptist Church Personnel Committee, 2004-2006
Christ Community Church Elder, 2009-2011
Christ Community Church Small Group Leader, 2006-2010
Christ Community Church Small Group Coach, 2010-2011
The Bridge Community Church Elder, 2012-present
Ruston Sunrise Kiwanis, Member, 1994-1996

COMMITTEE ASSIGNMENTS

Administrative and Planning Council, 2013-present
Administrative Review Board, Chairman, 2019-present
Strategic Planning Administrative Steering Committee, 2019-present
Space Utilization Committee, 2019-present
COES Integrity Committee, 2004-2005
Equipment Donations Committee, 2019-present
Food Service Committee, 1999 and 2000
Bookstore Committee, 2010
Innovative Student Facilities, Treasurer, 2002-2012
Innovative Student Facilities, Board, 2002-present
Louisiana Tech First Year Experience Committee, 2013-present
Louisiana Tech Institutional Effectiveness Committee, 2013-present

Louisiana Tech SACSCOC Compliance Certification Committee, 2014
NCAA Steering Committee, 2004-2005
Noel Levitz Committee, 2002-2004
Parking and Traffic Committee, Appeals Chair, 2000-2019
Voided Parking Ticket Audit Committee, 2000-present
Review Board (On-campus Exemption), Chair, 2000-2019
Student Self-Assessed Fees Oversight Committee, Chair, 1998-present
Tolliver Construction Oversight Committee, 2000-2003
University Park Apartments Construction Oversight Committee, 2003-2005
Park Place Apartments Construction Oversight Committee, 2007-2009
Legacy Park Apartments Construction Oversight Committee, 2016-2018
Suite Housing Construction Oversight Committee, 2017-2018
Recreation Construction Project Oversight Committee, 2007-present
University Apartment Lease Appeals Committee, Chair, 2004-2019
Threat Assessment Team Committee, Chair, 2007-present
Emergency Response Team Committee, 2005-present
University Classroom Behavior Committee, 2011-present
Behavioral Standards Committee, Member, 1994-1999, Oversight Chair, 2000-2019
Student Organization Committee, Member, 1994-1999, Oversight Chair, 2000-2019
Louisiana Tech University Grievance Committee, 1995-1998

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

PERSONNEL COMMITTEE

August 26, 2021

- Item K.3.** **McNeese State University's** request for approval to appoint Dr. Frederick "Chip" LeMieux as Interim Provost and Vice President for Academic Affairs and Enrollment Management effective August 1, 2021.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Frederick "Chip" LeMieux as Interim Provost and Vice President for Academic Affairs and Enrollment effective August 1, 2021, at an annual salary of \$170,758. 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. Frederick "Chip" LeMieux as Interim Provost and Vice President for Academic Affairs and Enrollment effective August 1, 2021.



K.3.

August 5, 2021

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. Frederick (Chip) LeMieux as Interim Provost and Vice President for Academic Affairs and Enrollment Management.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the August 26, 2021 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel
President

Attachments

Frederick 'Chip' LeMieux

Summary of Qualifications

Facilitate student and faculty success.

Engage students and community.

Teach undergraduate and graduate courses in the area of animal science.

Ability to obtain internal and external funding.

Conduct and analyze non-ruminant nutrition research.

Proficient in the areas of herd health, feed processing, reproductive physiology, artificial insemination, and equipment maintenance.

Member of college livestock and meats judging teams with subsequent service as an official for parish, county, district and state shows and a livestock judge for parish, county, district and state shows.

Conduct seminars, clinics, and field days for 4-H judging teams, livestock extension agents, and state pork producers.

Excellent oral and written communication skills with effective interpersonal and organizational abilities.

Professional History

McNeese State University

Lake Charles, LA

August 2019 – Present

Dean, College of Agricultural Sciences

Academic and financial responsibilities for The College of Agricultural Sciences, one of six colleges that comprise the university. The College offers BS degrees in agricultural sciences, natural resource conservation management, and MS degrees in environmental and chemical sciences and nutrition and dietetics. The nutrition and dietetic programs (undergraduate and graduate) are accredited by ACEND.

May 2018 – July 2019

Interim Dean – College of Science and Agriculture

Responsible for all administrative duties of the four departments (Agriculture, Biology, Chemistry and Mathematics) within the college. Annual enrollment of over 1200 students in both undergraduate and graduate programs. Oversight of faculty, staff, and researchers housed in the college. Fiduciary responsibility for physical infrastructure including three academic buildings, multiple laboratories, and farming operations.

July 2016 – July 2018

Associate Dean - College of Science and Agriculture

Responsibilities include: student recruitment, retention, and completion. Promotion and development for the college and academic departments. Development of strategic plans, and assessment.

August 2002 – July 2016

Department Head / Director/ Professor – School of Agricultural Sciences

Administrative duties include: maintenance of departmental budgets, supervision of 15 full time faculty and 10 supporting staff. Coordinate BS degree programs in Agricultural Sciences and Natural Resource Conservation Management and MS degree in Environmental and Chemical Sciences. Current departmental enrollment of over 400 students. Oversee teaching and outreach programs and research at three university farms, campus store, and meat processing facility. Supervise college rodeo team.

Teaching duties include: Basic Animal Science and Agriculture courses, Swine Production, Nutrition, and Livestock Judging and Evaluation.

Research and Outreach: Direct graduate students in thesis and non-thesis research. Coordinate field days, seminars, camps, and classes for youth and adults. Work with producer groups and industry on directed research.

Community: Work with city, region and state groups to engage students, faculty and community in agricultural and natural resource efforts.

Development: Active in acquiring funding for scholarships, professorships, research, and infrastructure. Direct involvement with alumni, industry, and community leaders.

July 1992– July 2002

Louisiana Agricultural Experiment Station

Baton Rouge, LA

Research Associate

Responsibilities include supervision of all daily farm procedures for 150 sow research farm, maintenance of annual budget, 3 full-time and 5 part-time student workers. Coordinate research, extension and outreach efforts for academics, students, and industry producers.

Research

- Design nutrition studies (nursery, growing, finishing, gestation)
- Collect data
- Analyze data
- Coordinate with scientists, graduate students and industry personnel

Breeding

- Boar collection
- Artificial insemination
- Natural service

Nutrition

- Purchasing feed
- Processing feed
- Diet formulation

Farrowing

- Maintaining sow and pig records
- Processing baby pigs
- Herd health

General

- Maintaining facilities and equipment
- Presentation of research results
- Assist graduate students in data collection
- Teach classes and labs for swine production and live animal evaluation
- Marketing of finishing pigs and breeding stock

September 1991- June 1992

John Armes Farm
Manager/Herdsman

McQuady, KY

Responsible for management and production decisions for 250 sow Nationally accredited SPF purebred farm. Position involved maintenance of herd, buildings, farm equipment, and feed processing machinery. All breeding and selection decisions with a strong emphasis on genetic improvement by introducing superior sires through artificial insemination. More than 90% of breeding is done through artificial insemination. In charge of selecting boars for test stations and gilts, boars and barrows for shows. Incorporated computer system to maintain sow records and improve genetic performance. Efforts resulted in substantial improvement in sow and pig performance, increased sales of gilts and boars and increase of litters registered with breed associations.

Education

Louisiana State University

Baton Rouge, LA

Doctor of Philosophy in Agriculture

Conferment of degree December, 2001 Majoring in Animal Science.

Curriculum concentration in non-ruminant nutrition.

Masters of Science in Agriculture

Conferment of degree December, 1996 Majoring in Animal Science.

Curriculum concentration in non-ruminant nutrition.

Bachelor of Science in Agriculture

Conferment of degree August, 1991 Majoring in Animal Science.

Curriculum included course work in Economics, Statistics and Computer Science.

Publications

Refereed Journal Articles

Ferguson, C.E., F.M. LeMieux, D. Gandy, and A. Greathouse, 2011.
Maintenance of pregnancy with altrenogest supplementation and then induced luteal tissue in luteoectomized sows. Trends in Animal & Veterinary Sciences J. 2(2): 1-4

Ferguson, C.E., S. Bellows, F. LeMieux, and R. Godke 2013.
Development of a chute to facilitate transvaginal ultrasound guided oocyte aspiration (TUGA) in the sow. Journal of Vet. Med. Sci. 75(2):191-194

- LeMieux, F.M., V.D. Naranjo, T.D. Bidner, and L.L. Southern. 2010. Effect of Dried Brewers Yeast on Growth Performance of Nursing and Weanling Pigs. *Professional Animal Scientist* 26:70-75
- LeMieux, F.M., L.L. Southern, and T.D. Bidner. 2003. Effect of mannan oligosaccharides on growth performance of weanling pigs. *J. Anim Sci.* 81: 2482-2487.
- LeMieux, F.M., C.P. Villemarette, E.K. Lyons, T.H. Shields, and N. German. 2020. Effect of hybrid rice varieties on growth and development of broilers and ducks. *J. animu.*2020.06.004.
- Lindemann, M.D., S.D. Carter, L.I. Chiba, C.R. Dove, F.M. LeMieux, and L.L. Southern. 2004. A regional evaluation of chromium tripicolinate supplementation of sows. *J. Anim.* 82: 2972-2977.
- Matthews J.O., A. C. Guzik, F. M. LeMieux, L. L. Southern, and T. D. Bidner. 2005. Effects of chromium propionate on growth, carcass traits, and pork quality of growing-finishing pigs. *J. Anim Sci.* 83: 858-862.
- Shelton, J.L., F. M. LeMieux, L.L. Southern, and T.D. Bidner. 2004. Effect of microbial phytase addition with or without the trace mineral premix in nursery, growing, and finishing pig diets. *J. Anim Sci.* 83: 376-385.
- Shelton, J.L., L.L. Southern, F. M. LeMieux, T.D. Bidner and T. G. Page. 2004. Effects of microbial phytase, low calcium and phosphorus, and removing the dietary trace mineral premix on carcass traits, pork quality, plasma metabolites, and tissue mineral content in growing-finishing pigs. *J. Anim Sci.* 2004 82: 2630-2639.
- Soileau, J.M., E.K. Lyons, B. Chung, J. Hoffman, and F.M. LeMieux. 2018. Defining Success criteria for *Spartina alterniflora* Restoration Projects in Southwestern Louisiana. *Southeastern Naturalist* 17(4): 541-553.
- Southern, L.L., F.M. LeMieux, J. O. Matthews, T.D. Bidner, and T. A. Knowles. 2000. Effect of feather meal as a source of valine for lactating sows. *J. Anim. Sci.* 78:120-123.
- Tangkham, W., J. Comeaux, C.E. Ferguson, and F.M. LeMieux. 2012. Effect of sodium lactate and sodium acetate on shelf-life of raw chicken breasts. *AJFS* 6(13) 375-380.
- Tangkham, W., M. Janes, F.M. LeMieux, and K.W. McMillin. 2014. The effects of modified atmospheric conditions on quality changes of goat semimembranosus muscle during 21 days storage (3°C). *FFST Vol 1 No. 1*; 24-29.
- Tangkham, W., and F.M. LeMieux. 2016. Sensory, physicochemical and microbiological characteristics of venison jerky cured with NaCl and KCl. *JFR*; Vol 5, No 4.

- Tangkham, W., and F.M. LeMieux. 2017. Microbial, physical and sensory properties of three novel yogurt flavors: molasses, mulberry and amaretto. JFR; Vol 6, No 3.
- Tangkham, W., and F.M. LeMieux. 2017. The effects of replacing pork fat with cold-pressed coconut oil on the properties of fresh sausage. JFR; Vol 6, No 6; 83-91.
- Tangkham, W., and F.M. LeMieux. 2018. Effects of Promolux Platinum LED on Shelf-life of Ground Beef Patties. JFR; Vol 7, No 6.
- Tangkham, W., and F.M. LeMieux. 2019. Antimicrobial effects of Sulfadimethoxine on *Salmonella*, *Escherichia coli* and Aerobic plate counts (APC) in small-scale broiler operations. JFR; Vol 8, No 6; 147-153.
- Tangkham, W., M. Janes and F.M. LeMieux. 2015. Prevalence and Distribution of *Campylobacter jejuni* in Small-Scale Broiler Operations. JFP Vol 79, No. 1; 75-81.
- Tangkham, W., M. Janes and F.M. LeMieux. 2016. The effects of sulfadimethoxine administered to control *campylobacter jejuni* in small-scale broiler operations. Poult Fish Wildl Sci 4 (166), 2.

Abstracts

- Browning, W., C. Fontenot, R. Guillory, M. Leger, and F. LeMieux. 2005. The effects of a carbohydrate- and protein-based feed supplement on sow and litter performance. J. Anim. Sci. 83(Suppl.1):85 (Abstr.).
- Buller, B.G., W. A. Storer, D. D. Kee, M. M. Fennel, M. A. Idlett, W. B. Brumbaugh, and F. M. LeMieux. 2010. Yield and chemical composition of forage soybeans relative to seeding rate and stage of harvest. J. Anim. Sci. 88:340
- Buller, B.G., W. A. Storer, D. D. Kee, and F. M. Lemieux. 2010. Production of forage soybean silage in southwest Louisiana. American Forage and Grassl. Conf.
- Compton, J.T., M.E. Merchant, and F.M. LeMieux, McSU. 2006. The effect of American Alligator (*Alligator mississippiensis*) serum on growth performance of weanling pigs. LAS
- Compton, J.T., M.E. Merchant, T. S. Shields, and F.M. LeMieux. 2007. The effect of American Alligator (*Alligator mississippiensis*) serum on growth performance of weanling pigs. J. Anim. Sci. 85(Suppl.1):80 (Abstr.).

- Ferguson, C.E., M. C. Poole, D.M. Gandy, and F.M. LeMieux. 2008. Maintenance of pregnancy with Matrix® in PGF_{2α}-treated sows. J. Anim. Sci. Vol. 86, (E-Suppl. 1):456 (Abstr.).
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Directed Thesis:

John Compton (2008) - Effects of American Alligator (*Alligator mississippiensis*) blood products on growth performance and immunocompetence of weanling pigs.

Wannee Tangkham (2009) - Effect of sodium lactate and sodium acetate on shelf-life of raw chicken breasts.

Casey Fruge (2010) - Effect of a commercial microbial inoculant (Promote®) on corn silage and animal performance.

Chris Compton (2011) – Effects of freeze-dried alligator plasma on growth performance and immunocompetence of weanling pigs.

Devin Gandy (2011) – Effect of preconditioning days, feeder cattle grade, and sire breed type on growth performance and carcass characteristics of beef cattle participating in a calf to carcass program in southwest Louisiana.

Sara Means (2011) - Immunological and growth response in pre-weanling piglets administered an oral gavage of alligator blood.

Carrie Hebert (2013) – Survey of beef cattle producers participating in a University heifer development program.

Kyndal Comeaux (2014) – The effects of a fertilizer booster (BioWash) on prepared annual ryegrass (*Lolium multiflorum*) pastures.

Courtney Villemarette (2016) - Effects of hybrid rice varieties on growth and development of broilers and ducks.

Jasmine Vallian (2018) – Effects of castration age on growth, carcass, and sensory characteristics of Gulf Coast Native sheep.

Avisha Gashyal (2020) – Utilization of rice hull ash as a soil amendment for grain production in southwest Louisiana.

Julie Theriot (2020) – Effect of sire and dam breed type on growth and carcass characteristics of beef cattle and evaluation of dam estimated breeding values.

Patent

Blood product from crocodilian species as a feed supplement for weanling pigs and poultry hatchlings. (USPTO patent #: 10,195,230)

Grants

LeMieux – 2020 (Poultry Industry Education and Recruitment) \$3,000.00
Funding source: U.S. Poultry Foundation

LeMieux – 2019 (Poultry Industry Education and Recruitment) \$1,390.00
Funding source: U.S. Poultry Foundation

LeMieux – 2018 (Poultry Industry Education and Recruitment) \$1,345.00
Funding source: U.S. Poultry Foundation/Cal-Maine

LeMieux – 2016 (Poultry Industry Education and Recruitment) \$3,000.00
Funding source: U.S. Poultry Foundation/Cal-Maine

LeMieux – 2015 (1,000 Trees in a 1,000 Days – community tree planting project) \$69,429.90 Funding source: Sasol Chemicals (USA) LLC.

LeMieux & Chung – 2015 (Utilization of rice hull ash as a soil amendment for grain production in southwest Louisiana) \$7,250.82 Funding source: The Powell Group

LeMieux – 2014 (Poultry Industry Education and Recruitment) \$2,720.00
Funding source: U.S. Poultry Foundation/Sanderson Farms

Storer & LeMieux – 2013-2016 (Education, Economic and Production Enhancement of Beef Cattle Enterprises in Southwest Louisiana) \$150,000.00 Funding source: USDA-NLGCA

LeMieux – 2011-2014 (SWLA Meat Harvest and Processing Technical Training and Business Development Center) \$1,072,000.00 Funding source: State of Louisiana Community Development Block Grant

Ferguson & LeMieux – 2009-2010 (Inducing Corpora Lutea (CL) in PGF2alpha-Treated Pregnant Sows to maintain Pregnancy and Result in Normal Parturition) \$2,500.00 Funding source: McNeese Alumni Association

Ferguson & LeMieux – 2007-2009 (Induced CL function in PGF2alpha-treated pregnant sows maintained on Matrix) \$1,700.00 Funding source: McNeese Foundation

Ferguson & LeMieux – 2007-2009 (Novel Embryo Transfer in Cattle Using a Transvaginal Ultrasound Guided Technique) \$3,569.00 Funding source: McNeese Foundation

Teaching Experience

Graduate Courses:

AGRI 603 – Minerals in Animal Nutrition, AGRI 604 – Research Methods, AGRI 605 - Advanced Animal Nutrition

Undergraduate Courses:

AGRI 111- Introduction to Agriculture, AGRI 401 – Agricultural Statistics, ANSC 101 – Introduction to Animal Science, ANSC 102 – Introduction to Livestock Judging and Oral Reasons, ANSC 201 – Growth and Development of Farm Animals, ANSC 211 – Poultry Production, ANSC 302 - Animal Nutrition, ANSC 303 - Horse Nutrition, ANSC 311 - Beef Cattle Production, ANSC 312 – Small Ruminant Production, ANSC 321 – Swine Production, ANSC 341 - Livestock Selection and Evaluation, ANSC 342 – Advanced Livestock Selection and Evaluation, ANSC 411 - Meat and Meat Products, ANSC 454 – Current Topics in Animal Science

Other

1994 – present: Swine Superintendent, Louisiana State University Agricultural Center Livestock Show and Rodeo.

1996 – present: Federation Council member NPPC.

1996 – Louisiana Pork All-American

1996, 1999 – Instructor- ANSC 3033 'Elements of Live Animal and Carcass Evaluation' **Louisiana State University**

1994-2002 – Instructor- ANSC 4012 'Swine Production' **Louisiana State University**

1998-2000 - Official - Mid South Fair Collegiate Livestock Judging Contest

2000 – Official - swine show committee Dixie National Barrow Show, Jackson Mississippi.

1994 - Abstract presentation American Society of Animal Science, Southern Section.

1995, 2001 – Abstract presentation American Society of Animal Science, Midwestern Section.

2008, 2009, 2018 – Judge - Mississippi State Fair Swine Show

2013, 2014, 2015 – Judge - Dixie National Barrow Show

2018 – Inaugural participant of the Universities of Louisiana Management and Leadership Institute

Member – American Society of Animal Science, Poultry Science Association, American Meat Science Association, Institute of Food Technologists

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

PERSONNEL COMMITTEE

August 26, 2021

Item K.4. **McNeese State University's** request for approval to appoint Dr. Shuming Bai as Dean for the College of Business effective July 1, 2021.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Shuming Bai as Dean for the College of Business effective July 1, 2021, 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. Shuming Bai as Dean for the College of Business effective July 1, 2021.*



K.4.

August 5, 2021

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. Shuming Bai as Dean for the College of Business.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the August 26, 2021 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel
President

Attachments

Shuming Bai, Ph. D.
Associate Dean and Tenured Professor of Finance
College of Business, Eastern Washington University (AACSB Accredited)

MAILING ADDRESS AND TELEPHONE:
2620 East Keystone Court, Spokane, WA 99223
Phone: 956-622-0201; Email: smbail@hotmail.com

EDUCATION

Ph.D. in Business Administration, August 2008

Major: Finance

Minor: International Business

Dissertation: Forward Market Efficiency: Evidence from Advanced and Emerging Economies in Crisis

The University of Texas Rio Grande Valley (AACSB) (formerly University of Texas–Pan American, Edinburg, TX)

Master of Business Administration, December 1997

The University of Texas Rio Grande Valley (AACSB) (formerly University of Texas–Pan American, Edinburg, TX)

Master of Arts in English as a Second Language, May 1996

The University of Texas Rio Grande Valley (AACSB) (formerly University of Texas–Pan American, Edinburg, TX)

OTHER QUALIFICATIONS

Other Advanced Coursework: Completed 45 hours of doctoral level coursework in finance and econometrics at the University of Texas at Arlington beyond hours counted as transfer credit toward Ph.D. at the UT – Pan American.

LEADERSHIP AND PROFESSIONAL DEVELOPMENT

- Board of Directors (elected). Southwestern Finance Association, 2018-2020, 2015-2016
- AACSB's International Conference and Annual Meeting, April 26-28, 2020
- AACSB Associate Dean Conference 2019, New Orleans, LA, November 13-15, 2019
- University of Texas System Women's Leadership Workshop, Austin, TX, January 29-30, 2018
- University of Texas System New Department Leader Forum, Austin, TX, August 16-18, 2016
- AACSB Business Accreditation Seminar, Tampa, FL, October 4-7, 2016

SELECTED ADMINISTRATIVE HIGHLIGHTS

Have more than 25 years of experience as faculty and administrator in AACSB-accredited comprehensive universities.

Acting Dean (December 2019 to February 2020)

- Served as Acting Dean of College of Business at Eastern Washington University in charge of all functions and operations of the College, including all programs, personnel and budgetary issues.

Currently: Since the pre-reorganizational transition started in 2019, Associate Dean responsibilities have been expanded to include:

- Functioning as the Chief Operating Officer for the College of Business and the primary academic administrator for all academic programs and oversee daily operations (routine budgets and personnel matters such as faculty/staff hiring proposals, job offers and evaluations, faculty workload establishment in a Collective Bargaining Agreement environment; faculty tenure and promotion process and evaluations).

Currently: Since 2019, as the Associate Dean and Director of Graduate Business Programs, the responsibilities include, but are not limited to:

- Fully responsible for the College's assessment for the AACSB and NWCCU accreditations, including developing and implementing a systematic and mature assurance of learning process collaboratively and overseeing the College's continuous improvement process to maintain AACSB re-affirmation; leading department chairs, committees, and faculty engaged in all the assessment and accreditation efforts; managing curriculum and reviewing academic programs; creating and utilizing innovative assessment tools and newsletters. Monitoring and making sure that faculty qualifications meet AACSB standards.
- Responding for strategical leadership and administration of the **Graduate Business Programs** (Evening MBA, Accelerated Online MBA, and MPAcc), including efficient operations, enhancing processes, and long-term growth; Initiated and coordinated the creation of a new MBA with Health Sciences Administration concentration/certificate to meet the regional economic needs.
- Coordinated launching the accelerating online MBA program with 4 concentrations and growing it by over 500% in one year; initiated and launched MBA with Health Services Administration Certificate Fall 2020.
- Overseeing academic curriculum, program development, delivery, review, and assessment, grade appeals, student complaints, compliance with Section 504, and staff evaluations.
- Participating in the governance of the University and the College, including Provost Expanded Academic Affairs Council, strategic planning, mission/vision/values, policy and procedure formation. Represent the Dean externally to give presentations and serve as panelist.
- Coordinating program reports including Business School Questionnaire (BSQ) and related surveys, submitting application and preparing for re-affirmation to AACSB
- Led the College quickly transitioning to fully online teaching for Spring and Summer 2020 and providing face-to-face guidelines and reviews safe reopening in response to the COVID-19 pandemic for Fall 2020
- Organized and presented at the College's New Student and Transfer Student Orientations Fall 2020;
- Cultivating relations with College Advisory Board, alumni, donors, and local Chamber of Commerce on new programs, scholarships, internships, placement and mentorship to expand societal impact; planning for and participating in fund-raising events.
- Currently working on another new international collaboration with a university in China. Expect the first cohort to study at EWU in Fall 2021.

Six years of assessment and accreditation experiences with AACSB and SACS (and recently with NWCCU)

- Overseeing accreditation efforts (AACSB, SACSCOC and NWCCU)
- Fully responsible for developing and implementing a systematic and mature assurance of learning process collaboratively with engagement for continuous improvement to maintain AACSB re-accreditation
- Developing internal standards for faculty qualifications based on AACSB standards
- Fully responsible for leading and coordinating assessment, including scheduling courses, collecting data, deploying rubrics, analyzing results, developing improvement plans, managing curriculum changes, and closing the loops. Present and engage faculty in the 2020 New Accreditation Standards. Write assessment report for the MBA programs and for the Energy Business programs for AACSB as well as SACS.

Five years of experience of growing (MBA) programs

- Initiated, developed and implemented changes in MBA admission standards, program policies and procedures
- Grew the MBA programs by threefold at UT-Permian Basin
- Led the launch of a new completely in-house online MBA program at UTPB
- Supervised and trained graduate advisers and staff on effective process and operational efficiency from advising to graduation; Led the recruitment, enrollment and marketing of graduate for growth
- Coordinated the launch of the accelerating online MBA program with 4 concentrations and growing it by over 500% in one year at EWU; initiated and launched the MBA with Health Services Administration Certificate in Fall 2020; and Streamline operations and increase efficiencies.

Five years of experience with Online Program Management (OPM) – Academic Partnership (AP)

- Acted as the MBA program liaison between the University and AP senior management

- Fully responsible for managing the accelerated Online MBA program partnered with AP, including creating (optimal) carousel for the General MBA and MBA with Finance concentration program such that faculty would buy in and be committed while maintaining flexibility; Managing course offerings in the carousel; Negotiating operating policies with AP managers.
- Screening, hiring, training, and evaluating qualified graduate faculty and staffing all graduate courses
- Overseeing course development to ensure course shells and content to meet Quality Matters standards and effective delivery
- Evaluating and clearing students for admission, advising, degree plans, and graduation
- Innovating and increasing operational efficiency; Determining optimum class sizes and multiple sections to maximize student learning outcomes and resource allocations to balance face-to-face and online offerings

Twelve years of experience of Online Education: Developed and taught online courses and curriculum with multiple online Learning Management Systems (LMS)

- Developed and taught online graduate International Finance and Finance Management courses for The University of Texas System Online Consortium (UTOC) MBA program with Quality Matters using WebCT and Blackboard since 2008
- Understood and know online students' needs, styles, issues and problems as well as how to solve them
- Continuously added new innovation and engagement to online instruction and delivery effectively (including Blackboard Collaborate, Respondus Lockdown and Monitor) to achieve students' learning outcomes and assessment since 2010
- Developed and taught an undergraduate online Energy Finance course (created its face-to-face version from scratch in 2009) with Quality Matters using Blackboard for the Energy Business program
- Led the launch of the in-house completely-online MBA program with General MBA, MBA with Finance concentration, MBA with Accounting concentration) in 2016
- Developed and taught several graduate Finance courses for the accelerated online MBA program using Canvas since 2017
- Overall, acquired deep and extensive experience and best practices for online teaching and learning as well as online program management for a dozen years

Twelve years of advancing innovation in academic programs and student experiential learning and curriculum management

- Pioneering courses and developing program offerings (finance and energy disciplines) to undergraduate and graduate students to meet regional economic demand
- Creating Energy Finance course from scratch
- Creating the Energy Business Certificate Programs across all BBA majors (Accounting, Finance, Management, and Marketing) and MBA tracks
- Veteran and experienced instructor proficient in multiple online learning management systems since 2008
- Upholding guidelines and quality by ensuring that modern technology deployed warrants double authentication with multi-layer Lockdown Browser and Monitor for online exams

Additional Related Administrative Roles:

- Signing of MOU (Memorandum of Agreement with institutions abroad - China)
- Institutional representative representing Midland to Dongying (Sister City Agreement) with community leaders
- Fund raising (cash and kind) on campus and in community
- Recruiting, evaluating and retaining effective Advisory Board participants and corporate partners
- Leading initiatives targeted at increasing diversity
- Supporting faculty and student innovations (promotion of entrepreneurship and venture capital availability)
- Speaking and engaging at special functions to promote inclusion initiatives targeted at increasing the representation and participation of minority students, faculty, and staff
- Leading the business unit strategic planning team in revising and updating the mission, vision, and strategies that would fit under the new structure

ADMINISTRATIVE EXPERIENCES IN DETAIL

Associate Dean and Professor of Finance (tenured), 2019 to present.

College of Business, Eastern Washington University (EWU).

Responsibilities:

Lead and develop a systematic and mature process of assurance of learning to maintain AACSB re-accreditation of the College (thirteen AACSB International accredited undergraduate and graduate degree options in business administration, business analytics, entrepreneurship, finance, human resources, international business, management, management information systems, marketing, professional accounting, and supply chain management as well as BS in Data Analytics with Microsoft Certificate) and oversee the overall operations and development of the College's undergraduate and graduate business programs; lead data collection and write assessment reports for AACSB and NWCCU accreditations; manage budgets and personnel workflow; oversee curriculum development and assessment; serve on the College Leadership Team on strategic plans, policies, programs, fund-raising and other administrative duties; participate University and College shared governance in a collective bargaining agreement environment; handle student and faculty issues; approve course, curriculum and schedule changes; oversee the tenure and promotion process; and represent the Dean as appropriate.

Major accomplishments:

- Lead, plan, develop, organize and implement a systematic and matured **assurance of learning** process with all faculty and committees engaged (creating a continuous improvement culture) for the undergraduate and graduate business program reviews to prepare and maintain AACSB re-accreditation.
- Demonstrate solid experience with **AACSB accreditation** with assurance of learning process: collaboratively determine and approve program learning goals and objectives (in alignment with the University mission), develop assessment road maps and master schedules, identify measurement tools, monitor assessment progress and result analysis, and implement intervention strategies to close the loop; Write a thorough and comprehensive continuous improvement report.
- Ensure all faculty meet AACSB faculty qualifications and maintain records of faculty qualification reporting; track and assess impact, innovation and engagement; Monitor faculty publishing efforts; Monitor the currency and accuracy of information entered into database for AACSB and NWCCU;
- Jointly lead the development of the College's strategic plan, distinctive mission, vision, and values with all faculty, staff, students, advisory board and other stakeholders involved and coordinate the implementation
- Coordinate the development of personnel policies and procedures within the college, and ensure compliance and consistency with university-wide collective bargaining agreement;
- Oversee and provide leadership on **graduate business programs**, including On-campus MBA, accelerated online MBA, and MPAcc; Streamline procedures and operations to achieve efficiency, utilize data-driven process to strategically plan, support and enhance graduate programs outcomes
- Launched the accelerating online MBA program with 4 concentrations and one certificate and growing it by over 500% in one year; Streamline operations and increasing efficiencies.
- Supervise graduate academic advisors, administrative staff, and graduate assistants, manage related human resources, and conduct performance reviews
- Manage parts of College's budget, including planning, operation and implementation
- Initiated and coordinated the development of a **new MBA program with Health Services Administration Certification** jointly with College of Health Science and Public Health to meet the growing demand of the local economy
- Coordinate the development of a **new joint MBA and MPAcc degree** to accommodate students' needs
- Lead to revamp the websites of both Evening and Online MBA programs to enhance enrollment & growth
- Coordinate the development of a joint College-level professional marketing materials for student-recruitment serving both traditional and non-traditional undergraduate and graduate; Oversee an accurate and timely maintenance of database for graduate admission, enrollment, and graduation, as well as capturing the fields in AACSB Business School Questionnaire and program ranking; Coordinate the expansion and enhancement of graduate application software for MBA and MPAcc
- Present at public meetings and panels to prospective, new and transfer students and public stakeholders

- Perform administrative duties and coordinate with department chairs, committees, and faculty to achieve the goals of the College and the University through shared governance and collaboration; Coordinate activities and events to drive student recruitment, retention and degree completion
- Approve grade changes and departmental exceptions; handle students' issues brought to the Dean's Office
- Coordinate with department chairs and graduate/undergraduate programs to identify personnel needs and demonstrate a commitment to support a culture of diversity and inclusion of students, faculty, and staff
- Actively engaged in external grant writing and fund raising
- Coordinate and contribute to the College's external fund-raising activities in consultation with the University Development Office
- Coordinate and establish collaborative programs domestically and internationally

Chair of Graduate Business Studies, 2016 to 2019.

College of Business, The University of Texas at the Permian Basin (UTPB).

Responsibilities:

Manage all graduate programs in College of Business, which includes the MBA (and Online MBA), the Master's in Professional Accountancy (MPA), and Certificates in Energy Business. Responsible for program operations, including recruitment, admission, advisement, scheduling, marketing, screening, assessment, reports for AACSB and SACSCOC accreditations, projection, alumni surveys, ranking surveys, and business community relations. Serve on College's Leadership Team on strategies, policies & programs.

Major Accomplishments:

- Instrumental in leading and increasing MBA enrollment by 400% over the past three years (grew from 191 students in August 2016 to over 700 students in June 2019)
- Increased the MBA graduation rate by 60 percent over the past two years
- Proposed and obtained approval to reduce the general MBA program from 42 hours to 36 hours to be in compliance with The Texas Higher Education Coordinating Board (THECB) record
- Led and coordinated the launch of complete in-house Online MBA in Fall 2016; Interviewed by Odessa American for the launch of new online program
- Coordinated the launch of the 12-month completion of Online MBA program with Academic Partnerships in Spring 2017; Experience in online program management
- Developed niche MBA programs with new degree plans for the General MBA, MBA with the Certificates in Energy Business, MBA with Finance Emphasis, and MBA with Accounting Emphasis.
- Advised MBA and MBA Online students (about 200 advisees), making their degree plans (including waivers from transcripts), and completing degree checks for all MBA graduates each semester.
- Actively engaged in, developed and executed annual recruiting and marketing plan to achieve recruiting targets at multiple student recruiting and orientation sessions, including representing graduate business programs at Job Fairs, holding MBA/MPA orientations, recruiting at senior classes across campus
- Redesigned the websites for Graduate Business Programs; Digital and onsite marketing the MBA, MBA Online and MPA programs; Created other marketing content and advising template for online and onsite access (handouts, brochures, and flyers) to MBA and MPA Programs
- Created MBA multi-year course rotations for fast-track and regular completion and coordinated graduate course scheduling with multiple disciplines to ensure smooth completion
- Coordinated staffing for MBA programs with the Dean (including screening and evaluating graduate faculty qualifications) and ensured graduate faculty sufficiency according to AACSB faculty qualifications;
- Coordinated, collected, analyzed, and wrote assessment reports for the MBA programs for the AACSB and SACSCOC accreditations; Provided oversight for the assurance of learning with the use of assessment results for programs' continuous improvement
- Created a new position and recruited the 1st new Graduate Academic Advisor
- Managed the Graduate Academic Advisors and Graduate Assistantships' budget and allocation
- Supervised MBA academic advisors and graduate assistants and conducted performance reviews
- Serve as the contact person for the MBA, MPA, and Energy Certificate programs; communicated program information to current and prospective graduate students (via email, phone, visits); resolve student issues.

- Initiated the process and have taken a leading role in coordinating and signing the Memorandum of Understanding (MOU) between the College of Business at the University of Texas of the Permian Basin and the School of Economics and Management at Xidian University, Xi'an, China in September 2016 for international cooperation.

Interim Department Chair, June to December 2018.

Department of Accounting, Finance & Economics, College of Business, University of Texas Permian Basin (UTPB)

Responsibilities:

Support the University's mission and implement the College's vision; Provide administrative leadership and grow academic programs and enrollment for the department collaboratively with the faculty; strategic planning, recruiting, evaluating, and inclusion to maintain and expand the department's potential in a shared governance environment.

Accomplishments:

- Provided overall leadership. Set departmental goals and priorities aligned with the University's new strategic plan and College's vision in collaboration with each discipline
- Collaboratively developed and grew departmental programs and enrollment
- Effectively made course scheduling and managed personnel
- Monitored students' success metrics
- Led and coordinated department accreditation (AACSB and SACS) documentations
- Balanced faculty workload in teaching, advising, and service according to departmental goals
- Lead and coordinate department / college at university and high school recruiting events
- Managed recruitment, retention, evaluation and promotion of faculty, including part-time faculty and adjuncts. Provided support and mentorship.
 - Assisted the successful recruitment of a tenure-track Accounting faculty
 - Assisted the successful recruitment of a qualified Finance adjunct faculty with industry experience to offer a new advanced portfolio management course
 - Assisted the successful recruitment of two qualified Economics adjunct faculty to support and grow the departmental programs and enrollment
- Ensured processes completed by program/discipline coordinators within the department
- Participated in the development of the College policies and leadership
- Managed resource allocation and faculty's professional development, and supported faculty research.
- Enforced applicable regulatory policies and internal controls in accordance with the University and the College's policies and procedures
- Cultivated and maintained alumni relations and worked with the advisory board for students' scholarships

Founding Coordinator of Energy Business, 2014 to 2019.

College of Business, The University of Texas of the Permian Basin.

Responsibilities:

Created the new Certificate in Energy Business program for all BBA degrees in Accounting, Finance, Management, and Marketing) in Summer 2014 and for the MBA and MPA majors in December 2015; Certificate check each semester, and sign and award the Certificate, and designate the Certificate in official transcript each semester. Awarded the Energy Business Certificates to over 100 BBA and MBA graduates.

Major Accomplishments:

- Created the new Certificate in Energy Business program for the Bachelor of Business Administration (BBA) degrees in Accountancy, Finance, Management, and Marketing; developed the proposals and submitted the paperwork for approval by College, University and University of Texas System in April 2014
- Created the new Certificate in Energy Business program for the MBA/MPA majors in December 2015;
- Certificate check each semester, and sign and award the Certificate, and designate it in official transcript each semester.
- Awarded over 100 Certificates to BBA and MBA graduates.
- Developed and designed marketing content and advising template for online and onsite access to the Energy Business Certificate Programs with updates every semester; creating energy brochures; coordinating energy course schedules and rotation;

- Screened, interviewed, and evaluated energy faculty qualifications for the Energy Business Certificate programs for SACSCOC and AACSB each year
- Designed the Certificate of Energy Business and awarded the Certificate to graduating students each semester since Fall 2014
- Coordinated, collected and wrote assessment reports for the Energy Business Certificate Programs for the BBA and for the MBA and MPA programs for the AACSB and for SACSCOC accreditations

Interim Coordinator of Finance, May to September 2015.

College of Business and Engineering, The University of Texas of the Permian Basin.

- Coordinated Finance Discipline scheduling and advising
- Screened, interviewed, and hired a finance adjunct faculty
- Advised finance majors and solved finance students issues and problems; sponsored finance student clubs
- Recruited finance majors, developed finance brochures and marketing materials.

ACADEMIC EXPERIENCE

Professor of Finance, with tenure, 2019 to present.

College of Business, Eastern Washington University.

Graduate Faculty, Teaching an MBA Online Finance course in summer.

Faculty Advisor for MBA students' internships.

Associate Professor of Finance, with tenure, Fall 2013 to Summer 2019.

College of Business, The University of Texas of the Permian Basin.

Member of Graduate Faculty, Teaching MBA Online and upper division undergraduate finance courses (see courses taught below), faculty senator, and the Operating Council member of the Texas International Education Consortium. Other duties include advising students, conducting research for publications, writing grants, developing new programs, recruiting students, mentoring students, sponsoring a student finance club, continuously improving newly-developed Energy Finance course, the new MBA online Financial Management course, and other existing onsite and online courses for academic excellence, improving student learning outcomes, guiding students' research for conference and journal publications, raising fund for student conference presentation, and preparing documents for the AACSB accreditation for the College of Business.

Assistant Professor of Finance, 2008 to 2013.

School of Business, The University of Texas of the Permian Basin.

Member of Graduate Faculty. Teaching MBA Online and upper division undergraduate finance courses (see courses taught below). UTPB MBA Online program ranked the top 10% in the nation in 2012 by the U.S. News and World Report. Other duties include advising students, conducting research for publications, recruiting students (recruited more than 40 finance students), developing new Energy Finance course and new MBA online Financial Management course, continuously improving existing onsite and online courses, writing external and internal grants, sponsoring a student finance club, mentoring students, guiding undergraduate and graduate student research, soliciting fund for student conference presentation, and assisting University's & School of Business's accreditation.

Graduate Teaching Assistant and Research Assistant

College of Business Administration, The University of Texas-Pan American, 2004 to 2008.

Fully responsible for teaching a variety of courses including finance, economics, and statistics (see classes below); Duties included developing lecture notes, giving lectures, leading discussions, making exams, and grading students; Assisted faculty with research production from literature search, data collection, and data analysis using statistics.

Acting MBA Director, July 2007.

College of Business Administration (COBA), The University of Texas - Pan American.

Responsibilities included: recruiting students, processing onsite and online MBA applications, ordering supplies, solving MBA students' problems through cooperation with other graduate offices on campus, founding instructor of GMAT training, and managing the initial team of instructors who conducted a highly successful GMAT Tutoring Blended-Learning Workshop.

Lead Instructor and GMAT Tutoring Workshop Manager (Pilot Program), May-July 2007.

College of Business Administration, The University of Texas – Pan American.

Designed & implemented the face-to-face and online components of the blended-learning GMAT tutoring program; Taught novel problem solving techniques and alternatives including mental math and various short cuts; and Managed the daily operations of the GMAT Tutoring program, coordinated with campus-wide offices & instructor, handled students' issues, solved problems, and ensured the smooth and successful implementation of this initiative; The three-week intense workshop was a huge success with an average improvement of 100 points for 40 students.

Mentor and Instructor (Pilot Program), June 2007.

COBA – BETA Entrepreneur Summer Camp (initiative between UTPB COBA and South Texas Business Education & Technology Academy (BETA) magnet high school), The University of Texas – Pan American.

Developed the whole summer-camp finance courses by integrating relevant lectures with the simulation SAP software; Taught integrated finance course, mentored selected high-school students to make successful business decisions through simulation software, and led the team to be the winner of all 8 rounds of business competition; See featured article and photo in the local newspaper *The Monitor* on June 20, 2007 accessible at

http://www.themonitor.com/news/local/article_af913679-210b-56a8-8f43-59d024238f11.html (in the news).

Graduate Teaching Assistant, 2004 to 2008

College of Business Administration, The University of Texas-Pan American.

Fully responsible for teaching two Finance courses each semester at junior and senior levels.

Graduate Teaching Associate, 2002 to 2003.

College of Business Administration, The University of Texas at Arlington, Arlington, Texas.

Fully responsible for teaching Business Finance and Portfolio & Securities Analysis courses at junior and senior levels with class size ranging from 50 to 139 students. Duties included developing teaching notes, giving lectures, leading discussions, making exams, and grading students.

Business Researcher, 1996 to 1997

Center for Entrepreneurship and Economic Development, University of Texas - Pan American.

Analyzed the NAFTA impact on the US, Mexico & Canada border economies, trade, and businesses;

Initiated international university partnership programs with Asian universities, sought funding, and wrote grants.

Teaching Assistant, 1993 to 1996

Department of English, The University of Texas-Pan American.

Fully responsible for teaching two English courses each semester at freshman and sophomore levels.

OTHER PROFESSIONAL EXPERIENCE

Executive Team Leader (for Logistics, Hard-lines, Soft-lines, and Customer Service), Target Stores, 1998-2001

- Supervised 130 team leaders and team members
- Held full responsibility for operations and personnel in the departments of logistics and sales-floor, including strategic planning, financial budgeting, employee scheduling, public communication, floor execution, inventory replenishment, overall merchandising, sales forecasting, profit expansion, customer service assurance, and total store operations
- Conducted hiring, training, developing, mentoring, and evaluating team members' performance

Department Manager

Shenzhen Machinery & Equipment Import & Export Co., Shenzhen, China. 1992-1993

- Supervised & coordinated department export operations; conducted import and export business, including seeking international business opportunities, negotiating contracts with domestic and foreign clients, managing material shipment overseas, making international payment, and closing each deal successfully
- Total export volume: US\$ 1,000,000; Trading partners: U.S., Australia, France, South Korea, Thailand, Taiwan, Singapore, and Hong Kong

REFEREED JOURNAL ARTICLES

JOURNALS: NOTES ABOUT STUDENT CO-AUTHORS: [X] Students

22. **Bai, Shuming**, Kai S. Koong, and Fan Wu (2020). "Trends and dynamic relations between crude oil prices and energy employment: A panel analysis approach," *International Journal of Oil, Gas and Coal Technology*, 25 (2), 218-235.
21. **Bai, Shuming**, Kai S. Koong, Fan Wu, and Jay Bhuyan (2019). "Adoption of E-Filing: The U.S. Journey," *International Journal of Revenue Management*, 11 (1/2), 1-22.
20. Koong, K.S., **Shuming Bai**, Tejinder Sara, and Charlotte Morris (2019). "Advancements and Forecasts of Electronic Tax Return and Informational Filings in the US," *International Journal of Accounting and Information Management*, 27 (2), 352-371. Won the **Literati Awards 2020** (Awards for Excellence) by the Emerald Publishing
19. **Bai, Shuming** and Kai S. Koong (2018). "Oil Prices, Exchange Rates, and Stock Returns: Empirical Evidence from China and the United States," *The North American Journal of Economics and Finance*, 44, 12-33.
18. **Bai, Shuming** and Kai S. Koong (2017). "Financial and Other Frauds in the United States: A Panel Analysis Approach," *International Journal of Accounting and Information Management*, 25 (4), 413-433.
17. **Bai, Shuming**, Bina Parajuli, and Christie Ryan (2016). "The Impact of Hedging on Firm Value: Evidence from U.S. Multinational Corporations," *International Journal of Services and Standards*, 11 (4), 380-392.
16. **Bai, Shuming** (2014). "The Dynamic Relations in the U.S. Crude Oil Market," Special issue on Energy Hedging and Risk Management of the *International Journal of Services and Standards*, 9, 103 – 115.
15. **Bai, Shuming** (2013). "Developing an Energy Finance Course with Critical Content: An Integrated and SLO Process-Driven Approach," *International Journal of Services and Standards*, 8 (4), 368 – 386.
14. **Bai, Shuming**, Kai S. Koong, and Jason C. H. Chen (2013). "Gender Earnings Disparity in the U.S. Financial Sector: 2000 - 2012," *International Journal of Revenue Management*, 7 (3/4), 244 – 267.
13. **Bai, Shuming** (2012). "Salary Trends of Selected Occupations in the Financial Sectors: 2003 - 2011," *International Journal of Services and Standards*, 8(2), 93-115.
12. **Bai, Shuming**, Kai S. Koong, and Jack D. Ladd (2011). "Salary Trends of Finance Faculty: Evidence from AACSB 2000 through 2009," *International Journal of Revenue Management*, 5(4), 325-349.
11. **Bai, Shuming**, Frederick Hurford, and Robert Collins (2011). "Hedging Business and Financial Risks under Political Turmoil: Evidence from the Middle East and North Africa," *Journal of International Finance Studies*, 11 (3), 88-99.
10. **Bai, Shuming** and Andre Mollick (2010). "Currency Crisis and the Forward Discount Bias: Evidence from Emerging Economies under Breaks," *Journal of International Financial Markets, Institutions & Money*, 20 (5), 556-574.
9. **Bai, Shuming** and Gerardo Oviedo-Toral (2010). "Dollar Demise or Rise?: The Long and the Short of It," *Academy of Economics and Finance Journal*, 1 (1), 11-16.
8. **Bai, Shuming** (2009). "Measuring Financial Integration of the BRIC Nations," *International Journal of Services and Standards*, 5(3), 257-275.
7. Wang, Bin, Lai C. Liu, Kai, S. Koong, and **Shuming Bai** (2009). "Effects of Daily and 'Woot-Off' Strategies on E-Commerce," *Industrial Management & Data Systems*, 109(3), 389-403.

6. **Bai, Shuming**, Kai S. Koong, Lai C. Liu, and Binshan Lin (2008). "Informational Efficiency of the Black and Official Exchange Markets of DR-CAFTA Nations," *International Journal of Electronic Finance*, 2(3), 330-347.
5. **Bai, Shuming**, Kai S. Koong, Lai C. Liu, and Bin Wang (2008). "Predictability of the Black and Official Exchange Rates of NAFTA Partners," *International Journal of Sustainable Economy*, 1(1), 70-84.
4. Koong, Kai S., **Shuming Bai**, and Lai C. Liu (2008). "Advancements in E-Filing Practices," *International Journal of Electronic Finance*, 2(2), 211-226.
3. Koong, Kai S., Lai C. Liu, **Shuming Bai**, and Binshan Lin (2008). "Identity Theft in the USA: Evidence from 2002 to 2006," *International Journal of Mobile Communications*, 6(2), 199-216.
2. Koong, Kai S., Lai C. Liu, **Shuming Bai**, June Wei, (2008). "Occurrences of Internet Fraud in the USA," *International Journal of Services and Standards*, 4(1), 33-53.
1. Jackson, Dave, **Shuming Bai**, and Joan Wiggernhorn (2005). "The Effects of Currency Devaluation on ADRs and their Underlying Stocks: Evidence from Emerging Markets," *The Journal of Current Research in Global Business*, 8(12), 69-80.

REFEREED PROCEEDINGS PUBLICATIONS

10. **Bai, Shuming** and Kai Koong (2017). "A comparative analysis of the impact of oil price shocks on stock returns of petroleum value chain," *International Conference on Energy Finance 2017 Proceedings* (Abstract).
9. **Shuming Bai** (2015). "Salary Trends of Selected Occupations in the Energy Sectors: A Decade of Boom and Bust using Panel Analysis." Accepted for publication in the *Academy of Business Research Spring 2015 Proceedings* (Abstract) in February 2015.
8. Mata, Mary, Cortney McAnew, and **Shuming Bai** (2013). "The Impact of BOJ Intervention on Foreign Exchange Markets: Evidence from Dollar-Yen and US-JP Yield Spread since 1990s." *Academy of Business Research Fall 2013 Proceedings* (Abstract).
7. Hooper, Jonathan, Will Hurlbut, and **Shuming Bai** (2013). "Hedging Strategies and Effect on MNCs' Valuation." *The 2011 Proceedings of Southwestern Finance Association*.
6. **Bai, Shuming** (2011). "The Impact of the Financial and Sovereign Debt Crises on the Euro: Evidence from the PIGS," *Conference proceedings of the 2011 Financial Management Association International (FMA) Annual Meeting*.
5. Minner, Roger, Denise Gibson, Sheng Pulse, and **Shuming Bai** (2009). "Financial Performance Analysis: The Case of A Medium-sized Oil and Gas Exploration and Production Company," *Proceedings of Southwest Decision Sciences Institute Conference 2009*, 638-639.
4. **Bai, Shuming**, Jun Sun, and Kai S. Koong (2009). "Progress in E-filing at Tax Processing Centers," *Proceedings of Southwest Decision Sciences Institute Conference 2009*, 587-588.
3. **Bai, Shuming**, Kai S. Koong, and Lai C. Liu (2008). "The Impact of Euro Changes on Selected Currencies," *Proceedings of Southwest Decision Sciences Institute Conference 2008* (Abstract), 267.
2. **Bai, Shuming**, Kai S. Koong, and Lai C. Liu (2007). "An Application of Dynamic Decision Support Models on the Black Exchange Market Information of NAFTA Partners," *Proceedings of Decision Sciences Institute 2007*, 5021-5026.

1. **Bai, Shuming** (2006). "Relative Global Market Influence of China, India and Russia," *Papers and Proceedings of the Academy of Economics and Finance 2006*, 35-43.

REFEREED PRESENTATIONS AT SCHOLARLY MEETINGS

28. **Bai, Shuming** and Kai Koong (2020). "The economic consequences of commodity price shocks and trade restrictions," presented at the 2020 *Southwestern Finance Association* Annual Conference in San Antonio, TX on 11-13, 2020.
27. **Bai, Shuming** and Kai Koong (2019). "Oil shocks, commodity prices, and exchange rates," presented at the 2019 *International Symposium of Environment and Energy Finance Issues* Annual Conference in Paris, France on May 23-24, 2019.
26. **Bai, Shuming** and Kai Koong (2019). "Oil and Gas Reserves Disclosures and E&P Firm Performance," accepted in October 2018 for presentation at the 2019 *Southwestern Finance Association* Annual Conference in Houston, TX on March 13-16, 2019.
25. **Bai, Shuming**, Kai Koong, and Eric Valenzuela (2018). "The dynamic impact of oil price shocks on stock returns: Evidence from U.S. energy companies in the value chain," presented at the 2018 *International Symposium on Environment and Energy Finance Issues* Annual Conference in Paris, France on May 24-25, 2018.
24. **Bai, Shuming**, Kai Koong, and Eric Valenzuela (2018). "Oil prices and stock returns of energy value chain in the United States," presented at the 2018 *Southwestern Finance Association* Annual Conference in Albuquerque, NM on March 7-10, 2018.
23. **Bai, Shuming**, Kai Koong, and Chunhua Yang (2018). "A comparative analysis of oil and gas companies' financial performance: Evidence from 10-K," presented at the *Academy of Economics and Finance* Annual Conference in Houston, TX on February 15-17, 2018.
22. **Bai, Shuming** and Kai Koong (2017). "A comparative analysis of the impact of oil price shocks on stock returns of petroleum value chain," presented at the 2017 *International Conference on Energy Finance* in Hangzhou, China in May 2017.
21. **Bai, Shuming** and Kai Koong (2016). "Oil Prices, Exchange Rates, and Stock Returns: Empirical Evidence from China and the United States," presented at the 2016 inaugural *International Conference on Energy Finance* in Hangzhou, China in June 2016.
20. Valenzuela, Eric, Qing Zhang, and **Shuming Bai** (2016). "A Comparative Study of Central Bank Interventions and the Effects on Foreign Exchange Rates," presented at the 2016 **Southwestern Finance Association** Conference in Oklahoma City, OK, USA in March 2016.
19. **Bai, Shuming** and Kai Koong (2015). "Salary Trends of Selected Occupations in the Energy Sectors," accepted for presentation at the 2015 *Financial Education Association* National Conference in San Antonio, TX, USA in September 2015.
18. **Bai, Shuming** (2015). "The Dynamic Linkages in the U.S. Crude Oil Market," accepted for presentation at the 2015 **Midwest Finance Association** Conference in Chicago, IL, USA in March 2015.
17. Parajulee, Bina, Christie Ryan, and **Shuming Bai** (2014). "Currency Hedging by Multinationals Under Financial Crisis," presented at the 2014 **Southwestern Finance Association** Conference in Dallas, TX, USA in March 2014.

16. Mata, Mary, Cortney McAnew, and **Shuming Bai** (2013). "The Impact of BOJ Intervention on Foreign Exchange Markets: Evidence from Dollar-Yen and US-JP Yield Spread since 1990s." presented at the 2013 **Academy of Business Research** Conference in San Antonio, TX, USA in September 2013.
15. Hooper, Jonathan, Will Hurlbut, and **Shuming Bai** (2013). "Hedging Strategies and Effect on MNCs' Valuation," presented at the 2013 **Southwestern Finance Association** Conference in Albuquerque, NM, USA in March 2013.
14. **Bai, Shuming** (2012). "Crude Oil Price Discovery: Evidence from Brent Blend, Precious Gold, Dollar Exchange Rate, and U.S.-China Stock Indices," accepted for presentation at the 2012 **Academy of Business Research** Conference in Atlantic City, New Jersey USA in September 2012.
13. **Bai, Shuming** (2011). "The Impact of the Financial and Sovereign Debt Crises on the Euro: Evidence from the PIGS," presented at the 2011 Annual Meeting of the **Financial Management Association International (FMA)** in Denver, CO, U.S.A., October 2011.
12. **Bai, Shuming**, Frederick Hurford, and Robert Collins (2011). "Hedging Business and Financial Risks under Political Turmoil: Evidence from the Middle East and North Africa," presented at the **International Academy of Business and Economics** in Las Vegas, NV, October 2011.
11. **Bai, Shuming** (2011). "Dynamic Relationships among Financial and Commodity Markets: Evidence from Crude Oil, Precious Gold, U.S. Dollar and S&P 500," accepted for presentation at the **International Academy of Business and Public Administration Disciplines** Conference in Dallas, TX in April 2011.
10. **Bai, Shuming** (2010). "Forward Bias and Currency Crises," presented at the 2010 Annual Meeting of the **Financial Management Association International (FMA)** in New York City, NY, USA, October 2010.
9. **Bai, Shuming** and Gerardo Oviedo-Toral (2010). "Dollar Demise or Rise?: The Long and the Short of It." presented at the 37th Annual Meeting of **Academy of Economics and Finance** in Houston, TX, February 2010.
8. **Bai, Shuming** and Andre V. Mollick (2009). "The Magnified Effect of Financial Crises on Forward Discount Bias: Evidence from Emerging Economies in Crisis," presented at the 2009 Annual Meeting of the **Financial Management Association International (FMA)** in Reno, NV, USA, October 2009.
7. **Bai, Shuming**, Jun Sun, and Kai S. Koong (2009). "Progress of E-Filing at Tax Processing Centers," presented at the **Southwest Decision Sciences Institute** Annual Conference in Oklahoma City, OK February 2009.
6. Minner, Roger, Denise Gibson, Sheng Pulse, and **Shuming Bai** (2009). "Financial Performance Analysis: A Case Study of a Medium-size Oil and Gas Exploration and Production," presented at the **Southwest Decision Sciences Institute** Annual Conference in Oklahoma City, OK, February 2009.
5. **Bai, Shuming**, Kai S. Koong, and Lai C. Liu (2008). "The Impact of Euro Changes on Selected Currencies," presented at the Financial Performance Analysis: A Case Study of a Medium-size Oil and Gas Exploration and Production," presented at the **Southwest Decision Sciences Institute** Annual Conference in Oklahoma City, OK, February 2009.
4. **Bai, Shuming** (2007). "The BRIC Impact on Global Financial Markets: A Quantitative Analysis," presented at the **Financial Management Association International (FMA)** Annual Conference in Orlando, FL, October 2007.
3. **Bai, Shuming** (2007). "Forward Premium and Structural Breaks: Empirical Evidence from Emerging Currencies in Crisis," accepted for presentation at the Annual Meeting of **Southwestern Finance Association** in San Diego, CA, March 2007.

2. **Bai, Shuming** (2006). "Relative Global Market Influence of China, India and Russia," presented at the Annual Meeting of **Academy of Economics and Finance** in Houston, TX, February 2006.

1. Jackson, Dave, **Shuming Bai**, and Joan Wiggernhorn (2005). "The Effects of Currency Devaluation on ADRs and their Underlying Stocks: Evidence from Emerging Markets," presented at the Annual Meeting of **Association for Global Business** in Miami, FL, November 2005.

* Highlighted names are students.

RESEARCH PAPERS SUBMITTED TO REFEREED JOURNALS (under review)

Bai, Shuming, Kai Koong, and Yanni Wang. "The Value Relevance and Stock Performance of R&D Reporting: Evidence from Chinese Listed Firms," submitted to *Journal of International Financial Management & Accounting* in July 2020.

Bai, Shuming and co-author submitted a manuscript on the COVID-19 impact to *Financial Research Letters* in January 2021.

INVITED PRESENTATIONS AT PROFESSIONAL MEETINGS

Bai, Shuming (2018). "Dissecting the 10-K for Selected Oil and Gas Companies," presentation at the 2018 *Petroleum Accountants Society of the Permian Basin* Conference in Midland, Texas on May 10, 2018.

EXTERNAL GRANTS

Koong, Kai S. (PI), Fan Wu (Co-PI), Jay Bhuyan (Co-PI), and Shuming Bai (Senior Personnel and Consultant), 2020. "Minimizing Health Disparity Using Demographics, Gaming and Machine Learning in the Alabama Black Belt Region," sub-grant of National Institutes of Health No. U54MD007585, Amount: \$34,000.

Bai, Shuming (PI), "Enhancing Financial Literacy – Individual and Group Financial Decision Making Effects," submitted to the AccessLex Financial Education Research Grant Program in October 2020, \$125,000.

INTERNAL GRANTS

Obtained \$1,000 funding from the Falcon Research & Educational Opportunities Award for the trip to the 'Dallas Fed and You' event with 6 students in January 2017 and won Social Media contest (experiential learning).

Obtained \$1,500 funding from the Falcon Research & Educational Opportunities Award for the trip to the 'Dallas Fed and You' event with 8 students in November 2015 and three students got Dallas Fed's final interviews (experiential learning).

Bai, Shuming (2013). To develop an online version of FINA 4331, Energy Finance for undergraduates; Development Grant for New Online Programs and Courses, The University of Texas of the Permian Basin, \$4,000.

Bai, Shuming (2012). To develop a new online MBA course FINA 6320 MBAO 6316, Financial Management, for the MBA Online program through the University of Texas System Online Consortium, Online Course Development Grant, The University of Texas of the Permian Basin, \$5,000.

Bai, Shuming (2010). To create a new Energy Finance course for undergraduates to meet the growing demand for energy business professionals in the region, Faculty Development Grant, The University of Texas of the Permian Basin, \$3,000.

DEVELOPMENT OF NEW COURSES AND MISSION-BASED IMPACT

Created a brand- new **Energy Finance** course (FINA 4331) from scratch without any appropriate textbook or a common table of contents available in the market; launched it face-to-face in Summer 2010 for BBA in Finance with an Energy Finance concentration and as an elective for other business and engineering majors at the University of Texas of the Permian Basin. There were only six universities in the United States that offered Energy Finance course at that time. The new course was well welcomed by local students and industry professionals and received wide publicity by local newspapers. See featured articles in the news:
* *Midland Reporter-Telegram* “**UTPB to debut energy finance course this summer**” on April 18, 2010 accessible at [http://www.mrt.com/business/oil/industry_briefs/article_71f14122-1d08-5121-9f65-5d88e2f627ad.html?mode=jqm](http://www.mrt.com/business/oil/industry_briefs/article_71f14122-1d08-5121-9f65-5d88e2f627ad.html?mode=jqm;);

* *Odessa American* “**In the oil business**” on May 2, 2010 accessible at

http://m.oaoa.com/article_667f5ad9-de5d-51a6-b2f2-c650e4695982.html?mode=jqm;

* *Midland Reporter-Telegram* “**UTPB energy finance course proving useful**” on July 23, 2010 accessible at http://www.mrt.com/top_stories/article_2cd0a120-c8fd-5825-8f94-ed5ad1b41e66.html;

* UTPB page in *Odessa American* (Page 16A) and in *Midland Reporter-Telegram* “**Landman Lauds Energy Finance Course**” on August 8, 2010 accessible at

<http://www.utpb.edu/media/pdf/public-information---pdf/daily-falcon---pdf/Aug8.pdf>.

Developed the **new online course of Energy Finance** (FINA 4331) and launched in Spring 2013. This new online course fostered student access and enrollment from Texas and other states and regions. Incorporated into the course an invaluable real-world oil and gas database of *Drillinginfo* which is widely used by the industry and generously offered free to UTPB by the company. Students enjoyed and learned practical and useful knowledge and skills applicable in the **energy** industry.

Developed the **graduate version of Energy Finance** (FINA 6331) and launched in Spring 2016 for the MBA with the Certificate in Energy Business and as an elective for other MBA tracks and for the MPA programs at the University of Texas of the Permian Basin. Incorporated into the course are valuable real-world experiential learning with high profile executive speakers and oil field trips. Students truly enjoyed these activities and learned practical and useful knowledge and skills that can be applied in the **energy** sectors.

Developed the new **Financial Management Online** core course (FINA 6320/MBAO 6316) for the **MBA Online** program through the University of Texas System Online Consortium. The new course was launched by the University of Texas of the Permian Basin in Fall 2012.

Developed the new **Options and Futures** course (FINA 4325) for the **BBA in Finance** program as a required course and launched it in Fall 2015.

DEVELOPMENT OF NEW ENERGY CERTIFICATE PROGRAMS (COMMUNITY IMPACT)

Proposed to create the new Certificate in Energy Business for the MBA and MPA and the Energy Business Certificate programs; proposals approved by the University of Texas of the Permian Basin in December 2015. The first Certificate was awarded to the MBA-MPA graduating students in Spring 2016.

Proposed to add the new Certificate in Energy Business program to the Bachelor of Business Administration (BBA) in Finance, in Accountancy, and in Marketing; proposals approved by the University of Texas System in Fall 2014; Developed and designed marketing content and advising template for online and onsite access to the Certificate in Energy Business program; Managing and coordinating schedules and assessment of the Energy Business courses; Designed the Certificate of Energy Business and awarded 5 students the Certificate for the first time in Fall 2014.

Designed the Certificate of Energy Business and awarded the new Certificate to the BBA graduating students each semester since Fall 2014.

STUDENT ENGAGEMENT (EXPERIENTIAL LEARNING)

Faculty Advisor and Web Reviewer for Falcon Financials Student Club, UTPB Chapter of the Financial Management Association (FMA) International, 2008 to 2019.

- Coordinated and obtained a grant of \$1,000 from the Falcon Research & Education Opportunities to lead finance and MBA students to participate in the “Dallas Fed and You” Event in January 2017; Won the 1st place for social media contest by the Dallas Federal Reserve Bank (experiential learning)
- Coordinated and obtained a grant of \$1,500 from the Falcon Research & Education Opportunities to lead finance students to participate in the “Dallas Fed and You” Event in November 2015; Won the 1st place for social media contest by the Dallas Federal Reserve Bank; Several students received interviews from the Dallas Fed
- Secured \$200 from the Dean’s Office to support a graduate student co-author’s travel to Dallas to present paper at the 2014 Southwestern Finance Association (SWFA) annual conference on behalf of UTPB; the paper was subsequently published in a referred journal in 2014.
- Obtained \$500 from the Dean’s Office to support undergraduate student co-author to travel to conference to present paper on behalf of UTPB in Oklahoma City; the paper was subsequently published in the conference proceedings in 2009.

COURSES TAUGHT AT

Eastern Washington University, College of Business, Graduate Faculty, Fall 2019 to Present

MBA Internship, Graduate Faculty Advisor
Fall 2019, Winter 2020, Spring 2020, and Fall 2020.

The University of Texas of the Permian Basin, College of Business, Graduate Faculty, Fall 2008 to August 2019.

Energy Finance* (Created this new course for 4th year level major and/or business course from scratch in 2010; for MBA/MPA in Spring 2016, 2017, and 2018), College of Business

Spring of 2019, 2018, 2017, 2016, 2015; Fall 2011; Summer 2010 face to face; 2014 and 2013 Online.

Created from scratch and launched this brand new course in summer 2010 to meet **energy** demand for professionals; Well received by students and professionals; good publicity by local newspapers.

Developed and launched the new course for graduate students in Spring 2016.

Course evaluation: Outstanding (4.4-4.7 with 5 being the highest and 1 the lowest rating)

Financial Management* (developed this new MBA Online core course for UTOC in 2012)

Fall and Summer of 2018, 2017, 2016, 2015, 2014, and 2013; Fall 2012; developed this new core required course for the MBA Online program through the University of Texas System Online Consortium (UTOC); College of Business.

- Utilizing new-tech virtual office hours using Blackboard Collaborate so that students in any parts of the U.S. can ask me questions, hear and see me demonstrate step-by-step solutions by sharing my application.

International Finance (redesigned this MBA Online course for UTOC in 2010)

Summer of 2018, 2017, 2016, 2015, 2014, 2013 and 2012; Spring of 2011 and 2010; Summer 2009. A finance elective in the MBA Online Program through The University of Texas System Online Consortium (UTOC); University of Texas of the Permian Basin.

- Revamped and re-designed this MBAO core finance course (FINA 6320/MBAO 6376) for much improved performance in Spring 2010.

Options and Futures (4th year level major course)

Taught the new course for 4th year level major in Fall of 2018, 2017, 2016 and 2015; College of Business.

Developed the course materials, assignments, and assessment.

Course evaluation: Outstanding (4.72 – 4.73 with 5 being the highest and 1 the lowest rating)

International Finance (4th year level major course)

Spring of 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, and 2010; Summer 2009; College of Business
Course evaluation: Outstanding (4.3 - 4.8 with 5 being the highest and 1 the lowest rating)

Principles of Finance (3rd year level business core course)

Fall and Spring 2015, Fall and Spring of 2014, 2013, 2012, 2011, 2010, and 2009; Fall 2008; College of Business
Course evaluation: Outstanding (4.3 – 4.9 with 5 being the highest and 1 the lowest rating)

Financial Statement Analysis (4th year level course)

Summer 2011; Fall of 2010, 2009 and 2008; School of Business
Course evaluation: Outstanding (1.4 – 1.7 with 1 being the highest and 5 the lowest rating)

Corporate Financial Management (4th year level course)

Spring 2009, School of Business
Course evaluation: Outstanding (1.8 with 1 being the highest and 5 the lowest rating)

International Teaching at AACSB accredited universities in China, Summer 2013 to 2014

Xi'An Jiaotong University, China (AACSB), Summer 2014.

International Finance

Developed the textbook and taught this course both in English and in Chinese to Executive MBAs from Chongqing and Shenzhen, China
Summer of 2014

University of Science and Technology Beijing, China (AACSB), Summer 2013.

International Finance

Developed the textbook and taught this new course both in English and in Chinese to Executive MBAs at University of Science and Technology Beijing, Beijing, China; Summer 2013.

The University of Texas – Pan American (now The University of Texas Rio Grande Valley), College of Business Administration, Spring 2005 to Summer 2008.

Managerial Finance (3rd year level business core course)

Spring (2008 and 2005) and Fall (2007 and 2005), Dept. of Economics & Finance
Course evaluation: 90% good to excellent

Business Statistics (2nd year level course)

Summer 2006, Department of CIS & Quantitative Methods

Investments (3rd year level course)

Summer 2008, Department of Economics and Finance

The University of Texas at Arlington, College of Business Administration, Summer 2002 to Fall 2003.

Corporate Finance (3rd year level course)

Spring and May Mini-term 2003; Fall, Summer, and Winter Mini-term 2002; Department of Finance & Real Estate
Course evaluation: 4.6/5.0 (with 5.0 being the highest rating)

International Finance (4th year level course)

Summer 2003, Department of Finance and Real Estate

Portfolio Management and Security Analysis (4th year level course)

Fall 2003, Dept. of Finance & Real Estate; Course evaluation: 4.6/5.0 (with 5.0 being the highest rating)

PROFESSIONAL SERVICES

Board of Directors (elected)

- *Southwestern Finance Association*, 2018-2020.
- *Southwestern Finance Association*, 2015-2016.

Guest Editor

- Special issue on “Energy Hedging and Risk Management” of *International Journal of Services and Standards*, 2014.

Editorial Board:

- *International Journal of Electronic Finance*, 2008 to Present
- *International Journal of Revenue Management*, 2013 to Present
- *International Journal of Services and Standards*, 2016 to 2019

Journal Reviewer

- *Journal of International Financial Markets, Institutions & Money; Emerging Markets Finance and Trade*
- *Applied Energy; The North American Journal of Economics and Finance*

Federal Grant Review Panelist

- **U.S. Nuclear Regulatory Commission Scholarships and Fellowships Grants**, *U.S. Nuclear Regulatory Commission (NRC)*, 2009
 - Reviewed and judged 11 U.S. NRC grant proposals

Session Organizer and Session Chair

- *Financial Management Association International (FMA) Annual Meeting*, New York, 2010.
- *Southwestern Finance Association (SWFA) Annual Meetings*, 2020, 2019, 2018, 2016, 2014, 2013.

Program Committee

- *Financial Management Association International (FMA) Annual Meeting*, 2010 and 2009
 - Reviewed 7 papers for the 2010 FMA Annual Meeting
 - Reviewed 8 papers for the 2009 FMA Annual Meeting
- *Southwestern Finance Association (SWFA) Annual Meeting*, 2021, 2020, 2019, 2018, 2016, 2015, 2010
 - Reviewed 7 papers for the 2021 SWFA Annual Meeting
 - Reviewed 8 papers for the 2020 SWFA Annual Meeting
 - Reviewed 8 papers for the 2019 SWFA Annual Meeting
 - Reviewed 3 papers for the 2018 SWFA Annual Meeting
 - Reviewed 6 papers for the 2016 SWFA Annual Meeting
 - Reviewed 5 papers for the 2010 SWFA Annual Meeting

Track Chair (Finance)

- *Southwest Decision Sciences Institute Conference*, Oklahoma City, OK, 2009
- *Southwest Decision Sciences Institute Conference*, Houston, TX, 2008

Session Chair and Discussant

- *International Conference on Energy Finance* Annual Meeting, 2017, 2016
- *Southwestern Finance Association* Annual Meeting, 2016-2020, 2014, 2013, 2009, 2007
- *Financial Management Association International*, 2011, 2010, 2009, 2007
- *Financial Education Association*, 2018, 2015
- *Academy of Economics and Finance* Annual Meeting, 2018, 2011, 2010, 2007, 2006
- *Academy of Business Research* Meeting, 2015, 2013
- *Southwest Decision Sciences Institute* Annual Meeting, 2009 and 2008
- *Federation of Business Disciplines*, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2009, 2008

INSTITUTIONAL SERVICES

EASTERN WASHINGTON UNIVERSITY, 2019-present

Fundraising

- Coordinated and contributed to the College's Global Experiential Learning Program fund raising event in Spokane, WA on September 26, 2019. Raised \$20,000.

Recruiting

- Graduate recruiting – Recruited prospective MBA and Online students at the Eastern Edge event (over 200 attendees) in October 2019

Internship

- Faculty Internship Advisor, supervise MBA students' internships since Fall 2019

Entrepreneurship Pitch Competition Judge

- Speaker and judge for the Eastern Washington University students' Pitch Competitions, February 2020
- Presenting awards and serving as judge for the Eastern Washington University students' Pitch Competitions, December 2019 and February 2020.

International Collaboration

- Initiating and coordinating international collaborative degree programs between three Chinese universities and College of Business on business undergraduate and MBA programs with University International Office.

COMMITTEE AND ADMINISTRATIVE ASSIGNMENTS

State of Washington

- Inter-institutional Committee on Academic Program Planning, Fall 2019 - present

University

- Provost's Expanded Academic Affairs Council, Fall 2019 to present
- Designated AACSB liaison for Eastern Washington University
- Academic Programs and Assessment Committee, Fall 2019 to present
- Academic Planning Council, Fall 2019 to present.
- Academic Face-to-Face Learning COVID-19 Committee, July 2020 to present.

College of Business

- Director of Graduate Business Programs, 2019 to present
- Chair, Assurance of Learning Committee, 2019 to present.
- Chair, Graduate Curriculum and Policy Committee, Fall 2019 to present

- Chair, MBA Scholarship Committee, 2019 to present
- College Executive Leadership Team, 2019 to present.
- College Leadership Team, 2019 to present
- Strategic Planning Committee, 2019 to present

THE UNIVERSITY OF TEXAS PERMIAN BASIN

Recruiting

- Graduate recruiting
 - Recruiting MBA and MPA students by organizing a recruiting booth at the UTPB-COBE job fair in Fall 2018, Spring 2018, Fall 2017, Spring 2017, and Fall 2016 as well as visiting senior classes at College of Business and Engineering each semester at UTPB.
 - Recruiting MBA and MPA students internationally, particularly from China universities.
 - Re-designed the MBA and MPA online websites as well as brochures and fliers as multiple channels to recruit and disseminate program information.
 - More than tripled the growth of the MBA program over the last two years.
- Undergraduate recruiting
 - Recruited prospective finance and accounting students at local high schools in Spring 2019.
 - Represented College of Business and Engineering (Finance) to recruit prospective finance students at the UTPB Falcon Days from 2011 to 2016 and 2018.
 - Recruiting presentation at the Business Freshman Seminar at UTPB from 2013 to 2016. Influenced and recruited more than 60 students into Finance majors from 2008 to 2016.
 - Motivated 50 students to switch to finance degree with the Certificate in Energy Business.

Academic Advising

- Graduate Advising:
 - Number of graduate MBA students advised since Fall 2016: 569.
 - Number of degree checks performed for MBA students since Fall 2016: 132.
 - Number of degree checks for undergraduate and MBA Energy Certificate: 100.
- Undergraduate Advising:
 - Number of undergraduate students advised since 2009: 285
 - Number of undergraduate degree check performed since 2013: 87

Mentoring of Student Research

- Mentored 3 undergraduate students to have one paper presented and proceedings published.
- Mentored 12 graduate students to have 6 papers presented at academic conferences and subsequently published in proceedings and referred journals.
- Hosted and mentored 3 students from China at UTPB, 2009 to 2015.
- Mentored 2 students from Mexico, 2010 to present.
- Mentored 1 student from Nepal, 2012 to present.

Other Work with Students (Engaging with Students) – Student Journal Publications and Conference Presentations:

- Mentored one graduate student to have a paper accepted for presentation at an international energy finance conference in 2018. The paper is in revision for journal submission.
- Mentored one UTPB MBA student to have a paper presented at the 2018 *Academy of Economics and Finance* Annual Meeting in Houston, Texas in February 2018. The paper is in revision for journal submission.
- Mentored two UTPB MBA students to have a paper presented at the 2016 *Southwestern Finance Association* Annual Meeting in Oklahoma City, OK in March 2016.
- Mentored two UTPB MBA students to have a paper presented at the 2014 *Southwestern Finance Association* Annual Meeting in Dallas, Texas in March 2014.
- Mentored two UTPB MBA students to have a paper presented at the 2013 *Academy of Business Research* Conference and published in the *Proceedings of Academy of Business Research Fall 2013*.

- Mentored two UTPB MBA students to have a paper presented at the 2013 *Southwestern Finance Association* Annual Meeting in Albuquerque, NM in March 2013.
- Mentored two MBA students to have a paper presented at the 2011 *International Academy of Business and Economics* Conference and subsequently accepted for publication by the *Journal of International Finance Studies* in 2011.
- Mentored an MBA student to have a paper presented at the 2010 *Academy of Economics and Finance* Annual Meeting and subsequently accepted for publication by the *Journal of the Academy of Economics and Finance* in December 2010.
- Mentored three UTPB **undergraduate** students to have their paper presented at the 2009 *Decision Sciences Institute Southwest Region* Annual Conference and the abstract published in the 2009 conference proceedings.

Funding Obtained to Support Student Conference Presentations

- Obtained \$1,000 funding from the Falcon Research & Educational Opportunities Award for the trip to the 'Dallas Fed and You' event with 6 students in January 2017 and won Social Media contest (experiential learning).
- Obtained \$1,500 funding from the Falcon Research & Educational Opportunities Award for the trip to the 'Dallas Fed and You' event with 8 students in November 2015 and three students got Dallas Fed's final interviews (experiential learning).
- Obtained \$200 from the Dean's Office to support a graduate student lead-author's travel to Dallas to present paper at the 2014 Southwestern Finance Association (SWFA) annual conference on behalf of UTPB; the paper is subsequently to be published in the conference proceedings in 2014.
- Obtained \$500 from the Dean's Office to support undergraduate student lead-author to travel to conference to present paper on behalf of UTPB in Oklahoma City; the paper was subsequently published in the conference proceedings in 2009.

International Collaboration – Memorandum of Understanding (MOU)

- Initiated and brought about the successful signing of the Memorandum of Understanding (MOU) between UTPB College of Business and the School of Business and Economics at Xidian University (one of the top 100 universities in China) on October 3, 2016.

COMMITTEE AND ADMINISTRATIVE ASSIGNMENTS

Texas

- Alternate Operating Council Member representing UTPB, Texas International Education Consortium (TIEC), an Association of 32 Texas Public Universities for International Education, 2016 to 2019.
- Operating Council Member representing UTPB, Texas International Education Consortium (TIEC), an Association of 32 Texas Public Universities for International Education, September 2013 to 2015.
 - Attended TIEC Operating Council meetings and explored international cooperation opportunities

University

- Faculty Senate (elected), 2018 to 2019; 2013-2016.
- Faculty Grievance Panel (elected): 2016 – 2018.
- Graduate Council (elected): 2016 to 2019.
- International Oversight Committee, 2013 to 2019.
- Academic Affairs Committee of the Faculty Senate, 2018 to 2019.
- Charles R. and Linda Sorber Fellowship/Professorship in Art Review Committee, 2019.
- Ellen and Bill Noel Distinguished Fellowship/Professorship for Energy Research Review Committee, 2018.
- Petroleum (CO2) Endowed Fellowship Review Committee, Spring 2017.
- Committee for Assessing Academic Advising for the THECB, 2013 to 2014.
 - Reviewed and provided feedback to the Texas Higher Education Coordinating Board (THECB) on the "Method for Assessing the Quality and Effectiveness of Academic Advising Services at Texas Public Institutions of Higher Education" for Activity II, Activity IV, Activity V, Activity VI, Activity VII, Activity VIII, Activity IX, and Activity X in 2013.

- Access and Equity Committee, 2008 to 2015.
- Faculty Affairs subcommittee of the Faculty Senate, 2016.
- Student Affairs subcommittee of the Faculty Senate, 2010-2012.
- Faculty Marshall, Commencement Fall 2013, Summer 2012, and Summer 2011.
- Reviewed a Website targeting at recruiting Chinese students and provided feedback to the Provost's Office, September 2012.
- Reviewed international marketing campaign targeting at recruiting Chinese students and provided feedback to the President's Office, December 2013.
- Reviewed a website targeting at recruiting Chinese students and provided feedback to the President's Office, February 2014.

College of Business

- Coordinator of Energy Business, University of Texas Permian Basin, Spring 2014 to 2019.
- Chair, College of Business Graduate Admissions Committee, Spring – Summer 2019.
- College of Business Recruiting Team, Fall 2018 to Summer 2019.
- College of Business Workload Taskforce, Fall 2018 to May 2019.
- Chair, Faculty and Staff Committee, University of Texas Permian Basin, September 2015 to Summer 2016.
- Web editor and publisher for the Graduate Business Programs, 2017 to 2018.
- Strategic Leadership Committee, University of Texas Permian Basin, January 2015 to 2019.
- Assurance of Learning (AOL) AACSB Committee, University of Texas Permian Basin, 2013 to 2019.
- Curriculum Committee, University of Texas Permian Basin, January 2015 to 2019.
- Research Committee, University of Texas Permian Basin, January 2017 to 2019.
- Awards Committee, University of Texas Permian Basin, September 2015 to 2016.
- Faculty and Staff Committee, University of Texas Permian Basin, 2008 to 2015.
- Graduate Admissions Appeals Committee, 2009 to 2013.
- Scholarship Committee, School of Business, 2011 to 2013.
 - Allocated and distributed scholarship funds to business and finance students in School of Business
 - First recognized Midland-Dongying Sister City Association (MDSCA) as an external scholarship contributor to UTPB students at the Honors Convocation of UTPB and in College since 2011.

Graduate Business Programs

- Chair, Advisor, Web Editor and Publisher, August 2016 to Present.

Department

- Interim Chair of Accounting, Finance & Economics, College of Business, University of Texas Permian Basin, June 2018 to present.

Finance Discipline

- Faculty Advisor and Web Reviewer for Falcon Financials Student Club, UTPB Chapter of the Financial Management Association (FMA) International, 2008 to present.
 - Received a grant of \$1,500 from the Falcon Research & Education Opportunities to lead 8 students to participate in the "Dallas Fed and You" Event in November 2015. Won the 1st place for social media.
 - Obtained \$1,000 funding from the Falcon Research & Educational Opportunities Award to lead 6 students to participate in the 'Dallas Fed and You' event in January 2017 and won Social Media contest (experiential learning).
- Library Liaison for Finance Discipline, The University of Texas of the Permian Basin, 2011 to present.
- Faculty Internship Advisor, for student's internship with Wells Fargo Advisors, Fall 2010.

COMMUNITY SERVICES

- Treasurer, *Midland-Dongying Sister City Association* (MDSCA), Midland, TX, 2011 to present.
 - Generate and present Treasurer's report at the Board of Directors' meetings.

- Raise, contribute, collect, deposit, and distribute MDSCA Scholarship Fund each semester to support students from Dongying, China to pursue and complete UTPB degrees since 2010.
- Initiated the recognition of the MDSCA's generous full scholarship support to students from Dongying to complete academic degree at UTPB continuously for the past 27 years at the Annual Honors Convocation of the University of Texas of the Permian Basin and in College of Business and Engineering in 2011 and onwards.
- Member, Board of Directors, *Midland-Dongying Sister City Association*, 2010 to present.
 - Networked and translated for the delegation from China Petrochemical Corporation (Sinopec) at the reception in Midland, Texas in April 2013.
 - Assisted MDSCA delegation to China headed by Midland City Deputy Mayor for the 25th anniversary of the Sister Cities' friendship and continuous cooperation in education, culture, and business in June 2011.
 - Represented and promoted UTPB to China University of Petroleum in Dongying and established initial contact with the College of Economics and Management.
 - Assisted to welcome the Chinese delegation's visit to Midland and UTPB in November 2011.
 - Helped the sponsored students to secure internship/jobs in the United States.
- Translator: Midland County Courthouse, October 2012.
- Judge, *Business Professionals of America* Regional Competition, University of Texas of the Permian Basin, January 2016, 2015, and 2011.

OTHER CONFERENCES AND PROFESSIONAL DEVELOPMENT ACTIVITIES

- AACSB Associate Dean Conference, New Orleans, November 2019
- Permian Basin Water in Energy Conference, Midland, Texas, February 19-22, 2019
- Permian Basin Water in Energy Conference (Inaugural), Midland, Texas, February 20-23, 2018
- Texas Leadership Forum, Austin, Texas, February 26-27, 2017
- Southwestern Finance Association, Little Rock, AR, March 9-10, 2017
- DUG Permian Basin – Midstream Programs, Hart Energy conference, Fort Worth, Texas, May 19-21, 2015
- DrillingInfo and DI Training and Workshops, 2014, 2013, 2012, 2011.
- Permian Basin International Oil Show, Odessa, Texas, October of 2018, 2016, 2014, 2012, 2010, and 2008
- Grant Writing Workshop by University of Texas – Austin Grant Office, April 2013
- Energy Investment Forum, Austin, Texas, January 25-26, 2012
- "Creating a Presence" Minority Serving Institutions Technical Assistance and Capacity Building Workshop co-hosted by 8 U.S. Federal agencies (The U.S. Department of Agriculture, U.S. Department of Commerce, U.S. Department of Energy, U.S. Department of Environmental Agency, U.S. Nuclear Regulatory Commissions, U.S. National Science Foundation, and U.S. Agency for International Development) in Dallas, Texas September 22-25, 2008

PROFESSIONAL MEMBERSHIPS

Northwest International Business Educators Network, 2019 to present
 International Symposium on Environment and Energy Finance Issues, 2019 and 2018
 International Conference on Energy Finance, 2017 and 2016
 American Finance Association, 2009, 2008
 Financial Management Association International, 2007 to present
 Southwestern Finance Association, 2007 to present
 Southern Finance Association, 2015 to present
 Midwest Finance Association, 2013 to present
 Academy of Economics and Finance, 2006 to present
 Academy of Business Research, 2013
 Financial Education Association, 2018, 2015
 Federation of Business Disciplines, 2007 to present

PROFESSIONAL CERTIFICATIONS AND DEVELOPMENT

John Hopkins University's COVID-19 Contact Tracing Course Certificate, July 2020.
COVID-19: Back to Campus (Fall 2020), Collaborative Institutional Training Initiative (CITI Program), July 2020.
Social & Behavioral Research Completion Certificate, CITI Program, June 2020.
Workplace Diversity Workshop, Certificate of Completion, Eastern Washington University, November 2019
What Managers and Supervisors Need to Know, Certificate of Completion, Univ. of Texas Permian Basin, May 2018
Cultural Awareness Training, Certificate of Completion, University of Texas Permian Basin, January 2018
Canvas Green Belt and White Belt Certificates, University of Texas of the Permian Basin, 2016 and 2015
Drillinginfo Certificate, completion of Fundamentals of Drillinginfo and Fundamentals of DI Desktop, 2014
CO₂ Flooding Certificate, The Applied Petroleum Technology Academy of the Permian Basin, December 2014
Grant Writing Workshops sponsored by eight Federal agencies. Certificate of Attendance. September 2009
Blackboard Online Certificate, University of Texas of the Permian Basin, 2010
WebCT Training Certificate, sponsored by the University of Texas at Austin, 2009
Qualify Matters, Certification of Completion of the Building Your Online Course, Quality Matters, November 2008
Qualify Matters, Certification of Completion of the Quality Matters Standards, Quality Matters, October 2008

HONORS AND AWARDS

Board of Directors (elected). Southwestern Finance Association, 2018-2020, 2015-2016.
Jack Ladd Fellow in Business (endowed). University of Texas Permian Basin, 2016-2019
Outstanding Research Award, College of Business, University of Texas Permian Basin, 2017-18
Outstanding Teaching Award, College of Business, University of Texas Permian Basin, 2015-16
Nominated for the **President's Teaching Award**, University of Texas Permian Basin, 2016
Nominated by the College for the **University of Texas System Regents' Outstanding Teaching Award**, 2014
La Mancha Society Golden Windmill Award. Awarded annually to one junior faculty member at UTPB by the La Mancha Society in recognition of excellence in research, The University of Texas of the Permian Basin, 2011
Outstanding Research Award. School of Business, The University of Texas of the Permian Basin, 2011
Outstanding Research Award. School of Business, The University of Texas of the Permian Basin, 2010
Who's Who Among America's Teachers. National Academic Affairs, State of Texas Edition, 2006
The Best Paper Award. *Association for Global Business* Conference, Miami, Florida, 2005
PHI BETA DELTA. Honor Society for International Scholars, The University of Texas at Arlington, 2003
Outstanding MBA Graduate. College of Business Administration, The University of Texas–Pan American, 1997
Beta Gamma Sigma. Business Honor Society, since 1996

MISCELLANEOUS

CITIZENSHIP: United States of America
GENDER: Female
LANGUAGE PROFICIENCY: English (fluent), Chinese (fluent), French (beginning), and Spanish (beginning)
HOBBIES: Aerobics and Fitness Association of America Certification, tennis, music, traveling, and cooking.

REFERENCES

Available upon request

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

PERSONNEL COMMITTEE

August 26, 2021

Item K.5. **Southeastern Louisiana University's** request for approval to appoint Dr. Tará Lopez as Interim Dean of the College of Business effective July 31, 2021.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Tará Lopez as Interim Dean of the College of Business effective July 31, 2021, at an annual salary of \$160,000. 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 Southeastern Louisiana University's request for approval to appoint Dr. Tará Lopez as Interim Dean of the College of Business effective July 31, 2021.

August 5, 2021

Dr. Jim Henderson, President
University of Louisiana System
1201 N. Third Street, Suite 7-290
Baton Rouge, Louisiana 70802

Dear Dr. Henderson:

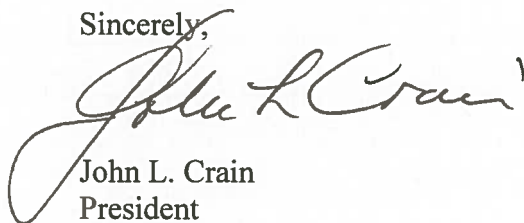
In a letter dated July 26, 2021, Southeastern Louisiana University requested and you granted administrative interim approval to appoint Dr. Tará Lopez as Interim Dean of the College of Business, effective July 31, 2021, at an annual salary rate of \$160,000. At this time, Southeastern requests Board consideration of Dr. Tará Lopez's interim dean appointment, retroactively effective July 31, 2021, at an annual salary of \$160,000. Dr. Lopez would replace Dr. Antoinette Phillips who has retired.

Dr. Lopez is a tenured Associate Professor who has served in the Department of Marketing and Supply Chain Management with a promotion to professor pending Board approval in August. She is a well-respected member of the faculty with over twenty years of college-level teaching experience and has numerous articles in quality academic journals. Dr. Lopez has successfully established and maintained domestic and international initiatives. As director of the Panamá Bilingue Program, she worked with the government of the Republic of Panamá to develop a program in which Southeastern trained over 400 Panamanian students. As co-director of Southeastern's Professional Sales Program, she was instrumental in designing the curriculum and raising significant funds from grants and private donations to support the program.

I am confident that Dr. Lopez will provide strong leadership for the college during this interim period. A national search to fill the position of Dean of the College of Business on a non-interim basis will be conducted in accordance with University of Louisiana System policy.

I respectfully request that you place this item on the agenda for the August 26, 2021 meeting of the Board of Supervisors.

Sincerely,



John L. Crain
President

Attachment (Vita)

Tará Burnthorne Lopez, D.B.A.
Associate Professor
Department of Marketing and Supply Chain Management
College of Business
tara.lopez@selu.edu

Academic Background

D.B.A. Louisiana Tech University, 2000. Major: Marketing, Minors: Management and Quantitative Analysis.
Dissertation: "Examining the Impact of Control Systems on the Implementation of Market-Oriented and Customer-Oriented Strategies"

M.B.A. Southeastern Louisiana University, 1996

B.A. Southeastern Louisiana University, 1992

Academic Experience

Southeastern Louisiana University, Hammond Louisiana

Associate Professor of Marketing, (August, 2014 – present)

Assistant Professor of Marketing, (2007 - present)

Co-Director, Professional Sales Program, (2018 – present)

Co-Director, Business in Panamá International Study Abroad Program, (2008 – present)

Director, Panamá Bilingüe Program, (June, 2014 - January, 2020)

Graduate Faculty Adjunct Instructor, (2000)

University of Southern Mississippi Hattiesburg, Mississippi

Assistant Professor of Marketing, (2001 - 2007), earned Tenure and Promotion to Associate - 2007

Mississippi College, Clinton, Mississippi

Assistant Professor of Marketing, (2000 - 2001)

Courses Taught

Primary Courses: Introduction to Professional Selling, Advanced Professional Selling, Sales Management, Marketing Research

Additional Courses: Consumer Behavior, Principles of Marketing, Social Media and Personal Branding, Special Topics in Marketing, Marketing Strategy / Marketing Management

Study Abroad: Latin American Marketing Issues, Strategic Marketing Management in Latin America

Highlights

- Directly involved in raising over \$400,000 in grants and corporate donations to support College of Business facility improvements to support student learning, student programs, and scholarships.
- Instrumental in creating the Professional Sales Concentration curriculum, developing Advanced Professional Sales Course, and re-vitalized dormant Sales Management Course. Created a sales professionals mentor program, integrated CRM software and real sales quotas - replicating the model of actual sales organizations.
- Established an on-campus student speed interview event offered every semester.
- Co-created and implemented the Southeastern Professional Sales Competition in which 15-25 students compete every semester and are judged by industry professionals.
- Coach student teams participating in local, regional, and national sales competitions annually, all sponsored by companies, judged by industry professionals, and offering thriving career fairs.
- Developed relationships with corporate partners to place students in full-time and internship positions across the U.S. at Hewlett Packard Enterprise, Gartner, United Rentals, Veriforce, Northwestern Mutual, Rite-Hite, Enterprise, Paychex, Sherwin-Williams, Fastenal, Republic Finance, Arbon Equipment, Angel Oak Companies, LouisianaCat, Highgate QuickRX, and Mondelez, and many others.
- Active in re-establishing the Marketing Advisory Board and creating the Professional Sales Advisory Board.

- Achieved “Excellence” on all annual evaluations.
- Integrate real world projects in all classes.
- Industry professionals in the classroom - Expose students to industry standards and performance expectations by inviting many industry professionals into the classroom every semester.
- Charter member and Faculty co-advisor of the Southeastern Lions Toastmasters Club.
- Awarded two endowed professorships recognizing excellence in teaching.
- Highly Commended Award Winner 2010 by Journal of Business & Industrial Marketing.
- Selected to represent Southeastern Louisiana University at International Week at Pole Universitaire – Leonard de Vinci School of Management in Paris, France in 2009 and 2011.

Teaching Accomplishments

Course (New / Substantial Revision) - Creation/Delivery

2020 – Redesign – Introduction to Professional Sales course redesigned to HyFlex model
 2018 – Developed new course: Advanced Professional Selling (MRKT421).
 2018 – Revitalized and Redesigned dormant course: Sales Management (MRKT425)
 2017 – Developed new course: Personal Branding on Social Media (MRKT205)
 2012 – New course preparation: Consumer Behavior (MRKT319)
 2011 – New course preparation: Principles of Marketing Online (MRKT303)
 2008 - New course preparation: Latin American Marketing Issues Study Abroad Course

Student Independent Studies, Research, and Theses

2014 - Thesis Committee – Member - Gabriel Arabie. Title: ‘Advertising to Children’.
 2011 – Honors project - Carleigh Ellison – “An Analysis of Bioidentical Hormone Replacement Websites”.
 2009 - Dissertation Committee - Member. Louisiana Tech University marketing doctoral student - Mahmoud Darrat.
 Title of Dissertation: ‘The Multidimensionality of Salesperson-Organization Fit and the Effects on Salesperson Deviance/Performance’.
 2006 - Supervised Thesis for Alicia Lane. Title: ‘Adaptive selling: A framework for success in the retail market’.
 2006 - Supervised thesis for Michelle Curtis. Title: ‘Maximizing online auction prices: An analysis of seller-controllable factors’.
 2005 - Business Advisory Council mentor for Alicia Lane.
 2003 - Business Advisory Council mentor for Melanie Wilson
 2001 - Business Advisory Council mentor for Reginald Jones

Innovations in Course Content / Presentation

2020 – present. *RNMKRS Sales Competition* - used data visualization, analytics, and artificial intelligence in teaching sales. RNMKRS hosted 2,100 university students across the globe; 71 Southeastern Students participated in the competition; Southeastern students recorded over 1,000 practice plays. Southeastern students ranked in RNMKRS top 10% - 2 students; top 20% - 3 students; top 30% - 7 students.
 2019 – present. *ProSales Speed-Interview* - Created event in collaboration with corporate partners, hosted every semester.
 2019 – present. *ProSales Mentor Program* - Recruit sales professionals to serve as coaches and mentors for all senior professional sales students.
 2018 – present. *Southeastern Sales Challenge* – Recruit sales professionals to serve as buyers and judges for 15 – 25 students competing in sales role plays.
 2019 – present. *Bayou Sales Challenge* -Regional sales competition. Coach and accompany sales team competing with other universities, judged by industry professionals.
 2018 – present. *Louisiana Regional Sales Challenge* Regional sales competition. Coach and accompany sales team competing with other universities, judged by industry professionals.
 2007 – present. *Sales Role Plays*. Introduction to Professional Selling students participate in selling role plays in which they practice selling a real product to each other and then, for a grade, will sell a product to me. They are expected to dress professionally and treat the experience as if they were a real salesperson working for a company. The role plays are held in a conference room to simulate a real environment.
 2007 – present. Marketing Research Projects. Marketing Research students work in teams to complete a research project. They are responsible for identifying a relevant research topic, designing a questionnaire, collecting data,

analyzing the data, and presenting their project to the class. Often, students work for a client, past clients have been a residential subdivision, an entrepreneur, and the College of Business.

2019 – mentored students in Sales Management that hosted the first Southeastern Sales Program Golf Tournament Event and generated over \$20,000 in revenue.

2020 – implemented Lion Pitch Competition – 100 students competed, judged by industry professionals.

2014 – 2017. *Student Networking Class Assignment*. Professional networking opportunity in Introduction to Professional Sales Course related to their career choice, participate in that activity, and report on that participation for the class. This activity engages students with professionals and helps them gain a better understanding of career opportunities.

2012 - 2017. *Student Professional Portfolio*. This assignment reinforces the sales process taught in the course by requiring students to determine how to best sell *themselves*. This assignment helps students be competitive, while forcing them to think through their competitive advantages and appropriate ways of communicating those advantages.

Intellectual Contributions

Refereed Articles

- Lopez, T., Kemp, A., & Wittmann, C. M. (forthcoming). Career Path Framework of Inside Sales Training. *Journal of Selling*.
- McKenzie, R., Lopez, T., & Baraya, A. R. (2021). Global Partnership and International Education with Latin America: A Case Study. *Business Studies Journal*, 13 (1), 1-8.
- Lopez, T., Budden, M., & McKenzie, R. (2020). Anybody Out There? How Sales Organizations Responded to the Covid-19 Economic Shutdown. *Business Studies Journal*, 12 (3), 1-11.
- Lopez, T., Field Kemp, A. R., & McKenzie, R. (2019). Building Authentic Intercultural Awareness in The Business Classroom. *Journal of International Education in Business*, 12 (2), 198-211.
- Budden, M. C., Budden, C. B., & Lopez, T. (2017). Enhancing Cross Cultural Communication in the Marketing Classroom: A Case Approach. *Journal of International Education Research*, 13 (1), 45-50.
- Gravois, R., Lopez, T., & Budden, M. (2017). The Consumer Behavior Challenge: Designing an Assignment to Motivate Student Reflection and Self-Growth. *Marketing Education Review*, 27 (2), 72-79.
- Honoree, A. L., Davis, H. E., & Lopez, T. (2016). Motivating Faculty Engagement in Assurance of Learning Using the Job Characteristics Model. *Business Education & Accreditation*, 8 (2), 1-12.
- Honoree, A. L., Lopez, T., & Davis, H. E. (2016). Using Self-Managed Work Teams to Combat Social Loafing and Increase Faculty Engagement in Assurance of Learning Processes. *International HETL Review*, 6.
- Juban, R., & Lopez, T. (2013). An Exploration of Textbook Reading Behaviors. *Journal of Education for Business*, 88 (6), 325-331.
- McKenzie, R., Lopez, T., & Bowes, D. (2010). Providing International Opportunities for Business Students: A Guide to Planning a Short-term Study Abroad Program at Regional and Small Universities. *American Journal of Business Education*, 3 (8), 59-65.
- LaFleur, E. K., Babin, L. A., & Lopez, T. (2009). Assurance of Learning for Principles of Marketing Students: A Longitudinal Study of a Course-Embedded Direct Assessment. *Journal of Marketing Education*, 31 (2), 131-141.
- Lopez, T., Babin, B., & Chung, C. (2009). Perceptions of ethical work climate and person-organization fit among retail employees in Japan and the US: A cross-cultural scale validation. *Journal of Business Research*, 62 (6), 594-600.
- Lopez, T., & Capehart, A. M. (2009). Elements of Salesperson Control: An Organization Theory Perspective. *Journal of Business & Industrial Marketing*, 2 (2).
- Lopez, T. (2008). Southern Pizza, Inc.: The case of an innovative franchisee. *Journal of Business Case Studies*, 4 (9), 43-48.
- Carr, J. C., & Lopez, T. (2007). Examining Market Orientation as Both Culture and Conduct: Modeling the Relationships between Market Orientation and Employee Responses. *Journal of Marketing Theory & Practice*, 15 (2), 113-125.
- Lopez, T., & Capehart, A. M. (2007). Reconciling Employee Dissimilarity and P-O Fit. *Journal of Diversity Management*, 2 (4), 33-42.
- Lopez, T., Hopkins, C. D., & Raymond, M. (2006). Reward Preferences of Salespeople: How Do Commissions Rate? *Journal of Personal Selling & Sales Management*, 26 (4).
- Lopez, T., Carr, J., Gregory, B., & Dwyer, S. (2005). The Influence of Psychological Climate on the Salesperson Customer Orientation - Performance Relationship. *Journal of Marketing Theory & Practice*, 13 (2), 59-71.

- Lopez, T., & Lee, R. G. (2005). Five Principles for Workable Client-Based Projects. *Journal of Marketing Education*, 27 (2), 172-188.
- McMillan-Capehart, A., & Lopez, T. (2001). Socialization and Acculturation: Organizational and Individual Strategies Toward Achieving P-O Fit in a Culturally Diverse Society. *Mid-Atlantic Journal of Business*, 37 (1), 19-34.
- Lopez, T., & McMillan-Capehart, A. (2002). How Outgroup Salespeople Fit-in or Fail to Fit-in: A Proposed Acculturation Effects Framework. *Journal of Personal Selling & Sales Management*, 22 (4), 283-295.
- Knotts, T., Lopez, T., & Mesak, H. (2000). Ethical Judgements of College Students: An Empirical Analysis. *Journal of Education for Business*, 75 (3), 158-163.

Refereed Conference Presentations

- Baraya, A. R., Lopez, T., & McKenzie, R. (2020). *Global Partnership and International Education with Latin America: A case of Study*. International Academy of Business Disciplines (IABD), virtual.
- Field Kemp, A. R., Brown, C., Moore, Z., & Lopez, T. (2020). *Starting Your Sales Program from the Ground Up: Bloom Instead of Getting Stuck in the Weeds*. Society for Marketing Advances, 2019 (1), 213-214.
- Budden, M. C. & Lopez, T. (2018). *Recognizing Impacts of One's Personal Consumer Behaviors Through a Consumer Challenge*. Clute International Academic Conference, Orlando, Florida.
- Huynh, M., Baraya, A., & Lopez, T. (2017). *A Working Model in Global Partnership with Latin America and Beyond*. ULS-For Our Future Conference, Hammond, Louisiana.
- Kemp, A., Lopez, T., Jones, M. A., & McKenzie, R. (2017). *What Internships? I Didn't Hear About Any Internships: An Exploration of Communicating Internships to Business Students*. Atlantic Marketing Association Conference, 6.
- Lopez, T., Kemp, A. F., & McKenzie, R. (2017, November). *An Authentic Cross-Cultural Experience in the Consumer Behavior Classroom*. Society for Marketing Advances Annual Conference, Louisville, Kentucky.
- Budden, M. C., Budden, C. B., & Lopez, T. (2016). *Enhancing Cross Cultural Communication in the Marketing Classroom: A Case Approach*. Clute International Academic Conference, Orlando, Florida.
- Kemp, A., Lopez, T., Jones, M., & McKenzie, R. (2016). *What Internships? I Didn't Hear About any Internships. An Exploration of Communicating Internships to Business Students*. Clute International Academic Conference, Orlando, Florida.
- Lopez, T., Kemp, A., & McKenzie, R. (2016). *Online Shopping - It's a Global Concept...or is it? Building Cross-Cultural Experiences and Improving Global Awareness in the Consumer Behavior Classroom*. Clute International Academic Conference, Orlando, Florida.
- Miles, C. J., Kerschbaum, F., Roberts, J., Lopez, T., & Baraya, A. (2015). *Practical Applications of Complexity in Language Planning the Case of Panamá Bilingüe*. Southeast Regional TESOL Conference, New Orleans, Louisiana.
- Lopez, T. (2014). *Effective Use of Email for Client Interactions*. Society for Marketing Advances, New Orleans, Louisiana.
- Lopez, T. & Lee, R. G. (2013). *The CB Challenge Assignment*. Marketing Management Association, New Orleans, Louisiana.
- Babin, L., Lopez, T., & LaFleur, E. (2012). *Academics' and Practitioners' Views of Marketing Students' Required Knowledge and Skills: A Structured Abstract*. Academy of Marketing Science Annual Conference, New Orleans, Louisiana.
- Lee, R. G., Pass, M., & Lopez, T. (2010). *From Transactional to Consultative: A Framework for Structuring Client-Based Projects*. Association of Collegiate Marketing Educators, Dallas, Texas.
- Lopez, T. (2010). *Study Abroad Roundtable*. Society for Marketing Advances, Atlanta, Georgia.
- Lopez, T. & McKenzie, R. (2009, January). *Panama: A Country Offering Rich Opportunities for Learning Business through Study Abroad*. International Academy of Business and Public Administration Conference, Orlando, Florida.
- Wallace, D., Walker, J., Lopez, T., & Jones, M. (2009). Do Word of Mouth and Advertising Messages on Social Networks Influence the Purchasing Behavior of College Students? *Journal of Applied Business Research*.
- Chung, C., Babin, B. J., & Lopez, T. (2008, November). *Life Satisfaction on Person-Job Fit, Value Congruency, Organizational Commitment: Testing Metric Invariance for the US and Japanese Retail Employees' Perceptions*. Society for Marketing Advances Annual Conference, St. Petersburg, Florida.
- Lopez, T., Babin, L. A., & LaFleur, E. K. (2008, May). *Assurance of Learning: Analysis of a Marketing Core Concepts Exam*. Academy of Marketing Science Annual Conference, Vancouver, British Columbia.

- Lopez, T., & Capehart, A. M. (2008). *Can Ethical Climate Influence the use of Coercive Sales Tactics?* Association of Marketing Theory and Practice.
- Lopez, T. & Lee, R. G. (2008). *Communication Technology Challenges Facing Entry-Level Salespeople.* Association of Marketing Theory and Practice, Savannah, Georgia.
- Lopez, T., Wallace, D., & Walker, J. (2008). *College Students' Use of Social Networks and Electronic Media: The Realities.* Association of Marketing Theory and Practice, Savannah, Georgia.
- Panko, T. R., George, B. P., & Lopez, T. (2008, November). *Personal Safety and Security on Cruise Ships: A Study of Crimes Onboard with Special Reference to the Recent Legislative Attempts in the United States.* Society for Marketing Advances Annual Conference, St. Petersburg, Florida.
- Wallace, D., Walker, J., Lopez, T., Jones, M., & Juban, R. (2008). *Do Word of Mouth and Advertising Messages on Social Networks Influence the Purchasing Behavior of College Students?* International Business and Economics Research Conference, Las Vegas, Nevada.
- Babin, L., LaFleur, E. K., & Lopez, T. (2007). *A Process for Demonstrating Assurance of Learning for Marketing Majors.* Academy of Marketing Science Annual Conference, Coral Gables, Florida.
- Lopez, T. (2005, November). *RPM Pizza, Inc.: The case of an innovative franchisee.* Society for Marketing Advances Annual Conference, San Antonio, Texas.
- Lopez, T., Babin, B., & Chung, C. (2004). *Culture, Socialization, Ethical Climate and Organizational Outcomes: A Sneak Peak.* Invited presentation at AMS Cultural Perspectives in Marketing Conference, Puebla, Mexico.
- Lee, R. G. & Lopez, T. (2004, August). *Simple Strategies for Effective Client-Based Projects.* American Marketing Association Educators' Conference, Boston, Massachusetts.
- Lopez, T., Brown, G., & Tanner, J. (2001, February). *A Preliminary Investigation of the Impact of Misaligned Control Systems.* American Marketing Association Educators' Conference, Phoenix, Arizona.
- Lopez, T. (1999). *Person-Organization Fit: A Market Orientation - Customer Orientation Perspective.* Southwestern Marketing Association, San Antonio, Texas.
- Lopez, T. & Dwyer, S. (1999). *Personal and Organizational Values' Influence on the Customer Orientation of Salespeople.* American Marketing Association Educators' Conference, San Francisco, California.
- Lopez, T. (1998). *Salesperson Customer Orientation, Organizational Commitment, Job Characteristics, and Organizational Culture.* Society for Marketing Advances Annual Conference.

Presentation of Invited Papers

- Babin, L. A., Lopez, T., & LaFleur, E. K. (2010, June). *Are We Teaching What Students Should Be Learning? An Examination of Marketing Academicians' and Practitioners' Views.* Invited presentation at Concordia University, John Molson School of Business, Lecture Series, Montreal, Canada.
- Lopez, T., Babin, B., Ferrell, O. C., & Ferrell, L. (2005). *Cultural Aspects in Marketing Ethics Research and Pedagogy.* Invited presentation at Academy of Marketing Science Annual Conference, Tampa, Florida.

Grants

- 2019: Lopez, T. (principal investigator), Kemp, A. F., McKenzie, R., & Baraya, A, *Development of an Interactive Sales & Leadership Training Center to Facilitate Learning and Curricula Enhancement*, Southeastern Louisiana University Student Technology Fee Grant. \$35,000.
- 2019: Lopez, T. (principal investigator), Field Kemp, A. R., McKenzie, R., & Baraya, A., *iSale Lab: Development of an Interactive Sales and Leadership Experience Lab to Improve Student Readiness and Increase Employment Opportunity*, Board of Regents Departmental Enhancement Grant, Louisiana Board of Regents. \$88,208.
- 2017: Baraya, A. R. Meduca Tourism Panama, Co-Investigator, Meduca- Minister of Education of Panama. Grant to support a seminar in Panama on Global Tourism and Management of Hotel industry to a group of 44 participants. \$23,000.
- 2006: Lopez, T. Summer Research Grant, USM College of Business.

Service (Southeastern Louisiana University only)

Service to the University: Department Assignments

Committee Chair:

2020-present: Chair, Curriculum Committee
2019, 2018, 2016: Chair, Marketing Faculty Search Committee - 2019 (April Kemp), 2018 (Juliana White), 2018 (Rambod Dargahi), 2015 (Jeffrey Risher)
2018-present: Co-Chair, Professional Sales Lab Committee
2017-present: Co-Chair, Sales Program Committee – build partnerships with companies, generate funds to support educational and scholarship opportunities for Professional Sales students.
2017-2018: Co-Chair, Marketing and Analytics Lab Committee
2012-present: SACs WEAVE - Assurance of Learning report
2011-2014: Co-Chair, Quality Matters/Distance Learning Committee
2008-present: Chair, Assessment Committee

Committee Member:

2007-present: Marketing Curriculum Committee
2016-present: Discipline Curriculum Team (DCT) - Marketing
2016-2017 – 2018-2019: Real-World-Ready Committee
2014; 2019: Department Head Search Committee
2014-2019: Southeastern Marketing Breakfast Committee
2014-2019: Marketing Graduate Pinning Ceremony, Master of Ceremonies
2011-2016: Marketing Initiative
2010-2012: LIGTT - Service Committee
2007-2011: Supply Chain Management Initiative
2007-2009: Assessment

Service to the University: College of Business Assignments

Committee Chair:

2013-2014: Chair, Annual Evaluation Document Revision Sub-Committee

Committee Member:

2007-present: Assurance of Learning Committee
2016-2017: College of Business Dean's Search Committee
2012-2013: AACSB AOL Team
2012-2013: Leadership Council
2012-2013: Special Events Committee
2010-2012: Honors Convocation Committee
2009-2010: Graduate Business Programs Faculty Advisory Committee
2009-2010: AACSB COB Policy on Faculty Qualifications (AQ/PQ)
2009-2010: Business Week
2008-2009: International Business Conference Committee
2007-2008: Curriculum Review
2007-2008: PROFIT (Preferred Research Option for Intensive Training)
2007-2009: Revision to Departmental Annual Merit Instrument
2007-2008: Revision to Departmental Tenure & Promotion Guidelines

Service to the University: University Assignments

2015-2016: University Calendar Committee
2012-2015: Institutional Effectiveness Committee
2010-2015: University Academic Assessment
2009-2010 – 2013-2014: Quality Matters at Southeastern Team

Service to the University: Service to Students

- 2018-present: Co-developed and manage mentoring program for senior sales students
- 2016-present: Faculty Advisor -Southeastern Lions Toastmasters
- 2018-present: Faculty coach and sponsor Hajoca Plunger Pitch competition, RNMKRS Competition, ICSC Sales Competition, NCSC Sales Competition, Bayou Sales Challenge, Louisiana Regional Sales Competition.
- 2007-present: Undergraduate Student Advising. Advised 30-45 students every semester regarding their program progress and future career plans.

Service to the Profession: Board Member: PRJ Editorial Review Board

- 2007 – 2014; 2020-present: Journal of Marketing Education.
- 2010 – 2015: Journal of Business Research.
- 2010 – 2013: Marketing Education Review. Editorial Review Board for the Cases Section.

Service to the Profession: Chair: Conference / Track / Program

- 2010 – 2011: Academy of Marketing Science Annual Conference, Lille, France. Cultural Perspectives in Marketing Conference.

Service to the Profession: Ad Hoc Reviewer

- 2008, 2017-2019: Marketing Education Review.
- 2017: Journal of Marketing Education.
- 2010: Academy of Marketing Science World Marketing Congress.
- 2009 – 2012, 2017: Society for Marketing Advances.
- 2006 – 2010, 2020: Journal of Business and Industrial Marketing.
- 2004 – 2009, 2013: Journal of Business Research.
- 2006 – 2009: Journal of Personal Selling and Sales Management.

Service to the Profession: Other Professional Service Activities

- 2020 – 2021: Direct Selling Education Foundation Fellow.
- 2020: The Sales Profs. Created and moderate The Sales Profs LinkedIn group with over 2,000 members from all over the world as a community of professors of sales courses to share ideas.
- 2016: Organized Multi-University Round Table Event. Organized Round Table event focused on the Panamá Bilingüe program at Southeastern. Instructors and program administrators from Southeastern, Tulane University, and the University of Southern Mississippi participated.

Community Workshops and Presentation

- 2020: Girl Scouts Louisiana East, with April Kemp. Keynote Speakers at CookieU, the annual Girl Scouts Louisiana East meeting. Presentation title "Being a High PerformHer: It isn't just selling cookies"
- 2019: Aveda Arts Institutes, Social Style Workshop for Financial Aid and Admissions Managers, Social Style Workshop for Financial Aid and Admissions Managers from across the U.S.
- 2019: SunPro Company Lead Project Coordinator Workshop, Conducted educational workshop on Social Styles for SunPro's Lead Project Coordinators from all over the Southeast Region.
- 2018: Client Projects for Community members, Client projects for: Louisiana Department of Wildlife and Fisheries, Louisiana Renaissance Festival, Anntoine Marketing, Hammond Downtown Development
- 2018: Institute for Supply Management - Baton Rouge, Co-presented "Social Media in Sales and Purchasing" to the members of the ISM.
- 2017: La Carreta Restaurants, 8-hour Workshop on Customer Service for La Carreta Restaurants' managers and assistant managers.
- 2015 – 2016: DECA Day at Southeastern, conducted a workshop for students participating in DECA Day at Southeastern - over 200 high school students from 4 area high schools.
- 2008: St. Tammany Commission on Cultural Affairs: Artist Entrepreneur Workshop Series, 'Collectors, Clients, or Customers: 5 Keys for Targeting Success'

Honors & Awards

2020 – Nominated by the College of Business for the President’s Medal for Teaching Excellence.
2019 – 2021: The Rubio Family Endowed Professorship for Latin American Business Development Initiatives, Southeastern Louisiana University College of Business. Awarded to a highly qualified faculty member who provides excellence in teaching, research, and performance skills.
2012 - 2015: Dorcas and H. N. Capron, Jr. Endowed Professorship in Marketing, College of Business. Dorcas and H. N. Capron, Jr. Endowed Professorship in Marketing.
2010: Highly Commended Award Winner at the Literati Network Awards for Excellence 2010. Journal of Business & Industrial Marketing
2010: International Week Pole Universitaire - Leonard de Vinci School of Management in Paris, France., University of Louisiana System. Selected to teach lecture series on 'Marketing Opportunities for SMEs'.
2009: International Week Pole Universitaire - Leonard de Vinci School of Management in Paris, France., University of Louisiana System. Selected to give a lecture on 'Developing the Next Generation of Marketers'.

Memberships

Global Sales Science Institute, 2020-present
Southeastern Lions Toastmasters, 2016-present
Direct Selling Education Foundation, Fellow, 2020-present
Society for Marketing Advances, 1997-2012, 2017-2018
Marketing Management Association, 2013
Association of Marketing Theory and Practice, 2006-2008
Academy of Marketing Science, 2001-2011
American Marketing Association, 1998-2006

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

PERSONNEL COMMITTEE

August 26, 2021

Item K.6. **University of Louisiana at Lafayette's** request for approval to appoint Dr. Brian Doherty as Dean of University Libraries effective July 1, 2021.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Brian Doherty as Dean of University Libraries effective July 1, 2021, at an annual salary of \$162,000. 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 appoint Dr. Brian Doherty as Dean of University Libraries effective July 1, 2021.*



August 5, 2021

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 to appoint Dr. Brian Doherty as Dean of University Libraries, effective July 1, 2021 at an annual salary of \$162,000. His curriculum vitae is attached.

Please place this item on the agenda for the August 2021 meeting of the Board of Supervisors. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to be "E. Joseph Savoie".

E. Joseph Savoie
President

SVC

Attachment

Brian Doherty

4936 Old Oakleaf Dr.
Sarasota, FL 34233
(941) 447-6878
bjd895f@yahoo.com

Education

- **Doctor of Philosophy**, Musicology, University of Kansas.
- **Master of Library Services**, Rutgers University.
- **Master of Arts**, Music History and Theory, Rutgers University.
- **Bachelor of Music**, Church Music, Westminster Choir College.

Professional Experience

- *Dean of the Jane Bancroft Cook Library*, New College of Florida/University of South Florida, Sarasota-Manatee. 2009-present

KEY RESPONSIBILITIES AND ACCOMPLISHMENTS:

- Reporting to the Provost and Vice President for Academic Affairs of New College, currently responsible for library services, Educational Technology Services, the Quantitative Resource Center, Quantitative Reasoning Program. Have overseen the Writing Resource Center, the Language Resource Center, and Off Campus Study programs in the past;
- Reorganized library administrative structure to facilitate the development of 21st-century information services, and to better leverage staff resources; continues to assess organizational structure making changes based on relevant data and information;
- Developed a culture of innovation and creativity through professional development, support for scholarship and service among staff and librarians, team-building initiatives, and training and experiential opportunities for staff;
- Implemented new services in digital scholarship and data services, partnering with faculty on their teaching and research, and working with students on their projects and assignments. Currently developing a Center for Digital Scholarship with new technologies and spaces;
- Made key advancements in library cyberinfrastructure to enable the creation of new digital services, including 3D printing/scanning, VR studio, data processing and visualization studio, maker technologies, and creative and media development technologies;

- Planned and administered library facility renovations, including major \$4 million construction project and other remodeling and refurbishing projects. Leads ongoing transformation Cook Library into a modern, service-intensive organization meeting the needs of faculty and students researchers, teachers and learners, creating a grant-funded (\$100,000, U.S. Department of Education) Academic Resource Center, a flexible and segregated Collab with \$55,000 in donations, a new service desk with \$45,000 in donations, spaces for groups study and silent study, workshop spaces, and other flexible and open study areas via reconfiguring existing space, and led another construction project during the summer of 2018, using more than \$300,000 in private donations to build a café and develop new spaces for social learning, presentations, and engagement with technology. Presently working on the development of a Center for Digital Scholarship;
- Led the partnering and co-location of numerous services in Cook Library, including the Language Resource Center, the Writing Resource Center, Off Campus Study Services, the Office of Research Programs and Services, and the Center for Engagement and Opportunity;
- Created and implemented strategic plans, engaging campus constituencies, mapping goals and activities to priorities of the institutions served, and providing for assessment of initiatives;
- Developed services in support of research data management and digital scholarship, hiring appropriately skilled faculty librarians and planning targeted initiatives to launch new services;
- Developed New College digital thesis collection creating workflows, ingest processes, and digitization and metadata standards;
- Worked with New College Communications and Marketing to develop new library website;
- Developed and administered library exhibits programming series, including faculty-sponsored exhibits, local art community exhibits, and student research exhibits;
- Reconceived College Archives and library Special Collections, creating policies, procedures for processing and receiving donations/acquisitions, and reconfiguring spaces for collections and reading;
- Served on statewide negotiating teams for electronic resources, negotiating contracts with publishers and information vendors;
- Working with Information Technology, led the creation of a New College Technology Plan (2011), engaging faculty, staff and students to provide feedback on priorities for Information technology and Educational Technology Services;
- Serves on the campus Technology Advisory Committee;
- Implemented the first New College Digital Repository (digital archives, theses, etc.) with \$50,000 grant, using DigiTool in 2010, migrating to the University of Florida's SOBEK in 2012;

Doherty - CV

- Developed New College digital undergraduate thesis collection creating workflows, ingest processes, and digitization and metadata standards;
 - Developed new, computer-based Language Resource Center with \$45,000 Department of Education grant;
 - Implemented New College's first learning management system (MOODLE), later migrating to Canvas (2016);
 - Served as campus liaison for UNIZIN, a consortium of colleges and universities focused on developing open and scalable digital learning environments;
 - Led accreditation efforts for Southern Association of Colleges and Schools (SACS) and other accreditation/review entities for Library and Student Support services;
 - Works with the New College Foundation to raise funds for library resources and services, administering an endowment of more than \$1.4 million, and raising more than \$250,000 during since 2009, including \$60,000+ in library book funds;
 - Taught *Music of the United States in Historical and Cultural Contexts*;
 - Works collaboratively with libraries of the Cross College Alliance (CCA), a regional consortium of institutions of higher education;
 - Serves on statewide committees, including the Council of State University Libraries, the Members Council for the Florida Academic Library Services Cooperative (currently member of the Executive Committee), the Members' Council for Distance Learning for the Florida Virtual Campus; served as President of the Tampa Bay Library Consortium Board of Directors.
- *Director of Library Services*, Arizona State University, Polytechnic Campus. Mesa, AZ. 2006-2009.

KEY RESPONSIBILITIES AND ACCOMPLISHMENTS:

- Responsible for the operation of Polytechnic campus library serving ca. 5,000 students, supervising 10 FTE librarians and staff, and administering a budget of \$1.1 million;
- Provided leadership of staff through significant organizational changes as library moved from stand-alone model to part of the combined ASU Libraries;
- Reconfigured the physical layout of the Polytechnic Campus Library, relocating service desk, expanding physical collections with additional shelving, creating individual and group study spaces, and bring staff closer to users;
- Developed the library into a central focus of the campus increasing user traffic by more than 200% after 2 years;
- Collaborated with writing and tutoring services and the Honors College to create one-stop shop for student services in the library;

Doherty - CV

- Developed embedded librarian services for nursing, agribusiness, and technology programs, including partnering with faculty on instruction and assignments, and providing information services for research projects;
 - Implemented several new technology-based services including direct-to-courseware reserves, local digitization-on-demand, instant messaging reference/referrals, and reference desk tracker statistical package;
 - Implemented library electronic messaging boards throughout campus, and created library newsletter and other marketing efforts;
 - Worked with University Librarian and ASU Foundation to identify and cultivate potential donors and devise fund raising strategies for library building and collections;
 - Collaborated with University Technology Office to maintain systems and technology and develop new initiatives;
 - Served on university and library committees, including the Provost's Advisory Committee, and the Academic Professional Promotion and Continuing Appointment Committee.
- *Head of the Music Library, Arizona State University. Tempe, AZ. 2002-06.*

KEY RESPONSIBILITIES AND ACCOMPLISHMENTS

- Responsible for the administration of busy branch library within the School of Music;
 - Supervised 2 FTE staff, ca. 15 student employees, and .25 FTE MLS Technology Librarian;
 - Developed a learner-centered environment within the library through re-arrangement of collections, installation of new media and technology equipment, wireless access routers, improved lighting, increased seating, and more intuitive space layout;
 - Taught Music Bibliography (MHL 532), a 3 credit-hour class for graduate music students; appointed to graduate faculty and served on doctoral advisory committees within the School of Music;
 - Secured grant funding (\$22,500) for the Internet Educational Music Database (direct-to-disc concert recordings) from LSTA program at Arizona State Library, Archives and Public Records;
 - Identified and cultivated donors, soliciting gifts (materials and funds) to build collections and support services;
 - Organized several events, displays and exhibits, including musical performances, a reception and lecture in Music Library for Arnold Schoenberg Symposium at School of Music, and a large exhibit featuring Music Library for Mozart 250@ASU.
- *Head of the Music Library, Missouri State University. Springfield, MO. 1998-2002.*

Doherty - CV

- Under the direction of the Associate Dean of Libraries, administered branch library within the Department of Music, supporting degree programs in performance and education through the masters level;
 - Successfully lobbied for additional music materials funding (\$50,000) from Vice President for Academic Affairs, and awarded \$5,000 grant from the Bellavia Foundation for developing the music collections; established Music Library endowment for materials;
 - Led systems migration of music data from legacy NOTIS Integrated Library System to Innovative system as part of statewide MOBIUS;
 - Redesigned music department computer lab, adding and upgrading computers, linking machines to network, and implementing several new software suites;
 - Engaged in continuous improvement of library services through surveys, focus groups, and other user feedback, adopting new and improved methods of services;
 - Taught for-credit courses in music history and theory for Department of Music;
 - Developed plans for a redesigned music library in coordination with College of Arts and Letters project, including new space to accommodate scores, recordings, videos and books;
 - Granted educational sabbatical leave (Spring 2001) for work on doctoral degree.
-
- *Head of the Music Library*, Stetson University. Deland, FL. 1994-98.
 - Administered all facets of a branch library in School of Music with ca. 200 undergraduate students; supervised 2 PT staff and ca. 15 student employees;
 - Created and maintained first website for Music Library;
 - Developed new compact disc collection from purchases and gifts;
 - Elected to Faculty Senate by School of Music faculty, serving as Faculty Senate Secretary; served on University Executive Committee whose membership included the President, Provost, and Council of Deans.
 - Reconceived music library computer lab, upgrading equipment, implementing document reproduction services, creating productivity workstations that included piano keyboards, scanners, and microphones;
 - Led the migration of music data from CD-ROM catalog to SIRSI Integrated Library System;
 - Taught undergraduate courses in music history and theory.
-
- *Music Librarian*, Harid Conservatory of Music, Boca Raton, FL. 1991-94.
 - Founding Music Librarian at upstart Conservatory of Music;

- Designed layout of library circulation/reference area, listening lab, computer lab, stacks, and study areas. Specified, purchased and installed all furnishings and equipment including shelving, computers, desks, tables and chairs;
- Hired and trained 2 FTE staff and 5 student employees; planned and implemented all aspects of library services including circulation of materials, cataloging, reference, and instruction;
- Developed all technological infrastructure including campus computer lab, digital keyboard lab, productivity and creative software appropriate to support intensive music curriculum;
- Developed and monitored budget for collections, supplies, and capital purchases;
- Identified and cultivated donors, developing endowments for collections and other initiatives;
- Acquired and processed an opening day collection through purchases, gifts, and auctions; created collection development policy, including criteria for purchase as well as interlibrary loan; developed binding and preservation policies and processes; responsible for collection development in support of all conservatory classes and ensembles;
- Taught Music Research Methods, a 3 credit-hour undergraduate course, and conducted the Conservatory choir;
- Developed institutional profile and specifications for online cataloging via OCLC. Established OCLC membership for institution through SOLINET; implemented Interlibrary Loan services through OCLC and SOLINET.

Professional Development and Contribution

Scholarship, Creativity and Teaching

Thesis/Dissertation

Doherty, Brian. "The French Training of American Composers, 1890-1914" (University of Kansas, Ph.D., 2004)

Doherty, Brian. "A Review of the Critical Literature on the Early Victorian Cathedral Music of Samuel Sebastian Wesley, John Goss, Thomas Attwood Walmisley, and Frederick Arthur Gore Ouseley." (Rutgers University, M.A., 1991)

Books, Chapters and Articles

Doherty, Brian. "Optimizing Library Services – Collaborations and Partnerships for the Modern Academic Library," *Against the Grain*. Volume 28, no.6. December 2016- January 2017: 53-54.

Doherty, Brian, ed. *Technology-Centered Academic Library Partnerships and Collaborations*. Hershey, PA: IGI-Global. (2016)

Doherty - CV

Doherty, Brian, ed. *Space and Organizational Considerations in Academic Library Partnerships and Collaborations*. Hershey, PA: IGI-Global. (2016)

Doherty, Brian. "Marriage after Divorce: the Challenges and Opportunities of a Shared Library after Institutions Separate." In *Space and Organizational Considerations in Academic Library Partnerships and Collaborations*, ed. Brian Doherty. Hershey, PA: IGI-Global. (2016)

Doherty, Brian and Alison Piper. "Creating a New Organizational Structure for a Small Academic Library: The Merging of Technical Services and Access Services," *Technical Services Quarterly*. Volume 32/2, 2015: 160-172.

Doherty, Brian. "Casadesus, Henry Gustave;" and "Martin, Frank." In *Musicians and Composers of the 20th Century*, ed. by Alfred W. Cramer. Pasadena, CA: Salem Press. (May, 2009)

Doherty, Brian. "Agricola, Johann Friedrich;" "Sorge, Georg;" "Thierry Family;" "Chrismann, Franz Xaver;" "Riepp, Karl Joseph;" "Merklin, Joseph," in *The Organ : an Encyclopedia*. Douglas Bush and Richard Kassel, ed. New York: Routledge, 2006 (reprint 2015).

Doherty, Brian. *Anton Bruckner: a Documentary Biography*. 2 vols. By Crawford Howie. In *Choice Books for College Libraries: Reviews of Publications from the Edwin Mellen Press*. Compiled by Toni Tan. Lewiston: The Edwin Mellen Press, 2005.

Doherty, Brian. "Richard Wagner's *Großer Festmarsch*: America's \$5,000 Bargain." *Journal of the American Liszt Society* v.51 (Spring, 2002): 39-54.

Abstracts, Editions and Reports

[Preface] Saint-Saëns, Camille. *Spartacus Overture*. München: Musikproduktion Höflich. (in press)

[Preface] Rubinstein, Anton. *Der Turm zu Babel, op.80*. München: Musikproduktion Höflich, 2017.
<https://repertoire-explorer.musikmph.de/en/product/rubinstein-anton-17/>

[Preface] Jadassohn, Salomon. *Symphonie Nr. 4*. München: Musikproduktion Höflich, 2016.
<https://repertoire-explorer.musikmph.de/product/jadassohn-salomon-2/>

[Abstracts] Doherty, Brian. *Speaking of Music: Music Conferences, 1835-1966*. Edited by James R. Cowdery, Zdravko Blažekovic, and Barry S. Brook. New York: RILM Abstracts of Music Literature, 2004.

Doherty, Brian. "Survey of Music Libraries in the United States. (Statistics Subcommittee of the Music Library Association's Administration Committee)." (Spring 2002) (<http://www.musiclibraryassoc.org>)

Doherty, Brian, Jean Finks and Stephen Luttmann. "Summary of Data from Survey of Music Libraries in the United States (a Project of the Statistics Subcommittee of the Music Library Association's Administration Committee)." (Fall 2001) (<http://www.musiclibraryassoc.org>).

Doherty, Brian. "1998-1999 Music Library Expenditures Questionnaire: Data Summary." Music Library Association Homepage (<http://www.musiclibraryassoc.org>).

Reviews

Koo, Hyun Joo. *Liszt's Representation of Instrumental Sounds on the Piano: Colors in Black and White*. Rochester: University of Rochester Press, 2019.

Scruton, Roger. *The Ring of Truth: the Wisdom of Wagner's Ring of the Nibelung*. New York: The Overlook Press, 2016. In *Choice*, forthcoming (May 2018).

A Basic Music Library: Essential Scores and Sound Recordings: v. 1 Popular Music, comp. by the Music Library Association, edited by Daniel Boomhower. 4th edition. Chicago: ALA Editions, 2017. In *Choice*, September 2017.

Floyd, James Michael and Avery T. Sharp. *Church and Worship Music in the United States: a Research and Information Guide*. Second edition. New York: Routledge, 2017. In *Choice*, July 2017.

Daniels, David. *Daniels Orchestral Music*. 5th edition. Rowman and Littlefield, 2015. In *Choice*, March 2016

The Cambridge Companion to French Music. Ed. by Simon Trezise. Cambridge: Cambridge University Press, 2015. In *Choice*, October 2015.

Abromeit, Kathleen A. *Spirituals: A Multidisciplinary Bibliography for Research and Performance*. A-R Editions, 2015. In *Choice*, August 2015.

Resources for College Libraries. Music Section peer review. Summer 2014.

IGI-Global Reviews: *Robots in Academic Libraries: Advancements in Library Automation*, Edward Iglesias, ed. (2013); *Succession Planning and Implementation In Libraries: Practices and Resources* Kiyomi D. Deards and Gene R. Springs eds. (2014); *Library and Information Science Research in Asia-Oceania: Theory and Practice*, Jia Tina Du, Qinghua Zhu and Andy Koronios eds. (2014)

Music in the Social & Behavioral Sciences: an Encyclopedia. Edited by William Forde Thompson. Sage: 2014. In *Choice*, April 2015.

Syer, Katherine R. *Wagner's Visions: Poetry, Politics and the Psyche in the Operas through Die Walküre*. University of Rochester Press, 2014. In *Choice*, January 2015.

The Grove Dictionary of American Music. Edited by Charles Hiroshi Garrett. 2nd ed. Oxford, 2013. In *Choice*, June 2014.

Manning, Lucy. *Orchestral Pops Music: a Handbook*. 2nd ed., Scarecrow Press, 2013. In *Choice*, March 2014.

Performance History Search, from Carnegie Hall.

URL: <http://www.carnegiehall.org/History/Performance-History-Search/>. In *Choice*, December 2013.

Branscome, Eric. *Music Career Advising: a Guide for Parents, Students, and Teachers*. Rowman & Littlefield, 2013. In *Choice*, November 2013.

Timmons, Jill. *The Musician's Journey: Crafting Your Career Vision and Plan*. Oxford, 2013. In *Choice*, September 2013.

Doherty - CV

Davis, John S. *Historical Dictionary of Jazz*. Scarecrow Press, 2012. In *Choice*, March 2013.

Wolff, Christoph. The organs of J.S. Bach: a handbook, by Christoph Wolff and Markus Zepf; tr. by Lynn Edwards Butler. [Rev. ed.]. University of Illinois Press, 2012. In *Choice*, October 2012.

Twentieth-century Organ Music, ed. by Christopher S. Anderson. Routledge, 2012. In *Choice*, August 2012.

Search & Restore. URL: <http://www.searchandrestore.com/>. In *Choice*, July 2012.

J.S. Bach Home Page, by Jan Hanford and Jan Koster. URL: <http://www.jsbach.org/>. In *Choice*, February 2011.

Petrucchi Music Library, by the International Music Score Library Project (IMSLP). URL: http://imslp.org/wiki/Main_Page. In *Choice*, November 2010.

Gillock, Jon. *Performing Messiaen's Organ Music: 66 Masterclasses*. Indiana University Press, 2010. In *Choice*, July 2010.

Johnson, Graham. *Gabriel Fauré: the Songs and Their Poets*. Song texts tr. by Richard Stokes. Ashgate/Guildhall School of Music & Drama, 2009. In *Choice*, May 2010

Classical Archives. URL: <http://www.classicalarchives.com/>. In *Choice*, November 2009.

Library of Congress. American Memory. *The Leonard Bernstein Collection, ca. 1920-1989*. (website: <http://lcweb2.loc.gov/ammem/collections/bernstein/>) In *Choice*, Vol. 65, No. 3, March 2009

Kelly, Barbara L., ed. *French Music and National Identity, 1870-1939*. Rochester, NY: University of Rochester Press, 2008. In *Notes: Quarterly Journal of the Music Library Association*, vol. 65, no.3 March 2009: 512-515.

Library of Congress and the American Choral Director's Association. *American Choral Music, 1870-1923*. (website: <http://lcweb2.loc.gov/diglib/ihas/html/choralmusic/choralmusic-home.html>). In *Choice*, October 2008.

Zager, Daniel. *Music and Theology: Essays in Honor of Robin A. Leaver*. Lanham, MD: Scarecrow Press, 2007. In *Music Reference Services Quarterly*. Vol. 11/3-4 (2008): 255-259.

Frazier, James E. *Maurice Duruflé: the Man and His Music*. Rochester, NY: University of Rochester Press, 2007. In *Choice*, March 2008.

American Musical Instrument Society (website: <http://www.amis.org/>). In *Choice*, January 2008

Owen, Barbara. *The Organ Music of Johannes Brahms*. New York: Oxford University Press, 2007. In *Notes, Quarterly Journal of the Music Library Association*, vol. 64, no.3, March 2008: 502-505.

“‘We Have Something Really Going Between Us Now:’ Columbia Record’s Influence Over the Repertoire of the Mormon Tabernacle Choir, 1949-1974.” *The Choral Scholar*. Peer review. February 2008.

Larkin, Colin. *The Encyclopedia of Popular Music*. 4th ed. New York: Oxford University Press, 2006. In *Choice*, June 2007.

Doherty - CV

Noll, Mark A. and Edith L. Blumhofer, eds. *Sing Them Over to Me Again: Hymns and Hymnbooks in America*. Tuscaloosa: University of Alabama Press, 2006. In *Choice*, January 2007.

Daniels, David. *Orchestral Music: a Handbook*. Lanham, MD: Scarecrow, 2005. In *Choice*, July 2006.

Smith, Carolyn J. *Kenneth Leighton: a Bio-Bibliography*. Westport, CT: Praeger, 2004. In *Music Reference Services Quarterly*, vol. 9, no.3 2005: 81-3.

Horton, Julian. *Bruckner's Symphonies: Analysis, Reception and Cultural Politics*. New York; Cambridge University Press, 2004. In *Choice*, September, 2005.

Laster, James H. *Catalog of Music for Organ and Instruments*. Lanham, MD: Scarecrow, 2005. In *Choice*, July 2005.

Speerstra, Joel. *Bach and the Pedal Clavichord: an Organist's Guide*. Rochester: University of Rochester Press, 2004. In *Notes, Quarterly Journal of the Music Library Association*, vol.61, no.3, March 2005.

Martin, Sherrill. *Henry F. Gilbert: a Bio-Bibliography*. Westport, CT: Praeger, 2004. In *Choice*, February 2005.

Whitney, Craig. *All the Stops: the Glorious Pipe Organ and Its American Masters*. New York: Public Affairs, 2003. In *Choice*, November 2003.

Hardwick, Peter. *British Organ Music of the Twentieth Century*. Lanham, MD: Scarecrow, 2003. In *Choice*, vol. 38, no.10, July 2003.

Kirk, Elise. *American Opera*. Urbana, IL: University of Illinois Press, 2001. In *Notes: Quarterly Journal of the Music Library Association*, vol.58, no.4, June 2002.

Baker's Biographical Dictionary of Musicians. Ed. by Nicolas Slonimsky. NY: Schirmer Books, 2001. In *Choice*, September 2001.

Labounsky, Ann. *Jean Langlais: the Man and His Music*. Portland, OR: Amadeus, 2000. In *Choice*, January 2001.

Essentials of Music. URL: <http://www.essentialsofmusic.com>. In *Choice*, September 2000.

Kinder, Keith William. *The Wind and Wind-chorus Music of Anton Bruckner*. Westport, CT: Greenwood Press, 2000. In *Choice*, September 2000.

Dr. Estrella's Incredibly Abridged Dictionary of Composers. URL: <http://www.temple.edu/music/composers/composers.html>. In *Choice*, September 1999.

Murray, Michael. *French Masters of the Organ: Saint-Saëns, Franck, Widor, Vierne, Dupré, Langlais, Messiaen*. New Haven: Yale Univ. Press, 1998. In *Choice*, January 1999.

Green, Jonathan D. *A Conductor's Guide to Choral-Orchestral Works, Twentieth Century, Part II: the Music of Rachmaninoff through Penderecki*. Lanham, MD: Scarecrow Press, 1998. In *Choice*, October 1998.

Doherty - CV

Laster, James. *Catalogue of Choral Music: Arranged in Biblical Order*. Lanham, MD: Scarecrow Press, 1996. In *Choice*, March 1997.

Kennedy, Michael. *The Oxford Dictionary of Music*. 2nd edition. NY: Oxford University Press, 1995. In *Choice*, June 1995.

Green, Jonathan D. *A Conductor's Guide to Choral-Orchestral Works*. Metuchen, NJ: Scarecrow Press, 1994. In *Choice*, February 1995.

Smith, Rollin. *Saint-Saëns and the Organ*. Stuyvesant, NY: Pendragon Press, 1992. In *Notes: Quarterly Journal of the Music Library Association*, vol.51, no.1, September 1994: 146-47.

Donahue, Thomas. *The Modern Classical Organ: A Guide to Its Physical and Musical Structure and Performance Implications*. Jefferson, N.C.: McFarland, 1991. In *Notes: Quarterly Journal of the Music Library Association*, vol.49, no.4, June 1993: 1484-85.

Music for Two or More Players at the Clavichord, Harpsichord, Organ: An Annotated Bibliography. Compiled by Sally Jo Sloane. NY: Greenwood Press, 1991. In *Notes: Quarterly Journal of the Music Library Association*, vol.49, no.4, June 1993: 1485-86.

Organ and Harpsichord Music by Women Composers: An Annotated Catalog. Compiled by Adele Heinrich. New York: Greenwood Press, 1991. In *Notes: Quarterly Journal of the Music Library Association*, vol.49, no.4, June 1993; 1485-86.

Invited Presentations and Posters

"Aligning the Academic Library to Support Digital Scholarship." Brown Bag Presentation. University of South Florida, Tampa. Digital Humanities Faculty. February 11, 2020.

State Performance-Based Funding: the Library as a Solution. [Poster]. Association of College and Research Libraries 2015 Meeting, Portland, OR. March, 2015.

"Distance Education at New College of Florida." (with Stephen Miles) Florida Board of Governors, Innovation and Online Committee. Florida Gulf Coast University. May 8, 2014.

"Introduction to *Fighting the Fires of Hate: America and the Nazi Book Burning*." Exhibit reception. Jane Bancroft Cook Library, New College of Florida. February 7, 2012.

"Tribute to Beverly Koski on the Occasion of the Dedication of the Koski Plaza and Bell Tower." Jane Bancroft Cook Library. New College of Florida. November 4, 2011.

"The Helen Fagin Collection at the Jane Bancroft Cook Library." Plymouth Harbor, Sarasota, FL. March 21, 2010.

"Information Access," *I Stand for Academic Integrity*, Faculty, Staff and Student Roundtable. Student Success Center and National Society for Collegiate Scholars, April 8, 2008.

"School of Music Recordings in Music Libraries: Management, Preservation, and Access." Panel participant, Music Library Association Annual Meeting, Pittsburgh, PA. March 1, 2007.

Doherty - CV

Best of Chapters Paper. "The Odyssey of Homer Norris (1860-1920): an American Francophile." Music Library Association Annual Meeting. Memphis, TN. March, 2006.

Moderator. "Collection Development: Techniques, Resources, and Perspectives for the Music Librarian." Music Library Association Annual Meeting. Memphis, TN. February, 2006.

"*Soli Deo Gloria*: a Brief History of Anglican Sacred Choral Music." Keynote address. 2005 Diocese of the Southwestern States Synod (Anglican Catholic Church), Embassy Suites Hotel, Phoenix, AZ, June 24, 2005

"The Odyssey of Homer Norris (1860-1920), an American Francophile." Annual Meeting of the Mountain-Plains Chapter of the Music Library Association, Reno, NV. May 20, 2005.

"An American in Paris: the French Studies of David Stanley Smith." Annual Meeting of the American Musicological Society Rocky Mountain Chapter and the Society for Ethnomusicology Southwest Chapter, Northern Arizona University, Flagstaff. April 8-9, 2005.

"Before Nadia: American Composers and Their French Teachers, 1890-1914." *Nadia Boulanger & American Music: a Memorial Symposium*, American Music Research Center, University of Colorado, October 7-9, 2004.

"The Advent of Musical Training in France for American Composers." *Hawaii International Conference on Arts and Humanities*, Renaissance Ilikai Waikiki Hotel, Honolulu, HI. January 8-11, 2004.

"Report on the Annual Survey of Music Libraries in the United States," Music Library Association Annual Meeting, Statistics Subcommittee. Las Vegas, NV: February, 2002.

"Statistical Surveys for the Music Library," Music Library Association Annual Meeting, Los Angeles, CA: February, 1999.

"Online Resources for the Professional Organist," American Guild of Organists, Springfield, MO: September, 1998.

"Wedding Music Repertoire for the Church Musician," Stetson University Saturday Seminar: March, 1997.

Pre-Concert Lectures, Daytona Beach Symphony Society: 1995-1997.

Awards, Grants, and Fellowships

United States Department of Education. Digital Repository Implementation. FUNDED (\$50,000). Jane Bancroft Cook Library, New College of Florida. (Fall 2012)

United States Department of Education Grant. Language Resource Center. FUNDED (\$45,000). Jane Bancroft Cook Library, New College of Florida. (2010)

United States Department of Education Grant. Academic Technology Grant. To Establish the Jane Bancroft Cook Library, New College of Florida. Academic Resource Center (\$100,000). (Fall 2009).

National Endowment for the Humanities. Panelist. Digital Startup Grant program. June 9, 2008.

Doherty - CV

Arizona Arts Council Grant. FUNDED. (\$4,125) Central Arizona American Guild of Organists 2009 Festival. March 2008.

Phoenix Arts and Culture Grant. (\$13,400) requested for Central Arizona American Guild of Organists 2009 Festival. February 2008.

LSTA Grant Proposal. FUNDED (\$22,500) Arizona State Library, Archives and Public Records for *Internet Educational Music Database*. June 2006.

Best of Chapters Award. Music Library Association. Paper presented at the Mountain-Plains Chapter, Reno, NV. May 20, 2005.

Recording Academy Grant Program. Proposal. Detailed the Music Library's role in grant application for the preservation, digitization, and dissemination of material from the ASU Southwest Tape Archive, a collection of Native American musical recordings from Arizona tribes. Fall, 2003.

University Libraries Research Grant. Arizona State University. Spring, 2003; Fall 2005.

Bellavia Foundation Grant. FUNDED (\$5,000) music acquisitions, Southwest Missouri State University (June 2002).

Milton Steinhardt Musicology Fellowship. University of Kansas: Fall, 2002.

Elected, *The Honor Society of Phi Kappa Phi*. University of Kansas, 2002.

Faculty Educational Leave, Southwest Missouri State University: Spring, 2001.

Faculty Summer Research Grant, Stetson University: Summer, 1998.

Faculty Member (elected). Phi Mu Alpha Sinfonia (national music fraternity). Nominated by students. Stetson University: Spring, 1997.

Selected Musical Performances

Harpsichordist. Spencer Museum of Art, University of Kansas, Collegium Musicum, April 1, 2001

Organist. Pipes Spectacular (American Guild of Organists) King's Way United Methodist Church, Springfield, MO- October 15, 2000

Organist. Advent Noon Organ Concert, King's Way United Methodist Church, Springfield, MO- December 16, 1999

Organist. Missouri State University, Senior Recital of Brian Kackley, December 5, 1999

Organist. Missouri State University, Orchestra Concert, Walton: *Belshazzar's Feast*, April 29, 1999

Conductor/Organist. Trinity Lutheran Church, Holly Hill, FL- Choral Concert, Stainer: *Crucifixion*, April 14, 1998

Doherty - CV

Organist. Stetson University, Organ Recital, October 7, 1998

Organist. Stetson University, Christmas Concert, December 5, 1997

Conductor. Trinity Lutheran Church, Holly Hill, FL- Choral Concert, Dubois: *Seven Last Words*, March 30, 1997

Organist. Stetson University, Brass Ensemble Concert, March 21, 1997

Organist. Society of Composers, Inc., Annual Conference, Stetson University, November 3, 1995.

Organist. Stetson University, Friends of the School of Music, September 9, 1994

Conductor. Harid Conservatory, Boca Raton, FL, Choir Concert, April 11, 1994

Teaching and Instruction

New College of Florida

- *Music of the United States in Culture and Society* (Spring 2011)

Arizona State University

- *Music Bibliography* (MHL532), Spring, 2003, 2004, 2005, 2006

Missouri State University

- *Aural Skills IV* (MUS 214), Spring, 1999
- *Music Theory III* (MUS 211), Fall 1999
- *Intro. to Graduate Study in Music* (MUS 600), Summer 2000, 2001

Stetson University

- *History of Western Music II & III*, Summer 1997, Fall 1997
- *Aural Skills for Musicians III & IV*, Spring 1995, Fall 1996

Harid Conservatory

- *Music Research Methods*, Fall 1992, Fall 1993
- *Choir*, (conductor) Spring 1992

Graduate Student Advisory Committees (Arizona State University)

Student	Degree	Graduation Date
Charles Hopkins	D.M.A.	Spring 2009

Guy Whatley	D.M.A.	Fall 2005
David Hunsinger	D.M.A.	Spring 2008
Homer Ferguson	D.M.A.	Spring 2008
Leon Chisholm	M.M.	Fall 2004

Continuing Education

Selected Workshops, Seminars, Classes, Conferences

- Florida Open Educational Resources Summit. February 7-8, 2018.
- Library Design Workshop: Create the Library Your Community or Campus Needs. (Library Journal Lead the Change). January/February, 2016.
- Harvard Leadership Institutes. *Library Leadership in a Digital Age*. Harvard Graduate School of Education. Cambridge, MA. (March 21-23, 2013)
- Coursera, EdX. Participation in MOOC's, including *History Of Rock and Roll; The Tools Data Analytics; Data Management for Clinical Researchers; The Modern World: Global History Since 1760; From the Repertoire: Western Music History Through Performance* (2013-present)
- Living the Future. University of Arizona, Tucson. (May 1-3, 2008)
- Scholarly Communications Institute. ACRL/ARL, Washington, D.C.. (July 17-20, 2007)
- Distance Learning Concepts. Central Arizona College, online course. (Spring, 2007)
- Thinking Outside the Borders: Library Leadership in a World Community. Invited participant. Phoenix, AZ. February 18-20, 2007.
- Student Learning and E-Portfolios Conference. Arizona State University Polytechnic campus, Mesa, AZ. (February 8-9, 2007).
- Using the PolyTechCompetent Core Effectively. Duane Roen, Arizona State University Polytechnic campus. (September, 2006)
- Grants and the Academic Library Environment. Liz Bishoff. Arizona State University, Tempe. (May 2006)
- Enhancing Departmental Resources through Fundraising. Arizona State University, Tempe. (March 2006)
- Law for the University Administrator. Arizona State University, Tempe. (October, 2005)
- Leadership Academy. Arizona State University, Tempe. (2003-04)
- ARL Leading Change Workshop. Arizona State University, Tempe. (2004)
- ARL Facilitation Skills Workshop. Arizona State University, Tempe. (2003)
- Sound Savings: Preserving Audio Collections. University of Texas, Austin. (2003)
- ARL Management Skills Workshop. University of Utah, Salt lake City. (2002)
- Putting Your Syllabus Online. Missouri State University, Springfield, MO. (2001)
- Digital Imagery, Scanning and Editing. Missouri State University. (2001)
- Put Your Lecture Notes in a Power Point Presentation. Missouri State University. (2001)
- Blackboard 5.5, Level I & II. Missouri State University. (2001)
- Show Me the Money, Grant Writing Workshop. Missouri State University. (2000)
- Cataloging Music Sound Recordings. Missouri Library Network Corporation, Kansas City, MO. (September, 1999)

Doherty - CV

- Introduction to HTML. Missouri Library Information Corporation, Drury Univ., Springfield, MO. (August, 1999)
- Time Management Workshop. Stetson University. (1998)
- OCLC Interlibrary Loan Training. SOLINET. Atlanta, GA. (1993)
- MGT305 Management. Audited course. Stetson University. (1992)
- OCLC Cataloging Training. SOLINET. Atlanta, GA. (1991)
- OCLC Administration Training. SOLINET. Atlanta, GA. (1991)

Service

Professional Service

American Library Association

- Committee on Organization. (2013-2016)

Library Leadership, Administration and Management Association

- NPS Buddy. Mentoring Program. (2014)
- Financial Advancement Committee. (2013- present)
- Buildings and Equipment Section- Directory of Library Building Projects. (2008-2013)
- Measurement, Assessment and Evaluation Section (MAES) - Data Collection for Library Managers Committee. (2008-)
- Mentoring Committee- Mentor. (2009-10).

Association of College and Research Libraries

- Committee on Professional Values (2019-21)
- Status of Academic Librarians Standards & Guidelines Task Force (2016-2019)
- Publications in Librarianship, Editorial Board (2016-present)
- Budget and Finance Committee. (2013-2017)
- ARTS Section Conference Program Planning. (Chicago, 2009)
- Doctoral Dissertation Fellowship Committee. (2008-10); chair 2009-10.

OCLC

- Americas Regional Council (ARC) – Alternate (2017-18); Delegate (2018-2020); Nominating Committee (2019)

Florida Center for Library Automation (FCLA)

- Board of Directors (2009-12)

Council of State University Libraries (CSUL)

- Member (2009-present); chair (2014; 2020)

State University System of Florida

- OER/eText Coordinating Committee (2018-present)

Florida Virtual Campus (FLVC)

- Members' Council Library Services (2012-2015)
- Members' Council for Distance Learning and Student Services (2017-present)
- Chair, Election Task Force (2012)
- Reviewer, Next Generation Integrated Library System Project (Spring 2015)

Florida Academic Library Services Cooperative

- Members Council (2015-present); Secretary, Executive Committee (2017-18); At-Large SUS Member, Executive Committee (2018-21)
- Ad Hoc Committee on ILS Go-Live Criteria, chair (2016-2018)

Kuali OLE (Open Library Environment)

- Functional Council. Member (Florida Consortium). (2011-12)

Tampa Bay Library Consortium

- Board of Directors (2012-2017)
 - Treasurer (2014)
 - Vice-President/President-Elect (2015)
 - President (2016)
 - Past President (2017)

Southern Association of Colleges and Schools

- Accreditation Evaluator (libraries) (2011-present)

EBSCO (publisher)

- NetLibrary Advisory Council (2010-13)

IGI Global (publisher)

- Editor-in-Chief: *International Journal for Library and Information Science* (2018-present)
- Library Advisory Council (2014-present)

Music Library Association

- Nominations Committee, chair. (2006)
- Resource Sharing and Collection Development Committee, chair. (2002-06)
- Statistics Subcommittee – chair. (1997-2002)
- Administration Committee (1997-2002)
- Mountain Plains Chapter; Midwest Chapter; Southeast Chapter
 - Vice-Chair/ Chair-Elect. (2006)

Doherty - CV

- Local Arrangements, Annual Chapter Meeting, chair. (Tempe, May 2004)

Society for American Music

- Irving Lowens Award Committee (2003)

Institutional Service

New College of Florida:

- Residency Committee (2017-present)
- Cross College Alliance, Library Directors (2016-present)
- Masters Program Planning Task Force. (Summer 2014)
- Academic Administrative Council. (2009-present)
- Technology Advisory Committee. (2010-present)
- Administrative Council. (2009-2012)
- New College Library Association. (2009-present)
- *Search Committees*: Lead Development Officer (Major Gifts), Fall 2015. Director of Human Resources, chair, Spring 2015. Associate Dean of Transitions (Student Affairs), chair, 2014; Director of Information Technology (IT) chair, 2012; USF-SM Librarian chair, 2013

University of South Florida, Sarasota-Manatee:

- *Librarian Search Committee*, chair, Spring 2013.

Arizona State University:

University Libraries

- Document Delivery Task Force. (2008-09)
- Ad hoc Library Use Only Policy Working Group. (2008-09)
- Library Services Council, *ex officio* (2008-09)
- Collections Steering Council. (2007-09)
- Assessment Committee. (2007-09)
- Scholarly Communications Committee. (2007-08)
- Chair. Librarians' Council. (2005-06)
- Intellectual Fusion Task Force. (2007-08)
- ASU-China Library Symposiums. (2007-08)
- Chair-Elect. Librarians' Council. (2004-05)
- Secretary. Librarians' Council. (2003-04)
- Circulation Task Force. (Summer 2005)
- Selection Advisory Committee, Collection Development Librarian (Jeanne Richardson, chair). (Summer/Fall, 2005)

School of Music

- Music Library Committee, *ex officio*. (2002-06)
- Doctoral Advisory Committee, Graduate College. (appointed 2004)

Doherty - CV

Barrett Honors College

- Mock Rhodes and Marshall Scholarship juries for Scott McIntyre. (2004)
- Jack Kent Cooke Scholarship Committee. (2006)

Polytechnic campus

- Campus Coordinating Committee. (2008-2009)
- Writing Center Advisory Committee. (2008-2009)
- ASU 101 Curriculum Committee. (Spring 2007)
- SPACAPS, Space planning Committee. (2006-07)
- Provost's Working Group 2. (2006-07)
- Provost's Working Group 3. (2006-07)

University

- Committee on Academic Professional Status. (2008-11)
- University Promotion and Continuing Appointment Review Committee. (appointed January 2007)
- Provost's Advisory Committee on Academic Professional Status. (2003-06)
- Academic Chairs and Directors Council. (2004-06)

Missouri State University:

- College of Education Faculty Awards Committee, Chair. (2002)
- Library Collection Development Council. (1998-2002)
- Search Committee- Head of Reference Librarian. (Spring 2001)
- Search Committee- Catalog Librarian. (Fall 1999)

Stetson University:

- Faculty Senate (1996-98); Secretary (1997-98); Executive Committee (1997-98)
- University Library Committee. (1997-98)
- Catalog Librarian Search Committee. (1997)
- University Finance Committee. (1997)

Community and Professional Service

- Grant Panelist. Sarasota County Council of the Arts. (2013-15)
- Co-Chair: Gifts and Grants Committee, Festival 2009. Central Arizona American Guild of Organists. (2008-09)
- Editorial Advisory Board (journals): *The Choral Scholar*; *Journal of Education and Human Development*; *Micro Journal of education and Human Development*
- Member: Festival 2009 Steering Committee. Central Arizona American Guild of Organists. (2007-09)
- Accompanist: Catholic Mass, Polytechnic campus Catholic Ministry

Doherty - CV

- Intern Supervisor. University of Arizona, School of Information Resources and Library Science. (2003-06)
- Mock Juror. Marshall/Rhodes Scholarship Application. Scott McIntyre. ASU Barrett Honors College, (November 2004)
- Consultant. Rosie's House, Phoenix, AZ. (2003-04)
 - Advised on music library setup to organization designed to provide music lessons to underprivileged children.
- Consultant. Wayne State University, Department of Music. (Spring 2004)
 - Advised music faculty on library holdings and accreditation standards.