

**Professor M. Shane Spiller**  
<https://www.linkedin.com/in/shane-spiller/>

---

**EDUCATION**

---

Ph.D., University of Alabama	Major: Human Resources Management Minor: Research Methods
B. S., University of Alabama	Major: General Management, Summa Cum Laude Honors Program Graduate

---

**ACADEMIC APPOINTMENTS**

---

**Western Kentucky University**                      **2006-Current***Gordon Ford College of Business*

Professor of Management

2018-Current

Associate Professor of Management

2012-2018

Assistant Professor of Management

2006-2012

**Morehead State University**                      **2001-2006***Elmer R. Smith College of Business & Technology*

Assistant Professor of Management

**University of Montevallo**                      **1998-2001***Michael E. Stephens College of Business*

Assistant Professor of Management

---

**RESEARCH AND TEACHING INTERESTS**

---

**Research Interests:** Strategic decision-making processes, Ethical decision-making influences, leadership

**Teaching Interests:** Strategic management, critical thinking and decision making, business ethics, leadership, organizational behavior, management

---

**LEADERSHIP EXPERIENCE**

---

**Board of Regents**, Faculty Regent Western Kentucky University 2020 - Current

Elected by University faculty 10/20, re-elected 10/23

- Currently member of Academic Affairs and Budget & Finance committee, past member of the Student Affairs Committee
- Responsibilities include advisory reports to the Faculty Senate Executive committee, Faculty Senate, and Faculty Senate Budget Committee, meetings with the University President, and other members of the University leadership team with specific emphasis to the EVP for Strategy, Operations and Finance
- Representation at numerous University events with alumni, education, and legislative leaders

**Gordon Ford College of Business, Western Kentucky University**

- Interim Director MBA Program, January 2023 – June 2023
- Member of task force that developed new strategic plan 2021
- Led task force that developed new strategic vision and mission statement 2019
- Developed, co-wrote, and co-edited Annual Report magazine for distribution 2011 - 2018
- Led task force that developed new strategic objectives 2013
- Member Strategic Planning Council with leadership of various task forces 2011 - 2018
- Member College Innovation Team 2022 - current
- Member task force that developed PEAK student-focused initiative

**AACSB Leadership***Gordon Ford College of Business, WKU*

## Chair of the Continuous Improvement Committee 2012-2018

- Led two successful AACSB reviews which included the development of accreditation plans, Assurance of Learning plans, faculty/staff education. Also wrote, or co-wrote, application and final report, oversaw creation of supporting documents
- Member, or ex-officio, Assurance of Learning Committee 2007-2018

*Morehead State University*

- Member of Accreditation Committee and AOL Committee that gained Morehead's initial accreditation 2004-2006

*University of Montevallo*

- Member of Strategic Planning Council whose work focused on applying new AACSB standards 1999-2001

**Non-Academic Leadership**

Co-founded and managed USA non-profit swim team to support and develop youth swimmers in the region. Annual budget increased from \$20,000 to \$200,000 with as many as six employees 2007-2017

---

**RESEARCH PORTFOLIO**

---

***Journal Articles***

Daniels, A., Yates, M., & Spiller, S. (2023). Six Ways that Small Firms Can Embrace Equity and Fairness. *Entrepreneurs & Innovation Exchange*, September, 23, Issue #98.

Daniels, A., Yates, M., & Spiller, S. (2023). Equity Can Help Small Firms Survive the Labor Shortage. *Entrepreneurs & Innovation Exchange*, September, 23, Issue #98.

Rahim, M. A., Katz, J. K., & Spiller, S. (2019). A Model Relating CEO Social Intelligence and Strategic Engagement: A Study in Small Business Organizations. *Journal of Business Strategies*, 36(2) 28-48

Coder, L., Peake, W. O., Spiller, M. S. (2017). Do high performance work systems pay for small firms? An intellectual capital building perspective. *Journal of Small Business Strategy*, 27(2), 13-35.

Hatfield, R. D., Spiller, M. S. (2017). MBA Program at the Crossroad: Considering Program

Innovations for Closer Customer Student Engagement. *Global Journal of Business Pedagogy*, 1(1), 28-39.

Hernsberger, J., Spiller, M. S. (2016). The Role of Status in Imitative Behavior: The Influence of All-American Security Analysts on Their Peers. *Current Topics in Management*, 18, 81-100.  
<http://icam1990.com/current-topics-in-management/>

Coder, L., Spiller, M. S. (2013). Leadership Education and Gender Roles: Think Manager, Think "?". *Academy of Educational Leadership Journal*, 17(3), 21-52.

Hatfield, R., Turner, J., & Spiller, S. (2013). Altruism, Reciprocity, and Cynicism: A New Model to Conceptualize the Attitudes Which Support Prosocial Behaviors. *Journal of Organizational Culture, Communications, and Conflict*, 17(2), 159-165.

Droege, S. B., Lane, M. D., Spiller, M. S. (2011). Intersecting Three Muddy Roads: Stability, Legitimacy, and Change. *Journal of Management Issues*, 23(1), 96-112.

Droege, S., B., Lane, M., & Spiller S. (2009). Strategic Choice and Institutional Ambiguity: A History of Entrepreneurial Emergence in Rural China, *International Business & Economics Journal*, 8(10), 1-9.

Droege, S. B. & Spiller, S. (2009). Critique of a premise: Illuminating the cracks in the Agency Theory Framework. *Journal of Legal, Ethical and Regulatory Issues*, 12(1), 41-55.

Spiller, S and Hatfield, R. D. (2007). A Multi-Study Investigation of Self-efficacy Measurement Issues. *Journal of Organizational Culture, Communications and Conflict*, 11(2), 81-94.

Spiller, S., (2004) Exploring Emergent Leadership in Small Groups: The Effects of Various Efficacies, *Review of Business Research*, 3, #1, 31-39.

Hassan, A., Mohammed, F., Spiller, S., & Turner, J. (2004). The evolution of e-commerce: A social constructive view. *Review of Business Research*, 4, #1, 179-186.

Crawford, A., Meade, A., Spiller, S., & Stamper, C. (2004). One Region's Response: The Emergence of Hispanic Workers in Appalachia. *Journal of Business & Economics Research*, 2, #6, 43-52.

Henderson, K., Spiller, S., Kunz, M., & Ratliff, J. (2003). Teaching Old Dogs New Tricks Or Simply Using The Old Tricks At The Right Time. *International Business & Economics Research Journal*, 1, #3, 69-74.

Crown, D. F. & Spiller, S. (1998). Learning from the Literature on Collegiate Cheating: A Review of Empirical Research. *Journal of Business Ethics*, 18, 229-246.

Crown, D. F. & Spiller, S. (1997). Faculty Responsibilities in Dealing with Collegiate Cheating: A Student Development Perspective *Teaching Business Ethics*, 1, 117-130.

Spiller, S. & Crown, D. F. (1995). Changes Over Time in Academic Dishonesty at the Collegiate Level. *Psychological Reports*, 76, 763-768.

Spiller, M. S., & Crown, D. F. (1995). Changes Over Time in Academic Dishonesty and Unethical Business Practices. *Journal of Education for Business*, 68(4), 207-211.

### ***Conference Proceedings***

Turner, J. H., Valentine, S. R., Hatfield, R. D., & Spiller, S. (2002). Social Competence: Implications for Management. *Proceedings of the International Business and Economics Conference*.

Hatfield, R. D., Turner, J. H., & Spiller, S. (2001). Identifying the Factors which Predict Discrimination Against the Disabled in Employment Decision: Building a Model. *Proceedings of the 22<sup>nd</sup> Annual Southern Industrial Relations and Human Resource Conference*, 29-31.

Woodruff, S. & Spiller, S. (2000). A Social Cognitive Model for Strategic Decision Making. *Southwest Academy of Management Proceedings*, 15-20.

Woodruff, S. and Spiller, S. (2000). Learning Style and Self-Efficacy: Keys to The New Manufacturing Paradigm. *Southwest Academy of Management Proceedings*, 196-200.

Woodruff, S., Cashman, J. F., and Spiller, S. (2000). Integrated Manufacturing: Implications of the Technical Aspects of the System on the Corresponding Social System. *Southwest Academy of Management Proceedings*, 251-255.

Spiller, S. & Crown, D. F. (1999). A Longitudinal Examination of the Effects of Emotion on Self-efficacy. *Southern Management Association Proceedings*, 76-78.

Spiller, S. & Woodruff, S. (1999). Aligning the Planets: The BSRI, Self-efficacy, and Emergent Leadership. *Southern Management Association Proceedings*, 218-222.

Spiller, S. & Crown D. F. (1993). Still Cheating After All These Years: A Review of Empirical Research Pertaining to Academic Cheating. *Academy of Management Best Paper Proceedings*, 1993, 168-172.

### ***Professional Presentations***

Hatfield, R. & Spiller, S. (2023). A 50 Year Examination of Attitudes of College Students Toward Various Disabilities, Using the Disability Social Distance Scale. Presented at the Institute for Global Business Research Spring Conference.

Hatfield, R., Spiller, S. & Coder, L (2022). Understanding Faculty Engagement and Productivity and the Impacts of Covid-19. Presented at the Institute for Global Business Research Spring Conference.

Cosby, D. & Spiller, S. (2022). The Impact of College Preparation Programs on Career Self-Efficacy. Presented at the Institute for Global Business Research Spring Conference.

Spiller, M. S (2017). Navigating the Path through a Faculty Led Accreditation Process: An Exercise in Power and Influence. Presented at Annual International Conference on Advances in Management, Bowling Green, KY.

Spiller, M. S (2017) AACSB Value as a Mission Driven Strategic Management Process. Presented at Annual International Conference on Advances in Management, Bowling Green, KY.

Reber, R. A., Potter, P. W., Spiller, M. S. (2016, November). A Positive Approach to Improving Employee Attendance: A Field Study. Presented at Academy of Business Research Fall 2016, San Antonio, TX.

Spiller, M. S. (2016, July (3rd Quarter/Summer)). Current Issues on Sustainability: Research and Practice. Presented at Annual International Conference on Advances in Management, Jacksonville, FL.

Coder, L., Peake, W. O., Hernsberger, J., Spiller, M. S. (2016, January (1st Quarter/Winter)). Are We Oversimplifying High Performance Work Systems in the Small Firm Context? An Empirical Exploration. Presented at USASBE Conference, 2016 for USASBE, San Diego, CA.

Hatfield, R. D., Spiller, M. S., Sullivan, B., Yates, M. D. (2015, March). Sustainability in Human Resources, Legal Environment, Business Ethics, and Business Sustainability Courses: Teaching Perspectives. Presented at MBAA International for MBAA International, Chicago, IL.

Coder, L., Peake, W. O., Spiller, M. S. (2015, January (1st Quarter/Winter)). Do high performance work systems pay for small firms: An intellectual capital building perspective. Presented at United States Association for Small Business and Entrepreneurship.

Gish, S. D., Spiller, M. S. (2014, September). Feedback "Fun." Presented at Kentucky Communication Association Annual Meeting for Kentucky Communication Association, Buckhorn Lake State Park, Buckhorn, KY.

Gish, S. D., Spiller, M. S. (2014, September). Practice in the Art of Persuasion Using Influence Tactics. Presented at Kentucky Communication Association Annual Meeting for Kentucky Communication Association, Buckhorn Lake State Park, Buckhorn, KY.

Coder, L, Spiller, S., & Bolton, D. (2011). Think Gender, Think Non-specific Gender Term. Paper presented at the Annual International Conference on Advances in Management, Cancun, Mexico

Spiller, S., Coder, L., & Bolton, D. (2010) Questioning the Research: Gender Roles Measurement and Leadership. Paper presented at the Annual International Conference on Advances in Management, Atlanta, GA.

Droege, S., Lane, M., & Spiller, S. (2009). Strategic Choice and Institutional Ambiguity: A History of Entrepreneurial Emergence in Rural China. Paper presented at the International Applied Business Research Conference, San Antonio, TX.

Droege, S., and Spiller, S. (2008). Critique of a Premise: Illuminating Cracks in the Agency Theory Framework. Paper presented at the Allied Academies International Conference, Reno, NV.

Spiller, S., Lewis, J, Keaster, R., Wulff, A., Cornell, A, Chance-Fox, A. (2007). Assessing Campus Leadership Awareness and Needs. Presented at the International Leadership Association National Meetings, Vancouver, British Columbia, CA.

Keaster, R., Chance-Fox, Cornell, A, Lewis, J, Spiller, S, and Wulff, A (2007). Assessing Campus Leadership Awareness and Needs (2007). Presented at Western Kentucky University Engaging the Spirit, Tools for Student Success, Bowling Green, KY.

Hatfield, Robert, D. and Spiller, S. (2007). An Examination of Claims Under the Americans with Disabilities Act in Light of the Disability Social Distance Scale Research. Paper presented at the Allied Academies International Conference, Jacksonville FL.

Spiller, S. and Robert D. Hatfield (2007). A Multi-Measure Investigation of the Specificity of Self-Efficacy Measures. Paper presented at the Allied Academies International Conference, Jacksonville FL.

Spiller, S. (2005). A Social Cognitive Approach To Strategic Decision Making. Paper presented at the Applied Business Research Conference, Orlando, FL.

Kunz, M. & Spiller, S. (2005). Classes that Click. Presentation at the Kentucky Council on Postsecondary Education Faculty Development Conference, Engaging Students for Success, Bowling Green, KY.

Hassan, A., Mohammed, F., Spiller, S., & Turner, J. (2004). The evaluation of e-commerce: A social constructive view. Paper presented at the International Academy of Business and Economics, Las Vegas, NV.

Spiller, S., (2004) Exploring Emergent Leadership in Small Groups: The Effects of Various Efficacies. Paper presented at the International Academy of Business and Economics, Las Vegas, NV.

Crawford, A., Meade, A., Spiller, S., & Stamper, C. (2004). One Region's Response: The Emergence of Hispanic Workers in Appalachia. Paper presented at the International Business & Economics Research (IBER) Conference, Las Vegas, NV

Henderson, K., Spiller, S., & Vollmers, S (2003). Picking the proper pedagogical methods for distance delivery. Paper presented at International Business and Economics Research Conference, Las Vegas, NV.

Henderson, K., Spiller, S., Kunz, M., & Ratliff, J. (2003). Teaching Old Dogs New Tricks or Simply Using the Old Tricks at The Right Time. Paper presented at the International Business and Economics Research Conference, Las Vegas, NV.

Hatfield, B., Everett, D., Moore, K., & Spiller, S. (2002). Major Issues for Online Instruction: Views after Four Years Experience. Presentation at the Kentucky Council on Postsecondary Education and Kentucky Virtual University Conference on Innovations in Teaching & Learning, Lexington, KY.

McGee, Woodruff, S., McMahan, E., Woodard, B., and Spiller, S. (2001). Multidisciplinary teams in healthcare: Barriers facilitation and other musings: Examples from burn teams. Paper presented at the Academy of Management Meetings, Washington, D.C.

Spiller, S. & Woodruff, S. (2000). Emergent Leadership in Small Groups: The Role of Self-Efficacy. Paper presented at the Academy of Management National Meetings, Toronto, Ontario, CA.

Woodruff, S. & Spiller, S. (2000). A Social Cognitive Model for Strategic Decision Making. Paper presented at the Southwest Academy of Management Meetings, San Antonio, TX.

Woodruff, S, and Spiller, S. (2000). Learning Style and Self-Efficacy: Keys to the New Manufacturing Paradigm. Paper presented at the Southwest Academy of Management Meetings, San Antonio, TX.

Woodruff, S., Cashman, J. F., and Spiller, S. (2000). Integrated Manufacturing: Implications of the Technical Aspects of the System on the Corresponding Social System. Paper presented at the Southwest Academy of Management Meetings, San Antonio, TX.

Spiller, S, & Crown, D. F. (1999). A Longitudinal Examination of the Effects of Emotion on Self-efficacy. Paper presented at the Southern Management Association, Atlanta, GA.

Spiller, S, & Woodruff, S. (1999). Aligning the Planets: The BSRI, Self-efficacy, and Emergent Leadership. Paper presented at the Southern Management Association, Atlanta, GA.

Spiller, S., Seers, A., & Crown, D. F. (1996). Group Efficacy A Conceptual Model for Integration of Differing Perceptions. Paper presented at the National Meetings of the Academy of Management, Cincinnati, OH.

Spiller, S., & Crown D. F. (1993). Still Cheating After All These Years: A Review of Empirical Research Pertaining to Academic Cheating. Paper presented at the National Meetings of the Academy of Management, Atlanta, GA.

---

## **TEACHING PORTFOLIO**

---

### ***Teaching Awards***

#### *Western Kentucky University*

- Beta Gamma Sigma Professor of the Year
- MBA Teaching Award
- Hays Watkins Teaching Fellow, an endowed honor with responsibilities to aid and develop the teaching strategies of fellow faculty members.
- Multi-year nominee for Center for Teaching and Learning teaching awards

*Morehead State University*

-Dean's Teaching Award

*University of Montevallo*

-Dean's Teaching Award

*University of Alabama*

-University of Alabama Award for Excellence in Teaching by a Doctoral Student

-College of Commerce and Business Administration Award for Excellence in Teaching by a Doctoral Student

## **Courses Taught**

### ***Graduate***

- Business Policy and Strategy – *Traditional, Professional & Online MBA*
- Executive Decision Making
- Ethical Leadership
- Effective Leadership Studies
- Advanced Organizational Behavior/Organizational Theory – *Online MBA*
- Employee Relations – *Online MBA*
- Human Resource Development – *Online MBA*
- Strategic Leadership – *EdD course*
- Human Resource Management – *Online and Traditional MBA*
- Critical Thinking and Business Ethics – *Traditional MBA and Professional MBA*

### ***Undergraduate***

- Business Strategy and Policy
- Critical Thinking in Management – *Online, face to face, Honors*
- Organization Management – *traditional, mass lecture (over 200 students), Honors*
- Organizational Behavior
- Introduction to Leadership Studies
- Leadership & Teams
- Business Statistics
- Leadership and organizational change
- Microeconomics
- Macroeconomics
- Law & Ethics in Business
- Human Resource Management

### ***Professional Development Workshops/Invited Presentations***

- KPHRA 2023 Spring Conference: Meaningful Work, or Work Without Meaning – *Kentucky League of Cities Annual Conference*
- KPHRA 2021 Fall Conference: Meaningful Work, or Work Without Meaning – *Kentucky League of Cities Annual Conference*
- Executive Education Series session: *Decision Making in the New Normal: Navigating Information Overload and the Need for Lightning Fast Decision*, offered to Local Chamber of Commerce members, and friends of the MBA program



- Adjunct Training Teaching workshops: *co-led multiple evening workshops for adjunct faculty*
- Ethical Decision Making: *Accounting CPE training for Accountants from Kentucky and Tennessee*
- Ethical Decision Making Workshop: *Bowling Green Chamber of Commerce Executive Team*
- Digital Measures Workshops: *Series of training workshops presented to GFCB faculty*
- AACSB (2012-2018): *Thirteen semi-annual training/updates for GFCB faculty and staff*
- Academic Dishonesty: *Seminar presented to GFCB faculty and staff on awareness and prevention of cheating*
- Blackboard: *Seminar for MBA faculty to aid transition to the new Blackboard upgrades*
- Personal Leadership: *Keynote speaker at Women's Business Symposium, Prestonsburg, Ky.*
- WSAZ NBC West Virginia Interview: *women's issues in business*
- Teaching and Learning Online: *Tips from Experienced Faculty. Faculty Development Series at Morehead State University*
- Personal Leadership: *Developed and presented to faculty and staff at Morehead State University*
- Preventing Plagiarism with Turnitin.com: *Presentation given to MBA faculty*
- Decision Making: *Developed, presented to managers of East Kentucky Power Cooperative*
- Introduction to Management: *Multi-day training for first line managers, Marion, Ala.*

---

## **SERVICE & ADMINISTRATION PORTFOLIO**

---

### ***Major Administrative Accomplishments***

- Faculty Regent for WKU Board of Regents October 2020 - Current
- Member of task force that developed new College of Business strategic plan, 2020-2021
- Led task force that developed new College of Business mission, vision, and core values, 2019
- Member of oversight committee that developed and implemented PEAK (Professional Education and Knowledge) a program of extra-curricular activities designed to raise student understanding of professional behavior, 2012-Current
- Led AACSB Continuous Review Team at WKU for 2013 and 2018 reviews
  - Wrote majority of the reports
  - Coordinated all appendices; consulted on all faculty qualification reviews; consulted with all administrators on administrative reports; oversaw Assurance of Learning reports and activities; coached faculty, staff, and administrators through the process; participated in all aspects of the review.
  - Consulted with Accounting Department and coordinated the accounting AACSB reports
- Co-developed, wrote and edited the *GFCB Annual Report to Stakeholders*, a magazine for alumni, donors, and the community that highlighted College's strategic progress, 2013-2018
- Developed a mentoring program for new faculty in the College of Business
- Led development of new AOL learning goals, 2013
- Led development of new College of Business strategic objectives, 2013
- Part of leadership team that developed new College of Business strategic plan, 2013

- Participated in task force that overhauled WKU MBA program, 2010
- Participated in task force that developed WKU's first doctoral program, 2007
- Participated in leadership group that lead Morehead State University to gain initial AACSB Accreditation, 2005
- Member of College Strategic Planning group at Montevallo, Morehead State, and Western Kentucky University

### ***Relevant Continuous Improvement Training***

- WKU Faculty Leadership Year (FLY) – Training in administrative leadership and budgeting
- AACSB Continuous Improvement Review seminar, 2017
- AACSB Advanced Assurance of Learning seminar, 2017
- AACSB Annual Accreditation Conference, 2013
- AACSB Continuous Improvement Review Seminar, 2011
- AACSB Assurance of Learning seminar, 2011
- AACSB Teaching Business Ethics Workshop, 2009
- Teaching Leadership Workshop – Institute for Leadership at the Terry College of Business, University of Georgia
- AACSB Assurance of Learning workshop, 2005
- AACSB Annual Accreditation Conference, 2000

### ***Professional Service***

#### **Western Kentucky University**

- Faculty Regent 2020: membership on academic and student affairs committees. Includes membership on University Senate Executive Committee, monthly reports to Faculty Senate, monthly reports to Senate Budget Committee
- Member of Graduate Faculty, 2006-Current
- Graduate Council, 2009 – 2011; Vice-Chair, 2009
  - Task forces included Graduate Faculty membership and Graduate Faculty workload
- Member University Task Force that developed Ed.D. program in Educational Leadership; participated in the development of the Organizational Leader track, developed six courses for the program
- Center for Leadership Studies Steering Committee, 2006-2012
- Faculty Fellow Center for Leadership Excellence, 2006-2008
- University Senate, 2007-2009
- University Curriculum Committee, 2008
- Advisor, WKU Triathletes Sports Club, 2008-2013

#### ***Gordon Ford College of Business Service***

- Professional Education and Knowledge Committee
  - Assisted with develop of the student focused initiative
  - Member of oversight/creative committee
  - Presented at multiple student professionalism events
  - Co-created multiple events, including “Business & Professionalism Week”

- Escorted students to professional workplaces on multiple day trips to Atlanta, Chattanooga and Nashville
  - Co-created Bowling Green excursion highlighting area business opportunities, with the local Chamber of Commerce
- Chair Continuous Improvement Committee (AACSB), 2011-2018
  - Led successful re-affirmation efforts 2013, 2018
- Co-editor of five GFCB Annual Report to Stakeholders, 2012-2018
- Member of Assurance of Learning Committee, 2007- 2018
  - Ex-officio, 2012-2018
- Member College Innovation Team, 2022-Current
- Member of Dean’s Strategic Planning Council ,2008-2019
  - Chaired team wrote Faculty/Staff code of ethics
  - Chaired team that developed new GFCB strategic objectives
  - Chaired team that developed new mission and vision, 2019
- Co-Advisor Beta Gamma Sigma, 2009-2015
- Member of GFCB Communications Coordinator Search Committee
- Member of COB Honors Task Force, 2009-Current
- Part-time Faculty Professional Development: co-developed and led workshop for adjunct faculty in the College

### ***Department of Management Service***

- Co-creator and first semester coordinator of “Management for Me” speaker series: arranged external speakers in zoom sessions to increase department engagement during the pandemic – attendance ranged 60-90 students
- Task force leader developing a peer-review process
- Co-creator and coordinator of “Senior Send-off,” a recognition event for graduating seniors
  - in management, funded with private monies
- Started and managed Department Twitter and Facebook pages
- Chair tenure-track Management Professor search committee, 2022
- Member Strategic Management Professor search committee, 2022
- Member of Executive in Residence in Entrepreneurship search committee, 2020
- Member of search committee for pedagogical legal position
- Member of Executive in Residence in HRM search committee
- Member of Executive in Residence in Entrepreneurship search committee, 2013
- Member of Endowed Chair in Entrepreneurship search committee
- Coordinator for MGT 210 (Principles of Management)
  - Lead a process that standardized book and objectives. Negotiated with textbook providers to provide more resources for significantly less cost to students. This biennial process (completed seven times) has saved students more than \$1,000,000, while providing royalties to the Department.
- Assessment Coordinator for Majors and College core classes

### **Morehead State University**

#### ***Major Activities***

- Academic Standards & Appeals Committee

- Dean’s Strategic Planning Council
- Graduate Committee
- MBA Committee
- Chair of Online Course Peer Review Task Force
- College of Business Assessment Committee
- Management Program Assessment Coordinator
- Management Program Curriculum Committee
- Advisor student SHRM chapter
- Management Search Committee – Member, Strategic Management Position
- Management Search Committee – Chair, Management Position
- Faculty Mentor for three newly hired assistant professors

## **University of Montevallo**

### *Major Activities*

- SACS Reaccreditation Library Committee
- Human and Animal Subjects Research Committee
- Search Committees: Management, Economics, Marketing (Chair)
- Member of Dean’s Council - coordinating council for AACSB reaffirmation report
- Study Abroad
  - Montreal and Quebec City, summer 1999 (14 students)
  - Montreal and Quebec City, summer 2000 (18 students)

## **Miscellaneous Service**

Ad hoc reviewer, multiple journals and conferences

Reviewer: Dryden Press, Prentice Hall, Wiley, McGraw Hill

Attendance at numerous conferences including Southern Management Association, Southwest Management Association, Academy of Management, Society for Industrial and Organizational Psychologists, and many others.

---

## **GRANTS AND WORK EXPERIENCE**

---

Consultant on Management, Computer Technology, Marketing, Ethical Issues, & Job Satisfaction  
 Clients included regional bank, national employee leasing organization, power cooperative, a small regional hospital, HVAC Company, Internet marketing company, local chambers of commerce, University police department, and other small/family businesses.

Co-founded and managed RACE Aquatics, a non-profit USA Swim team, 2007-2017. This organization provided swim instruction to children in south-central Kentucky. The organization grew to employ as many as six employees, earned revenues of more than \$250,000, and provided services to uncountable families in the region. My responsibilities included all aspects of running this business, as well as non-profit fundraising.

Co-wrote and directed Project High Tide: A Program for Economically Disadvantaged Youths. A Jobs Training Partnership Act Grant.

1993 Grant Total \$183,000: Responsible for selection and placement of 100 participants, oversight of 8 classrooms, 25 jobsites, and coordination of all activities with University, reporting activities to state government and oversight of 27 employees.

1992 Grant Total \$100,000: Responsible for selection and placement of 50 participants, oversight of 8 classrooms, 18 jobsites, and coordination of all activities with University, reporting activities to state government and oversight of 15 employees.

1989-1991 Randall Publishing, Tuscaloosa AL Salesperson National Magazine Company

1983-1989 Drs. Johnson & Hatchett, Orthopedic Surgeons, miscellaneous duties

Other assorted employment

---

## **AWARDS & HONORS**

---

Gordon Ford College of Business Public Service Award 2012, 2018

Beta Gamma Sigma Professor of the Year, 2014, as voted by BGS inductees

MBA Teaching Award, WKU, 2010, as voted by MBA Students

Hays-Watkins Teaching Fellow, WKU 2012-2014

Allied Academies Distinguished Research Award 2007, 2009

Best Paper Award, The International Business & Economics Research Conference 2002, 2003

Morehead State University College of Business Award for Outstanding Teaching, 2003

Michael Stephens College of Business Dean's Award for Outstanding Teaching, 2001

University of Alabama Award for Excellence in Teaching by a Doctoral Student, 1995

College of Commerce and Business Administration, University of Alabama Award for Excellence in Teaching by a Doctoral Student, 1995

Governor's Award for Outstanding Jobs Training Partnership Act Grant Special Project

Alabama State Nominee for Presidential Award for Outstanding Jobs Training Partnership Act Grant Summer Project

Graduate Teaching Fellow, University of Alabama 1995, 1996

Member of Beta Gamma Sigma and numerous other honorary organizations