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COLLEGE OF BUSINESS

CIR REPORT – APPENDIX

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2013 – 2017

Table of Materials

Peer Benchmarking Data

As referenced in the ***"Relative college advantages & disadvantages"*** section of the CIR Report (pp. 8-10), see the table below for a summarization of key financial, enrollment, and performance indicators across a group of 15 comparable peer institutions.

Comparable Peer Institutions (IPEDS data for FY 2014-15)	Endowment total value	Annual tuition	Tuition as % of revenue	Undergrad. enrollment	Graduate enrollment	First-year retention	4-year graduation	6-year graduation
Bellarmine University	$54M	$37,650	84%	2,651	1,195	81%	53%	66%
Canisius College	$111M	$34,690	86%	2,671	1,229	83%	58%	67%
Drake University	$196M	$33,696	61%	3,338	1,653	88%	61%	70%
Elmhurst College	$92M	$34,450	87%	2,840	458	79%	59%	74%
Fairfield University	$317M	$44,875	77%	3,970	1,168	89%	79%	82%
Gonzaga University	$217M	$37,990	57%	5,062	2,429	95%	71%	82%
Iona College	$111M	$35,324	82%	3,271	706	77%	53%	63%
John Carroll University	$205M	$37,180	61%	3,153	520	85%	65%	75%
Loyola University Maryland	$206M	$45,200	79%	4,068	1,982	86%	79%	84%
Providence College	$209M	$45,400	78%	4,028	534	90%	83%	85%
Seattle University	$202M	$39,690	79%	4,602	2,803	84%	59%	77%
Stetson University	$209M	$41,590	75%	3,084	1,246	77%	56%	64%
University of Detroit Mercy	$44M	$38,626	78%	2,672	2,248	85%	34%	57%
University of Scranton	$170M	$41,044	82%	3,910	1,512	88%	75%	82%
Valparaiso University	$204M	$36,160	73%	3,163	1,361	82%	58%	70%
Loyola Univ. New Orleans	**$231M**	**$37,830**	**71%**	**2,691**	**1,396**	**77%**	**44%**	**55%**

List of Journal Publications

As referenced in the ***"Faculty intellectual contributions & impact"*** section of the CIR Report (pp. 22-27), see the table below for a full list and analysis of all peer-reviewed journals in which College of Business faculty had publications in the review period.

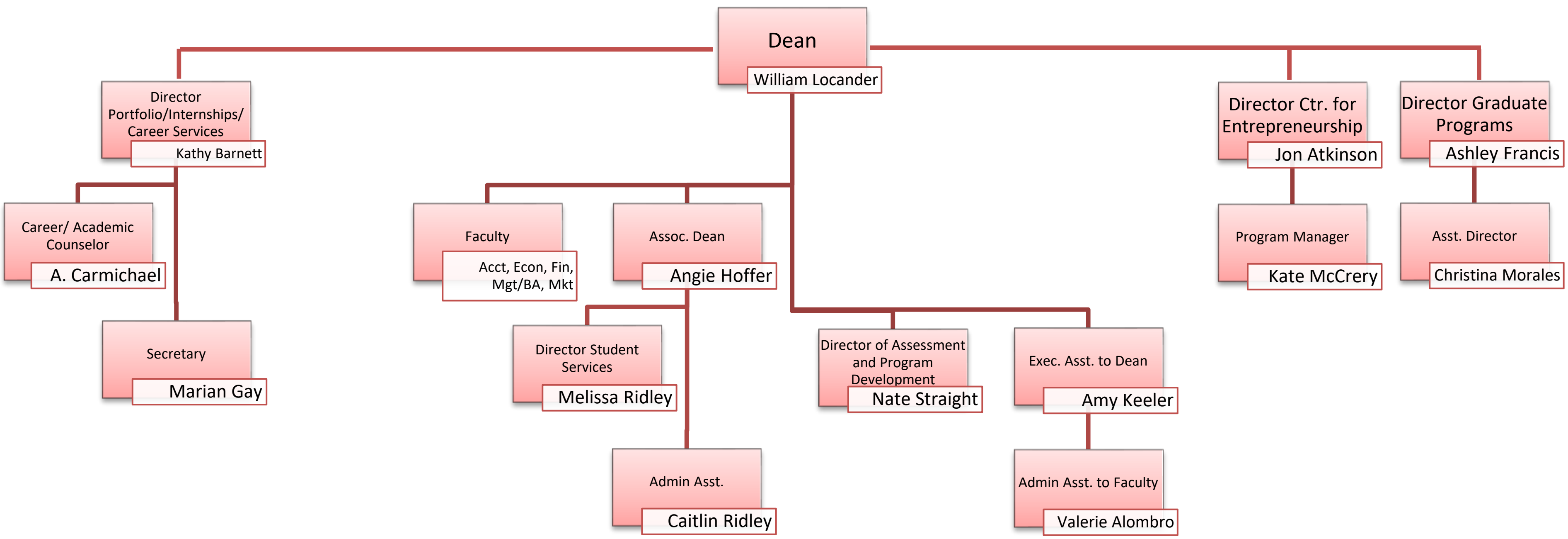
	Count of articles publ. in journal	5-year journal impact factor	Cabell's citation rank of journal	Acceptance rate of journal	Total citations of articles in journal
Academy of Management Journal	1	7.221	99%	8%	4
American Journal of Economics and Sociology	3	0.500			22
Borsa Istanbul Review	1	0.933			
British Dental Journal	1	0.841			4
Business and Society Review	2	0.566	28%		5
Business Horizons	3	3.562	80%	18%	1
Communication Research	1	2.776	94%	10%	4
Competitiveness Review	1	0.339		15%	
Contemporary Economics	1	0.343		10%	1
Criminal Justice Ethics	1	0.286			
Energy and Environment	1	0.459			1
Forum for Social Economics	2	0.350		30%	6
Humanomics	4	0.429		23%	3
Information Technology for Development	1	1.471	43%	20%	12
Intl. Journal of Finance	1			18%	
Intl. Journal of Health Policy and Mgmt.	2	0.681		16%	3
Intl. Journal of Integrated Marketing Comm.	1			25%	8
International Journal of Listening	1	0.746	41%	10%	
International Journal of Social Economics	1	0.423	28%	44%	
Journal for Economic Educators	1	0.286			2
Journal of Business Communication	1	1.484	50%	10%	13
Journal of Business Ethics	4	2.075	65%	27%	13
Journal of Business Research	1	2.969	80%	10%	2
Journal of Consumer Marketing	1	1.352	54%	10%	2

List of Journal Publications (continued)

	Count of articles publ. in journal	5-year journal impact factor	Cabell's citation rank of journal	Acceptance rate of journal	Total citations of articles in journal
Journal of Economics and Business	1	0.833	42%	20%	1
Journal of Economics and Finance	1	0.366	22%	20%	17
Journal of Ethics and Entrepreneurship	1			20%	
Journal of Family and Economic Issues	1	2.131	69%	55%	2
Journal of Interactive Marketing	1	4.177	96%	12%	46
Journal of Intl. Technology and Info. Mgmt.	1			30%	
Journal of Marketing Education	3	1.563	56%	17%	14
Journal of Marketing Theory and Practice	1	2.009	97%	15%	4
Journal of Medical Marketing	1	0.302	20%	22%	8
Journal of Medicine and Philosophy	1	0.970			5
Journal of Private Enterprise	5	0.241	19%	30%	7
Journal of Public Affairs	1	0.612	30%	25%	3
Journal of Workplace Learning	1	0.898	47%	35%	1
Leadership Quarterly	2	3.425	96%	10%	35
Learning Organization	1	1.348	59%	35%	4
Libertarian Papers	2			20%	
Marketing Education Review	1			20%	15
Marketing Theory	1	2.750	86%	28%	
Organization Studies	2	3.002	94%	8%	55
Psychology and Marketing	1	1.908	53%	10%	18
Quarterly Journal of Austrian Economics	2	0.445	22%	40%	2
Review of Austrian Economics	2	0.572	31%	30%	10
Review of Development Finance	1	0.854			4
Service Industries Journal	1	1.259	49%	5%	13
Southeastern Europe Journal of Economics	1	0.230		30%	1
Stata Journal	4	1.451	45%	95%	8
World Future Review	1			30%	2

College Organizational Chart

As referenced in the ***"Sufficiency of faculty & staff"*** section of the CIR Report (pp. 31-32), see the organizational chart below.



Degree Program Structure

As referenced in the ***"Degree programs & student learning goals"*** section of the CIR Report (pp. 34-35), see the Degree Program Course Listing (DPCL) sheets which follow for the full structure of our B.Acc., B.B.A., and M.B.A. degree programs.

B.Acc. Degree Program (2017-18)

Foundation (req. 1^{st} yr., 12 crs.)	**Course #**
First-Year Seminar *(Fall only)*	T121
English: Critical Reading & Writing *(req: ENGL A100 if necessary)*	ENGL T122
Math: Finite Mathematics *(req: MATH A092 if necessary)*	MATH A115
Science: Investigating Nature	SCIE T129
Knowledge & Values† (27 crs.)	**Course #**
Writing About Literature *("N" in CLHU, ENGL, LAS, etc)*	
Creative Arts + Cultures *("O" in MUGN, THEA, VISA, etc)*	
History I: Global History I or II *(choice determines elective in seq.)*	HIST T122 or HIST T124
History II: History Elective *("P" if T124 taken, "Q" if T122)*	HIST
Philosophy I: Reasoning *("R" in PHIL)*	PHIL R
Phil. II: Making Moral Decisions *(req: Phil. I)*	PHIL W252
Relig. I: Christian Tradition *("S" in RELS)*	RELS S
Relig. II: World Religions *("V" in RELS)*	RELS V
Natural Science in Context *("Y" in BIOL, CHEM, PHYS, etc)*	

Business Core (45 crs.)	**Course #**
Survey of Calculus	MATH A116
Introduction to Business	BA B100
Business Communications *(reqs: BA B100, ENGL T122)*	BA B101
Principles of Microeconomics *(co-req: MATH A115)*	ECON B100
Principles of Macroeconomics *(req: ECON B100)*	ECON B101
Principles of Financial Acct. *(reqs: MATH A092, Soph.)*	ACCT B202
Business Statistics *(reqs: MATH A115, ACCT B202, Soph.)*	DECS B205
Management & Org. Behavior *(reqs: BA B100 & B101, Soph.)*	MGT B245
Principles of Marketing *(reqs: ECON B100, Soph.)*	MKT B280
Business Law for Acct. *(reqs: BA B100, Soph.)*	LGST B300
Financial Mgmt. *(reqs: ACCT B202, DECS B205, ECON B101, Jr.)*	FIN B300
Production & Ops. Mgmt. *(reqs: DECS B205, Jr.)*	MGT B325
Business Ethics *(reqs: ECON B101, MGT B245, PHIL W252, Sr.)*	BA B415
Business Policy *(reqs: FIN B300, MGT B245 & B325, MKT B280, Sr.)*	BA B445
Business Internship *(req: Jr. or Sr.)*	BA B497

Major (30 crs.) **grade must be ≥ C for req.*	**Course #**
Intermediate Accounting I *(reqs: ACCT B202*, Soph.)*	ACCT B305
Intermediate Accounting II *(reqs: ACCT B305*, Soph.)*	ACCT B306
Tax Accounting I--Individ. *(reqs: ACCT B202*, Soph.)*	ACCT B300
Govt. & Nonprofit Acct. *(reqs: ACCT B305*, Soph.)*	ACCT B307
Strategic Cost Management *(reqs: ACCT B202*, Soph.)*	ACCT B310
Accounting Info. Systems *(reqs: ACCT B305*, Soph.)*	ACCT B340
Advanced Accounting *(reqs: ACCT B306*, Jr.)*	ACCT B400
Auditing & Assurance Svcs. *(reqs: ACCT B306*, Sr.)*	ACCT B403
International Accounting *(reqs: ACCT B306*, Sr.)*	ACCT B460
Accounting Elective	ACCT
General Electives (6 crs.)	**Course #**

Business Portfolio Program (0 crs.)

100	101	200	201	300	301	400	401

Degree Program Structure (continued)

B.B.A. Degree Program (2017-18)

Foundation (req. 1st yr., 12 crs.)	Course #
First-Year Seminar *(Fall only)*	T121
English: Critical Reading & Writing *(req: ENGL A100 if necessary)*	ENGL T122
Math: Finite Mathematics *(req: MATH A092 if necessary)*	MATH A115
Science: Investigating Nature	SCIE T129

Knowledge & Values† (27 crs.)	Course #
Writing About Literature *("N" in CLHU, ENGL, LAS, etc)*	
Creative Arts + Cultures *("O" in MUGN, THEA, VISA, etc)*	
History I: Global History I or II *(choice determines elective in seq.)*	HIST T122 or HIST T124
History II: History Elective *("P" if T124 taken, "Q" if T122)*	HIST
Philosophy I: Reasoning *("R" in PHIL)*	PHIL R
Phil. II: Making Moral Decisions *(req: Phil. I)*	PHIL W252
Relig. I: Christian Tradition *("S" in RELS)*	RELS S
Relig. II: World Religions *("V" in RELS)*	RELS V
Natural Science in Context *("Y" in BIOL, CHEM, PHYS, etc)*	

Business Core (48 crs.)	Course #
Survey of Calculus	MATH A116
Introduction to Business	BA B100
Business Communications *(reqs: BA B100, ENGL T122)*	BA B101
Principles of Microeconomics *(co-req: MATH A115)*	ECON B100
Principles of Macroeconomics *(req: ECON B100)*	ECON B101
Principles of Financial Acct. *(reqs: MATH A092, Soph.)*	ACCT B202
Principles of Managerial Acct. *(req: ACCT B202, Soph.)*	ACCT B203
Business Statistics *(reqs: MATH A115, ACCT B202, Soph.)*	DECS B205
Legal Environment Of Business *(req: BA B100, Soph.)*	LGST B205
Management & Org. Behavior *(reqs: BA B100 & B101, Soph.)*	MGT B245
Management Info. Systems *(req: BA B100, Soph.)*	MGT B250
Principles of Marketing *(reqs: ECON B100, Soph.)*	MKT B280
Financial Mgmt. *(reqs: ACCT B202, DECS B205, ECON B101, Jr.)*	FIN B300
Production & Ops. Mgmt. *(reqs: DECS B205, Jr.)*	MGT B325
Business Ethics *(reqs: ECON B101, MGT B245, PHIL W252, Sr.)*	BA B415

Major (24 crs.) *Courses depend on discipline*	Course #
Major requirement 1	
Major requirement 2	
Major requirement 3	
Major requirement 4	
Major requirement 5	
Major requirement 6	
Business elective 1	
Business elective 2	

General Electives (6 crs.)	Course #

Business Core (continued)	Course #
Business Policy *(reqs: FIN B300, MGT B245 & B325, MKT B280, Sr.)*	BA B445
Business Internship *(req: Jr. or Sr.)*	BA B497

Business Portfolio Program (0 crs.)							
100	101	200	201	300	301	400	401

Degree Program Structure (continued)

M.B.A. Degree Program (2017-18)

IMMERSION WEEKS – SELECT 4	GRADE	CORE COURSES – 24 HRS	GRADE	ELECTIVES – 12 HRS (9 MAY BE USED FOR TRACK)	GRADE
BA B701 (1 hr.) MBA Experience Week (fall)		ACCT B715 (3 hrs.) Financial & Managerial Accounting			
BA B702 (1 hr.) Venture & Ideation Week (fall)		BA B750 (3 hrs.) Competitive Strategy			
		DECS B725 (3 hrs.) Managerial Economics & Statistics			
BA B703 (1 hr.) Career Management Week (spring)		FIN B700 (3 hrs.) Financial Management			
BA B704 (1 hr.) ***required** Ethics & Social Justice Week (spring)		MGT B700 (3 hrs.) Org.Behavior & Leadership			
		MGT B705 (3 hrs.) Strategic Communication			
BA B893 (1 hr.) Offerings include: Business Law, Info. Security Mgmt., Real Estate, Healthcare Project Mgmt.		MGT B710 (3 hrs.) Operations & Process Management			
		MKT B700 (3 hrs.) Strategic Marketing			
Advising notes:					

Assessment Rubrics Used

As referenced in the ***"Summary of assessment activities & results"*** section of the CIR Report (pp. 36-45), see the following for copies of rubrics or tools used in assessment.

Internship Supervisor Evaluation Rubric

A. Ability and Willingness to Learn	**Poor 1**	**Fair 2**	**Average 3**	**Good 4**	**Excellent 5**
1. Observes and pays attention to others	☐	☐	☐	☐	☐
2. Asks pertinent and purposeful questions	☐	☐	☐	☐	☐
3. Seeks out and utilizes appropriate resources	☐	☐	☐	☐	☐
4. Accepts accountability and learns from mistakes	☐	☐	☐	☐	☐
5. Shows initiative and is open to new experiences	☐	☐	☐	☐	☐

B. Business Etiquette and Basic Work Habits	**Poor 1**	**Fair 2**	**Average 3**	**Good 4**	**Excellent 5**
1. Reports to work as scheduled and on-time	☐	☐	☐	☐	☐
2. Is prompt in showing up to scheduled meetings	☐	☐	☐	☐	☐
3. Exhibits a positive and constructive attitude	☐	☐	☐	☐	☐
4. Dresses appropriately for the organization	☐	☐	☐	☐	☐
5. Employs good time management skills	☐	☐	☐	☐	☐

C. Critical Thinking and Problem-Solving	**Poor 1**	**Fair 2**	**Average 3**	**Good 4**	**Excellent 5**
1. Seeks to comprehend issues in broad context	☐	☐	☐	☐	☐
2. Breaks down complex tasks to manageable pieces	☐	☐	☐	☐	☐
3. Develops new ideas by brainstorming options	☐	☐	☐	☐	☐
4. Respects input and ideas from other people	☐	☐	☐	☐	☐
5. Demonstrates capacity for analytical thinking	☐	☐	☐	☐	☐

D. Dependability and Character Attributes	**Poor 1**	**Fair 2**	**Average 3**	**Good 4**	**Excellent 5**
1. Brings a sense of integrity and values to the job	☐	☐	☐	☐	☐
2. Seeks to serve others even if an inconvenience	☐	☐	☐	☐	☐
3. Respects the privacy of others while at work	☐	☐	☐	☐	☐
4. Behaves in an ethical manner in all conduct	☐	☐	☐	☐	☐
5. Respects the diversity (all kinds) of others at work	☐	☐	☐	☐	☐

E. Effective Written and Oral Communication Skills	Poor 1	Fair 2	Average 3	Good 4	Excellent 5
1. Communicates clearly and concisely in writing	☐	☐	☐	☐	☐
2. Demonstrates effective proof-reading or editing	☐	☐	☐	☐	☐
3. Comprehends and follows verbal instructions	☐	☐	☐	☐	☐
4. Listens to others actively and attentively	☐	☐	☐	☐	☐
5. Participates effectively in group meetings	☐	☐	☐	☐	☐

F. Professional and Career Development Skills	Poor 1	Fair 2	Average 3	Good 4	Excellent 5
1. Understands their own strengths and weaknesses	☐	☐	☐	☐	☐
2. Exhibits a self-motivated approach to work	☐	☐	☐	☐	☐
3. Demonstrates ability to set priorities and goals	☐	☐	☐	☐	☐
4. Exhibits professional behavior and attitude	☐	☐	☐	☐	☐
5. Shows interest in determining career direction	☐	☐	☐	☐	☐

G. Organizational Knowledge and Skills	Poor 1	Fair 2	Average 3	Good 4	Excellent 5
1. Understands your organization's mission and goals	☐	☐	☐	☐	☐
2. Works within expectations of your organization	☐	☐	☐	☐	☐
3. Respects confidentiality of organizational inform.	☐	☐	☐	☐	☐
4. Works within proper decision-making channels	☐	☐	☐	☐	☐
5. Interacts appropriately with you as supervisor	☐	☐	☐	☐	☐

H. Interpersonal and Teamwork Skills	Poor 1	Fair 2	Average 3	Good 4	Excellent 5
1. Relates to co-workers easily and effectively	☐	☐	☐	☐	☐
2. Manages and resolves conflict productively	☐	☐	☐	☐	☐
3. Supports and contributes to a team atmosphere	☐	☐	☐	☐	☐
4. Controls emotions appropriately for workplace	☐	☐	☐	☐	☐
5. Demonstrates appropriate level of assertiveness	☐	☐	☐	☐	☐

Would you supervise this intern again? **Yes** ☐ **No** ☐

Would your company hire this intern? **Yes** ☐ **No** ☐

What was this intern's overall performance level? **Poor** **Fair** **Average** **Good** **Excellent**

Major Area Assessment Exams

(The ACCT major assessment exam is shown as an example; others available on request)

Which one of the following correctly represents one of the basic financial statement relationships?

Assets + Liabilities = Stockholder's Equity

Revenues + Expenses = Net Income

Net Income - Dividends = Retained Earnings

Assets - Liabilities = Net Income

Which of the following categories on a statement of cash flows is used to report the cash flow effects of transactions involving the company's stock?

Operating activities

Financing activities

Investing activities

Selling activities

Adjustments are necessary only if which of the following is true?

The cash basis of accounting is used for all accounting periods.

Cash flows occur at a different point in time from when revenues or expenses are accrued.

Management asks to report adjustments on the statement of cash flows.

The company reports revenue in the same period cash is collected.

Barton Corp. uses the direct write-off method to account for bad debts. What are the effects on the accounting equation of the entry to record the write-off of a customer's account balance?

Assets and liabilities decrease

Assets and stockholder's equity decrease

Stockholder's equity decreases and liabilities increase

No effect—assets increase and decrease by the same amount

What is the impact on the cash flow statement from the purchase of held-to-maturity securities?

A decrease in the cash flow from operating activities

An increase in the cash flow from operating activities

An increase in the cash flow from financing activities

A decrease in the cash flow from investing activities

The operating cycle of a manufacturer is the length of time between:

The purchase of raw materials and the sale of the goods

The sale of the goods and the collection of any outstanding receivables from the sale

The purchase of raw materials and the collection of outstanding receivables from the sale

The purchase of raw materials and the production of goods

Bentley Corp. uses plant assets that are subject to rapid decreases in value due to obsolescence and physical deterioration. Which of the following depreciation methods is most appropriate to measure the decline in the usefulness of the company's assets?

Straight-line depreciation
Units-of-production basis
Double-declining balance
Revenue-expenditure method

Amortization of a bond discount results in a(n):

Decrease in the cash account
Decrease of the bonds payable account
Decrease of stockholders' equity
Increase of stockholders' equity

When a company declares a 3-for-1 stock split, the number of outstanding shares does what?

Stays the same, but the number of issued shares triples.
Is reduced, and the number of issued shares is tripled.
Is tripled compared to the number of shares that were outstanding before the split.
Is tripled, while the number of issued shares is reduced to 1/3 of the original amount.

Belton Balloons declared a cash dividend of $30,000. The effect of this event includes a(n):

Increase to Cash of $30,000
Decrease to Retained Earnings of $30,000
Increase to Retained Earnings of $30,000
Decrease to Cash Dividends Payable of $30,000

Transactions denominated in a foreign currency would recognize a gain under which of the following circumstances?

The US dollar weakening relative to the foreign currency in regards to an exposed asset.
The US dollar weakening relative to the foreign currency in regards to an exposed liability.
The US dollar strengthening relative to the foreign currency in regards to an exposed asset.
The US dollar strengthening relative to the foreign currency in regards to a hedged transaction.

On June 1 of the current year, Tab Inc. converted a machine to rental property. At the time of the conversion, the machine was worth $90,000. Five years ago Tab purchased the machine for $120,000. The machine is encumbered by a $50,000 mortgage. What is the basis of the machine for cost recovery?

$40,000
$70,000
$90,000
$120,000

During the current year, Silver Inc.'s accounts receivable increased from $27,000 to $41,000 and sales were $225,000. Based on this information, how much cash did the company collect from its customers?

$252,000
$239,000
$225,000
$211,000

Seashell Company has 10,000 shares of 10%, $20 par value preferred stock outstanding. In 2007 and 2008, no dividends were declared on preferred stock. In 2009, Seashell had a profitable year and decided to pay dividends to stockholders of both preferred and common stock. If they had $200,000 available for dividends in 2009, how much could it pay to common stockholders?

$140,000
$160,000
$180,000
$200,000

Which kind of organization has no more than 35 stockholders and pays no income tax as a firm, though owners must pay income tax on profits?

Limited liability partnership
Full partnership
C corporation
S corporation

A company prepares a bank reconciliation in order to:

Determine the correct amount of the bank balance.
Account for deposits not yet recorded by the bank.
Satisfy banking regulations under GAAP.
Record petty cash and check disbursements.

ABC Inc. had beginning shareholders’ equity of $160,000. During the year business operations resulted in an increase of assets by $240,000 and an increase of liabilities by $120,000. The net income for the year was computed as $180,000. If no additional investments were made, the dividends issued were:

$20,000
$40,000
$60,000
$120,000

XYZ Inc. had a net increase of $80,000 in net fixed assets over the last period. The beginning and ending net fixed asset account balances were $100,000 and 180,000 respectively. If the firm bought $200,000 in new fixed assets and sold $100,000 of fixed assets at book value, what was the firm’s depreciation?

$20,000
$80,000
$120,000
$180,000

Intl. Holdings paid $80,000 in dividends over the last period. The beginning and ending retained earnings account balances were $1,000,000 and $1,500,000 respectively. Assuming a 40% average tax rate, what was the firm's net income?

$420,000
$480,000
$500,000
$580,000

Hacher Company's financial statements are summarized below:

	2006	2007
Cash	$14,000	$22,000
Accounts Receivable	$16,000	$42,000
Merchandise Inventory	$83,000	$22,000
Prepaid Expenses	$18,000	$23,000
Total Current Assets	$131,000	$109,000
Total Current Liabilities	$72,000	$65,000
Net Credit Sales	$326,000	$221,000
Cost of Goods Sold	$299,000	$168,000
Net Operating Cash Flow	$29,000	$16,000

What is the amount of working capital at the end of 2007 for Hacher Company?

$15,000
$38,000
$48,000
$64,000

Accounting Case Analysis Rubric

	EXCEEDS	MEETS STANDARDS		FAILS STANDARD
Criteria	**4 = Excellent**	**3 = Good**	**2 = Adequate**	**1 = Inadequate**
Understanding of problem	Sophisticated level of understanding of all issues of the case	Accomplished level of understanding of most key case issues	Acceptable level of understanding of most critical issues	Inadequate level of understanding of issues of the case
Application of research	Insightful thorough analysis answering all case questions	Effective analysis that responds to most case questions	Superficial analysis that addresses most important questions	Incomplete analysis that fails to address important questions
Identification of standards	Concrete examples of all relevant acct. research citations	Some examples of relevant accounting research citations	Needs more examples of research citations relevant to the case	Has no examples of research citations relevant to the case

Business Presentation Rubric

Organization of Evidence:

______ Effective introduction (3 points)

- Attention-getting intro (1)
- Establish credibility (1)
- Preview of topics (1)

______ Delivery of topics / transitions (8 points)

- Persuasive evidence / examples (6)
  - Point 1 (2)
  - Point 2 (2)
  - Point 3 (2)
- Effective transitions (2)

______ Effective review and conclusion (2 points)

- Final review of topic (1)
- Final thoughts / conclusion (1)

Power and Presence as Speaker:

______ Power (6 points)

- Stance and body language (2)
- Strong voice projection (1)
- Professional dress (1)
- Interrupters ("Uh", "um", etc) (2)

Relationship to Audience:

______ Relationship (4 points)

- Comfortable movements (1)
- Effective hand gestures (1)
- Pleasant expression (1)
- Appropriate eye contact (1)

Example Defining Issues Test Item

A small village in northern India has experienced shortages of food before, but this year's famine is worse than ever. Some families are even trying to feed themselves by making soup from tree bark. Mustaq Singh's family is near starvation. He has heard that a rich man in his village has supplies of food stored away and is hoarding food while its price goes higher so that he can sell the food later at a huge profit. Mustaq is desperate and thinks about stealing some food from the rich man's warehouse. The small amount of food that he needs for his family probably wouldn't even be missed.

*1. What should Mustaq Singh do? Do you favor the action of taking food?

○ Should take the food ○ Can't decide ○ Should not take the food

*2. Rate the following issues in terms of importance.

	Great	Much	Some	Little	None
1. Is Mustaq Singh courageous enough to risk getting caught for stealing?					
2. Isn't it only natural for a loving father to care so much for his family that he would steal?					
3. Shouldn't the community's laws be upheld?					
4. Does Mustaq Singh know a good recipe for preparing soup from tree bark?					
5. Does the rich man have any legal right to store food when other people are starving?					
6. Is the motive of Mustaq Singh to steal for himself or to steal for his family?					
7. What values are going to be the basis for social cooperation?					
8. Is the epitome of eating reconcilable with the culpability of stealing?					
9. Does the rich man deserve to be robbed for being so greedy?					
10. Isn't private property an institution to enable the rich to exploit the poor?					
11. Would stealing bring about more total good for everybody concerned or wouldn't it?					
12. Are laws getting in the way of the most basic claim of any member of a society?					

*3. Consider the 12 issues above and rank which issues are the most important.

	1	2	3	4	5	6	7	8	9	10	11	12
Most important item												
Second most important												
Third most important												
Fourth most important												

Customer Value-Creation Pitch Rubric

Criteria	1 = Fails Standards	2 = Meets Standards	3 = Exceeds Standards
Do you solve a Tier 1/ compelling problem?	Does not address a top tier customer pain point	Acknowledges a pain point that isn't important to customers or doesn't provide one clear pain	Great problem-solution fit for a top tier customer problem presented in a compelling way
Can you target a customer segment in a promising market?	Did not identify a clear segment or identified a segment that was overly broad or not appropriate	Identified a customer segment in a declining, small or otherwise unpromising market	Identified a clearly defined customer segment appropriate to the size of the business in a promising market
Do you have a clear value proposition?	Did not mention or did not clearly define a compelling pain or gain point and the value the solution offers	Articulated a pain or gain point but did not offer a solution that provided clear, differentiated value to a customer segment	Clearly articulated a differentiated value proposition (i.e., solved a problem or was clearly appealing) to a clear-cut customer segment
Have you validated your solution with customers?	Did not or barely validated solution with potential customers. Did not integrate customer input	Reached out to potential customers but asked the wrong questions or the wrong people for input. superficially tackled input	Got evidence from potential customers, experts and others that made hypotheses about a pain point and solution appear unquestionable. Meaningfully tackled input
Do you present a journey showcasing value through user experience?	A journey is either not presented or is insufficient to show value of the product/service or full user experience	Captures some of the customer journey but does not sell audience on value of the product	Journey captivates audience by taking them through a customer experience that shows what is unique and interesting about the product/service
Is your financial model complete / investable?	Did not articulate how the startup would eventually make money and what money would need to be spent to get there	Revenue and cost models are unsustainable or not fully articulated.	Suggested a viable and sustainable financial model that is sufficient to scale the business. Appealing to external investors through breakeven analysis
What differentiates your model from competitors?	Did not offer competitor comparisons/analysis. Might have claimed that they do not have competitors.	Claimed to be different from competitors in a way that is easily imitable or immaterial	Analysis acknowledges competitors and provides clear evidence of differentiation both in features and market position
Do you present a go-to-market plan that is viable and scalable?	The model presented is not scalable beyond a lifestyle business. Scalability and "viralness" are not discussed	The model is only modestly scalable. A clear path to market and subsequent growth is not offered	A go-to-market plan is presented that supports the notion that the startup is both scalable and repeatable. There is a compelling path to long term growth and a profitable exit
Does your 'ask' leave the investors wanting to find out more?	The pitch ends without a clear ask or with an ask that is unreasonable or unappealing to a potentially interested investor or mentor	The ask is delivered appropriately but lacks "build-up" or a compelling proposition	The ask leaves audiences wanting to invest in the company, find out more about the product or service and/or become part of the startup

Managerial Decision-Making Case Rubric

Dimension	1 = Fails Standards	2 = Meets Standards	3 = Exceeds Standards
Identification of Key Issues	Does not recognize the problems or issues of the case, or identifies problems and issues that are not based on facts of the case; displays little understanding of the issues, key problems, and the company's present situation and strategic challenges; analysis does not present a clear overview of the issues; main points are not outlined, or cannot be understood	With a few exceptions, identifies and outlines the principal problems and issues in the case; demonstrates an acceptable understanding of the company's issues, current situation, and challenges; analysis provides an adequate overview of the case issues and problems; summary is missing a few minor points, but meets expectations	Presents accurate and detailed descriptions of the problems and issues central to the case; provides a well-focused diagnosis of strategic issues and key problems that demonstrates an excellent grasp of the company's present situation and strategic challenges; descriptions are compelling and insightful; provides a thorough and effective case analysis
Stakeholder Perspectives	Does not identify or explain the perspectives of any stakeholders involved in the case, or explanation is flawed in many respects; fails to recognize any differences between the interests of the various stakeholders	With a few minor exceptions, adequately identifies and summarizes the perspectives of the principal stakeholders involved in the case; outlines some conflicts of interest between the stakeholders	Clearly and accurately describes the unique perspectives of multiple key stakeholders in the case; demonstrates insightful analysis of strategic tensions or conflicts of interest between the stakeholders
Connections to Theory	Makes little or no connection between the issues and problems in the case and relevant theory or empirical research, or the connections identified are weak or inaccurate in many respects	Identifies and outlines connections between some of the issues and problems in the case and relevant theory or empirical research; the connections identified are adequately elucidated	Makes appropriate, insightful, and powerful connections between the issues and problems in the case and relevant theory or empirical data; effectively integrates multiple sources of knowledge with case information
Analysis and Evaluation	Simply repeats facts given in the case and does not discuss relevance of facts; fails to draw conclusion or conclusion is not justified or supported; does not present relevant research or data; shows no critical examination of issues	Provides an acceptable analysis of most of the issues and problems in the case; in most instances, analysis is adequately supported by theory and empirical data; appropriate conclusions are outlined and summarized	Presents a balanced, in-depth, and critical assessment of the facts of the case in light of relevant empirical and theoretical research; develops insightful and well-supported conclusions using reasoned and informed judgments
Decisions and Consequences	Has difficulty identifying alternatives and appropriate courses of action; few if any alternatives are presented, infeasible actions are proposed, action plans are not supported, or actions do not address the key issues and problems in the case Displays limited awareness and/or understanding of the consequences of action plans; fails to identify implications and consequences of proposed action plans; identified outcomes do not follow from proposed action plans, or outcomes are not related to issues in the case	Outlines and summarizes some alternative courses of action to deal with most of the issues and problems in the case; in most instances, proposed action plans are outlined, are feasible, and based on relatively sound theory and evidence Demonstrates acceptable analysis of the results of proposed action plans; adequately outlines and summarizes the implications and consequences resulting from alternative courses of action; consequences of action plans are identified in relation to issues in the case	Effectively weighs and assesses a variety of alternative actions that address the multiple issues central to the case; proposes detailed plans of action; action plans are realistic and contain thorough and well-reasoned justifications Objectively reflects upon alternative plans of action; clearly identifies, thoroughly discusses, and insightfully evaluates the implications and consequences resulting from the proposed action plans; identified consequences are tied clearly to the key issues that are central to the case

Faculty Qualifications / CVs

As referenced in the ***"Professional Engagement"*** section of the CIR Report (pp. 46-49), see below for the College's policy on faculty qualification and following pages for faculty CVs.

Statement on Faculty Qualification vis-à-vis AACSB Standard 15

The Joseph A. Butt, S.J., College of Business deploys and maintains a faculty whose qualifications are consistent with the expectations of quality established by AACSB as detailed in Standard 15. This document serves to define the College's interpretation and application of these standards.

The following definitions provide relevant context from the AACSB accreditation standards.

- A "faculty member" is anyone who is assigned to teach any course in the College of Business, regardless of title or contract status (i.e., tenured, tenure-track, non-tenure, visiting, adjunct, etc; also full-time, part-time, staff with teaching responsibilities, etc).
- Initial academic preparation is assessed on appointment by earned degrees and/or other academic credentials. Initial professional experience is assessed on appointment by the nature, level, and duration of leadership and/or management positions in the practice of business and/or other types of organizational work.
- Sustained academic and professional engagement is combined with initial academic preparation and initial professional experience to maintain and augment qualifications (i.e., currency and relevance in the field of teaching) of a faculty member over time.
- Academic engagement reflects faculty scholarly development activities that support integration of relevant, current theory of business and management consistent with the school's mission, expected outcomes, and supporting strategies.
- Professional engagement reflects faculty practice-oriented development activities that support integration of relevant, current practice of business and management consistent with the school's mission, expected outcomes, and supporting strategies.
- There are four possible qualifications recognized by AACSB (plus an "other" category for faculty members with qualifications which are not credited toward accreditation):

		Sustained Acad. / Prof. Engagement Activities	
		Academic (Research)	Professional (Practice)
Initial Acad. / Professional Preparation	Terminal degree	Scholarly Academic (SA)	Practicing Academic (PA)
	Prof. experience	Scholarly Practitioner (SP)	Instruct. Practitioner (IP)

Determination of Status

A faculty member's initial qualification status is determined upon hiring by review of earned degrees, other academic credentials, scholarship related to the field of teaching, professional experience, and engagement with their academic and/or professional communities. The determination of initial qualification status is ultimately at the discretion of the Dean.

It is the sole responsibility of the faculty member to maintain currency in the status of their initial appointment through sustained academic or professional engagement as appropriate. Currency of qualification is reviewed annually and reflects the faculty member's sustained academic or professional engagement activities over a rolling 5-year period.

Because initial hiring decisions are partially informed by the potential faculty member's ability to contribute to the portfolio of faculty qualifications within the College in support of continued AACSB accreditation, failure to maintain currency in one's qualification status may result in the re-evaluation of the continuance of year-to-year contracts, course assignments (especially as concerns graduate vs. undergraduate teaching), and/or teaching loads (especially summer). This may be necessary to ensure that AACSB-mandated ratios concerning the deployment of qualified faculty are upheld at all levels, for all majors, and in all areas of instruction.

However, the initial determination and continuing review of the academic and/or professional qualifications of a faculty member vis-à-vis AACSB standards will not enter into annual faculty performance reviews, the promotion and tenure process, merit-raise consideration, or any other performance-based evaluation by the Dean or other evaluating body. Similarly, the maintenance of qualifications should not be understood to confer any particular privileges.

Initial Preparation

In determining a faculty member's qualification status, a primary distinction is drawn between faculty members whose initial preparation to teach is of an academic or a professional nature.

Initial preparation for academic qualification status is evidenced primarily by the attainment of a terminal degree in the field of teaching or in a closely related field. Usually, this would be a traditional research Ph.D. in a business field. For faculty members holding a Ph.D. in a discipline other than business, academic qualification to teach in business may be given if the course(s) to be taught contain significant material from the non-business Ph.D. (e.g., a faculty member with a Ph.D. in Computer Information Systems assigned to teach a Management Information Systems course) and/or if the faculty member in question has completed significant higher-level coursework in business or has a significant academic publication record in a business field.

A degree other than a Ph.D. may serve as evidence of satisfactory initial academic preparation if it is commonly a terminal degree in the field of teaching and represents significant higher-level academic coursework in a specialized area (such as a M.S. or M.Acc. in Taxation as preparation to teach tax accounting, a J.D. as preparation to teach business law, or other specialized degree).

Initial preparation for professional / practitioner qualification status is evidenced primarily by significant professional experience in an industry, business, occupation, or other professional position directly related to the field of teaching. Additionally, faculty members who are given practitioner qualification status generally will hold a master's degree in a field related to the area of teaching except in rare circumstances where extensive professional experience in a leadership or executive role obviates the need for formal academic training, or where lower-level academic preparation (e.g., a bachelor's degree) is supplemented by significant additional professional training and/or certification (e.g., a CPA) appropriate to the discipline to be taught.

Sustained Engagement

Regardless of initial preparation, all faculty members are expected to demonstrate continued academic and/or professional engagement both before and after initial appointment to the College in order to maintain currency and relevance in their field of teaching. The intersection between initial preparation (whether academic or professional) and the nature of continued engagement activities determines the faculty member's qualification status (four categories).

The College of Business categorizes **academic engagement** activities into 3 broad areas:

- **Peer-reviewed / refereed journal articles (PRJs)** – Preference is given to articles in academic journals with a blind review process, but articles in journals reviewed by an expert editorial board are also acceptable providing the journal is well-respected in the discipline and it can be shown that the review process is sufficiently rigorous. In general a journal must have an identifiable Cabell's ranking or impact factor to count as a PRJ.

- **Quality research publications (QRPs)** – This category encompasses other types of major intellectual work which result in the publication or dissemination of material that is readily available to the general and/or scholarly public, providing the publication of such work is subject to a review process of some nature which entails a risk of rejection and/or a process of significant revision, modification, and improvement to the work.

  Examples of quality research publications (QRPs) may include:
  - Full papers (not abstracts) in refereed conference proceedings
  - Articles in refereed specialty topic academic or practitioner journals
  - Chapters or articles in an editorially- or peer-reviewed book or encyclopedia
  - Books written or edited and published by a high quality independent publisher
  - Cases or other pedagogical material published through a recognized publisher
  - Textbooks, study materials, standardized tests, question banks, or other quality pedagogical materials published by a nationally recognized academic publisher
  - Software programs or packages that are of clear academic or practitioner value
  - White papers or reports published by a quality academic or research institution
  - Dissertations are not counted for SA faculty except as initial preparation, but for SP faculty a successful dissertation fulfills by default all scholarly activity

- **Other intellectual contributions (OICs)** – This category is not intended to be a catch-all for any and all faculty intellectual work not covered above, but is specifically intended to cover intellectual work that exists in the public record or takes place publicly, and that is readily available for scrutiny by relevant academic and/or professional peers. When considering whether a work in question is an "other intellectual contribution", the key criteria are not authorship or depth of scholarship, but accessibility by the academic or professional publics, relevance to the faculty member's discipline or practice, and the nature of the publication or dissemination (particularly whether external invitation, review, funding, approval, or other third-party oversight was involved in publication).

  Examples of other intellectual contributions (OICs) may include:
    - Paper presentations at academic or practitioner conferences
    - Articles in quality non-scholarly or popular press publications
    - Published academic panel / paper discussant commentary
    - Book reviews published in academic or practitioner journals
    - Letters to the editor or invited pieces in disciplinary sources
    - Government-funded proposals and/or research reports
    - Other research or proposals funded by outside sources
    - Self-published books, academic blogs, or other writings

Irrespective of later definitions of minimum standards for academic qualification statuses, faculty members holding endowed research chairs or professorships are expected to engage in proportionally more and proportionally higher quality academic engagement / scholarly activity.

The College defines engagement activities with one's **professional practice** along two themes:

- **Continuing education, licensure, or certification (EDUC)** – A significant element of the maintenance of currency in a professional practice is keeping pace with major changes and/or developments in the practice. Therefore, faculty members with professional qualifications should continue to seek out educational opportunities in their discipline (whether required by any professional certifications held or not), and to consider the value of augmenting their experience by earning additional professional certifications.

  Examples of continuing education, licensure, or certification (EDUC) may include:
    - Enrollment in professional education classes or workshops
    - Engagement with other professional education / development
    - Faculty internships with government or private sector organizations
    - Completing continuing education requirements for existing certifications
    - Development / presentation of executive / continuing education materials
    - Obtaining new professional licenses or certifications relevant to one's field

- **Ongoing professional practice or other service (PRACT)** – While a faculty member employed full-time by the College is not expected to hold even part-time professional employment in their field, it is expected that faculty members whose qualifications to teach are professional in nature will continue to engage with the practice / professional community in their field through ongoing (though not necessarily "regular") service.

  Examples of ongoing professional practice or service (PRACT) may include:
  - Significant active membership in a professional / trade / civic association
  - Serving as officer or board member of a professional / trade / civic association
  - Significant active service on a public or private executive board or similar body
  - Consulting activities that are discipline-related and material in time / effort
  - Operation of a successful non-consultancy business in an appropriate field
  - Publishing a professional / trade / industry newsletter or similar report
  - Providing recurring and significant professional commentary to news media
  - Serving as an expert witness or providing testimony that is discipline-related

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Scholarly Academic (SA) Status

A faculty member with Scholarly Academic (SA) status is usually a traditional research-oriented instructor with a research Ph.D. in their field of teaching / research or in a closely related field. Usually, SA faculty members are tenured or on a tenure track, but this is not a necessary status.

- Faculty members who are <u>ABD</u> will be considered to <u>hold SA status during their first year of service</u> in the College, as long as the time elapsed from the most recently completed graduate comprehensive examination (or other milestone which would place them into the dissertation stage of their degree) is no longer than 3 years, with the expectation that the dissertation will be completed (and degree earned) that year.

- Faculty members completing a doctoral or other terminal research degree which satisfies the initial preparation requirements for academic qualification status will be considered to <u>hold SA status for a period of 3 years from the date the degree is received</u>, regardless of academic engagement activity in that period, but with the expectation that interim research will take place so that SA status is maintained after this period is over.

- After initial appointment to SA status (whether under either of the two above exceptions or following review of academic qualifications as described earlier), currency of SA status is maintained annually by fulfilling the following criteria in the prior rolling 5-year period:
  - At least one PRJ article, <u>plus</u>…
  - Any 4 "points" of additional scholarly work, where a PRJ article = 2 points, a QRP activity = 1.5 point, and an OIC activity = 1 points (sum rounded down)

Practice Academic (PA) Status

A faculty member with Practice Academic (PA) status may be a faculty member who was a previously active researcher under SA status but has since moved from research into more practical applications of their area of academic expertise, or a faculty member whose academic preparation / terminal degree is not research-oriented. The faculty member's preparation in their field must still be essentially academic, as represented by a relevant terminal degree.

- Faculty members who at one point held SA status (especially those beyond the ABD or 3-year post-degree grace periods) and are subsequently reclassified under PA status have a particular onus to demonstrate that their level of engagement in the professional / applied practice community is sufficiently high to merit continued qualification (i.e., that the faculty member is not merely one whose active research output has lapsed).

- After initial appointment to PA status (regardless of prior status), currency of PA status is maintained annually by fulfilling the following criteria in the prior rolling 5-year period:
    - At least 2 EDUC or PRACT activities of significant time investment and level of professional involvement (recurring activities will be counted as 1 activity)
    - Or, 2 "points" of scholarly work following the schedule for SA status, plus at least 1 EDUC or PRACT activity of significant time investment / involvement.

Scholarly Practitioner (SP) Status

A faculty member with Scholarly Practitioner (SP) status is relatively rare, but could represent a faculty member with exceptional technical or professional experience relevant to academic research, yet without formal academic training in a research Ph.D. or similar terminal degree which might merit classification under SA status. A faculty member with SP status might also represent a faculty member formerly holding Instructional Practitioner (IP) status who has also augmented their contributions to their professional discipline with significant scholarly output.

- Faculty members who hold SP status are expected to meet slightly lower standards for scholarly output (particularly with regard to PRJ articles) than SA faculty, since they do not possess the requisite background to compete with PhD-credentialed researchers.

- Faculty members who previously held IP status and are to be reclassified under SP status have a particular onus to show that their scholarly activity is of a sufficiently high caliber and represents a significant contribution to academic research in their discipline.

- After initial appointment to SP status (regardless of prior status), currency of SP status is maintained annually by fulfilling the following criteria in the prior rolling 5-year period:
    - 2 (or 4) "points" of scholarly work following the schedule for SA status, plus…
    - 2 (or 1) EDUC or PRACT activities of significant time investment / involvement.

Instructional Practitioner (IP) Status

A faculty member with Instructional Practitioner (IP) status is typically a working professional who is engaged to teach a course in an academic setting, but may also be a faculty member who has been appointed to a full-time position on the basis of significant prior professional experience. In either case, significant continued engagement with the professional / practice community is required to demonstrate that the faculty member is indeed a “practitioner”.

- The primary difference between a faculty member holding Practice Academic (PA) status and a faculty member holding IP status is the lack of a terminal research degree as initial preparation to teach. The essential standards for continued engagement with the professional community in the applied practice of their discipline are the same.

- For part-time faculty members holding IP status, “holding a job” full-time for the rolling 5-year period of consideration will not be considered in itself as sufficient professional engagement to merit qualification, but **will** count as 1 of the required PRACT activities (providing the position held entails responsibilities relevant to the area to be taught). Additional professional service (PRACT) or continuing education (EDUC) beyond the scope of immediate job responsibilities is expected to demonstrate ongoing currency.

- For full-time faculty members holding IP status, having previously “held a job” related to the field of teaching will not be considered in itself as sufficient professional engagement to merit qualification, but **will** count as 1 of the the required PRACT activities (as above, providing the position held entails responsibilities relevant to the area to be taught) for up to 3 years after the full-time appointment. The faculty member is expected to develop an ongoing portfolio of significant professional activity that engages them with their field.

- After initial appointment to IP status, currency of IP status is maintained annually by fulfilling the following criteria in the prior rolling 5-year period:
    - At least 2 EDUC or PRACT activities of significant time investment and level of professional involvement (ongoing / recurring activities that span multiple years, such as a multi-year term on a board of directors, will be counted as 1 activity).

“Other” Qualification (OT) Status

A faculty member who does not meet the standards for any of the above qualification statuses recognized by AACSB is classified as “Other” when reporting the deployment of faculty. This category is also used for most faculty whose preparation to teach is below the Master’s level.

Full-time faculty who are classified as “Other” should be especially aware of their qualification status, as the College can only maintain a very small percentage of faculty without the typical academic or practitioner qualifications laid out above in order to satisfy AACSB standards.

Daphne Main

EDUCATION:

PhD, Accounting & MIS, The Ohio State University, 1990
  Dissertation Topic: Auditor Decision Making Under Ambiguity
  Advisor: Andrew Bailey, PhD
MS, Accountancy, Western Michigan University, 1982
BS, Botany, University of Vermont, 1976
CPA, License # 19300, Ohio, 1986 (inactive)

ACADEMIC EXPERIENCE:

Loyola University New Orleans, Associate Professor, 7/08 to present
  Accounting Group Coordinator, 8/10 to present
Salem State College, Associate Professor, 8/06 to 5/08
University of New Orleans, Associate Professor, 8/98-8/06
University of New Orleans, Assistant Professor, 8/92-8/98
University of Maryland at College Park, Assistant Professor, 1/90-7/92
The Ohio State University, Graduate Teaching Associate. 1/88-12/89, 9/85-12/85
  Graduate Research Associate, 1/86-12/87
Western Michigan University, Instructor, 8/82-6/85
  Graduate Teaching Assistant, 1/82-4/82

TEACHING EXPERIENCE:

MBA Financial and Managerial Accounting, 10 sections, 2006-2008, 2015-present
MBA Financial Accounting, 1 section, 2014
MBA Managerial Accounting, 2 sections, 2008, 2010
Master's Seminar in Auditing, 6 sections, 1996-2006
International Accounting, 10 sections, 2009-present
Intermediate Financial Accounting I, 129 sections, 1984-2006, 2009-present
Intermediate Financial Accounting II, 47 sections, 1988-1989, 1995-2008, 2010-present
Strategic Cost Accounting, 7 sections, 2012, 2016-present
Intermediate Accounting Lab, 8 sections, 1997-1999
Principles of Accounting (Financial), 31 sections, 1982-1985, 2006-2009, 2015, 2017
  Principles of Accounting (Managerial), 13 sections, 1983-1985, 2001, 2008, 2010, 2013, 2014

PUBLICATIONS:

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Allen, L., Main, D., & Young, R. (accepted for publication, August 2017) "The Linkage between Monetary Growth and the Relative Price of Electricity" *Oil, Gas, & Energy Quarterly.*

Young, R. M., & Main, D. Will Your Energy Business Survive the Next Pandemic? *Oil, Gas, & Energy Quarterly,* Volume 66, Number 1, forthcoming September 2017.

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Main, D., & C. L. Lousteau. (1999). "Managerial Entrapment in Serial Decision Making." *Strategic Finance*, pp. 56-60.

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Main, D., & R. Young. (1995). The Effectiveness of Chargeback Systems Under Uncertain Accountability, *Managing Interdisciplinary Interfaces*, INFORMS New Orleans Fall 1995 (p. 49). Baltimore, MD: The Institute for Operations Research and the Management Sciences.

Main, D. (1991). Auditor Decision Making Under Ambiguity: A Test of a Descriptive Model, *Collected Abstracts* of the American Accounting Association's Annual Meeting (p. 61). Sarasota, FL: American Accounting Association.

NON-REFEREED ARTICLES:

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Main, D., & J. C. Lambert. (1998). The UNO EIAP and Student Internships: Three Years Later," *IIA Educator*, Spring, 1,5.

WORKING PAPERS:

Market Reaction to Reducing Reporting Risk: Designating Foreign Currency Forward Contracts as Cash Flow Hedges" with Robert G. Rambo & Louis Beaubien.

- Presented in Summer 2013.
- Collecting additional three years of data on 408 companies to refine analysis based on comments before submission

PARTICIPATION AT PROFESSIONAL MEETINGS:

"Market Reaction to Reducing Reporting Risk: Designating Foreign Currency Forward Contracts as Cash Flow Hedges" with Robert G. Rambo & Louis Beaubien. Financial Reporting and Business Communication Seventeenth Annual Conference in Bristol, UK, July 4-5, 2013

Panel participant, "Transformative Tools and Best Practices for Teaching Today's Future Professionals." 2012 Accounting Educators Workshop, Society of Louisiana Certified Public Accountants, Baton Rouge, LA. March 16, 2012

"Understanding Minority Entrepreneur Reluctance to Utilize Normative Business Standards: An Exploratory Study," with Kathy Barnett and Jean Meyer, National Communication Association 97th Annual Convention, New Orleans, November 17-20, 2011

"Reducing Reporting Risk: Designating Foreign Currency Forward Contracts as Cash Flow Hedges," with Robert G. Rambo & Louis Beaubien, AAA Western Region Meeting, Newport Beach, CA, April 28-30, 2011

"Reducing Reporting Risk: Designating Foreign Currency Forward Contracts as Cash Flow Hedges of Exposed Receivables," with Robert G. Rambo & Louis Beaubien, AAA Midwestern Region Meetings, Chicago. October 21-23, 2010

"The Effectiveness of Chargeback Systems under Uncertain Accountability," with Ronald M. Young, presented at INFORMS Fall National Meeting, New Orleans. October 1995

"Auditor Decision Making under Ambiguity: A Test of a Descriptive Model" at the American Accounting Association National Meetings (refereed), Nashville. August 1991

"Auditor Decision Making Under Ambiguity: A Test of the Einhorn and Hogarth Ambiguity Model" at the 3rd Annual Behavioral Research in Management Conference (refereed), Wharton School of Business, Philadelphia. June 1990

OTHER SCHOLARLY OR CREATIVE ACTIVITIES:

Service in role of reviewer or moderator

Reviewer, *The CASE Journal*, 2007, 2008, 2009, 2010, 2013, 2015
Reviewer, *The International Journal of Accounting and Information Management*, 2008, 2009
Reviewer, *Issues in Accounting Education*, 1998
Reviewer, *The Black Collegian*, 1997
Reviewer, *The Accounting Review*, 1995, 1996
Reviewer, SWAFED-AAA Southwest Regional Meetings, 1993, 1994
Reviewer, AAA Auditing Section Sessions, National Meetings, 1991, 1992, 1993, 1994
Reviewer, *Behavioral Research in Accounting*, 1991, 1992
Reviewer, *Journal of Accounting and Public Policy*, 1992, 1993, 1994
Moderator, "Behavioral Auditing I" session, AAA National Meetings, August 1992
Moderator, "Accounting Theory and Positive Choice" session, AAA National Meetings, August 1990

Service in role of text reviewer

Reviewer, Nikolai & Bazley, Revision of *Intermediate Accounting,* 5th ed., 2005
Reviewer, Text, Kieso & Weygandt, & Warfield, *Intermediate Accounting*, 11th ed., John Wiley & Sons, 2004
Reviewer, Text, Kieso, Weygandt, & Warfield, *Intermediate Accounting*, 10th ed., John Wiley & Sons, 2001
Reviewer, Text Proposal, *Intermediate Accounting*, McGraw-Hill, 1997
Reviewer, two Book Proposals, "Writing for Accountants," McGraw-Hill, 1997
Reviewer, Supplemental Materials, Chasteen, Flaherty, & O'Connor, *Intermediate Accounting*, 5th ed., 1996
Reviewer, Supplemental Materials, Hartman, Harper, Knoblett, & Reckers: *Intermediate Accounting*, West Educational Publishing, 1994
Reviewer, Text, Kieso & Weygandt, *Intermediate Accounting*, 8th ed., John Wiley & Sons, 1993
Reviewer, Supplemental Materials, Kieso & Weygandt, 7th ed., *Intermediate Accounting*, John Wiley & Sons, 1991

Service as committee member of professional organizations:

National Association of Black Accountants, New Orleans Chapter:

- UNO Liaison, Student-Professional Mixer Career Presentation, 2000
- Student Affairs Committee, 1996-1997
- Career Day subcommittee member, 1996-1997

American Accounting Association (AAA):

- Committee to Nominate Notable Contributions to Accounting Literature, 1993-1994
- Membership Committee, 1992-1993

Professional society memberships

American Accounting Association, 1986-present
Member, Auditing Section
Member, Accounting, Behavior and Organizations Section
American Institute of Certified Public Accountants, 1990-present
Institute of Management Accountants, 2008-2014
Judgment and Decision Making Society, 1987-2006
Massachusetts Society of CPAs, 2006-2008
National Association of Black Accountants, 1996-2008
Institute of Internal Auditors, New Orleans Chapter, 1993-2006
Louisiana Society of CPAs, 1996-2006
Associate Representative for UNO, Association of American Colleges and Universities, 2002-2004.

GRANTS AND CONTRACTS:

Grants received, principal investigator or co-principal investigator

Peat Marwick Foundation Research Opportunities in Auditing Grant (with Andrew D. Bailey, Jr., & Richard J. Murdock), for "Framing and Ordering Effects on Auditor Judgment," 1986, $40,000

OTHER PROFESSIONAL ACCOMPLISHMENTS:

Developed Strategic Cost Accounting course

Developed course in Financial and Managerial Accounting, Loyola University New Orleans (ACCT B715), Summer/Fall 2015—combined two previously standalone courses into one for MBA fast-track program

Developed course in International Accounting, Loyola University New Orleans (ACCT B460), Fall 2008, major revision in Fall 2010, major update in Spring 2012, major update in 2015 for latest developments in US GAAP-IFRS convergence

Course/program design and development at Salem State College, Bertolon School of Business (BSB):

- Redesigned school foundation and core courses for initial AACSB accreditation; approved by BSB faculty and Graduate School for implementation in Fall 2008
- Evaluated and redesigned Accounting curriculum for initial AACSB accreditation
- Created two new courses for BSB MBA program: Financial Accounting for Managers (foundation) and Accounting Analysis for Decision Making (core)

Course/program design and development at UNO:

- Created and revised new accounting lab course (ACCT 2101 [renumbered to ACCT 3120]) to accompany the Intermediate Financial Accounting Sequence, 1997—1998
- Developed Master's-level Seminar on Professional Judgment and Decision Making in Auditing (ACCT 6163), 1996
- Participated in developing the Institute of Internal Auditors' Endorsed Internal Audit Program at UNO, 1994-1995

Awards:

Nominated for Loyola University-wide Advising Award, 2014
Loyola College of Business Faculty Award for Outstanding Advising, 2012, 2013, 2014, 2016

Special recognition for teaching

UNO National Alumni Association Excellence in Teaching Award, 1996
UNO Beta Gamma Sigma Chapter Outstanding Faculty Member Award, 1996, 1998
Who's Who among America's Teachers, 1996, 1998, 2003, 2004, 2005

ACADEMIC SERVICE:

Loyola University New Orleans

University

University Advising Council, 2009-present
University Library Committee, 2016-2019
Grants & Leaves Committee, 2008-2011
Admissions Standards and Policies Committee, 2012-2015

Joseph A. Butt, SJ College of Business

Accounting Coordinator, Fall 2010-present
AACSB Assurance of Learning Committee, 2015-present
Attendee, AACSB Assurance of Learning seminar, Spring 2015
Faculty Advisor, Beta Alpha Psi, Dec 2013-present
College Strategic Planning Committee, 2011-present
Rank and Tenure Committee, 2011-2013
Undergraduate Curriculum Committee, Fall 2010-present
Supervised six Independent study courses, 2010-present
Accounting Faculty Search Committee, chair, Fall 2010-Spring 2011; Fall 2012-Spring 2013

- Hired new PhD in accounting that started in Fall 2011
- Member, Search Committee, Spring 2009

Finance Faculty Search Committee, member, Fall 2010
Capital Campaign Building Renovation Committee, 2009-present

Salem State College (now Salem State University)

College-level

Academic Policy Committee, 2006-2008

- Academic Integrity Policy Revision Subcommittee, Spring 2007
- Selective Retention Subcommittee, 2006-2008

Bertolon School of Business

AACSB Assessment Committee, 2006-2008
Graduate Faculty Committee, 2006-2008
Chair, 2007-2008

- Redesigned foundation and core courses as part of application for AACSB accreditation; approved by BSB faculty and Graduate School for implementation Fall 2008

Task Force for 120-Credit Initiative

- Developed recommendations for decrease from 129 hours to 120 hours for bachelor's degrees

Undergraduate Curriculum Review Committee, Summer 2007

- Recommended changes to undergraduate core courses as part of application for AACSB accreditation; recommended changes to accounting major

Graduate Curriculum Review Committee, Summer 2007

- Developed recommendations for changes in MBA program in relation to AACSB guidelines

Advised students on forming a Chapter of National Association of Black Accountants, Fall 2006-Spring 2008

Department of Accounting and Finance

Curriculum Committee, 2006-2008
Faculty Recruiting Committee, 2007-2008

University of New Orleans

University

Vice Chair, University Senate, 2003-2005
Faculty Chair, University Senate, 2001-2003

- Wrote new faculty governance bylaws, 2003

Corresponding Secretary, University Senate, 1999-2001
Senator, University Senate, 1998-2006
University Senate Committee A, 1998-2000
Chair, 1998-1999

- Revised academic integrity policy

University Senate Committee C, 2003-2006
Chair, Task Force to Rewrite Faculty Conduct Policy Regarding Severe Sanctions, 2002-2003
UNO Scholarship Selection Committee, 2001-2002
University Selection Committee for Alumni Excellence in Teaching Awards, 1999
Faculty Council Committee on Artists, Lecturers, Speakers, and Commencement, 1995-1998
Secretary, 1996-1997
Chairperson, 1995-1996
Edgar Burks Memorial Student Leadership Award Committee, 1996

College of Business Administration

Student Scholarships and Awards Committee, 1994-2006
Chair, 2000-2006
Faculty Composition and Development Group, 1993-1994

Department of Accounting

AACSB Students Committee, Chair, 1998-2006
AACSB Faculty Composition and Development Committee, 1998-2006
AACSB Undergraduate Curriculum Content and Evaluation Committee, 1998-2006
Curriculum and 150-Hour Program Committee, 1993-2006
Financial Accounting Courses Coordinator, 1998-2006
Faculty advisor, National Association of Black Accountants, UNO Student Chapter. 1994-2006. Helped the Chapter obtain charter from national office
IIA-Endorsed Internal Auditing Program Committee, 1992-2006
Accounting Lab Coordinator, 1997-2006
Banquet and Awards Committee, 1993-2006, Interim Chair, 2003
Brochure & Newsletter Committee, 1999-2002,
Chair, 1999-00, Co-chair, 2000-02
Departmental Advisory Committee, 1998-1999
Faculty Recruiting Committee, 1994-1995
Grade Appeals Committee, 1992-1995, 1999-2000, 2002-2003, 2005-2006

University of Maryland

College of Business Administration
Beta Gamma Sigma, Secretary/Treasurer, 1991-1992
Accounting Group:
Intermediate Financial Accounting I, Coordinator, 1990-1992
Textbook Selection Committee, Chair, 1991-1992
Faculty Recruiting Committee, member, 1990-1991
150-Hour Curriculum Committee, member, 1990-1992
Ira Shapiro/Beta Alpha Psi Distinguished Scholar Lecture Series Planning Committee, Chair, 1990-191

Other Service:

Took 27 students to UNO IIA Student Night, April 2017
Faculty Adviser, Mixed Martial Arts Club, Loyola University, 2014-2016
Took 3 students to Dillard University NABA Job Fair, September 2016
Presented Financial Accounting Introduction to MBA Bootcamp, August 2016
Took 26 students to UNO IIA Student Night, March 2016
Took 23 students to UNO IIA Student Night, April 2015
Coordinated talk by Bill Balhuff, President, AICPA, April, 2014, for 105 students at Loyola
Took 47 students to UNO Institute of Internal Auditors Student Night, April 2014
Took 25 students to UNO IIA Student Night, April 2013
Participant, Detecting Plagiarism and Use of SafeAssign, Loyola University, January 2013
Taught Accounting Information Systems, half semester, after death of professor, Fall 2012
Member, Grade Appeal Committee, 2012-2013
Took 37 students to CPA informational presentation by the Louisiana Society of CPAs and Louisiana State Board of Accountancy, Dillard University, Fall 2012
Taught Statement of Cash Flow module for Special Topics in Financial Statement Analysis elective course, Spring 2011.
Loyola representative to KIVA (microlender)/ASI Federal Credit Union New Orleans pilot program organizational meeting at GoodWorks NetWork, 2011

Consulted on unhedged foreign currency transactions for Tuleu Consulting (Caterpillar dealer for Southern Africa), Metairie, LA, 2010
Call admitted business students for Admissions, 2009-present

Taught accounting segment, Freshman Intro to Business course, Loyola University, Fall 2009, 2010, 2012-present
Prepared and graded memo assignment based on interpreting financial information for the MBA course in Business Communications, Fall 2009.
Participant, Service Learning Workshop, Loyola University, 2009
Participant, webinars on IFRS, financial accounting updates, teaching strategies, & fraud, 2008-present
Board member, The Center for Entrepreneurial Activity, Bertolon School of Business, Salem State College, 2007-2008
Participant, The Future is Now 4.0 Conference on Assessment, SSC, 2007
Participant, Distance Learning 101/Blackboard, presented by Darrin Pruitt, PhD, UNO, 2006
Participant, Teaching for Critical Thinking presented by Gerald Nosich, PhD, sponsored by UNO Center for Excellence in Learning and Teaching, 2002
Participant, UNO Faculty Initiative for Technology in Teaching, 1999
Participant, Teaching Seminar presented by Harvey Brightman, sponsored by UNO College of Business, 1998
Participant, AAA Corporate Accounting Policy Seminar, 1996
Supervised graduate-level independent studies courses:
“Financial Statement Fraud Detection,” 2005
“How the Change to XBRL in the Method of Reporting Financial Data will Impact the Auditing Profession,” 2000
"The Auditor's Responsibility to Detect and Report Fraud," 1997
"Fraud Detection and Prevention," 1996
"Outsourcing of the Internal Audit Function," 1996
"The Accounting for and Auditing of Derivatives," 1995
Presented 4-hour workshop on Essentials of Accounting for Professional Secretaries Certification, Metropolitan College, UNO, 1996
Coordinator, New Orleans Chapter NABA Career Development Workshop, 1995
Mentor, Gifted and Talented Program, Bonnabel High School, Kenner, LA, 1995
Participant, Claude Rogers Twelfth Annual Federation of Schools of Accountancy Faculty Consortium, 1994
Member, UNO Chapter, Beta Gamma Sigma, 1992-2006
Invited Participant, AAA Trueblood Seminars Series, 1991
Invited Participant, AAA New Faculty Consortium, 1991

Other Honors

National Association of Accountants Columbus Chapter Scholarship, 1989
Baker Award, Faculty of Accounting & MIS, OSU, 1988
Eckleberry Award, Faculty of Accounting & MIS, OSU, 1988
Invited Participant, Big Ten Doctoral Consortium, 1987
Beta Gamma Sigma, Western Michigan University, 1984

Jean A. Meyer
C.P.A., M.B.A., PhD.

EDUCATION

PhD in Human Resource Education with a minor in Accounting, Louisiana State University, Baton Rouge, May, 2007
Dissertation, "Continuing Professional Education and its Impact on the Practices and Careers or Certified Public Accountants"

Master in Business Administration, Louisiana State University, Baton Rouge, 1987

B.S., Accounting, Louisiana State University, Baton Rouge, 1979

TEACHING EXPERIENCE

2007-Present **LOYOLA UNIVERSITY OF NEW ORLEANS**
New Orleans, Louisiana

Visiting Assistant Professor
Teach courses of accounting including: principles of accounting, managerial accounting, financial analysis, advanced accounting and governmental accounting. At various times I have served on the faculty recruitment committee for accounting faculty. I have worked with individual accounting students on independent studies. I have incorporated service learning projects in upper level accounting courses.

2000-2007 **XAVIER UNIVERSITY OF NEW ORLEANS**
New Orleans, Louisiana

Instructor
Taught various sections of accounting including: principles of accounting, managerial accounting, intermediate accounting I and II, advanced accounting, advanced tax accounting, governmental accounting, accounting theory, and auditing. I introduced service learning projects into several upper level accounting courses. In addition, taught various courses outside the field of accounting including: personal finance, introduction to economics, and business statistics.

I served as academic advisor for freshman and sophomore accounting students. In addition, I served as faculty advisor for accounting student organization, NABA. I served as Blackboard liaison for the Business Department, and on the Faculty Development Committee for the University.

I served as key student recruitment faculty for the Business Department. This entailed coordinating mail outs of letters, information flyers and promotional items as well as telephone contact with potential freshman interested in attending Xavier University in the area of business.

2001-2007 **UNIVERSITY OF ST. FRANCIS**
Joliet, Illinois

Adjunct Instructor

I taught on-site various courses in New Orleans such as Social Research and Healthcare Accounting for the Master in Health Administration classes. These are typically non-traditional students employed in various aspects of healthcare studying to complete this degree.

In addition, I have taught on-line courses in Healthcare Finance for the Masters in Health Administration and Healthcare Budgeting and Accounting for the undergraduate degree in Nursing, at both the traditional length semester of fourteen weeks and an accelerated semester of eight weeks.

WORK EXPERIENCE

1997- 2000 **RIVER OAKS HOSPITAL**
New Orleans, Louisiana

Chief Financial Officer

Maintained all financial reports for a 120 bed, psychiatric hospital owned and operated by hospital chain, Universal Health Services. This information is sent to the corporate office for analysis and consolidation on a monthly basis.

Coordinated and established controls for information flow between the Business Office and other departments for correct and timely billing. Reviewed hospital billing practices and made recommendations for revisions when necessary for compliance with state and Federal billing guidelines.

Supervised three departments and ensured proper hiring and training of the Business Office personnel.

I worked with top management of the hospital to develop new business for the hospital within the health care community, including the preparation of proformas and analysis of proposals for new programs within the hospital.

Prepare the annual budget for the facility as well as present and defend the budget to corporate finance staff and the vice president of operations.Maintain support schedules for the preparation of an annual audit along with both Federal and state tax returns.

1992 - 1997 **CARDIOVASCULAR VENTURES, INC.**
New Orleans, Louisiana

Controller

Established and expanded the finance department of a fast growing corporation. Hired, trained and managed staff of ten that encompassed all aspects of financial reporting for the corporate office, twelve subsidiaries and partnerships located throughout the United States, including one thirteen-member physician practice.

I coordinated the budget process for the corporation including five year projections used in presentation to investment bankers.

Developed and implemented policy and procedures for the corporate office finance department and remote clinics including the chart of accounts, the accounts payables approval process, and capturing of information for billing and collections.

I facilitated between the outside auditors and the accounting staff the annual audit of consolidated financial statements of the corporation, including the corporate office, its subsidiaries and partnerships. Successfully coordinated simultaneous audits performed due to the acquisition of a thirteen-member physician practice.

1988 - 1992 **RAMSAY HEALTH CARE, INC.**
New Orleans, Louisiana

Director of financial and operational review
Developed and coordinated budget process for entire company of over $220 million in gross revenues including time scheduled, budget worksheets, and questionnaires for over 17 hospitals, the corporate office and new business ventures. Managed professional staff located throughout the U.S. while heading up a task force to revise current reporting requirements based on new computer system including daily, weekly, and monthly management reports.

Regional Controller
I supervised hospital Controllers of nine facilities in a four- state region. In addition, I performed final interview and initial training of new Controllers. Provided support to hospital as Controller until a replacement was hired and trained. I established policies and procedures for a startup facility, including hiring and training of the business office staff. Reviewed and analyzed monthly financial results of facilities.

1986 - 1988 **COMMUNITY PSYCHIATRIC CENTERS**
Baton Rouge, Louisiana

Business Office Consultant
Reviewed accounts receivable and advised Business Office managers of company policies and procedures of eight hospitals in four states and Puerto Rico, trained new Business Office Mangers, including new hires for startup hospitals.

Business Office Manager
I was responsible for reporting of monthly operation of facility. I implemented procedures for ancillary departments to ensure collection of all charges.

1980-1986 **PHIL T. GRAHAM, C.P.A.**
Baton Rouge, Louisiana

Senior Auditor / Accountant
Managed audits, reviews and compilations for business clients and prepared income tax returns for all types of entities. I drafted reports and recommendations of improvements in clients' accounting systems. I instructed clients' personnel in changes in both manual and computer accounting systems.

1979-1980 **MOORE, ROMERO, AND COMPANY**
Lafayette, Louisiana

Junior Auditor
Completed audit procedures on businesses in a variety of industries. I recommended improved internal controls for more efficient reporting.

PRESENTATIONS

"Linking Continuous Improvement to CPE", at the Spring 2008 Seminar of the New Orleans chapter of the Association of Government Accountants.

"Incorporating Writing into the Accounting Curriculum", in March, 2009. This presentation was for the "Educators Workshop hosted by the Louisiana Society of CPAs."

"Quamplurimi et quam aptissimi: "As Many as Possible of the Very Best", July, 2009 presentation at the Colleagues in Jesuit Business Education conference.

"Service Learning and Accounting Education, an Unlikely Partner in Student Success" presented at the Louisiana Society of CPAs Accounting Educators Workshop in March, 2017.

PUBLICATIONS

"Easing Adult Learners' Anxieties Using Collaborative Learning" published in "Perspectives, the New York Journal of Adult Learning", April, 2002.

"Using Six Sigma for Performance Improvement in Business Curriculum: A Case Study" by, Kukreja, Ricks, Meyer published in the February, 2009 issue of "Performance Improvement".

UNIVERSITY AND COLLEGE SERVICE

For academic years 2014 and 2015 I have volunteered to speak to the accounting and finance freshmen about the field of accounting. This included a career in accounting, what courses they need to take to sit for the CPA exam, and what courses to take here at Loyola to complete an accounting degree.

For the past three academic years, I have volunteered to speak to the various sections of Intro to Business classes, describing to students what is entailed in a career in accounting and explaining how to succeed in the Principles of Accounting course which is required by all Business majors.

Since 2004 through the present, I have attend the Accounting and Financial Women's Alliance's annual "Student Dinner", encouraging Xavier, later, Loyola students to attend and network with local accounting professionals.

Since its inception in 2009, I have represented the College of Business on the Service Learning Faculty Advisory Committee that provides oversight and accountability for course-based service learning activities at Loyola.

In 2013, I was asked by the Provost office to work on the "Extraordinary Task Force" whose focus was to understand and develop a university-wide survey of the extraordinary faculty and present the findings to the Provost.

I have coordinated the recruiting efforts specifically for the College of Business Accounting department during the Loyola University President's Open House held annually for prospective freshmen.

I am the College of Business representative on the University Facility Planning Committee for the 2014 and 2015.

I currently advise fourteen Accounting students ranging from sophomore through senior classification, ensuring that they take the appropriate Accounting coursework, discussing career plans, making the students aware of scholarships opportunities and supplying them with potential job leads.

Since the summer of 2009 through the summer of 2015, I was one of two faculty members organizing and facilitating the College of Business Study Abroad program. This seventeen-day program is organized by the faculty including business and cultural visits to the various cities toured in addition to courses taught while in Europe, and maintaining a positive budget balance for the program.

OTHER

Awarded a service learning course mini-grant through the Kentucky Campus Compact and Louisiana Campus Compact to develop a service learning project with selected non-profit organizations to be incorporated into the course, "Accounting for Governmental and Non-profit Entities in the fall, 2009.

Awarded the "Outstanding Faculty Service" by the College of Business faculty for the academic years 2011 and 2012.

Awarded a letter of recognition from the Director of the Office of Community Engagement and Service Learning, for my work with Accounting students and various community partners for service learning projects accomplished during the academic years 2009 through 2017. Community partners included: Goodwork Network, Junior Achievement, Volunteers of America, and Uptown Shepherd's Center.

Awarded the 2016 "Distinguished Achievement in Accounting Education Award" by the Louisiana Society of CPAs.

Awarded the 2017 "Excellence in Community Engaged Teaching" by Loyola University of New Orleans.

PROFESSIONAL ORGANIZATIONS

Member of the American Institute of Certified Public Accountants, maintaining 120 hours of Continuing Professional Education
Member of the Chartered Global Management Accountants
Member of the New Orleans Chapter of the Louisiana Society of Certified Public Accountants, maintaining 120 hours of Continuing Professional Education for my Louisianan CPA licenses
Member of the Louisiana Society of CPA Continuing Professional Education Committee
Member of the Louisiana Society of CPA, Accounting Education Issues Committee, served as Committee Chair from 2011-2014.
Member of the Louisiana Society of CPA, Women's Initiatives Committee

To maintain my Louisiana CPA licenses, I have completed 66 hours of CPE for the reporting year 2016. 35 CPE hours in Auditing and Accounting, 2 CPE hours in Tax, 1 CPE hour in Management and 28 CPE hours in Specialized Knowledge including Analytics and Big Data, and Financial Forecasting.
For the reporting cycle 2013-2015 I completed a total of 123 CPE hours. 35 CPE hours in Auditing and Accounting, and 87.5 CPE hours in other accounting areas.

Linda Nelsestuen

Curriculum Vitae
September 13, 2016

Background

EDUCATION

Ph.D. in Business Administration (Accounting), August 1996
University of South Florida, Tampa, FL

Master of Accountancy Science in Taxation, 1989
Northern Illinois University, DeKalb, IL

Bachelor of Science in Business Administration in Accounting, 1986
Roosevelt University, Chicago, IL

Academic Experience

2010 to 2013
2008 to 2010
2006 to 2008
2002 to 2006
1999 to 2001
1998 to 1999
1996 to 1998
1992 to1996
1989 to1992
1987 to1989

Associate Professor: Nicholls State University Associate Professor: Saint Leo University Associate Professor: University of Tampa Assistant Professor: University of New OrleansAssistant Professor: Cleveland State University Visiting Assistant Professor: Florida State University Visiting Lecturer: University of South Florida Research and Teaching Assistant: University of South Florida Instructor, Northern Illinois University, DeKalb, Illinois Teaching Asst., Northern Illinois University, DeKalb, Illinois

Scholarly and Creative Productivity

Journal Articles: Chiasson, Michael and Linda Nelsestuen, "Maximizing Current Year Deductions on Investments in Business Assets," The CPA Journal, April 2011, pp.14-18.

Nelsestuen, Linda and Michael Chiasson, "Exploiting the Tax Incentives Included in the Small Business Jobs Act of 201 O," Practical Tax Strategies, Volume85, Issue 244, November 2010, 10 pages.

Nelsestuen, Linda and Daphne Main, "New Law Provides Tax Relief forIndividuals and Families," Practical Tax Strategies, May 2009, pp. 260-270.

Nelsestuen, Linda, Daphne Main, and Mark Reid, "Depreciation and Section 179 Deductions Get A One-Year Boost in 2008, Practical Tax Strategies, June 2008, Volume 80, Issue 6, pp. 339-345.

Nelsestuen, Linda and Wesley Austin, "IRS Policy on Waiving the IRA Rollover Deadline," RIA Pension & Benefits Week, May 27, 2008, pp. 3-5.

Nelsestuen, Linda and Wesley Austin, "Make Sense of The IRS Policy on Waiving The IRA Rollover Deadline", Practical Tax Strategies, December 2007

Beams, Joe and Linda Nelsestuen. "Tax Credit Can Reduce the Cost of Saving for Retirement." Practical Tax Strategies, Sep. 2004, Vol. 73, Issue 3, pp. 162-167.

Beams, Joe and Linda Nelsestuen, "Limitations of the Retirement Savings Contribution Credit." Tax Practice, July 9, 2004.

Nelsestuen, Linda and Mark Reid, "Coordination of Tax Incentives Associated with Compliance with The Americans with Disabilities Act," Taxes – The Tax Magazine, February 2003, pp. 5-11.

Reid, Mark, Daphne Main, and Linda Nelsestuen, "What Every CPA Needs To Know About Code Section 529 Plans," Taxes – The Tax Magazine, Vol. 80, No. 9, September 2002.

Nelsestuen, Linda, and Mark Reid, "Planning Opportunities With the New Depreciation Bonus," Practical Tax Strategies, June 2002, pp.324- 331.

Nelsestuen, Linda, "Trudging Through The Ever-Changing Investment Tax Incentives For Distressed Communities," Taxes – The Tax Magazine, October 2001, pp. 34-40, 48.

Nelsestuen, Linda, "Capital Gain Exclusions Expanded for Empowerment Zone and Renewal Community Investments," The Tax Advisor, August 2001, pp.518-522.

Nelsestuen, Linda, "Trio of Child Credits Are Distinct and Complex Tax Breaks," 65 Practical Tax Strategies 293, November 2000, pages 293-301.

Nelsestuen, Linda, "Derivative Tax Shelters Lose Long-Term Capital Gain Treatment," Ohio CPA Journal. V.58, n.4 Oct-Dec 1999. p.22-23

Nelsestuen, Linda, "Evidence on the Work Disincentives in The Structure of The Earned Income Tax credit," Ph.D. Dissertation, University of South Florida, 1996, 218 pages; AAT 9637041.

Lanese, Karen, Linda Nelsestuen and Cherie O'Neil, "The Mizzou Tutor by James E. Parker," with Karen Lanese and Cherie O'Neil, The Journal of the American Taxation Association, Tax Software Review, Spring 1995, pp. 105-107.

O'Neil, Cherie and Linda Nelsestuen, "The Earned Income Credit: The Need for a Wealth Restriction for Eligibility Determination," with Cherie O'Neil, Tax Notes, May 30, 1994, pp.1189-1201.

O'Neil. Cherie and Linda Nelsestuen, "Employee or Independent Contractor Status?: Conflicting Letter Rulings Continue Controversy," with Cherie O'Neil, Tax Notes, May 17, 1993.

Proceedings: Nelsestuen, L and M Walters . "What We Can Learn From The States: The Marriage Tax Penalty." Paper accepted for presentation and publication in the proceedings at the 2007 International Academy of Business and Public Administration Disciplines (IABPAD) Conference in Orlando. Jan 4-7, 2007

Walters, M and L. Nelsestuen. "Integrating Web Technologies In Accounting Coursework ." Paper accepted for presentation and publication in the proceedings at The 2007 International Academy of Business and Public Administration Disciplines (IABPAD) Conference in Orlando. Jan 4-7, 2007.

Nelsestuen, Linda "The Measurement of The Tax Unit in A Tax Based Welfare Transfer System," Ohio Regional AAA Meeting, April 20, 2001.

Harkness, Michael, Linda Nelsestuen and Cherie O'Neil, "Making the Child Care Credit More Progressive: An Analysis of Recent Legislative Proposals," Mid-West Regional AAA, April, 1995

Lanese, Karen, Suzanne Luttman, Linda Nelsestuen and Cherie O'Neil, "Tax Simplification: Integration of The Dependency Exemption, The Earned Income Credit, and The Child Care Credit," Mid-Atlantic Regional AAA, March, 1995

O'Neil, Cherie and Linda Nelsestuen, "Employees or Independent Contractors: An Analysis of Current Letter Rulings," with Cherie O'Neil, Southeast Regional AAA, April 1993.

Community and Professional Service

Volunteer Income Tax Assistance (VITA) and Other Tax Volunteer Service

2001 – 2008 Trained Beta Alpha Psi students to assist International students with their tax return. I assisted International scholars and graduate students with the complex income tax returns.

1992 – 2000 Assisted International students and scholars in the preparation of their 1040NR tax return. I trained students to assist with the simpler returns.

1992 – 1995 Assisted low income taxpayers when being audited by the IRS and trained Master's students to assist low-income taxpayers through the USF Tax Clinic.

1989 – 1992 Trained accounting students to assist taxpayers with simple tax returns at Northern Illinois University.

College and University Committees

1989 – 2013 I have been active on many departmental, College and University Committees since 1989. The University Committee's include: the Library Committee, the University International Committee, and University Graduate Committee. I have also served and chaired several committees on AACSB accreditation.

Active Member of the American Taxation Association

2008-2013 Member, ATA Teaching Innovation Awards Committee 2007-
2008 Member, Tax Force to Reduce Tax Complexity for Elders 2006-
2007 Member, Teaching Resources Committee
2004-2006 Member, Tax Policy – Complexity Reduction Committee 2003-
2004 Chair, External Relations Committee
2001-2003 Member, External Relations Committee 2002-2003
Member, ATA Midyear Meeting Program Committee
1996-2001 Member, Tax Policy - Complexity Reduction Committee

Other Professional Accomplishments

Certified Public Accountant and Certified Managerial Accountant (Active)

Outstanding Faculty of the year, Department of Accounting, Cleveland State University, May 2001

Outstanding Volunteer Service Award, Florida Institute of CPA's, 1993-1994. Instructor Award for

Excellence, Northern Illinois University, 1991-1992.

Alfred “Ted” Stacey

Professional Experience & Service

Certified Public Accountant
Louisiana Bourgeois Bennett, L.L.C.
- Former Director of Tax Services
- Current Director of Tax Research
- Joined in 1978 and partner/member since 1985
- Member of Management Committee 1998 – 2001
-

Member - American Institute of Certified Public Accountants
and its Taxation and Personal Financial Planning sections

Have appeared as a tax expert on WWL, WDSU, WVUE, WGNO, WLAE, WYES and New Orleans and Kenner cable television and WWL, BizRadio 990 and WTIX radio.

Frequent speaker to professional groups, including AICPA national conferences, Society of Louisiana CPA conferences and continuing education seminars, and Moneywatch Live

Appeared on WWL, WLAE, WDSU, Jefferson Cable and Orleans Cable to discuss disaster taxation issues and have been quoted in the New Orleans *Times- Picayune*

Participated in seminars and workshops with the IRS, JEDCO, private groups and the Society of Louisiana Certified Public Accountants

Worked with IRS and Department of Revenue officials to identify tax issues resulting from the Gulf Hurricanes with other members of the LCPA

Society of Louisiana CPAs Service

Recipient of 2002 LCPA Distinguished Service Award
Recipient of the 2006 LCPA Special Recognition Award
Recipient of the 2013 LCPA Outstanding CPE Discussion Leader Award

Member and former chair of Continuing Professional Education Committee

Former Member of Federal Taxation Committee and Accounting Education Issues and former Chair of the Advance Tax Workshop Committee

Louisiana Tax Conference
- General Chair of the 1995 Conference
- Member of the Conference Committee from 1986 to 1997 and 2013 to present
- Speaker at the 1998, 2003, 2004 and 2006 - 2016 Conferences

President of New Orleans Chapter 1991 - 1992;
Member of Chapter Board 1987 - 1993
Member of Board of Directors 1991 - 1992 and 2008 - 2009

Discussion Leader - Various Society and chapter continuing professional education programs and workshops and speaker at the 2007 Annual Convention in New York;

Taught tax ethics courses for LCPA for two cycles

Recently have discussed tax topics at the LCPA's Business and Industry Conference, Summer CPE Cluster, Winter CPE Cluster, Estate and Gift Workshop and Tax Symposium; annual speaker at Louisiana Tax Conference

Appear on New Orleans radio and television as a tax expert on behalf of the LCPA; member of the panel on "Talk About Taxes" five times

University / AcademicService

UNO International Alumni Association
- President 2001 - 2002
- Board Member 1993 - 2003

UNO College of Business Administration
- Business Alumni Council - Past member of Executive Committee and past Co- Chair
- Past Member of Business Advisory Council

Loyola University New Orleans
- President, Loyola Alumni Association
- Past member of the Business Alumni Board
- Member of the Enrichment Committee (Alumni College)

Community Service

Archdiocese ofNew Orleans School Board - Member, 1998 - 2005
Past President St. Catherine of Siena Church (2008 to present)

St. Andrew the Apostle Catholic Church (1976 - 2008)
- Former President- St. Andrew School Foundation
- Former Member and Vice-Chair - School Board

New Orleans Opera Association
- Board Member; Past Treasurer

Jefferson Parish Personnel Board
- Member 2010 - 2016
- Chair - 2014 - 2016

Recipient of the 2016 Monte Lemann Award, awarded by the Louisiana Civil Service League for contribution to Civil Service

Educational Background

MS Accounting, University of New Orleans, 1975
BBA, Loyola University New Orleans, 1970

Sarah Vizer Thorrick

Professional Summary

Credentialed, degreed accounting professional with seven years of audit experience with KPMG and Ernst & Young, two “Big Four” public accounting firms, currently teaching accounting at Loyola University of New Orleans. Served as the manager and team leader for the audits of banking, venture capital, oilfield services, non-profit and real estate investment clients, amongst others. Performed procedures related to the S-1 filings with the Securities and Exchange Commission (SEC) for initial public offering, and filings related to debt offerings. Performed audits of IFRS clients. Lead trainings to teach other executive to train staff. Additional previous experience as a successful sole proprietor and educator. Driven by challenge, passion for education and research, and the opportunity for professional growth and advancement.

Professional Experience

Loyola University; New Orleans, Louisiana 2012- present

• Teach Audit, Accounting Information Systems, Managerial Accounting, and other accounting classes as a member of the Accounting Department Faculty

• Performed accounting research with a focus on audit, and the behavioral characteristics of accountants

KPMG, LLP; New Orleans, Louisiana 2010-2012

• Managed financial statement audits of clients in the following industries: oilfield services, benefit plans, non-profit foundations, and various consumer goods and services.

• Performed and managed audits of IFRS clients, including the preparation of IFRS financial statements and conversion from US GAAP to IFRS.

• Coordinated with teams throughout the USA and international teams on the performance of multinational audits.

• Prepared and reviewed financial statements for private clients, reviewed financial statements of public clients and reviewed SEC filings.

• Managed teams and performed administrative responsibilities including schedule, budgeting, billing and forecasting.

• Supervised and thoroughly reviewed the work of others and developed additional procedures to address financial issues or disclosure deficiencies that required further attention.

• Prepared assessments of senior auditors and other team members. formal staff evaluations upon completion of engagements.

Ernst & Young, LLP; New Orleans, Louisiana 2005 -2010

• Executed all aspects of the financial statement audit process, including scheduling, budgeting, planning, fieldwork, reporting, and supervision of audit team for numerous public and private companies.

• Prepared and reviewed drafts of financial statements for compliance with GAAP and SEC requirements

• Developed a strong working knowledge of accounting and technical issues such as asset impairment assessments, valuations, allowance for loan losses, loan review, and income tax provisions

• Supervised and thoroughly reviewed the work of others and developed additional procedures to address financial issues or deficiencies that required further attention.

• Prepared formal staff evaluations upon completion of engagements.
• Assisted staff in performing detailed tests of client controls and assessing the effectiveness of these controls, including performing audits of internal controls under section 404 of the Sarbanes-Oxley Act of 2002 (SOX). If applicable, internal control and process improvement recommendations were made as a part of this process.
• Performed research in relation to technical issues and formulated appropriate conclusions in order to effectively communicate solutions to team members and client personnel.
• Led "Instructor Development Workshop" to Ernst & Young executives from throughout the US at the Ernst & Young offices in Houston, TX.
• Instructed training courses on certain technical skills to Ernst & Young staff at the Ernst & Young offices in Houston, TX

Argentine Tango Teacher and Performer; New Orleans, Louisiana 1998 - 2005
• Coordinate and direct events, workshops and performances of Argentine Tango
• Teach, choreograph and perform tango in the USA and Europe.

Education

University of New Orleans; New Orleans, Louisiana 2001 - 2005

MS in Accounting, 4.0 GPA
• Teaching Assistant – performed research and assisted with teaching for 3 faculty members

MA in Arts Administration, 4.0 GPA
• Teaching Assistant and Theater Manager – managed 450 seat university theater
  • Focus on financial management and policy

Bennington College; Bennington, Vermont 1991 - 1995
BA in Modern Dance Choreography, minored in English

Certifications and Professional Affiliations

Certified Public Accountant (CPA)
• Currently licensed in Louisiana
• Perform continuing education through CPExpress service by the AICPA and attends 1 day ethics training once every CPE cycle (currently every 3 years)
• Passed each section of the Uniform CPA Examination on the first attempt
• Member of the American Institute of Certified Public Accountants (AICPA)

Professional Service

CPA in Private Practice; New Orleans, Louisiana
• Perform consulting services for entrepreneurs and small businesses
• Assist with formation and management of non-profit organizations

Reviewer for 10th edition of "Financial Accounting: The Impact on Decision Makers"
By Gary A. Porter, Curtis L. Norton

Saul's Light
• Served on Board of Directors of non-profit organization from 2015-2017

William Barnett II

Professor of Economics and Chase Bank Distinguished Professor of International Business
Department of Economics
The Joseph A. Butt, S.J. College of Business
Loyola University New Orleans

Education
J.D. (Civil Law), Loyola University New Orleans, 1982
Completed all formal educational requirements for the CPA, 1976
Ph.D. (Economics), Michigan State University, 1974
B.B.A. (Economics), Loyola University New Orleans, 1967

Academic Positions
Professor of Economics, 2005-present
Chase Bank Distinguished Professor of International Business, 2004-present
Associate Professor of Economics, Loyola University New Orleans, 1978-2005
Assistant Professor of Economics, Loyola University New Orleans, 1974-1978
Instructor, Department of Economics, Michigan State University, 1974

Academic Administrative Positions
Interim Associate Dean, College of Business, Loyola University New Orleans, 2007-2008
Assistant Dean and Director of the Public Administration Program, College of Business Administration, Loyola University New Orleans, 1976-1978

Published or Forthcoming Articles, Comments, and Replies in Refereed Journals/Books

Block, Walter E. and William Barnett II. Forthcoming. "Boudreaux on high wages." Revista Procesos de Mercado.

Barnett II, William and Walter E. Block. 2016. "Gross (Domestic) Output – Another Government Con." *Revista Procesos de Mercado*. 13 (2): 13-39.

Block, Walter E. with William Barnett II. 2016. "Rejoinder to Davidson on the ethics of loan maturity mismatching and fractional reserve banking." *MISES Journal Revista Interdisciplinar de Filosofia, Direito e Economia*, Issue 6, Brazil http://www.mises.org.br/Product.aspx?product=74; http://www.mises.org.br/

Block, Walter E. and William Barnett II. 2015. "Maturity Mismatching and 'Market Failure'" *Journal of Business Ethics*; http://link.springer.com/article/10.1007/s10551-015-2706-1; DOI 10.1007/s10551-015-2706-1; http://www.springer.com/home?SGWID=0-0-1003-0-0&aqId=2857155&download=1&checkval=bcf7a55607153e6921342e885ac6bb8f

Block, Walter E. and William Barnett II. 2015. "Rejoinder to Hudik on Transitivity." *Management Education Science Technology Journal.* 3(1): 81-86.

Barnett, William II. 2014. "There's No Accounting for the Fed." In Howden, D. and J. Salerno, eds. 2014. *The Fed at 100: A Critical View of the Federal Reserve System.* P. 115-126. Springer.

Barnett, William II, and Walter E. Block. 2013. “Subjective Preferences and Alternative Costs.” *Journal of Philosophical Economics.* 6(2): 2-15. http://www.jpe.ro/?id=revista&p=12; http://www.jpe.ro/poze/articole/91.pdf

Barnett, William II, with Walter E. Block. 2013. “New Paths in Austrian Macroeconomics” *Revista Procesos de Mercado;* Vol. X, No. 1, Primavera, pp. 91-114.

Block, Walter E. and William Barnett II. 2012-2013. “Milton Friedman and the financial crisis,” *American Review of Political Economy,* Vol. 10, No. 1/2, June, 2012 – June 2013; pp. 2-17; http://www.ARPEJournal.com; http://arpejournal.com./ARPEvolume10number1-2/Block.pdf; arpejournal.com

Murphy, Robert P., William Barnett II, and Walter E. Block. 2012. “Testing Austrian Business Cycle Theory? A Second Rejoinder to Andrew Young.” *Romanian Economic and Business Review*. 7(3): 7-20. http://ideas.repec.org/a/rau/journl/v7y2012i3p7-20.html

Block, Walter E., and William Barnett, II. 2012. “Transitivity and the Money Pump.” *The Quarterly Journal of Austrian Economics.* 15(2): 237-251.

Barnett, William II, and Walter E. Block. 2012. “The Optimum Quantity of Money, Once Again.” *Economics, Management, and Financial Markets*. 7(1): 9-24. http://www.addletonacademicpublishers.com/component/option,com_sectionex/Itemid,103/id,23/view,category/#catid145

Block, Walter E., and William Barnett, II. Forthcoming 2011. “Giffen Goods, Backward Bending Supply Curves, Price Controls and Praxeology.” *Revista Procesos de Mercado.*

Barnett, William II, and Walter E. Block. 2011. “The Rate of Time Preference: A Praxeological Oxymoron.” *Dialogue.* 4: 38-47.

Barnett, William II and Walter E. Block. 2011. “Loanable Funds, Saving & Investment, and Financial Assets.” *Romanian Economic and Business Review*. 6(4): 37-54. http://www.rebe.rau.ro/REBE%206%204.pdf

Barnett, William and Walter E. Block. 2011. "Rejoinder to Bagus and Howden on Borrowing Short and Lending Long" *Journal of Business Ethics.* 100(2): 229-238.
http://www.springerlink.com/content/44x88784317144443/
http://www.springerlink.com/openurl.asp?genre=article&id=doi:10.1007/s10551-010-0677-9
<http://www.springer.com/alert/urltracking.do?id=L19841dM7b66caSaa2d5e8>

Barnett, William II and Walter Block. 2011. “On Rothbard on the Shifting and Incidence of a General Sales Tax: A Critique.” *Journal of Private Enterprise.* 26(2): 117-126.

Block, Walter and William Barnett II. 2011. “Contra Eichengreen and Mitchener on ABCT.” *Studies in Economics and Finance.* 28 (2): 111-117. http://www.emeraldinsight.com/fwd.htm?id=aob&ini=aob&doi=10.1108/10867371111137111

Barnett, William and Walter Block. 2011. “Mainstream Economics is Not Scientific.” *Laissez-Faire*. 34: 47-59. http://fce.ufm.edu/publicaciones/laissezfaire/34/

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Barnett II, William and Walter E. Block. 2010A. "Rejoinder to Curott on the Market for Money" *Laissez-Faire,* Vol. 33: 2-11. http://fce2.ufm.edu/publicaciones/laissezfaire/

Barnett II, William and Walter E. Block. 2010B. "Response to Curott on the Market for Money," *Laissez-Faire,* Vol. 33: 17-26. http://fce2.ufm.edu/publicaciones/laissezfaire/

Barnett, William and Walter E. Block. 2010. "Abraham Lincoln: Centralizing Class Warrior." *Romanian Economic and Business Review.* 5(2): 39-51.

Barnett, William and Walter Block. 2010. "Mises Never Used Demand Curves; Was He Wrong? Ignorant? No: The Antimathematicality of Demand Curves." E-Journal "Dialogue" 1: 23-31. https://www.uni-svishtov.bg/dialog/title.asp?lang=en&title=101

Block, Walter E., *with* William Barnett II. 2010. "Rejoinder to Hoppe on Indifference Once Again." *Reason Papers*. 32: 141-154.

Barnett, William II, and Walter E. Block. 2009. "Investment and Consumption: A Critique of Rothbard's Claim That There Can Be No Such Thing As Governmental 'Investment'" *Journal of Public Finance and Public Choice.* 27 (2-3): 183-188. http://www.walterblock.com/wp-content/uploads/InvestmentConsumption.pdf

Barnett, William II and Walter Block. 2009 "Financial Intermediaries, the Intertemporal-Carry Trade, and Austrian Business Cycles or Crash and Carry." *Etica & Politica / Ethics & Politics.* 11 (1): 455-469. http://www2.units.it/~etica/2009_1/BARNETT_BLOCK.pdf

Barnett, William and Walter Block. 2009. "Is There *A* Market for Money, Or Are There Market*s* for Money?" *Laissez-Faire.* 30-31: (18-22). http://fce.ufm.edu/publicaciones/laissezfaire/

Murphy, Robert P, William Barnett II, and Walter E. Block. 2010. "Testing Austrian Business Cycle Theory? A Rejoinder to Andrew T. Young." *Journal of Business and Economic Perspectives*. 37 (2): 14-28. Previously published as 35(2): 73-86, with the footnotes missing.

Barnett, William II and Walter Block. 2009. "Scale of Values Violates Singularism." *Dialogue*, Vol. 3, pp. 81-91; http://papers.ssrn.com/soL3/papers.cfm?abstract_id=1879554

Block, Walter and William Barnett II. 2009. "Coase and Bertrand on Lighthouses." *Public Choice.* 140 (1-2): 1-13.

Block, Walter and William Barnett II. 2009. "Monopsony Theory." *American Review of Political Economy.* 7(1/2): 67-109.

Barnett, William II, Jerry W. Dauterive, and Walter Block. 2008. "Subsidies Are Worse Than Taxes." *International Journal of Public Finance*. 6 (4): 62-71.

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10-22. http://www.uni-svishtov.bg/dialog/2008/1.08.WBII.WB.pdf

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Barnett, William and Walter Block. 2008. "Singularism: Human Action is Binary." *Research in the History of Economic Thought & Methodology.* 26-A: 15-30.

Block, Walter, and William Barnett II. 2008. "Continuums." *Etica & Politica / Ethics & Politics.* 10 (1): 151-166. http://www2.units.it/~etica/2008_1/BLOCKBARNETT.pdf

Barnett, William II, and Walter Block. 2008. "Reply to Hummel on Austrian Business Cycle Theory." *Reason Papers*. 30: 59-90. http://www.reasonpapers.com/pdf/30/rp_30_4.pdf

Barnett, William II. 2008. "Operators Are *Not* Parameters, the Dimensions of Operators and Variables *Must* Be Invariant, and Indices May *Not* Be Dimensioned: Rejoinder to Professors Folsom and Gonzalez." *Quarterly Journal of Austrian Economics*. 11 (2):132-143.

Barnett, William II and Walter Block. 2007. "Saving and Investment: A Praxeological Approach." *New Perspectives on Political Economy*. 3(2): 129-138. http://pcpe.libinst.cz/nppe/

Barnett, William II, and Walter Block. 2007. "On Say's Law, Keynes's Money, and Post Keynesians." *Procesos De Mercado: Revista Europea De Economia Politica*. 2007 (2): 139-168.

Barnett, William II, and Walter Block. 2007. "Coase and Van Zandt on Lighthouses." *Public Finance Review.* 35(6): 710-733.

Block, Walter and William Barnett II. 2007. "On Laidler on Austrian Business Cycle Theory." *Review of Austrian Economics.* 20 (1): 43-61.

Barnett, William II, Walter Block and Michael Saliba. 2007. "Predatory pricing." *Corporate Ownership & Control*, Vol. 4, No. 4, Continued – 3, Summer; pp. 397-402; http://virtusinterpress.org/additional_files/journ_coc/issues/COC_(Volume_4_Issue_4_Summer_2007_Continued3).pdf 9 (pp. 397-…)

Block, Walter and William Barnett II. 2007. "The Austrian Tent? A Rejoinder to Gallaway and Vedder." *Corporate Ownership & Control*, Vol. 4, No. 3, p. 232; http://www.virtusinterpress.org/additional_files/journ_coc/issues/COC_(Volume_4_Issue_3_Spring_2007_Continued).pdf

PUBLICATION RECORD CONTINUES UNTIL 1977 – FULL CV AVAILABLE ON REQUEST

Other Positions
Registered Commodity Broker, Siegel Trading Company, 1974
Assistant to the Vice-President, New Orleans Steamship Association, 1967-1968
U.S. Naval Reserve, 1959-1965, Active Duty 1961-1963.

Consulting (various times, 1975-present; partial list of clients)
Natural Gas Pipeline Company
Chevron, USA
Dravo Basic Materials Company
Mitsubishi Motor Sales of America, Inc.
Tennessee Gas Pipeline Company
Louisiana Shell Producers Association
Imperial Casualty and Indemnity Company
Federal Express
New Orleans Steamship Association
Ingram Tank Ships, Inc.
Brown & Root, Inc.
Otto Candies, Inc.
Blaise Parking & Enterprises, Inc.
Delta Steamship Company
First Homestead and Savings Association
Canal Workover Services, Inc.
Parris & Company, Commodity Advisory Service

Expert Witness in Economics
Federal District Court, Eastern District of Louisiana
Civil District Court, State of Louisiana
Louisiana Public Service Commission Hearings
Louisiana Department of Environmental Quality Hearings
Labor Arbitration: I.L.A. v. NOSSA

Public Service (various periods, 1975-present)
Participant, International Forum on Free Enterprise and Economic Development, FUSADES (Foundation for Social and Economic Development), in San Salvador
Member, Harahan Municipal Fire and Police Civil Service Board
Board of Directors, Metropolitan Area Committee
Steering Committee, Financing the Future Coalition
Mayor's Cost Control Commission, City of New Orleans
St. Bernard Parish School Board Task Force
Committee Chairman, Business of Government Task Force
Advisor to Governor’s Task Force on the Future of the Port of New Orleans
Mayor's Council of Economists (New Orleans)
Leader, Workshop on Government, and Member, Workshop on Port Development, Mayor's Conference on Economic Development (New Orleans)
Presented invited testimony before the New Orleans City Council
Presented invited testimony before Joint Committee of the Louisiana State Legislature
Economics expert for various news media

Walter E. Block
Harold E. Wirth Eminent Scholar Endowed Chair and Professor of Economics
Joseph A. Butt, S.J. College of Business, Loyola University New Orleans

I. Degrees

1972 Ph.D., Economics, Columbia University; thesis title: Block, Walter E. 1972. "The Economics of Rent Control in the U.S." unpublished Ph.D. dissertation, Columbia University; http://tinyurl.com/24ljyz; advisors: Gary Becker, William Landes

1964 B.A., Philosophy, Brooklyn College

1959 Academic Diploma, James Madison High School, Brooklyn, N.Y.

II. Work Experience

8/01- pres Professor and Harold E. Wirth Eminent Scholar Endowed Chair in Economics, College of Business Administration, Loyola University, New Orleans LA 70118

7/03 - pres Doctoberoral Supervisor, Business School, Grenoble Ecole de Management; ESEADE, Argentina

8/97- 5/01 Professor and Chair of the Department of Economics and Finance, College of Business Administration, University of Central Arkansas, Conway AR 72035

9/91-5/97 Associate Professor, Economics Department, College of the Holy Cross, Worcester, MA 01610

6/79-8/91 Senior Economist, the Fraser Institute, Vancouver, B.C. Canada V6E 3M1

9/75-6/79 Assistant Professor, Economics Department, Rutgers University, Newark, N.J. 07102

6/74-8/76 Consulting economist for Tax Foundation, Business Week Magazine, Community Housing Improvement Program, Coalition to Save New York, Charles Koch Fellowship

9/71-6/74 Assistant Professor, Economics Department, Baruch College, C.U.N.Y., New York, N.Y. 10010

9/68-6/71 Instructor, Economics Department, Rutgers University, Newark, N.J. 07102

9/67-6/68 Instructor, Stony Brook, S.U.N.Y. 11794

5/66-9/66 Research Assistant to Jacob Mincer, National Bureau of Economic Research

III. Refereed Journals, Edited

1. *The Review of Austrian Economics*, co-editor (with Murray N. Rothbard), from Vol. I, 1987 to Vol. VIII, No. 1, 1994; co-editor (with Hans-Hermann Hoppe and Joseph Salerno) from Vol. VIII, No. 2, 1995 to Vol. 10, No. 2, 1997.

2. *Cultural Dynamics*, guest editor, Vol. 5, No. 3, 1992; Vol. 7, No. 3, November, 1995; Vol. 8, No. 3, November, 1996

3. *The Journal of Labor Economics*, guest co-editor (with Michael A. Walker), Vol. 11, No. 1, Part 2, 1993.

4. *The Journal of Libertarian Studies*, co-editor (with David Gordon, Hans-Hermann Hoppe and Joseph Salerno), from Vol. XI, No. 2, 1994, to Vol. 14, No. 1, Winter 1998-1999.

5. *The Quarterly Journal of Austrian Economics*, co-editor (with Hans-Hermann Hoppe and Joseph Salerno), from Vol. 1, No. 1, Spring 1998 to Vol. 2, No. 2, Summer 1999.

6. *Managerial Finance*, guest co-editor, “Managerial Finance A Multi-Dimensional Enterprise.” Vol. 30, No. 2, 2004.

7. Guest editor: special two part series on Katrina for the *International Journal of Social Economics (IJSE)*, Volume 35, Numbers 7 and 8, 2008*:*

IV. Accepted Articles Forthcoming in Refereed Journals

1. Williamson, Kenn and Walter E. Block. Forthcoming, 2017. “Is libertarianism thick or thin? Thin!” *The Italian Law Journal*. Volume 3, Issue 1, July; http://www.theitalianlawjournal.it/current2/

2. Light, Christian and Walter E. Block. Forthcoming. “Christianity, the Free Market, and Libertarianism” *Studia Humana*

3. Chamberlin, Antón and Walter E. Block. Forthcoming, 2017. “The case for the stateless society: law.” *Acta Economica et Turistica*

4. Loo, Andy and Walter E. Block. Forthcoming. “The political philosophy of impersonation: a libertarian analysis.” *Journal of Law and Commerce* (University of Pittsburgh)

5. Block, Walter E. Forthcoming. “Judith Jarvis Thomson on abortion; a libertarian critique.” *DePaul Journal of Health Care Law*

6. McAndrews, Megan, Alexandra Orriols, Winston Thompson and Walter E. Block. Forthcoming, 2017. “The Case Against Drug Prohibition.” *Ekonomia Wroclaw Economic Review*

7. Block, Walter E. Forthcoming. “Privatizing government, in the interim.” *The Journal of Private Enterprise*

8. Block, Walter. Forthcoming. “Student unrest.” *Economics, Management, and Financial Markets*

9. Block, Walter E. and William Barnett II. Forthcoming. “Boudreaux on high wages.” *Revista Procesos de Mercado*

10. Block, Walter E. Forthcoming, 2017. “Radical Privatization: Oceans, Roads, Heavenly Bodies.” *Romanian Economic and Business Review*, Summer

11. Chamberlin, Antón and Walter E. Block. Forthcoming. “Climate? Paper or Plastic? Pollution? It Doesn’t Matter-Freedom is the Solution.” *International Journal of Corporate Strategy and Social Responsibility*

12. Riebesell, Valentin, Robert Lalani and Walter E. Block. Forthcoming. “The Effect of the Minimum Wage on Unskilled Labor.” *Journal of Leadership and Management*

V. Publications in Refereed Journals

2017

519. Block, Walter E. and Steven Craig. 2017. “Animal torture.” *The Review of Social and Economic Issues (RSEI)*;

518. Fryzek, Nathan, Javier Sanchez and Walter E. Block. 2017. “The minimum wage law once again.” *The Review of Social and Economic Issues (RSEI)*;

517. Dominiak, Lukasz and Walter E. Block. 2017. “Libertarian Theory of Bribery and Incitement: A Reformulation.” *MEST Journal*; pp. 95-101

516. Block, Walter E. 2017. “Rejoinder to Guenzl on Theft and the Return of Private Property.” *Ekonomia Wroclaw Economic Review; Vol. 23, Issue, 2, pp.* 35-44;

515. Crepelle, Adam and Walter E. Block. 2017. “Property Rights and Freedom: The Keys to Improving Life in Indian Country.” *Washington & Lee Journal of Civil Rights and Social Justice*; Vol. 23, Issue 2, Article, 3, pp. 314-342;

514. Codjia, Sosthene and Walter E. Block. 2017. “Economic Development Policies in West Africa: the Case for Free Enterprise.” *Dialogue;* Issue 1, pp. 19-34

513. Block, Walter E. 2017. “Rejoinder to Callahan and Hudik on libertarian principles.” *Cosmos and Taxis*. Vol 4, No. 1, pp. 35-44;

512. Block, Walter E. 2017. “Abortion Once Again; a response to Feser, Goodwin, Mosquito, Sadowsky, Vance and Watkins.” *Journal of Constitutional Research* (Brazil); Vol 4, No. 1, pp. 11-41;

511. Fast, Richard, Jessica O’Brien, and Walter E. Block. 2017. “Welfare Harms Its Ostensible Beneficiaries,” Economics, Management, and Financial Markets 12(3): 51–63;

510. Murren, Adam and Walter E. Block. 2017. “What impact will automation have on the twenty-first century economy.” *Laissez-Faire.* No. 46 (March), pp. 54-64;

509. Block, Walter E. 2017. “Libertarian punishment theory and unjust enrichment.” *Journal of Business Ethics*;

508. Block, Walter E. 2017. “Book review of Offer, Avner and Gabriel Soderberg. 2016. *The Nobel Factor: The Prize in Economics, Social Democracy and the Market Turn*.” Princeton University Press. In *Management Education Science Technology Journal*. Vol. 5, No. 1, pp. 1-19;

507. Lingenfelter, Jonathan, Jose Dominguez, Leandra Garcia, Bryce Mayon and Walter E. Block. 2017. "Closing the Gap: Why Minimum Wage Laws Disproportionately Harm African-Americans." *Economics, Management, and Financial Markets*; 12(1): 11–24;

506. Whitehead, Roy, Pam Spikes and Walter E. Block. 2016-2017. "IRS joins the boardroom" *Rutgers Law Record: The Digital Journal of Rutgers School of Law*. Vol. 44, pp. 145-159;

2016

505. Block, Walter E. 2016. "How we come to own ourselves." *Polish Academich Journal - Societas et Ius Version*; Issue 5;

504. Barnett II, William and Walter E. Block.2016. "Gross Output – Another Government Con." *Revista Procesos de Mercado* Autumn, Volume XIII, no. 2, pp. 13-39; critique of Skousen

503. Block, Walter E. 2016. "Response to Feser on libertarianism." *Journal Etica e Politica / Ethics & Politics;* Vol. XVIII, No. 3, pp. 547-572;

502. Schade, Eric and Walter E. Block. 2016. "Anti Anti Trust." *Political Dialogues: Journal of Political Theory*, Vol. 20, March, pp. 11-22;

501. Arias, Miguel, Christine Anderson and Walter E. Block. 2016. "A Paternalist's Mistake: Rent Control." *Journal of Economics and Political Economy.* Vol. 3, No. 4, pp. 627-637;
500. Block, Walter E. 2016. "Forestalling, positive obligations and the Lockean and Blockian provisos: Rejoinder to Stephan Kinsella." *Ekonomia Wroclaw Economic Review.*

499. Counts, Gage and Walter E. Block. 2016. "Fracking: A creature of government?" *Energy and Environment.* Vol. 27, Issue 8, pp. 933-941;

498. Block, Walter E. 2016. "A response to the libertarian critics of open-borders libertarianism," *Lincoln Memorial University Law Review;* Vol. 4, No. 1, pp. 142-165;

497. Engelhardt, Lucas, Jonathan Lingenfelter, and Walter E. Block. 2016. "Income Equalization Does Not Confer Net Social Benefits." *Ekonomia Wroclaw Economic Review*; Vol. 22, No. 4, pp. 9-23;

496. Block, Walter E. 2016. "Anti-aircraft Missiles and Gun Control."
Journal of Social and Administrative Sciences www.kspjournals.org
Volume 3, June, Issue 2 , pp. 77-82;

495. Block, Walter E. 2016. "Is Ross Ulbricht of Silk Road a Libertarian Hero?" *Journal of Economic and Social Thought.* www.kspjournals.org. September, Vol. 3, No. 3, pp. 327-332;

494. Rothschild, Daniel Y. and Walter E. Block. 2016. "It Is Not Armed Robbery When Government Takes People's Stuff, It Is Civil Asset Forfeiture." *Journal of Social and Administrative Sciences* www.kspjournals.org. September, Vol. 3, No. 3, pp. 219-230;

493. Block, Walter E. with William Barnett II. 2016. "Rejoinder to Davidson on the ethics of loan maturity mismatching and fractional reserve banking." MISES: Revista Interdisciplinar de Filosofia, Direito e Economia, Vol. 3, No. 2 (Jul-Dec. 2015): 411-425.

492. Block, Walter. 2016. “Review essay on John Tomasi’s *Free Market Fairness*. FBIM Transactions. Vol. 4, No. 2, pp. 11-33;

491. Block, Walter E. 2016. “Russian Roulette: Rejoinder to Robins.” *Acta Economica et Turistica*. Vol. 1, No. 2, May, pp. 197-205;

490. Van Schoelandt, Chad, Ivan Jankovic and Walter E. Block. 2016. “Rejoinder on Free Will, Determinism, Libertarianism and Austrian Economics.” Dialogue, Issue 2;

489. Block, Walter E. 2016. “Review essay of Ferguson, Niall. 2011. *Civilization: The West and the Rest*. Penguin Books, 403 pages.” *MEST Journal*, Vol. 4, No. 2, pp. 23-40;

488. Block, Walter E., Alan G. Futerman and Rafi Farber. 2016. “A Libertarian Approach to the Legal Status of the State of Israel.” *Indonesian Journal of International and Comparative Law*. Vol. 3, Issue 3, June, pp. 435-553;

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2015

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462. Krasnozhon, Leo, Pedro Benitez and Walter E. Block. 2015. “The Privatization of Antarctica.” *Washington and Lee Journal of Energy, Climate, and the Environment.* Vol. 6, No. 2, pp. 397-401;

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425. Block, Walter E. 2013. "Rejoinder to Parr on Evictionism and Departurism" *Journal of Peace, Prosperity & Freedom,* Vol. 2, pp. 125-138;

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412. Bagus, Philipp, David Howden and Walter E. Block. 2013. “Deposits, Loans and Banking: Clarifying the Debate,” *American Journal of Economics and Sociology*,

411. Block, Walter E. 2013. “Toward a libertarian theory of evictionism,” *Journal of Family and Economic Issues*. June;

410. Block, Walter E. and Peter Cappelli. 2013. “Debate over the normative positive distinction in economics.” *Economics, Management, and Financial Markets* 8(1), pp. 11-19;

409. Barnett II, William and Walter E. Block. 2013. “Subjective preferences and alternative costs (A critique of Garrison and Landsburg on escalators).” *The Journal of Philosophical Economics* Spring, Vol. 6, No. 2, pp. 2-15;

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407. Block, Walter E. 2013. “Rejoinder to Todea on the ‘Open’ Contract of Immigration.” *The Scientific Journal of Humanistic Studies*, Vol. 8, No. 5, March, pp. 52-55;

406. Block, Walter E. 2013. “Optimal numbers of various phenomena: nations, people, languages, races, marriage partners.” Vol. 1, No. 2, July, pp. 1-20; *FBIM Transactions,*

405. Block, Walter E. 2013. “Klein and Clark are mistaken on Direct, Indirect and Overall Liberty” *Libertarian Papers;* 5 (1): 89-110. libertarianpapers.org.

404. Block, Walter E. 2013. “Was Milton Friedman a socialist” *Management Education Science Technology Journal* (MEST Journal); Vol. 1, No. 1, pp. 11- 26;

PUBLICATION RECORD CONTINUES UNTIL 1971 – FULL CV AVAILABLE ON REQUEST

VI. Prefaces and Introductions in Refereed Journals

VII. Articles in Reference Works

SECTIONS OMITTED – FULL CV AVAILABLE ON REQUEST

VIII. Books and Monographs, Authored:

24. Nelson, Peter Lothian and Walter E. Block. Forthcoming. Space capitalism: the case for privatizing space travel and colonization

23. DiLorenzo, Thomas J. and Walter E. Block. 2016. *An Austro-Libertarian Critique of Public Choice*; Addleton Academic Publishers;

22. Block, Walter E. and Peter Lothian Nelson. 2015. *Water Capitalism: The Case for Privatizing Oceans, Rivers, Lakes, and Aquifers*. New York City, N.Y.: Lexington Books; Rowman and Littlefield;

21. Block, Walter E. 2014. *Toward a Libertarian Society*. Mises Institute: Auburn, AL.

20. Block, Walter. 2013. *Legalize Blackmail*. New Orleans: Straylight Publishing, LLC;

19. Block, Walter E. 2013. *Defending the Undefendable II: Freedom in all realms;* Terra Libertas Publishing House; isbn: 978-1-908089-37-3;

18. Block, Walter E. 2013. *Religion, Economics and Politics*. Columbus, OH: Biblio Publishing; The Educational Publisher, Inc.;

17. Block, Walter E. 2012. *Yes to Ron Paul and Liberty*. New York: Ishi Press;

16. Barnett, William II and Walter E. Block. 2012. *Essays in Austrian Economics*. New York: Ishi Press;
15. Block, Walter E. 2010. *The Case for Discrimination.* Auburn, AL: The Mises Institute;

14. Four Arrows and Walter E. Block. 2010. *Differing Worldviews*: *Two Scholars Argue Cooperatively about Justice Education;* Rotterdam, The Netherlands: Sense Publishers;

13. Block, Walter E. 2010. *Building Blocks for Liberty*, Auburn, AL: The Mises Institute;

12. Block, Walter E., ed. 2010. *I Chose Liberty: Autobiographies of Contemporary Libertarians*; Auburn, AL: Mises Institute;

11. Block, Walter E. 2009. *The Privatization of Roads and Highways: Human and Economic Factors*; Auburn, AL: The Mises Institute;

10. Block, Walter E. 2008. *Labor Economics from a Free Market Perspective: Employing the Unemployable.* London, UK: World Scientific Publishing;

8. Block, Walter E. 2006. *The Privatization of Roads and Highways: Human and Economic Factors*. Lewiston, N.Y.: Edwin Mellen Press,

7. Gwartney, James, Robert W. Lawson and Walter E. Block. 1996. *Economic Freedom of the World, 1975-1995*; Vancouver, B.C. Canada: the Fraser Institute (308 pages);

6. Block, Walter and Michael A. Walker. 1988. *Lexicon of Economic Thought*, Vancouver: The Fraser Institute. (390 pages)

5. Block, Walter E. 1986. *The U.S. Bishops and Their Critics: An Economic and Ethical Perspective,* Vancouver: The Fraser Institute. (127 pages)

4. Block, Walter and Michael A. Walker. 1985. *Focus on Employment Equity: A Critique of the Abella Royal Commission on Equality in Employment*, Vancouver: The Fraser Institute.

3. Block, Walter E. 1983. *Focus on Economics and the Canadian Bishops*, Vancouver: The Fraser Institute. (76 pages)

2. Block, Walter E. 1982. *A Response to the Framework Document for Amending the Combines Investigation Act*, Vancouver: The Fraser Institute. (60 pages)

1. Block, Walter E. 2008 [1976]. *Defending the Undefendable*. Auburn, AL: The Mises Institute;

IX. Books and Monographs, Edited

X. Books and Monographs, Prefaces, Forwards

XI. Chapters in Books, Excerpts, Reprints

XII. Who's Who and other Listings

SECTIONS OMITTED – FULL CV AVAILABLE ON REQUEST

XIII. Fellowships and Honors

The Schlarbaum Prize for the lifetime defense of liberty ($10,000) 2011

Research Award, Business School Loyola University 2008

Dux Academicus Award 2007, Loyola University New Orleans

Loyola University Research Award; the Rothbard Medal of Freedom 2005

Honorable Ron Paul, Member, United States Congress, Texas, Liberty in Media Award 2002

Earhart Foundation Fellowship, Summer Research Grant, $15,000 2000

Earhart Foundation Fellowship, Summer Research Grant, $15,000 1998

Southwestern Business Dean's Association Innovative Achievement Award for —Student Writing and Publication Program 1998

Holy Cross Faculty Marshal for Commencement Exercises; awarded to those who make a significant contribution to the educational experience of the senior class 1997

Freedom's Foundation Leavey Award for Excellence in Private Enterprise Education ($7,500); Holy Cross College Teaching Award 1997

Adjunct Research Fellow, Hoover Institution on War, Revolution and Peace, 1996 –present

Sir Anthony Fisher International Memorial Book Competition; First Place Award for *Economics and the Environment: A Reconciliation*, The Atlas Economic Research Foundation, 1991

Adjunct Scholar, The Fraser Institute, 1991-pres
The Dumont Institute, 1991-pres
Mises Institute, Auburn University, 1983-pres
The Cato Institute, 1982-1995
The Fraser Institute, 6/79-9/79
The Cato Institute 9/77-8/78
Charles Koch Fellowship 9/74 - 6/75
The Earhart Fellowship, Columbia University 9/66-6/68
The New York State Regents Scholarship, Brooklyn College 9/59-1/64

XIV. Research Grants

SECTION OMITTED – FULL CV AVAILABLE ON REQUEST

XV. Editorial Boards:

Reason Papers; Board of Directors, British Columbia Civil Liberties Association, Academy of Management, American Economic Association, American Law and Economics Association, American Philosophical Association, American Philosophical Society, Association of American Law Schools, British Columbia Association of Professional Economists, Canadian Association for Business Economists, Canadian Economic Association, International Association for Business and Society, John Randolph Society, Mont Pelerin Society, National Association of Scholars, Interim President, Arkansas Association of Scholars, University Professors for Academic Order, Academic Board of the Ron Paul Institute for Peace and Prosperity; Advisory Board: Agorist Institute, Advocates for Self-Government, American Biographical Institute, Center for the Defense of Free Enterprise, Center for the New Europe, Dumont Institute Family Service Agency, Jews for Ron Paul Advisory Board, Little Rock, Friedrich A. von Hayek Foundation, Foundation for the Advancement of Monetary Education, Ideer om Frihet, International Society for Individual Liberty, Institute for Economic Affairs, Libertarian Solutions Network, Libertas Society Media Directory, Mises Youth Club, MoreFreedom Foundation (Holland), International Biographical Center. Rothbard Caucus

XVI. Refereeing

Academy of Management Review, the American Economist, American Journal of Economics and Sociology, Behavioral and Brain Sciences, Business and the Contemporary World, Canadian Public Administration, Canadian Public Policy Journal of Criminal Justice, Contemporary Economic Policy, Journal Etica e Politica / Ethics & Politics, Journal of Behavioral and Brain Sciences, Journal of Business Ethics, Journal of Developing Areas, Journal of Growth and Change, International Journal of the Economics of Business, Libertarian Papers, The National Endowment for the Humanities, Public Finance and Management, Review of Austrian Economics, Social Science Quarterly, Southwestern College Publishing Co. Faculty Associate: Arthur Anderson and Co., Business Ethics Program Coordinator Network, Canadian Donner Foundation, Intercollegiate Studies Institute

Jose Juan S. Bautista

JP. Morgan Chase Endowed Professor of Business Solutions to Urban Economic Problems

Educational Background:

- Ph.D., 1987, Economics, Tulane University, New Orleans
- M.A., 1978, Economics, University of New Orleans
- B.S., 1976 General Business Administration, University of New Orleans

Working Experience:

Xavier University of Louisiana, New Orleans, Louisiana
J.P. Morgan Chase Endowed Professor of Business Solutions to Urban Economic Problems 2007-
Professor 1994-
Associate Professor 1994-1998
Assistant Professor 1985-1988
Instructor 1978-1985

Scholarly Presentations:
"Religion and Economics as Factors to Economic Output," 5th International Conference on Social Science Research, New Orleans, 2010
"Moral Decisions in the Practice of Price Discrimination," Association of Christian Economists Conference, Baylor University, 2009
"Building a Model Integrating Catholic Social Thought in a Business Curriculum," International Symposium on Catholic Social Thought and Management Education, Notre Dame University, 2008
"On the Teaching and Testing of Consumer Theory in a Principles of Microeconomics Course," Allied Social Science Association Meetings, Washington, D.C., 2003
"The Role of Economic Aggregates in Measuring Political Influence though Legislative Representation," Public Choice Society Meetings, New Orleans, March 1992
"Public Choice and Scientific Prediction: The Popper-ty of Historicism," Public Choice Society Meetings, New Orleans, March 1991

Publications:

"Poetry and Prose of Ninoy Aquino, Philippine Patriot and Martyr," *The Xavier Review*, Volume 26, Numbers 1 & 2, New Orleans, Louisiana, 2006

_ and Anil Kukreja, "Integrating Disciplines and Incorporating Active Learning in Business and Economics," *ConnXtions, Association of Collegiate Business Schools and Programs Tenth Annual Conference Proceedings*, 1998

"Determining Externalities Through Optimal Capital Budgeting," *International Academy of Business Disciplines Proceedings*, April 1993

_ and Argiro Morgan, "Writing Across the Curriculum: A Quantitative and Qualitative Experiment," *University Teaching in the South*, Vol. 2:1, Winter 1991

"Applying Economics to Perry's Model of Cognitive Development; There's Much to Learn from a Definition," *University Teaching in the South*, Vol.1;2, Spring 1990

Author of thirty-five short articles in economics in the *Xavier Business Review* 1984-2005

Institutional Services Performed at Xavier:

Co-Author (with V. Allen Gale, Ron Bechet), "National Survey of Student Engagement (NSSE) Report from participation in the Institute for Higher Education Policy (IHEP) Summer Academy, 2005
Co-Coordinator (with Anil Kukreja), "Self-Study Report of the Department of Business of Xavier University of Louisiana to the Association of Collegiate Schools and Business Programs," 2000
Principal Author, "Report on Tenure and Promotion, Xavier University of Louisiana," 1997
Principal writer of narrative, "Grant Proposal to the Louisiana Board of Regents for the Hilton Endowed Chair in Entrepreneurial Studies, Xavier University of Louisiana," 1995
Co-author (with Argiro Morgan), "Report on Faculty Development Program at Xavier University of Louisiana 1989-1992 to the Bush Foundation," 1992
Member and Chair or several university-wide committees.

Recognitions:

St. Louis Medal for Outstanding Services to St. Clement of Rome Parish, Archdiocese of New Orleans, Awarded by Archbishop Alfred Hughes, Archbishop of New Orleans, 2008
Xavier University Faculty Award for Services to the Youth Motivational Task Force, 2005 Clem Award for Outstanding Service to the Parish as a member of the Pastoral Council, St. Clement of Rome Church, Metairie, Louisiana, 2005
Clem Award for Outstanding Service to the Parish as a lector, St. Clement of Rome Church, Metairie, Louisiana, 1998
Award for Outstanding Services Rendered as Advisor to the Xavier University Business Guild, 1985, 1982
United Negro College Fund Faculty Fellowship, 1980-1981, 1981-1982

Community Participation:

Member, Philippine-Louisiana Historical Society, 2011- St. Clement of Rome Parish, Metairie, Louisiana:
Chair, Vocations Committee, 2004-
Member, Racial Harmony Committee, 2007-2009
Liaison with the Webster-Pennfield Catholic Connection following Hurricane Katrina, 2005-2006
Member, Pastoral Council, 2002-2008
Lector, 10:00 am Mass, 1996-
Leader, Rite of Christian Initiation of Adults (RCIA) program, 2001-2002 Member, State of Louisiana Disadvantaged Business Enterprise Certification Panel, 1999- Member, Board of Directors, Philippine-Louisiana Trade Association, 1992-1997
Member, Board of Advisors, Benigno S. Aquino Memorial Foundation, Boston, 1984-1992

Leo A. Krasnozhon

EDUCATION

George Mason University, Fairfax, VA — PhD in Economics, 2010, *Presidential Scholar*
Clark University, Worcester, MA — MA in Economics, 2005
Kharkiv State University, Ukraine — BA in Economics, 2002, *Magna Cum Laude*

RESEARCH FIELDS

Political Economy, Economics of Transition, History of Economic Thought, Austrian Economics, Applied Microeconomics.

JOURNAL ARTICLES

"Property Rights in Transition: Evidence from the 1999 Reform in Ukraine," ***Studies on the Agricultural and Food Sector in Transition Economies****, Vol. 79*: 95-116, 2015.

"The Privatization of Antarctica" (with Pedro Benitez and Walter Block) ***The Washington and Lee School of Law Journal of Energy, Climate, and the Environment***, 6(2): 379-401, 2015.

"Mises and Prediction Markets: Can Markets Forecast?" (with John Levendis) ***The Review of Austrian Economics***, 28(1): 41-52, 2015.

"Fair Trade: Its Real Impact on the Working Poor" (with David Simpson and Walter Block) ***Review of Social and Economic Issues***, 1(2): 5-28, 2015.

Reprinted in *The Political Economy of International Trade and Policy* (eds. Ovidiu Folcuț and Gene Epstein), Bucharest, Romania: Pro Universitaria, forthcoming (Romanian translation).

"Political Economy of Agricultural Market Reform: Good Bye Lenin." ***The Journal of Private Enterprise***, 29(1): 119-40, 2013.

"Institutional Stickiness of Democracy in Post-Socialist States: Can Prevailing Culture Explain It?" ***The Review of Austrian Economics***, 26(2): 221-237, 2013.

"Using Music to Teach Principles of Economics: Beyoncé's Take on Demand and Quantity Demanded." ***The Journal of Private Enterprise***, 28(2): 139-49, 2013.

"Political Economy of Credibility and Commitment: Post-Socialist Transition of the Czech Republic" (with S. Beaulier and P. Boettke), ***Journal of Governance and Regulation***, Vol.1 (2): 75-86, 2012.

"Property Rights and Farm Efficiency: Evidence from Ukraine", ***Economic Change and Restructuring***, Vol.44 (4): 279-295, 2011.

"Lessons of Privatization: Property Rights in Agricultural Land in Ukraine", ***Economic Education Bulletin****,* Vol. 45(5): 123-136*,* 2005.

"Stimulating Investment Activity in Research and Development Sector in Ukraine." ***Review of Kharkiv School of Business,*** May 2003.

"Impact of Fiscal Preferences and Special Mode Investments on Research and Development in Ukraine." ***Journal of Kharkiv State University,*** Vol. 580, March 2003.

POLICY STUDIES/ BOOK CHAPTERS

"Privatization". In James Ciment, ed., ***World Democracy: From Ancient Times to the People's Revolutions of the 21st Century***, M.E. Sharpe, 2013.

"Post-Flood Recovery of Cities: New Orleans and Prague" (with Daniel Rothschild). In Emily Chamlee-Wright and Virgil Henry Storr, eds., ***The Political Economy of Hurricane Katrina and Community Rebound***, Cheltenham, U.K.: Edward Elgar, 2010.

ACADEMIC PRESENTATIONS

"Role of the German Historical School in the Development of Mises's Thought" November 2016
(with Mykola Bunyk)
The Southern Economic Association Meeting, Washington, D.C.

"Influence of the German Historical School on Mises's Early Work" April 2016
(with Mykola Bunyk)
The Association of Private Enterprise and Education, Las Vegas, NV.

"Development of Mises's Economic Thought: Analysis of Mises (1902)" October 2015
(with Mykola Bunyk)
The 3rd Ludwig von Mises and Modern Societies Conference, Lviv, Ukraine

"Cheating Runners: The Impact of Discipline of Continuous Dealings on Incentives to Cheat in the Road Races" (with John Levendis) April 2015
The Association of Private Enterprise and Education, Cancun, Mexico.

"Cheating is a Good Exercise: The Impact of the Structure of the Road Race on Incentives to Perform" (with John Levendis). November 2014
Brown Bag Seminar, College of Business, Loyola University New Orleans.

"Institutional Pluralism in Post-Communist States: Can Institutional Competition Explain Democratization" September 2014
The 10th Mises Seminar, Istituto Bruno Leoni, Sestri Levante, Italy.

"Austrian Economics and Forecasting" March 2014
The Austrian Economics Research Conference, Auburn, AL.

"Political Entrepreneurship and Institutional Change in the French Academy of Sciences: Transition from Prize to Grant"
The Southern Economic Association Meeting, Tampa, FL.

"Gangland of Russia: Political Economy of Delinquency in the former USSR" April 2013
The Association of Private Enterprise and Education, Laihana, Hawaii.

"Property Rights in Transition: Evidence from the 1999 Reform in Ukraine." March 2013
20 Years of Agricultural Transition in the former USSR and Eastern Europe,
Hebrew University, Rehovot, Israel.

"Interest-group Politics of the French Academy of Sciences: Prestige or Money." March 2013
The Public Choice Society Meeting, New Orleans, LA.

"Property Rights in Transition: Evidence from Ukraine" July 2010
The Property and Environment Research Center, Bozeman, MT.

"Good Bye Lenin: The Political Economy of Ukraine's Post-Socialist Development" April 2010
The Association of Private Enterprise and Education, Las Vegas, NV.

MY RESEARCH IN MEDIA

Interviewed by **WWL-Radio's** "The Think Tank" with Garland Robinette. Segment on the 3-Day Workweek, August 2016.
Interviewed by **WWL-TV**. Segment on the Ukraine Crisis, 6:00pm news, July 19, 2014.
Interviewed by **WDSU** Channel 6. Segment on the Ukraine Crisis, 4:00 pm news. July 17, 2014.
Interviewed by **WGNO**. Segment on the Ukraine Crisis, 10:00 pm news. July 17, 2014
Op-Ed "The Ethnicities of Ukraine are United", ***The Forbes***, March 13, 2014.
Op-Ed "Back to 1937", ***The Kyiv Post***, August 29, 2012.
Op-Ed "After 18 Years of Transition: Are We There Yet?", ***The Kyiv Post***, March 13, 2012.
Op-Ed "What is Ukraine's Biggest Economic Woe?" ***The Kyiv Post***, September 14, 2011.
Interviewed by ***The World Politics Review.*** Topic of the interview "Ukraine's Agricultural Policy." June 13, 2011
Op-Ed "Robbing Ukraine's Grain Market." ***The Ukrainian Weekly***, June 5, 2011.
Op-Ed "Robbing the "Breadbasket." ***The Kyiv Post***, June 3, 2011.
Op-Ed "Ukraine's Land Reform in Cartoons." ***The Kyiv Post***, April 12, 2011.
Op-Ed "Legal Fusion: Annotated Codebook of Ukraine's Agriculture." ***The Kyiv Post***, April 10, 2011.
"Should Ukraine Go Green?" ***The Property and Environment Research Center***, June 10, 2010.
Op-Ed "A Post-American Ukraine?" ***EU Reporter*****,** October 3, 2009

INVITED GUEST LECTURES

Invited guest lecture "Foundations of Austrian Economics," *Regional Meetings of the Students for Liberty*, Tulane University, New Orleans, LA, October 25, 2014.

Invited guest lecture "Foundations of Austrian Economics," *Economics & Liberty Club*, University of North Texas, Denton, TX, September 20, 2011.

Aris Kyriakides

SUMMARY OF QUALIFICATIONS/ACCOMPLISHMENTS
Experienced, Certified Project Management Professional (PMP), Lean Six Sigma Black Belt, Scrum Master Certified (PSM & SMAC), Program/Project Manager, relationship/client manager, team leader and senior business analyst/consultant, with experience in managing large projects, dispersed teams, leading full software development life-cycle projects, establishing strong relationships with internal/external clients, bridging the gap between functional users and technical experts, and managing all human, financial, budget, and technical aspects.

Expertise in strategic planning, business development, analyzing and implementing cost effective computing solutions, achieving cycle-time reductions and eliminating waste, to meet diverse oil/gas, energy, business, banking, government, and aerospace needs.

- PMP, Certified Project Management Professional - PMI – 1/06
- PSM, Professional Scrum Master (Scrum.org) – 9/15
- Scrum Master Accredited Certification (SMAC) – International Scrum Institute – 4/15
- Scrum Product Owner Accredited Certification - International Scrum Institute – 4/15
- Certified Green Belt/Black Belt Lean Six Sigma - Lockheed Martin (LM) 10/08

- Successfully managed Upstream Workflow Transformation Major Capital Projects Program for Chevron Gulf of Mexico since 2011 and transitioned Tahiti 2 and Jack St. Malo assets with no issues; introduced new automatic transition process that was adopted by overall Deepwater and Gulf of Mexico transition teams.
- Led multiple cost/time savings events for LM’s External Tank (ET) project
- Achieved 10% reduction in ET foam application by eliminating delays in critical path
- Achieved desired deliverables with 15% schedule reduction, within budget while the Project Manager at Booz Allen Hamilton’s DOI project
- Successfully raised the team’s performance measures from ‘Below Expectations’ to ‘Above Expectations’ in less than a year while at CGI-AMS
- Successfully led the team to CMMI Level II Certification while at CGI-AMS
- Successfully managed all resource allocation, risk management, project planning, and budgeting issues ($66M) for a dispersed team of forty consultants from multiple companies

PROFESSIONAL EXPERIENCE
TEKMOR LLC 5/2011 – Present
Founder/CEO
 Started own consulting firm focusing on providing Project Management and IT related expertise to clients in multiple industries. Currently managing electric utility projects for Entergy, CLECO and Pacific Gas & Electric. Working closely with management as a Change Management consultant to establish strategic company-wide processes focusing on Management of Change, Find the Lost Dollars and Leading Change.

CHEVRON CORPORATION - GULF OF MEXICO (GOM) 5/2011 – 8/2015
Program Manager
 Major Capital Projects (MCP) Program Manager for Chevron’s Gulf of Mexico Business Unit in Upstream Workflow Transformation (UWT), supporting portfolio of projects that included the full range of in-field solutions required to align the program with the strategic business plans of GOM and Deep Water Exploration and Production (DWEP). Became the main Point of Contact for all DWEP, MCP and GOM resources regarding all transition related activities/status/risks

 Successfully managed changes and all aspects of transition activities for Chevron's Jack St. Malo and Big Foot assets, including all i-field workstreams and coordinating with all local experts as well as GOM, DWEP and MCP management. These included the accelerated adoption of i-field solutions; Team Rooms, Integrated Operations Center, Offshore Logistics Decision Support Center (DSC), Well Reliability Optimization DSC, Real-Time Reservoir Management (RTRM), Production Reliability and Efficiency Program (PREP), Rotating Equipment (RE), Real-Time Facilities Optimization (RTFO), Drilling Support Center, 3D Visualization and Data and Architecture Coordination (Systems of Record).

 Led the implementation of the Program's SharePoint site, which became a Best Practice and a vital tool in communicating and collaborating with all teams; acted as the only Power User and ensured the site was operational at all times, gave read/write access to users, updated content

 Played vital role in establishing the Innovation Center to look into cutting edge technologies, taking initiative and leading the research and evaluation of those technologies and assisting management to determine and adopt best fit solutions for support organizations (asset RFID tracking, 3D Asset Visualization, etc.). Intelligently questioned management thought process that challenged solution decision choices and led to presenting better options, that were eventually adopted, thus playing a vital role in the company's overall direction.

 Acted as Black Belt and led teams of SMEs in analyzing processes and workflows to document existing AS-IS current state and worked with new asset teams to evaluate changes to support model by establishing TO-BE future state processes.

 Created and defined Strategic Roadmaps and presented/provided management with project reports/updates on a weekly/monthly/as requested basis; created dashboards that provided easy visual overall status; familiar with Chevron's CPDEP process (based on PMI's PMBOK), and other internal processes; attended weekly/monthly phase gate, Decision Review Board and other leadership meetings.

 Successfully completed the transition of all i-field solutions for Jack St. Malo with all solutions operating with no problems at 1st Oil, including the 1st implementation of Yokogawa's EAS on a Chevron asset.

 Introduced new approval/signoff process which was praised by overall transition team that urged other teams to adopt similar process.

 Completed i-field Look-back activities, established Best Practices/Lessons Learned.

 Presented in large company-wide workshops/poster sessions (including virtual ones), and summarized Major Capital Projects Program; presented daily OE Safety moments adhering to Chevron's Zero Incident policy.

GENERAL DYNAMICS INFORMATION TECHNOLOGY 10/2010 – 5/2011
Program Manager
 Managed a team of approximately 70 IT professionals in a government agency support organization (The Bureau of Safety and Environmental Enforcement (BSEE) and the Bureau of Ocean Energy Management (BOEM), in New Orleans, LA. Attended daily scrum meetings with GD leads and BSEE SMEs and ensured projects were on track.

LOCKHEED MARTIN SPACE SYSTEMS 8/2006 – 10/2010
Senior Systems Engineer – NASA Michoud Assembly Facility (MAF)
 Member of the Systems Engineering & Integration team (until September 2009), that led all projects related to the External Tank (ET) and the new Commercial Exploration Vehicle (CEV) programs.

 Provided IT and Project Management support to internal clients and worked closely with manufacturing engineers and other departments at MAF where the ET is assembled and shipped to Kennedy Space Center for the shuttle launches.

 Achieved Lean Six Sigma Green/Black Belt Certifications while mentoring other GBs.

 Attended multiple events that achieved cycle time reduction and waste elimination.

 Participated in 'No Fail' team and helped achieve 10% reduction in ET foam application schedule by eliminating delays in the critical path due to crushed foam.

 Member of the DSLM Team 10/09-10/10. Worked virtually with Denver and Sunnyvale teams. Managed upgrade projects for multiple software (RealPlayer, WinZip, Photoshop, Illustrator etc.), for all Space Systems users, including initial research, through testing and presenting to client management for final approval.

BOOZ ALLEN HAMILTON 11/2004 – 8/2006
Project/Cluster Manager - Department of Interior – Minerals Management Service
 Project/Cluster Manager for the Offshore Minerals Management (OMM) Outer Continental Shelf (OCS) e-Government initiative.

 Responsible for all resource allocation, risk management, project planning, and budgeting issues ($66M) for a dispersed team of forty consultants.

 Played key role in identifying and hiring subcontractor subject matter experts, achieving desired deliverables with 15% schedule reduction, within budget.

 Coordinated with multi-function project teams and led the project execution in line with project scope, schedule, and budget.

 Documented all project management related activities and kept upper management as well as client, informed on task statuses and any issues/risks related to all areas of the project; presented as needed on a daily/weekly/monthly basis.

 Recommended and gained buy-in and established CMMI project/team processes, concerning gathering weekly status and project schedule updates.

 Coordinated resource availability with other matrix managers, ensured high billability for all resources, prepared monthly authorizations and ensured all work was performed on-time and within budget.

CGI-AMS 06/1996 – 10/2004
Team Leader – United States Department of Agriculture – National Finance Center
 Led the Financial Data warehouse team comprising of ten dispersed members.

 Managed the whole System Development Life Cycle process for the tasks assigned to the team, with a budget between $50K and 2M.

 Initiated internal review process of all documents before they were issued which helped to ensure that problems were caught before the delivery to the client.

 Played a major role, attended many meetings and provided a lot of feedback, in the successful effort by the USDA Global Project to reach CMMI Level 2.

 Led the design team effort to successfully implement 4 new agencies to production, and was very instrumental in the requirements gathering, analysis, detailed design, unit testing, system testing and Quality Assurance testing for all interfaces.

 Led the implementation of Remedy for 40 government agencies and assisted the USDA to establish the Call Center for all the agencies.

ENTERGY CORPORATION 05/1995 – 05/1996 Senior Information Technologist Specialist
 Responsible for various duties including supporting General Ledger mainframe applications in the MVS TSO/ISPF environment as a member of the Financial and Corporate Information Systems/Systems Production and Process Management Group.

 Responded to user inquiries and resolved technical questions on different company applications including Transportation, Payroll, Budget, Journal Entry System, and General Ledger. In addition, made programming changes in existing PowerBuilder, Sybase, Oracle, COBOL, PL/I and JCL applications.

 Attended new employee training with 20+ new hires at the Echelon. Visited nuclear plant and substations during training; Won first place out of all new employee class in a competition that involved reading a book, answering questions in writing and making a presentation.

EDUCATION/CERTIFICATIONS/TRAINING
 M.B.A., Financial Economics, University of New Orleans, 1989
 B.S., Computer Science, University of Texas in Austin, 1986
 Enrolling in Sports Management Doctoral program, United States Sports Academy, Fall 2016

 PMP, Project Management Professional, 2006
 PSM I – Professional Scrum Master, Scrum.org, 2015
 SMAC - Scrum Master Accredited Certification, International Scrum Institute, 2015
 SPOAC - Scrum Product Owner Accredited Cert., International Scrum Institute, 2015
 ITIL/ITSM Foundation preparation for 9/2016
 Lean Six-Sigma Black Belt/Green Belt Certified (Lockheed Martin), 2008
 'Emerging Leaders' 2-year Program Graduate– CGI-AMS - 2000
 'Building High Value Relationships' Workshop – CGI-AMS - 2000
 Stephen Covey's "7 Habits of Highly Effective People" Seminar – CGI-AMS – 1999
 Negotiations Workshop – CGI-AMS - 1998
 PMI, SPE, ASQ and NMA member
 Fluent in Greek – Conversational in Spanish

John Levendis

MAJOR FIELDS OF CONCENTRATION:

Applied econometrics, Macroeconomics, Financial economics, Forensic economics, Regional economics, Economic development, Real estate

EMPLOYMENT HISTORY:

- **Loyola University New Orleans**, New Orleans, LA.
    - The Dr. John V. Connor Professor of Economics and Finance: 2013-present
    - Associate Professor of Economics: 2012-present
    - Assistant Professor of Economics: 2005-2012
- **Research by the Numbers, LLC**, New Orleans, LA.
    - Chief Economist: 2015-present
    - Conducted economic valuation studies for private and municipal clients
- **Vysoka Skola Economicka v Praze** (The University of Economics, Prague), Prague, Czech Republic
    - Visiting Assistant Professor, College of Finance and Accounting: Spring 2009.
- **Southeastern Louisiana University**, Hammond, LA
    - Assistant Professor of Economics, Department of Economics: 2004-2005
- **Cornell College**, Mt. Vernon, IA
    - Instructor, Department of Economics: 2003
- **University of Iowa**, Iowa City, IA
    - Instructor and TA, Department of Economics: 1998-2003

EDUCATION:

Degree	Field	Institution	Year
Ph.D.	Economics	University of Iowa	May 2004
M.S.	Mathematics	University of Iowa	Dec. 2003
M.A.	Economics	University of Iowa	Dec. 2000
B.B.A.	Economics	Loyola University New Orleans	May 1997

COURSES TAUGHT

- Principles of Microeconomics
- Principles of Macroeconomics
- Principles of Economics (MBA)
- Business Statistics
- Econometrics
- Mathematical Economics
- Public Finance
- Development Economics
- History of Economic Thought
- Quantitative Modeling and Foundations of Economics (MBA)
- Economic History of Europe (at VSE and Loyola)
- International Economics (at Iowa)
- Intermediate Macroeconomics (at SELU)

PUBLISHED JOURNAL ARTICLES

- Dicle, M. F. and John Levendis. (forthcoming). Technical financial analysis tools in Stata. *Stata Journal*.

- Sayers, Rachel, John Levendis, and Mehmet F. Dicle. (forthcoming). The Sexual Orientation Wage Gap in the US. *International Journal of Social Economics*.

- Carton, Thomas W., Michael Darden, John Levendis, Sang Lee and Iben Ricket. (2016). Comprehensive Indoor Smoking Bans and Smoking Prevalence: Evidence at the State Level. *American Journal of Health Economics,* 2(4): 535-556.

- Krasnozhon, Leo and John Levendis (2015). Mises and Prediction Markets: Can Markets Forecast? *Review of Austrian Economics,* 28(1): 41-52.

- Dicle, M. F., & Levendis, John D. (2014). The day-of-the-week effect revisited: international evidence. *Journal of Economics and Finance*, 38(3), 407-437.

- Levendis, John. (2014). The Macroeconomic Consequences of Mixing Sunnis and Shias: A Bayesian Errors-in-Variables Approach. *Forum for Social Economics*, 43(3): 254-274.

- Moreale, Jennifer and John Levendis. (2014). IQ and Economic Growth: A Critique of Lynn and Van Hanen. *Forum for Social Economics*, 43(1): 40-56.

- Dicle, Mehmet F. and John Levendis (2013). Using RFID Technology to Track Attendance. *Journal for Economic Educators*, 13(1): 29-38.

- Seyler, Edward and John Levendis (2013). What Was the Role of Monetary Policy in the Greek Financial Crisis? *South-Eastern Europe Journal of Economics,* 11(2): 117-137.

- Dicle, Mehmet F. and John Levendis (2013). The impact of technological improvements on developing financial markets: The case of the Johannesburg Stock Exchange. *Review of Development Finance*, 3(4): 204–213.

- Dicle, Mehmet F. and John Levendis. (2013). Comment on Johnson and Soenen (2004): The US stock market and the international value of the US dollar. *Journal of Economics and Business* 69: 101-108.

- Dicle, Betul, John Levendis and Mehmet F. Dicle. (2013). Importing US exchange rate data from the Federal Reserve and standardizing country names accross datasets. *Stata Journal*, 13(2): 315-322.

- Levendis, John and Gavin Waters. (2013). Lags in Production and Consumption in a Neoclassical Growth Model. *Midwestern Business and Economic Review*, 48(Spring): 1-5.

- Dicle, Mehmet and John Levendis. (2013). Estimating Geweke's (1982) measure of instantaneous feedback. *Stata Journal*, 13(1): 136-140.

- Levendis, John and Sang H. Lee. (2013). On the endogeneity of telecommunications and economic growth: Evidence from Asia. *Information Technology for Develoment*, 19(1): 62-85.

- Lee, Sang H., John Levendis, and Luis Gutierrez. (2012). Telecommunications and Economic Growth: An Empirical Analysis of Sub-Saharan Africa. *Applied Economics*, 44(4): 461-469.

- Dicle, Mehmet and John Levendis. (2011). Importing Financial Data. *Stata Journal*, 11(4): 620-626.

- Dicle, Mehmet and John Levendis. (2011). The DL-Trading Game. *Journal of Financial Education*, 37(1/2) 55-82.

- Dicle, Mehmet and John Levendis. (2011). Greek Market Efficiency and Its International Integration. *Journal of International Financial Markets, Institutions & Money*, 21(2): 229–246.

- McKenzie, Russell and John Levendis. (2010). Flood Hazards and Urban Housing Markets: The Effects of Katrina on New Orleans. *Journal of Real Estate Finance and Economics*, 40(1): 62-76.

- Levendis, John. (2010). Flood Hazards and Elevation: A Semi-Parametric Approach. *Real Estate Review* 39(2): 19-26. (This journal is editorially reviewed.)

- Levendis, John and Gavin Waters. (2010). Corporate Corruption and Chaos: A Formal Recursive Model. *International Journal of Business and Management Science, 2*(2): 177-192.

- Levendis, John. (2009). How Efficient Were the New Orleans Slave Auctions? A Structural Econometric Approach. *Southwestern Economic Review*, 36(1): 95-104.

- Levendis, John and Craig Santicola. (2009). What is the Most Popular Movie of All Time? Teaching the Importance of *Ceteris Paribus*. *American Journal of Business Education*, 2(1).

- Levendis, John. (2009). The Descriptive Ability of the Ricardian Growth Model. *Virginia Economic Journal, 14*: 1-20.

- Palmer, Vernon and John Levendis. (2008). The Louisiana Supreme Court in Question: An Empirical Study of the Effect of Campaign Money on the Judicial Function. *Tulane Law Review*, 82(2): 1291-1314. (This, like all Law Review articles, was editorially reviewed. However, given the sensitive and volatile subject matter, the statistical calculations were also reviewed by two outside statisticians.)

- McKenzie, Russell and John Levendis. (2008). What Recantation? The Wages Fund Doctrines of J. S. Mill in light of Smith, and Ricardo. *Humanomics*, 24(4): 293-305.

- Levendis, John. (2007). Qualities and Effective-Quantities of Slaves In New Orleans. *Southwestern Economic Review*, 34(1): 161-177.

- Block, Walter, Jerry Dauterive and John Levendis. (2007). Globalization and the Concept of Subsistence Wages. *Journal of Income Distribution 16* (1): 74-88. (This journal is editorially reviewed.)

- Saliba, Michael, Walter Block and John Levendis. (2007). Tariffs on Steel: Special Interests vs. Free Enterprise. *Indian Journal of Economics and Business: Special Issue on Economic Development, Transition Economics, and Globalization: Austrian and Public Choice Perspectives*, pp: 139-151.

- Levendis, John. (2007). The Fallacy of Wage Cuts and Keynes' Involuntary Unemployment." *Journal of the History of Economic Thought, 29*(3): 309-329.

- Lee, Sang H., and John Levendis. (2006). Creation of a Separate Telecom Regulatory Agency – A Duration Analysis of Its Time Pattern. *Contemporary Economic Policy*, 24(3): 407 - 417.

- Levendis, John and Russell McKenzie. (2006). Policy effectiveness in the South African economy. *African Economic and Business Review,4*(2): 1-15.

- Levendis, John, Walter Block and Joseph Morrel. (2006). Nuclear Power. *Journal of Business Ethics, 67*(1): 37-49.

- Levendis, John. (2005). Sexual Harassment Over the Business Cycle. *Review of Business Research*, 5(1): 189-198.

BOOK REVIEWS:

- Larry Grubbs' *Secular Missionaries: Americans and African Development in the 1960s.* EH.net, the website of the Economic History Association.

- Robert Higgs' *Against Leviathan*. *Review of Political Economy*, v. 20, no. 1, 147–157, January 2008.

- Douglas Husak's and Peter de Marneffe's *The Legalization of Drugs*. *American Journal of Economics and Sociology,* 67(5), November 2008, pp.1025-1030.

- David Reisman's *Schumpeter's Market*. *Review of Political Economy,* 2006, *v.18*, no. 2, 283-286.

- Franklin Foer's *How Soccer Explains the World: An (Unlikely) Theory of Globalization. The American Economist*, Fall 2006, v.L(2), 86-88.

BOOK CHAPTERS:

- Levendis, John. (2011). Five books in my making as an economist. In Kevin Rabalais and Jennifer Levasseur (Eds). *Sacred Trespasses: A Loyola New Orleans Faculty Reader.* Walker Percy Center for Writing and Publishing. Pp. 93-98.

- Stringham, Edward Peter, and John Levendis (2010). The Relationship between Economic Freedom and Homicide. In Gwartney, James, Joshua Hall and Robert Lawson (Eds.). *Economic Freedom of the World: 2010 Annual Report.* Fraser Institute. Pp. 203-217.

- "Economic Statistics". Entry in the *Encyclopedia of Business in Today's World*. Charles Wankel, ed. SAGE Press. (2009) pp. 563-565.

CONFERENCE PRESENTATIONS:

- "Investor perception of second amendment related policy change" by John Levendis, Mehmet F. Dicle and Betul Dicle.
    - Southern Political Science Association, New Orleans, 1/12/2017. (Presented by Mehmet F. Dicle.)
    - Public Choice Society Conference, New Orleans, 3/3/2017.

- "The Sexual Orientation Wage Gap in the US" by Rachel Sayers, John Levendis, and Mehmet F. Dicle. Southern Political Science Association, New Orleans, 1/13/2017.

- "The Efficacy of Financial Literacy Education" by Luke Livaudais, John Levendis and Mehmet Dicle.
    - Academy of Business Research conference, 10/19/2016.
    - International Association of Business and Public Administration Disciplines. New Orleans, 10/21/2016.

- "Efficient Corruption" by John Levendis.
    - Southern Economics Association Conference, New Orleans, LA 11/21/2015.
    - Southern Economics Association Conference, Washington, DC 11/21/2016.

- "Austrianism and Econometrics" by John Levendis and Leo Krasnozhon. Austrian Economics Research Conference, Auburn, AL. 3/21/2014

- "Taxation, Regulation, and Smoking Cessation" by Thomas Carton, Sang Lee, John Levendis, and Iben Rickett. Academy of Business Research Conference, New Orleans, 3/15/2013.

- "The Sexual Orientation Wage Gap" by Rachel Sayers and John Levendis. Academy of Business Research Conference, New Orleans, 3/15/2013.

- Panelist. Discussion of *The Clash of Economic Ideas* by Lawrence H. White and *Madmen, Intellectuals, and Academic Scribblers* by Wayne A. Leighton and Edward J. Lopez. Public Choice Society annual conference, New Orleans, March 8, 2013.

- "Religious Fractionalization and Economic Growth: A Bayesian Error-in-Variables Model."
    - Clute Institute Conference. New Orleans. March 14, 2011.
    - Academy of Business Research,. New Orleans. March 16, 2011.
    - International Association of Business and Public Administration Disciplines. New Orleans, Oct. 22, 2010.

- "The Impact of Technological Improvements on Developing Financial Markets: The Case of the Johannesburg Stock Exchange." Academy of Business Research, Spring 2011 Conference. New Orleans. March 16, 2011.

- "Alcohol and the Wealth of Nations." Presented at the Association of Private Enterprise Education (APEE) annual conference. Nassau, Bahamas. April 11, 2011.

- "The Endogeneity of IQ and Economic Development: A Critique of Lynn and van Hanen." Presented with Jennifer Moreale. International Association of Business and Public Administration Disciplines. New Orleans, Oct. 22, 2010.

- "The Louisiana Supreme Court in Question: An Empirical and Statistical Study of the Effect of Campaign Money on the Judicial Function." Austrian Scholar's Conference, Auburn, Al., March 14th, 2008.

- "What Was the Most Popular Movie of All Time? Teaching the Teaching the Importance of Real, Per Capita, and Percent of GDP Values." European Applied Business conference. Rothenburg, Germany. June 2008.

- "The Value of Elevation in New Orleans." Presented at the International Atlantic Economic Conference, Savannah, GA, Oct. 8, 2007.

- "Flood Hazards and Urban Housing Markets: The Effects of Katrina on New Orleans."
  - International Academy of Business and Economics conference, Las Vegas, NV., Oct 15, 2007.
  - Southern Economic Association Conference, New Orleans, La., Nov. 20, 2007.

- "Sexual Harassment over the Business Cycle."
  - Midwest Economic Association meetings, in Milwaukee, March 11, 2005.
  - International Academy of Business and Economics (IABE) 2005 Conference in Las Vegas, Nevada, October 18, 2005.

- "Hedonics and the Estimation of a Supply and Demand System for Slaves" Presented at Midwest Economics Association meetings, in Chicago, March 2004.

SESSION CHAIR

- Finance/International Finance session. IABPAD Conference, New Orleans. 2016.

- Financial Literacy Meets Hayek. Southern Economics Association 2015 conference.

- Economics Session. Academy of Business Research, Spring 2011 Conference. 2011.

- Economics/Global Economics Session. IABPAD Conference, New Orleans. 2010.

OTHER PRESENTATIONS / MEDIA MENTIONS

- New Orleans Regional Council of Business Economists, 1/10/2017: "Efficient Corruption"

- “NO City Council approves short-term rental regulations” in Louisiana Weekly, by Fritz Esker, cited research by Levendis and Dicle on Airbnb. Available online at: http://www.louisianaweekly.com/n-o-city-council-approves-short-term-rental-regulations/

- “New Orleans City Council to take up short-term rentals today” referenced our research on Airbnb. The story was picked up on Oct. 20, 2016 by the following stations:
    - KSWO-TV 7: http://www.kswo.com/story/33435001/new-orleans-city-council-to-take-up-short-term-rentals-today
    - NewsChannel 10: http://www.newschannel10.com/story/33435001/new-orleans-city-council-to-take-up-short-term-rentals-today
    - NewsWest 9: http://www.newswest9.com/story/33435001/new-orleans-city-council-to-take-up-short-term-rentals-today
    - WMC Action News 5: http://www.wmcactionnews5.com/story/33435001/new-orleans-city-council-to-take-up-short-term-rentals-today
    - KPLC 7 News: http://www.kplctv.com/story/33435001/new-orleans-city-council-to-take-up-short-term-rentals-today
    - KXXV-TV ABC: http://www.kxxv.com/story/33435001/new-orleans-city-council-to-take-up-short-term-rentals-today
    - Telemundo Amarillo: http://www.telemundoamarillo.com/story/33435001/new-orleans-city-council-to-take-up-short-term-rentals-today
    - KSLA News 12: http://www.ksla.com/story/33435001/new-orleans-city-council-to-take-up-short-term-rentals-today
    - WDAM - Channel 7: http://www.wdam.com/story/33435001/new-orleans-city-council-to-take-up-short-term-rentals-today
    - WVUE New Orleans: http://www.fox8live.com/story/33435001/new-orleans-city-council-to-take-up-short-term-rentals-today

- My economic impact research with Mehmet Dicle was mentioned on Airbnb’s website. “Airbnb community brought in $185 million to New Orleans.” https://www.airbnbaction.com/report-airbnb-community-brought-in-185m-to-new-orleans-economy/

- My neighborhood impact research with Mehmet Dicle was mentioned on Airbnb’s website. “Report: Airbnb has "no discernible impact" on rental prices in New Orleans” https://www.airbnbaction.com/report-airbnb-has-no-discernible-impact-on-rental-prices-in-new-orleans/

- Interviewed by WDSU on 6/24/2016 regarding the Brexit: http://m.wdsu.com/news/brexit-what-it-means-for-local-economy/40215118

- Interviewd by CNN / Headline News on the regional economy post-Katrina. 8/29/15 – 8/30/15. http://www.cnn.com/video/data/2.0/video/us/2015/08/29/katrina-business-ten-years-later-nobles-dnt.cnn.html. The story was aired on HLN and in local affiliate stations across the country including those normally associated with ABC, CBS, NBC, and Fox.

- The Greek Economy: A Tragi-comedy. Pre-performance lecture for the Loyola Theatre Department’s production of Aristophanes’ “Wealth.” 02/01/2013.

- Interviewed by WWL-870. 02/29/2012. Discussion with Garland Robinette about Occupy Wall Street and the Economics of Happiness.

- Interviewed by WWL-870. 09/13/2011. Discussion with Bob Delgiorno about an AARP study on food insecurity among 40-59 year olds.
- Interviewed by WWL-870. 06/30/2011. “Think-Tank with Garland Robinette” Comment on President Obama’s proposal to close oil tax loopholes.
- Interviewed by WWL-TV, 05/19/11. “Stretching your dollar” segment on mygallons.com and gasoline hedging. 6:00am news.
- Interviewd by WDSU Ch6, 05/12/11. Segment on economic impact of closing the Port of New Orleans during the flood.
- Interviewed by Fox8 morning news, 1/27/11. Segment on DJIA breaking 12000.
- “Project Economy” WDSU Channel 6, “6 at 4:00”, 11/27/09. Segment on Black Friday.
- “Project Economy” WDSU Channel 6, “6 at 4:00”, 11/19/09. Segment on the CPI, PPI and whether inflation is looming.
- “Project Economy” WDSU Channel 6, “6 at 4:00”, 11/05/09. Segment on real estate.
- “Project Economy” WDSU Channel 6, “6 at 4:00”, 10/23/09. Segment on the Beige Book and economic outlook.
- “Project Economy” WDSU Channel 6, “6 at 4:00”, 10/08/09. Segment on projected sales for Halloween.
- “Project Economy” WDSU Channel 6, “6 at 4:00”, 10/01/09. Segment on the Consumer Confidence Index.
- “Project Economy” WDSU Channel 6, “6 at 4:00”, 9/22/09. Segment on the Men’s Underwear Index.
- “Economics Monday” Featured guest on Tommy Tucker’s “The recession and stress testing banks” show, WWL-Radio, 870 AM and 105.3 FM. 6/29/09, 8:00-9:00pm. Podcast available at: http://audio.wwl.com/m/audio/23845791/monday-nite-economics.htm?pageid=61511
- “Economics Monday” Featured guest on Tommy Tucker’s “Cash for Clunkers” show, WWL-Radio, 870 AM and 105.3 FM. 6/29/09, 8:00-9:00pm. Podcast available at: http://audio.wwl.com/s/1587793/the-tommy-tucker-show.htm
- “Economics Monday” Featured guest on Tommy Tucker’s “The recession and bailout” segment, WWL-Radio, 870 AM and 105.3 FM. 4/27/09, 8:00-9:00pm. Podcast available at: http://audio.wwl.com/m/audio/22172454/4-27-8pm-monday-economics.htm?pageid=72989
- “The Moral Values of the Free-Market” Debate with Terry Hoyt of the Loyola Philsophy department. Sponsored by the Economics Club. 4/21/09.

- "Economics Monday" Guest on Tommy Tucker's "The state of the economy" segment, WWL-Radio, 870 AM and 105.3 FM. 4/20/09, 8:00-9:00pm. Podcast available at: http://audio.wwl.com/m/audio/22126473/4-20-8pm-john-levendis.htm?pageid=72963

- Urban League Young Professionals panel discussion on the Presidential Debates, with a focus on the financial crisis. 10/07/08.

- "Monetary Freedom and the Liberal Order" Liberty Fund Colloquium. Indianapolis, IN, 10/02/08 – 10/04/08.

- "Project Economy" WDSU Channel 6, "6 at 4:00", 9/16/09. Segment on the anniversary of the collapse of Lehmann Brothers.

- "Free to Choose, part 2", panel discussion, Loyola University, 4/23/08.

- "Free to Choose, part 1", panel discussion, Loyola University, 4/09/08.

- "The Louisiana Supreme Court in Question", invited lecture to LSU Health Sciences' Biostatistics Department. 2/18/08.

- Guest for a one-hour segment on the Garland Robinette's radio show "Think Tank" hosted by Tommy Tucker, WWL 860am, 105.3fm, and wwl.com. 2/07/08. Discussion was about my and Vernon Palmer's study of the La. Supreme Court. Available online at: http://wwl.com/pages/1050632.php?

- "Commanding Heights III" panel discussion, Loyola University. 11/07/2007

- "Which Grocery Store Has Best Deals?" interview on WDSU. Aired 5:00m 11/19/07. Available at: http://www.wdsu.com/video/14643550/index.html?taf=no

- "Wal-Mart's New Prescription Drug Policy" interview on WDSU. Aired 5:00pm. 10/10/07.

CONSULTING

- Hired by Airbnb to conduct a Neighborhood Impact Study of Airbnb's effects on New Orleans area rental prices, 2016. http://ssrn.com/abstract=2856771 and https://www.airbnbaction.com/report-airbnb-has-no-discernible-impact-on-rental-prices-in-new-orleans/

- Hired by Airbnb to conduct an Economic Impact Study of Airbnb's effects on New Orleans' economy, 2016. http://ssrn.com/abstract=2856770 and https://www.airbnbaction.com/report-airbnb-community-brought-in-185m-to-new-orleans-economy/

- Retained as an expert in calculating economic damages for litigation by a number of law firms in the New Orleans area.

- Real estate valuation consultant for Real Estate Network, LLC. Contact: Troy Tomlinson.

- Helped found the annual NOMAR/CID/Loyola Economic Forecast conference.

- Statistical consultant on “The Louisiana Supreme Court in Caperton’s Wake: An Empirical Investigation Into the Effects of Campaign Contributions on the High Court’s Rulings” by Vernon Valentine Palmer. Published in *Global Jurist*, Fall 2010.

- “Bruise Relief” pilot study for topical cream. Statistical consulting. Completed 4/28/09. WWL-TV had a piece on Bruise Relief: http://www.wwltv.com/medical/stories/wwl051509mlwrinkle.8eda7f6.html.

PROFESSIONAL AFFILIATIONS

- New Orleans Regional Council of Business Economists, 2014-present
    - Executive Committee member, 2015-present
- National Association of Forensic Economics, 2015-present
- American Economics Association, member, 2003-2004, 2006-present
- Cliometric Society, member, 2003-2011
- History of Economics Society, member Oct 2006-present
- International Atlantic Economic Society, 2012-present
- Midwest Economics Association, member, 2003-2005.
- Society for the Development of Austrian Economics, member, 2007-present
- Southern Economics Association, 2007-present
- World Affairs Council, member, 2004-2009

REFEREE

- *American Economist*
- *American Journal of Economics and Sociology*
- *Business and Economic Research*
- Czech Science Foundation
- *European Journal of Political Economy*
- *Emerging Markets Finance and Trade*
- *Forum for Social Economics*
- *Information Technology for Development*
- *International Academy of Business and Economics*
- *International Journal of Social Economics*
- *Journal of Economic Education*
- *Journal of Economics and International Finance*
- *Journal of Economics and Finance*
- *Journal of International Financial Markets, Institutions and Money*
- *Journal of Real Estate Finance and Economics*
- *Review of Austrian Economics*
- *Review of Political Economy*
- *The Stata Journal*

SERVICE

- **Faculty Senate (F14 – present), Chair (F16-S17)**
- Provost's Council (F16 – present)
- Search Committee for the Vice President for Enrollment Management (F2016 – present)
- QEP Collaborative Research workgroup (F16)
- Center for the Study of New Orleans advisory committee (F16 – present)
- Presidential Advisory Workgroup (S15 – F16)
- University Budget Committee, alternate (F14 – S16)
- Ad Hoc Committee on Academic Structures (F14 – S15)
- College of Business Rank & Tenure Committee: non-tenured member (F09 – F10), tenured member (F13 – present), Chair (F14-S16)
- Internal Grants Committee (F12 – F15)
- Ignatian Scholarship Selection Committee (2006 – 2017)
- Computational Sciences Minor advisory committee (S09 – F14)
- *Omicron Delta Epsilon* – Economics Honor Society – Advisor (F6 – present)
- University Honors Advisory Board, CoB rep. (F06 – S09, F14 – S17)
- Chair, Search committee for tenure-track assistant professor in Stats/Econ (2012)
- Search committee for tenure-track assistant professor in IB/Mktng (F12)
- *Delta Sigma Pi* – Business Honor Society – Advisor (S11 – S12)
- Exchange Program Selection Committee (F07 – F12)
- Common Curriculum Implementation Task Force (F10 – S10)
- MBA Curriculum Committee (F08- S10, F12- S14)
- Undergraduate Curriculum Committee, CoB Committee ('06 – '08, '09-'10, '12-'13)
- Capital Campaign Building Renovation Committee for the CoB (F09)
- MBA Assessment Committee (S09)
- Economics Club advisor, (F08 – S09).
- Biever Lecture Series committee, CoB rep. (F06 – S09)
- CoB Strategic Planning Committee, at large representative (2007 – 2008)

HONORS

- **SGA's Faculty of the Year award, 2017**
- **Faculty Award for Outstanding Service, Loyola CoB – 2016**
- **Faculty Award for Outstanding MBA Teacher, Loyola CoB – 2015**
- **Faculty Award for Outstanding Service, Loyola CoB – 2015**
- Best paper in session. 2013 Academy of Business Research Conference.
- **Faculty Award for Outstanding Research, Loyola CoB – 2011**
- Best paper in Economics award. 2011 Applied Business Research Conference
- **Faculty Award for Outstanding Research, Loyola CoB – 2008**
- Best Paper Award. 2008 European Applied Business Research Conference.
- Faculty/Course Development Grant, $2000, Loyola University New Orleans, 2008.
- **Faculty Award for Outstanding Research, Loyola CoB – 2006**
- Outstanding Economics Teaching Assistant, University of Iowa, F99 – S00
- Tuition scholarship, University of Iowa, Summer 2000, '01; Spring '01; 2003
- John X. Wegmann Award for Outstanding BBA, Loyola University New Orleans, 1997
- Outstanding Economics B.B.A., Loyola University New Orleans, 1997
- Ignatian Scholarship (Full scholarship) Loyola University New Orleans, 1993-1997.

Kathleen Lindsay

EDUCATION

PhD, Financial Economics Expected Graduation: December 2016
University of New Orleans, New Orleans, LA

Master's Degree, Financial Economics May 2013
University of New Orleans, New Orleans, LA

Bachelor of Science, Business Economics May 2008
Louisiana Tech University, Ruston, LA

RESEARCH INTERESTS

Dissertation Working Paper
"How does the presence of institutional investors affect firm performance during recessions?"
It is widely understood that institutional investors offer a degree of monitoring benefits to the firms in which they invest. I investigate another mechanism which has the potential to affect firm performance—investment behavior. I analyze the relationship between institutional investors and the capital expenditures of firms in which they invest during economic crises, and I explore how the capital investment affects concurrent and subsequent firm performance.

Working Papers
"The effect of S-Corporation status on bank performance during recessions"
"Risk Premium and the Concentration of Aggregate Shocks: Evidence from the US"

Broad Interests
The effect of recessions on investor behavior and firm behavior
The effect of institutional investors on firm behavior
The effect of investor protection laws on investor behavior and firm performance
Government and market transparency

WORK EXPERIENCE

University of New Orleans August 2012 – December 2015

Teaching Graduate Assistant August 2013-August 2015
- Fundamentals of Finance
- Money & Banking
- Quantitative Methods for Business & Economics
- Awarded the Outstanding Faculty Student Choice Award

Graduate Assistant, nonteaching August 2012-December 2015
Administrative support
- Assist faculty in research such as seeking past literature that is relevant to the faculty member's working topic and providing summary statistics on surveys obtained
- Assist faculty in classroom tasks such as material preparation, attendance, and grading

Whitney National Bank January 2007 - June 2011

Assistant Branch Manager, New Orleans, LA May 2010 – June 2011
Branch Responsibilities

- Analyze daily risk reports
- Perform branch monthly and annual audits
- Monitor branch inventory and orders
- Customer acquisition and account maintenance

Supervisor Responsibilities

- Teller performance, schedules, attendance and discipline
- Established incentive system for teller product knowledge and referrals
- Trained tellers and personal bankers on Extra and Sellstation Platform systems

Personal Banker, New Orleans, LA June 2009 – May 2010

- Responsible for acquiring new customers
- Performed customer maintenance on existing accounts

Utility Teller, Northshore Region January 2009-June 2009

- Performed customer transactions utilizing the SellStation Teller System
- Customer Referrals

<u>ACCOMPLISHMENTS</u>

Outstanding Faculty Student Choice Award, University of New Orleans	2014
Outstanding Graduate Assistant, University of New Orleans	2013, 2014
College of Business Outstanding Senior Scholar, Louisiana Tech University	2008
Wall Street Journal Outstanding Scholar	2008
Kappa Delta-Nan Wibker Leadership Award	2008

<u>PROFESSIONAL ASSOCIATIONS</u>

Southwestern Finance Association 2013-2015

<u>SKILLS</u>

Proficient use of Microsoft Office suite
Knowledge of banking account systems (Extra! and SellStation)
Knowledge of statistical analysis programs (SAS, Eviews and TSP)
Knowledge of teaching platform Moodle

<u>VOLUNTEER</u>

Hagar's House August 2015-December 2015
Hagar's house is a home for homeless women and their children.

- Initiated and coordinated a three-part series of workshops for the residents on goal-setting, career counseling, and managing personal finances
- Presented the personal finance workshops and discussed budgeting and making savvy choices with the end-goal of establishing an emergency savings account

Nate Straight

Professional Experience

2015 — present	Director of Assessment & Program Support Loyola University New Orleans Joseph A. Butt, S.J., College of Business

All of below for Assessment Coordinator position, and additionally:

» Drafted financial and performance dashboards for strategic planning.

» Prepared financial reports for College and comprehensive cost / revenue analysis under 2 successive University-wide financial equilibrium projects.

» Developed curriculum for new major and minor in Business Analytics.

» Advised individual students (n ≈ 25), and prepared GPA audits and academic plans for all at-risk and probationary students college-wide.

2008 — 2015	Assessment Coordinator Loyola University New Orleans Joseph A. Butt, S.J., College of Business

» Served as analyst for University economic impact study (2011-2014).

» Directed all assurance of learning / assessment work for the College.

» Developed comprehensive assessment exams for all business programs.

» Prepared all relevant reports supporting SACS / AACSB accreditation.

» Conducted data analyses, environmental scans, benchmarking studies, and other ad hoc analysis to support College and University planning.

» Prepared College annual / quarterly reports for Provost / Univ. board.

» Scheduled course offerings respecting constraints of student demand, classroom availability, faculty teaching load, and course conflicts.

Teaching Experience

2011 — present	Lecturer in Decision Science (Adjunct) Loyola University New Orleans
2016	Loyola MBA Student Association “Top Gun” Award for Most Outstanding MBA Teacher

Educational Preparation

2013	Earned Six Sigma Green Belt Certification
2013	6 post-graduate credits: Lean Six Sigma & Predictive Analytics Loyola University New Orleans | Maria Sirois
2012	40-hour Seminar in Structural Equation Modeling Louisiana Tech University | Barry J. Babin
2010	8-hour Workshop in Structural Equation Modeling University of Maryland | Gregory R. Hancock
2008	Master of Business Administration Loyola University New Orleans » Summa Cum Laude, Ignatian Award, G. Ralph Smith Award
2006	Bachelor of Music, Minor in Economics Loyola University New Orleans » Summa Cum Laude, Theodore Presser Foundation Award

Other Professional Service

2015—present	Prepared and delivered 2-day GMAT prep. to MBA prospects
2015—present	Prepared and delivered 3-hour Excel Boot Camp to MBAs / staff
2014	Delivered presentation on advanced spreadsheet modeling to Hospitality & Financial Technology Professionals conference

Professional / Technical Skills

» STATA and SPSS (data analysis, modeling, etc)

» Microsoft Excel (including VBA programming)

» Lean Six Sigma and DMAIC / DMADV project model

» SurveyMonkey and Qualtrics (survey design / deployment)

Lester F. Alexander

EDUCATION

UNIVERSITY OF NORTH CAROLINA
Master of Business Administration - Finance and Marketing Concentrations - May 1993

UNIVERSITY OF VIRGINIA
Bachelor of Science in Commerce - Finance and Marketing Concentrations - May 1989

EXPERIENCE

MSB FAIRWAY CAPITAL PARTNERS
Managing Director **2011-present**
• Actively involved in the formation and fundraising for a $200 million equity fund focused on the energy industry and a $150 million SBIC mezzanine fund.
• Prepare marketing materials and organizational documents for the funds.
• Make presentations to potential limited pa11ner candidates and placement agents.

ADVANTAGE CAPITAL PARTNERS
Senior Vice President **2007-2010**
• Originated, negotiated, structured and funded investments in early stage companies and established businesses seeking senior debt, subordinated debt and equity growth capital.
• Completed 13 investments totaling approximately $30 million in companies in the healthcare, hospitality, energy, manufacturing, business services and technology industries.
• Voting member of the firm's Investment Committee.
• Former member of the board of directors of several portfolio companies.
• Structured equity and debt investments to conform to the rules of certain state CAPCO programs as well as federal and state New Market Tax Credit programs.

FERRARA FIRE APPARATUS. INC
President **2006-2007**
• Managed a business with 450 employees producing more than 300 vehicles annually at its 300,000 square foot manufacturing facility.
• Increased sales 20% and EBITDA 50% in 2007 through several strategic initiatives.
• Coordinated the expansion of the company's customer base beyond fire departments to include EMS, USAR, SWAT, police departments and other non-traditional end users.
• Implemented a Systems and Processes Team that improved communications, productivity and profitability through the introduction of automation, technology and defined procedures.
• Coordinated international sales efforts in China, Turkey and Mexico.
• Managed the development of a new 85-foot, five section, mid-mount aerial platform fire apparatus that expanded the company's high margin aerial product line.
• Reestablished annual direct sales and dealer training sessions and instituted sales training sessions at aerial supplier facility.
• Optimized chassis and aerial production schedules to eliminate bottlenecks and increase production.
• Developed pricing model for emergency rescue vehicles, command centers and trailers.
• Managed the development of a web portal for dealers and direct salesmen to track bid results, review pricing, obtain completed vehicle photos and drawings, and access sales materials.

HOWARD WEIL INCORPORATED
Managing Director - Investment Banking **2005-2006**
• Raised $6 billion through 20 public offerings and private placements of equity and debt.
• Reestablished corporate finance department within successful investment banking firm.
• Provided investment banking services including public offerings of equity and debt securities, merger and acquisition, private placement and financial advisory services.
• Represented energy clients in exploration & production, oilfield services and gas & power.
• Developed and managed relationships with public and private clients, private equity groups, mezzanine lenders, commercial banks, other financing sources and referral sources.
• Performed due diligence activities in conjunction with investment banking assignments.
• Participated in the drafting of registration statements and descriptive memoranda.
• Designed computer models used in the analysis of investment banking transactions.
• Developed standardized investment banking presentations.
• Participated in the firm's annual institutional investor energy conference which attracted over 100 public company CEOs as presenters and over 1,000 institutional investors each year.

LECORGNE LOEWENBAUM & CO.
Managing Director **2004-2005**
Vice President **1999-2004**

• Managed numerous merger and acquisition transactions and financial advisory assignments, including a $100 million merger between two government information technology companies.
• Participated in private placement transactions for early stage, private companies.
• Represented clients in such industries as industrial manufacturing, branded apparel, technology, business services and branded food products.
• Prepared and maintained the financial books and records of the firm and also developed projections, budgets and net capital calculations for regulatory purposes.
• Coordinated and reviewed the preparation of monthly financial statements, annual audits and filing of reports with the NASO and other regulatory agencies.

PROFESSIONAL

- Association for Corporate Growth
    Global Board of Directors (2009-present)
    Chairman of Finance and Executive Committee member (2011-2013)
    Finance Committee member (2009-2011) and Audit Chairman (20I0-2011)
    Louisiana Chapter - Founder, Past President (2004-2007) and Director (2004-present)
- Baker Donelson Emerging Company Boot Camp on the topic of venture capital
- Acadiana CFO Roundtable on the topic of mezzanine financing
- Louisiana Venture Capital Forum on the topic of angel investing
- Mississippi Conference on High Technology on regional capital coalitions
- Community Development Venture Capital Alliance on double bottom line
- Turnaround Management Association meeting on accessing capital sources
- Idea Village on the subject of private equity financing and venture capital
- Judge for the Tulane University Business Plan competition, ACG Cup and ACG LA awards
- Former Financial and Operations Principal (Series 27)
- Registered Representative (Series 7 & 63)
- Former member of various organizations (YPO, NVCA, FAMA, FEMSA, IPAA)

Jon J. Atkinson

SKILLS SUMARY

Innovative and creative business professional experienced in multiple facets of finance and strategic planning to effectively catalyze business growth. Proven track record in delivering results through managing people and successful program implementation. Highly effective in cultivation of new clients and stakeholder relationships. Recognized for managing multiple projects while delivering quantifiable results and meeting deadlines. Commitment to high standards. Responsible. Original thinker.

EXPERIENCE

LOYOLA UNIVERSITY NEW ORLEANS **New Orleans, LA**
Director/Visiting Assistant Professor of Management **2014 - Present**
Founding Director of the Center for Entrepreneurship and Community Development

- Lead program development including start-up internship placements, speaker series, and tech boot-camp
- Facilitate faculty and curriculum development to incorporate entrepreneurship education in the core academic curriculum and develop a graduate "track" and undergraduate minor in Entrepreneurship
- Teach lean methodologies through MBA"Venture Week" and forthcoming "Cases in Entrepreneurship" class.

SOUTH COAST ANGEL FUND II **New Orleans, LA**
Fund Executive **2013 - Present**
Administer day-to-day activities on behalf of the "member-managed," early stage, committed capital, investment fund

- Source and vet potential investment opportunities and educate entrepreneurs to generate "deal ready" pipeline
- Coordinate due diligence through efficiently maximizing member resources and cultivating external expertise
- Facilitate investment negotiations
- Work with portfolio companies to maximize returns and facilitate access to community resources

SOUTH COAST CAPITAL MANAGEMENT **New Orleans, LA**
Managing Director **2013 - Present**
Lead the development of committed capital funding opportunities to support high-growth ventures across the Gulf Coast

- Develop operational systems to scale early stage equity investing platform
- Organize new funds and develop niche funding opportunities
- Develop regional and national relationships to facilitate portfolio company growth to scale and exit

TULANE UNIVERSITY **New Orleans, LA**
Adjunct Lecturer **2013 - 2014**
Lecture on wide range of topics related to entrepreneurial and corporate finance

- Develop "principles of finance" curriculum covering corporate and entrepreneurial financial management, time value of money, and asset valuation
- Focus on practical application using real-life examples and case based teaching method

TRUFUND (formerly SEEDCO) FINANCIAL SERVICES, INC **New Orleans, LA**
Manager of Originations/Senior Loan Officer **2010 – 2014**
Managed business development, due diligence, client relationships, and deal closings for Louisiana office

- Specialized in cash flow based lending to growth oriented companies in high risk industries
- Closed an average of 16-20 deals annually representing $2.4M in new financings sourced from $4M-$5M in annual deal flow
- Recruited, hired, trained, and supervised Louisiana lending and originations staff
- Selected to the national strategy committee tasked with developing cross-organization innovation and growth strategy, brand and positioning, operations, fund development, and business development strategies
- Oversaw organization-wide roll out of SBA 7(a) Community Advantage loan program
- Led development and adoption of strategic niche contract mobilization lending program

HANCOCK BANK OF LOUSIANA **New Orleans, LA**
Portfolio Manager/Bank Officer **2007 - 2010**
Credit trained portfolio manager responsible for bank's largest single commercial and industrial (C&I) portfolio

- Responsible for over $120M in commercial loans and $40M in commercial deposits
- Coordinated sales, underwriting, and credit approval functions for new business and renewals
- Rehabilitated underperforming loans
- Managed and developed client relationships

EEZ FUSION AND SUSHI **Charlotte, NC**
Assistant General Manager **2006 – 2007**
Daily operations manager for a rapidly growing innovative restaurant concept

- Managed 30 employees and 2 assistant managers through a period of 3x-4x annual revenue growth
- Implemented fiscal and inventory controls, product quality control, and hiring and training procedures
- Fostered "customer first" culture

EDUCATION

TULANE UNIVERSITY, FREEMAN SCHOOL OF BUSINESS **New Orleans, LA**
Master of Business Administration **August 2011**
Concentration: Strategic Management and Leadership;
Specialization: Entrepreneurship

DAVIDSON COLLEGE **Davidson, NC**
Bachelor of Arts **May 2006**
Major: Economics

TRAINING AND CERTIFICATIONS

Department of the Treasury CDFI Fund Innovations in Small Business Lending Training; National Development Council Economic and Community Development Finance Certificate; Hancock Bank Commercial Credit School Certificate of Completion; Junior League of New Orleans Non-Profit Board Leadership Training; Certiport Certification of Specialist in MS Excel

AWARDS AND HONORS

- Silicon Bayou 2014
  100 Most Influential and Active People in Tech and Entrepreneurship
- New Orleans City Business 2011
  Money Maker Award for City's Top 50 Financial Professionals
- Ashoka 2010 Student Innovations Award/TEDx Presenter at AshokaU Conference
- Guest Judge: Idea Village Speed to Seed, CED Flex Fund Pitch, New Day Challenge, Pitch Nola, Start-up Weekend New Orleans, and Bayou Classic Regional Business Plan Competition

AFFILIATIONS AND MEMBERSHIPS

The New Orleans Chamber of Commerce (Former Small Business Committee Member), Association for Corporate Growth, Idea Village Capital Round Table, Tulane Center for Engaged Learning and Teaching Advisory Board, Davidson Alumni New Orleans Chapter (Past President)

PROFESSIONAL ACTIVITIES

CHANGEMAKER INSTITUTE @ TULANE **New Orleans, LA**
Founder / Advisory Board Chair **2010-2011 / 2011 - Present**

Founded the Changemaker Institute social venture incubator based on the principals of "facilitate, link, and leverage" to assist Tulane students interested in pursuing scalable business ideas that address social and community problems

- Developed university's entrepreneurial pipeline through idea generation events, team formation, venture incubation, creation of milestone accountability structures, and facilitating community engagement with student entrepreneurs
- Compiled and developed accelerator, "business toolkit," curriculum delivered by practicing local entrepreneurs
- Recruited instructors and a professional Advisory Board from the entrepreneurial community
- Taught and facilitated weekly interactive workshops designed to create an action plan for venture launch
- Launched 7 ventures out of Tulane including 4 New Day Challenge winners and 1 Dell Social Innovation Challenge winner; 3 ventures have been selected to participate in business accelerator programs

ST. CLAUDE MAIN STREET **New Orleans, LA**
Board Chair Emeritus **2011 - Present**

Nominated to lead organizational turnaround resulting in $275,000 of unprecedented new funding and renewed strategic focus as an economic catalyst for the re-development of a historically blighted commercial corridor as a neighborhood crossroads of commerce and culture

- Implemented organizational change initiative consisting of board development, branding, strategic planning, hiring, and the development of fiscal controls

PROPELLER: A FORCE FOR SOCIAL INNOVATION **New Orleans, LA**
Accelerator Consultant/Steering Committee Member **2008 - 2013**
Contributed to the development of incubator programming and participated in venture selection process; also, served as senior advisor and long-term growth consultant to early stage social entrepreneurship ventures:
Jack and Jake's Inc.

- Provided CFO advisory services to a start-up local food wholesaler
- Secured $300,000 in Series A financing
- Served as liaison between entrepreneur and investors
- Hired Controller and implemented systems for financial management

Matter, L3C

- Developed a phase two growth plan and 3 year pro-forma for one of the Louisiana's first 5 certified B-corp(s); Matter, L3C produces design centered home goods using a for-benefit business model
- Positioned the company to expand product lines and pitch for additional funding

PROJECT HOMECOMING, INC **New Orleans, LA**
Treasurer/Finance Committee Chair **2012 - 2014**
Board Member charged with providing fiscal oversight and financial advisory services to a 35-employee disaster relief social enterprise formerly affiliated with the Presbyterian Church of South Louisiana

- Oversee $4.5 annual budget used to construct 29 homes under state, local and national housing programs
- Participated in development of PHI as independent organization including budgeting, board development and strategic transition from disaster relief based on third party funding to affordable housing developer based on sustainable funding streams
- Oversee fundraising and grant writing efforts in conjunction with program development and fundraising committees

IDEA VILLAGE **New Orleans, LA**
IDEAcorp Consultant **2010 – 2011**
Led local inter-university MBA consulting teams in 2010 and Tulane team in 2011 in competitive one week intensive consulting engagement working with a growth stage entrepreneur to produce a high impact deliverable judged against MBA teams from top MBA schools including Stanford, Dartmouth, and Columbia

- Selected by 2010 team to lead 4 round pitch to local community and business leaders
- Pitch leader for 2010 inter-university, "impact" award winning team, selected by a 20 judge panel

Douglas Bernard

<u>Professional Experience</u>

RE/MAX Alliance
Commercial Real Estate Broker **1984-present**
Versed in all aspects of commercial real estate with an emphasis on income producing properties. Experienced and knowledgeable in the application of Historic Tax Credits and New Markets Tax Credits in deal structuring.

General Manger, Agent Office **1983-present**

Residential Sales Agent **1977 – 1983**

<u>Professional Certification</u>

Certified Commercial Investment Member (CCIM) **1985**

<u>Professional Service</u>

Business Network International (BNI)
Ambassador– Louisiana chapter

<u>Educational Background</u>

Nicholls State University
BA History **1977**

Mehmet F. Dicle
Associate Professor of Finance
College of Business, Department of Finance Loyola University New Orleans

Education

- **Ph.D. (Financial Economics), May, 2008**
  University of New Orleans, New Orleans, LA, USA
  Dissertation: "Commonality of Liquidity around the World: Possible Reasons"
  Advisers: Tarun K. Mukherjee, Ph.D. and Peihwang Wei, Ph.D.

- **Master of Science (Financial Economics), May, 2006**
  University of New Orleans, New Orleans, LA, USA

- **Master of Business Administration (Finance), August, 2003**
  Yeditepe University, Istanbul, Turkey
  Thesis: "Effects of Foreign Currency Conversion on Financial Statements"
  Advisors: Cenap Ilter, Ph.D., Murat Erdogan, Ph.D.

- **Bachelor of Business Administration, Finance and Operations Management, February, 1995**
  University of Massachusetts, Amherst, MA, USA
  Honors Thesis: "Implementation of Computer Systems into Financial Markets."
  Advisors: Thomas Schneeweis, Ph.D., Hossein B. Kazemi, Ph.D.

Academic Employment History

- **Fall, 2015 - Present: Associate Professor of Finance**
- **Fall, 2009 - Spring, 2015: Assistant Professor of Finance**
- **Fall, 2007 - Spring 2009: Visiting Assistant Professor of Finance**
  Loyola University New Orleans, Joseph A. Butt, S.J., College of Business

- **Summer, 2006 - Summer 2007: GA Instructor**
  University of New Orleans, Department of Economics & Finance

- **Spring, 2004: GA Instructor**
  Yeditepe University, Department of Banking and Insurance Management

- **Fall, 2002 - Fall 2003: GA Instructor**
  Yeditepe University, Department of Tourism Management

Awards

- **2014, Faculty Award for Outstanding Teaching**
- **2013-Present, Stanford H. Rosenthal Professorship**
- **2013, Loyola MBA Association Graduate Teaching Award**
- **2012, Faculty Award for Outstanding Research**
- **2012, Faculty Award for Outstanding Teaching**
- **2012, Loyola MBA Association Graduate Teaching Award**
- **2011, Faculty Award for Outstanding Research**
- **2009, Faculty Award for Outstanding Teaching**
- **2009, Outstanding International Paper**, Eastern Finance Association

Academic Contributions

Publications at Peer Reviewed Journals

- Dicle, Mehmet F. and Levendis, John, (2017), "Technical Financial Analysis Tools for Stata", Stata Journal, Forthcoming
- Levendis, John; Sayers, Rachel and Dicle, Mehmet, (2016), "The sexual orientation wage gap in the US", International Journal of Social Economics, Forthcoming
- Dicle, Mehmet F. and Levendis, John, (2014), "The Day-of-the-Week Effect Revisited: International Evidence", Journal of Economics and Finance, Vol. 38, No. 3, pp. 407-437
- Dicle, Mehmet F.; Levendis, John, (2013), "Comment on Johnson and Soenen (2004): The US stock market and the international value of the US dollar", Journal of Economics and Business, Vol. 69, September - October 2013, pp. 101-108
- Dicle, Mehmet F.; Levendis, John, (2013), "The Impact of Technological Improvements on Developing Financial Markets: The Case of the Johannesburg Stock Exchange", Review of Development Finance, Vol. 3, No. 4, July-December 2013, pp. 204-213
- Dicle, Mehmet F.; Levendis, John, (2013), "Using RFID Technology to Track Atten- dance", Journal for Economic Educators, Vol. 13, No. 1, pp. 29-38
- Dicle, Mehmet F., (update 2016, original 2013), "Financial Portfolio Selection using Multi-factor Capital Asset Pricing Model and Importing Options Data", Stata Journal, Vol. 13, No. 3, pp. 603-617
- Dicle, Betul; Levendis, John; Dicle, Mehmet F., (update 2016, original 2013), "Importing Exchange Rate Data from the US Federal Reserve (fxrates) and Standardizing country names across datasets (stdcountry)", Stata Journal, Vol. 13, No. 2, pp. 315-322
- Dicle, Mehmet F.; Levendis, John, (2013), "Estimating Geweke's (1982) Measure of Instantaneous Feedback", Stata Journal, Vol. 13, No. 1, pp. 136-140
- Dicle, Mehmet F.; Dicle, Betul, (update 2016, original 2012), "Importing presidential approval poll results", Stata Journal, Vol. 12, No. 3, pp. 454-460
- Dicle, Mehmet F.; Levendis, John, (2011), "Greek Market Efficiency and Its Interna- tional Integration", Journal of International Financial Markets, Institutions and Money, Vol. 21, No. 2, pp. 229-246
- Dicle, Mehmet F.; Levendis, John, (2011), "The DL-Trading Game", Journal of Financial Education, Vol. 37, No. 1/2, pp. 55-82
- Dicle, Mehmet F.; Levendis, John, (update 2016, update 2012, original 2011), "Importing Financial Data", Stata Journal, Vol. 11, No. 4, pp. 620-626
- Dicle, Mehmet F., Beyhan, Aydin, and Yao, Lee, (2010), "Market efficiency and international diversification: Evidence from India", International Review of Economics and Finance, Vol. 19, No.2, pp. 313-339
- Dicle, Betul; Dicle, Mehmet F., (2010), "Military Spending and GDP growth: Is there a general causal relationship?", Journal of Comparative Policy Analysis: Research and Practice, Vol. 12, No. 3, pp. 311-345
- Abdou, Khaled; Dicle, Mehmet F., (2007), "Do risk factors matter in the IPO valu- ation?", Journal of Financial Regulation and Compliance, Vol.15, No.1, pp. 63-89
- Dicle, Mehmet F.; Hassan, M. Kabir, (2007), "Day of the Week Effect in Istanbul Stock Exchange", Scientific Journal of Administrative Development, Vol.5

Published Updates at Peer Reviewed Journals

- Dicle, Mehmet F., (2016), “Update: Financial Portfolio Selection using Multi-factor Capital Asset Pricing Model and Importing Options Data”, Stata Journal, Vol. 16, No. 4
- Dicle, Betul; Levendis, John; Dicle, Mehmet F., (2016), “Update: Importing Exchange Rate Data from the US Federal Reserve (fxrates) and Standardizing country names across datasets (stdcountry)”, Stata Journal, Vol. 16, No. 4
- Dicle, Mehmet F. and Dicle, Betul, (2016), “Update: Importing presidential approval poll results”, Stata Journal, Vol. 16, No. 6
- Dicle, Mehmet F.; Levendis, John, (2016), “Update: Importing Financial Data: fetchyahooquotes and fetchyahookeystats”, Stata Journal, Vol. 16, No. 4
- Dicle, Mehmet F.; Levendis, John, (2012), “Update: Importing Financial Data: fetchyahooquotes and fetchyahookeystats”, Stata Journal, Vol. 12, No. 4

Presentations at Academic Conferences

- Dicle, Betul and Dicle, Mehmet F., (2017), “EU and Turkey: Is application as rewarding as actual membership?’, Southern Political Science Association (SPSA), New Orleans, LA, January 11-14, 2017
- Levendis, John; Dicle, Mehmet F. and Dicle, Betul, (2017), “Investor perception of sec- ond amendment related policy change”, Public Choice Society Conference, New Orleans, LA, March 2-4, 2017
- Levendis, John; Dicle, Mehmet F. and Dicle, Betul, (2017), “Investor perception of sec- ond amendment related policy change”, Southern Political Science Association (SPSA), New Orleans, LA, January 11-14, 2017
- Levendis, John; Sayers, Rachel and Dicle, Mehmet, (2017), “The sexual orientation wage gap in the US”, Southern Political Science Association (SPSA), New Orleans, LA, January 11-14, 2017
- Livaudais, Luke and Levendis, John and Dicle, Mehmet F., (2016), “The Efficacy of US Financial Literacy Education”, International Association of Business and Public Administration Disciplines, New Orleans, LA, October 21, 2016 (Presented by John Levendis)
- Livaudais, Luke and Levendis, John and Dicle, Mehmet F., (2016), “The Efficacy of US Financial Literacy Education”, Academy of Business Research, Biloxi, MS, October 19, 2016 (Presented by John Levendis)
- Dicle, Betul and Dicle, Mehmet F., (2012), “Presidential approval models revisited: A new perspective”, Southern Political Science Association (SPSA), New Orleans, LA, January 12-14, 2012
- Christner, Ron and Dicle, Mehmet F., (2011), “Casual or causal relationships between the U.S. dollar, gold, oil and equity markets”, Annual Conference on Innovations in Business & Management, London, UK, January 26-27, 2011
- Dicle, Mehmet F. and Levendis, John, (2011), “Efficiency and integration of the Johannesbourgh Stock Exchange: Assessing the impact of SETS”, Academy of Business Research, New Orleans, LA, March 16-18, 2011
- Dicle, Mehmet F., and Levendis, John, (2010), “Greek Market Efficiency and Its International Integration”, Eastern Finance Association, Miami Beach, FL, April 14 - 17, 2010

- Dicle, Mehmet F., Levendis, John, (2010), “The DL-Trading Game”, Financial Educa- tion Association, San Antonio, TX, September 30 - October 2, 2010
- Dicle, Mehmet F., Mukherjee, Tarun, Wei, Peihwang, (2009), “Commonality in Liquid- ity”, Eastern Finance Association, Washington, D.C., April 29 - May 2, 2009: **Best Paper Award in International Finance**
- Dicle, Mehmet F.; Beyhan, Aydin; Yao, Lee, (2009), “Market efficiency and interna- tional diversification: Evidence from India”, Southwestern Finance Association, Okla- homa City, OK, February 24 - 28, 2009
- Dicle, Mehmet F., (2009), “Day-of-the-Week Effect Revisited: International Evidence”, Eastern Finance Association, Washington, D.C., April 29 - May 2, 2009
- Dicle, Betul and Dicle, Mehmet F., (2009), “Military Spending and GDP growth: Is there a general causal relationship?”, Southern Political Science Association, New Orleans, LA, January 8-10, 2009
- Dicle, Betul and Dicle, Mehmet F., (2009), “Robust evaluation of presidential approval models with relative international perspective”, Midwest Political Science Association, Chicago, IL, April 2-5, 2009
- Dicle, Betul and Dicle, Mehmet F., (2008), “Are there any factors affecting the causal relationship between military spending and GDP growth?”, Pacific Northwest Political Science Association, Portland, OR, November 6-8, 2008
- Dicle, Mehmet F. and Hassan, M. Kabir, (2007), “Session-of-the-week effect in Istanbul Stock Exchange”, Southwestern Finance Association, San Diego, CA, March 13-17, 2007
- Dicle, Mehmet F. and Hassan, M. Kabir, (2006), “Day of the Week Effect in Istanbul Stock Exchange”, Southwestern Society of Economists (SSE) in conjunction with the Annual Meetings of Federation of Business Disciplines (FBD), Oklahoma City, MO, March 1-4, 2006

Professional Service

Occasional Referee

- Journal of International Financial Markets, Institutions & Money
- Journal of Emerging Market Finance
- Quarterly Review of Economics
- Emerging Markets Review
- Emerging Markets Finance and Trade
- Journal of Applied Statistics
- Management Research Review
- Defence and Peace Economics
- Global Business and Economics Review
- International Journal of Accounting and Information Management

Discussant at Academic Conferences

- Geyfman, V. and Davis, L., “Gender Inequality in Business Schools: The Glass Door Effects”, Eastern Finance Association, Miami Beach, Florida, April 14 - 17, 2010
- Shen, Y., “Real Money from Momentum: Anatomy of a Trading Strategy Which Has Been Well-Known for More Than 40 Years”, Eastern Finance Association, Washington, D.C., April 29 - May 2, 2009
- Israelov, R., “Future Liquidity, Present Value: Measuring and Pricing Liquidity Risk”, Eastern Finance Association, New Orleans, Louisiana, April 18 - 21, 2007

Committee Assignments
- Rank and Tenure Committee (2016-Present)
- Undergraduate Curriculum Committee (2010-Present)
- On-line Learning Committee (2009-Present)
- Faculty Advising Committee (2011-Present)
- Social Justice Scholars Committee (2012-Present)
- Undergraduate Faculty-Student Collaborative Research Committee (2010- 2013)
- Strategic Planning Committee (2009-2013)
- Rank and Tenure Committee (2009-2011)
- Finance Faculty Search Committee (2010-2011)
- Finance Faculty Search Committee (2012-2013),
- Research and Scholarship Committee (2011-2012),

Recognitions and Grants
- 2008, Conference Travel Grant Loyola University New Orleans
- 2007-2008, Crescent City Doctoral Scholarship University of New Orleans
- 2007, Recognition of Dedication and Service Eastern Finance Association
- 2007, Student Travel Grant, American Finance Association
- 2004-2007, Departmental Graduate Assistantship University of New Orleans
- 2000, Special Recognition of High Achievement, Turkish Armed Forces
- 1999, Special Recognition of Persistence and Dedication, Turkish Armed Forces
- 1995, Cum Laude, Commonwealth Honors, University of Massachusetts at Amherst
- 1991-1993, Cum Laude, Dean's List: Winter 1991, Spring 1992, Spring 1993, Johnson and Wales University
- October 7, 2010, The Maroon (Loyola University New Orleans, student run newspaper), article about the DL-Trading Game: By Kamaria Monmouth, "Professors create stock market investment game". Available online
- Spring 2011, Loyola Executive article about the DL-Trading Game: "Not Your Average Board Game". Available online
- September 15, 2011, The Maroon, article about the DL-Attendance System: By Alex Ward, "Classes use barcode reader to take attendance". Available online

Professional Employment History
- Family Finance Institution, Istanbul, Turkey Manager of Correspondent Banking
  Acting Manager of Strategic Development October, 2000 - April, 2002
- Turk Ticaret Bankasi A.S., Istanbul, Turkey Acting Manager of Correspondent Banking April, 1999 - October, 2000
- Asya Finance Institution, Istanbul, Turkey Acting Manager of Treasury
  Acting Manager of Correspondent Banking October, 1996 - April, 1999
- Al-Baraka Turkish Finance Institution, Istanbul, Turkey Foreign Exchange Dealer
  Correspondent Banking Expert May, 1995 - October, 1996
- Metropolitan Life Insurance Company, MA, USA Account Representative
  November, 1994 - May, 1995

Other
- Programming
  Econometrics: Stata, TSP, EViews, SPSS
  Other: iOS Swift, PHP, C++, Perl, JAVA-Script, VB-Script and LaTeX

Anthony J. Feret

EMPLOYMENT

KEYBANC CAPITAL MARKETS 2010 - 2015
VICE PRESIDENT - INSTITUTIONAL EQUITY RESEARCH SALES
• Advised clients regarding high return on investment opportunities, having generated more than $8.0 million in revenue from sophisticated, institutional money managers
• Coordinated more than 40 multi-city roadshows, annually, for public company management teams to communicate their firms' investment merits to institutional investors with more than $3.5 Trillion in assets under management
• Authored detailed investment cases for publicly traded stocks using my analysis of public and proprietary information

MORNINGSTAR, INC. 2010
VICE PRESIDENT - INSTITUTIONAL EQUITY RESEARCH SALES
• Sold subscription-based Equity Research product to Financial Advisors, Registered Investment Advisors and Institutional Asset Managers, generating $200,000 of revenue
• Research and identify prospective clients in the Midwest territory, cold call and convert into paid relationships

BLUEFIN RESEARCH PARTNERS 2008-2009
VICE PRESIDENT - INSTITUTIONAL EQUITY RESEARCH SALES
• Performed detailed market analysis to identify viable prospective accounts in the Pacific Northwest markets
• Increased revenue from largest account in the territory by 950% within the first 10 months of the relationship
• Directed analysts in the development of investment theses and Equity Research reports for companies in the technology sector

JMP SECURITIES 2006-2008
ASSOCIATE - INVESTMENT BANKING
• Advised C-Level executives and Boards of Directors on operational efficiency, M&A, and capital allocation decisions based on assessments of corporate strategies and operations, industry dynamics, and market trends
• Served as Lead Associate on 15 live deal engagements, exceeding $1.2 billion of aggregate transaction size
• Managed pool of 10 junior analysts participating in a rotational program to support senior investment bankers
• Utilized problem solving and leadership skills to coordinate C-Level executives, legal counsel, and third-party investment bankers to perform due diligence on client business models and maximize capital allocation decisions
• Employed Purchase and Pooling of Interest accounting methods; Applied multiple valuation techniques (DCF, precedent transaction, sum-of-parts, peer multiples); Managed data rooms for multiple transactions
• Participated in all stages of transaction origination and execution, including, (i) evaluation of leads; (ii) generation of pitch books detailing positioning and valuation expectations; (iii) coordinating and conducting financial and operational due diligence; (iv) managing buyer interest; and (v) assisting in aftermarket support

PALESTRA CAPITAL SUMMER 2005
ASSOCIATE - PRIVATE EQUITY
• Sole associate on $5 million transaction to acquire an auto parts manufacturer located in Warren, Michigan
• Performed all aspects of due diligence including analysis of internal financial statements, customer and supplier surveys, assessment of industry structure, capital raising, and negotiating with banks on financing terms

CREDIT SUISSE 1997-2004
ASSOCIATE VICE PRESIDENT – EQUITY RESEARCH PRODUCTS
• Created, implemented and led the execution of department-wide policies and procedures to address structural and internal political hurdles limiting the optimal distribution of Equity Research product
• Managed more than 25 senior Equity analysts in crafting the presentation of their investment theses, financial analyses and stock recommendations to internal and external constituents
• Led the integration of more than 250 employees with multiple revenue streams and cost centers, resulting from the $11.5 billion merger of Credit Suisse and Donaldson, Lufkin & Jenrette in less than one month
• Authored, reviewed and edited research reports to synthesize and communicate investment recommendations to more than 350 internal constituents and 10,000 external institutional money managers

ASSOCIATE – EQUITY RESEARCH
• Constructed and maintained financial models to analyze and forecast industry and company-specific operating and valuation metrics including EVA, DCF, Trading Multiple and Precedent Transaction data • Composed company and industry reports, producing a #3 ranking among U.S. Gaming & Lodging research teams, as determined by Institutional Investor magazine
• Managed all aspects of the Research Associate Development Program, including onboarding, continuing education, social networking and other career development activities for annual classes of 100 employees

EDUCATION

University of Chicago, Booth School of Business 2004-2006
Master of Business Administration - Concentrations in Finance, Accounting and Intl. Business
• VP of Social Affairs for Booth School Student Government Organization, managing 50 volunteers and a $500,000 budget to produce 25 events over the course of a 10-month academic calendar
• Volunteer tutor for students at the University of Chicago Laboratory school

Bentley College, Waltham, Massachusetts, 1993-1997
Bachelor of Science - Finance (Major); U.S. History (Minor)
• First freshman elected Student Body President in school history • Managed budget of more than $250,000 with oversight of more than 10 committees, 50 volunteers and bi-annual presentations to 40-person Board of Trustees for project funding totaling more than $150 million
• Economics and Finance tutor to more than 200 students

LICENSES / SKILLS

• Series 7 and Series 63
• Experienced with MS Office, BigDough, Bloomberg, Capital IQ, FactSet, Thomson, Factiva

Selma Izadi

Visiting Assistant Professor of Finance
Loyola University New Orleans
College of Business

EDUCATION

University of New Orleans **New Orleans, LA**
Ph.D. in Financial Economics *August 2011- Dec 2015*

- **Relevant Coursework**: Seminar in Corporate Finance, Seminar in Investments, Seminar in Microeconomics, seminar in Financial Markets & Institutions, Derivative Securities, Econ of Risk & Uncertainty, Seminar in International Finance.
  Dissertation Topics:
  Essay 1: A Time-Varying Conditional Correlation Analysis between Commodities and Stocks for the G7 Countries: Application of portfolio management and hedging effectiveness.
  Essay 2: Impact of International and Local Conditions on Sovereign bond spreads: Evidence from Global Developed countries in North America, Europe and Pacific Rim

University of New Orleans **New Orleans, LA**
Master in Science in Financial Economics *August 2011- May 2013*

- **Relevant Coursework**: Corporate Finance Theory, Investments Theory, Macroeconomics, Microeconomics, Econometrics 1,2 , Time Series, Financial Markets & Institutions.

Alzahra University **Tehran, Iran**
MBA in Finance *October 2004- March2008*

- **Relevant Coursework**: Financial Management, Investments Management, International Financial and Monetary Organizations, Managerial Accounting, Advanced Operational Research, Managerial Economics, Statistical Analysis
- **Thesis** : Empirical study of Static Trade-Off Theory in Tehran Stock Exchange

Hakim Sabzevari University **Sabzevar, Iran**
Bachelor of Science in Applied Mathematics *October 2000- July2004*

- **Relevant Coursework**: Calculus(General Mathematics), Probability and Statistics, Time-Series, Stochastic Processes, Advanced Programming, Linear Algebra, Simulation, Operational Research

PUBLICATIONS AND CONFERENCE PAPERS

Publications:

- Izadi, Selma, Hassan, K., M., **"Portfolio and Hedging Effectiveness of Financial Assets of the G7 Countries".** *Under review in Eurasian Business Review, Submission ID: EABR-D-17-00061.*
- Ataeizadeh,R., Darabi,R., Sayrani,M., Izadi,S.**, "The impact of Financial Reporting Quality on Economic Growth using Neural Network".** *Under review in The Iranian Journal of Management Studies.*
- Izadi, Selma, Hassan, K., M., **"Impact of International and Local Conditions on Sovereign bond spreads: International Evidence**". *Borsa Istanbul Review, Forthcoming.*

- Izadi, Selma, Izadi Mohsen. **"Risk factors and Stock Excess Returns: Evidence of Tehran Stock Exchange Companies".** *The Global Journal of Finance and Economics, Vol. 12, No. 1, (2015) : 53-64.*
- Ghalibaf Asl, H., Izadi, S., **"An Emprical study of Static Trade-Off Theory in Tehran Stock Exchange"**, *Knowledge and Development Journal*, Ferdowsi University of Mashhad, No.26, Vol.16. (2009).
- Izadi S., **Differential and Integral Calculus** (Special for Entrance Exam to Iranian Universities)**,** 15th khordad Publisher, Tehran, Iran (2004).
- Izadi S., **College Mathematics** (Special for Entrance Exam to Iranian Universities)**,** 15th khordad Publisher, Tehran, Iran (2004).

Professional Presentations and participation:

- Committee member in *Southern Finance Association Meetings*, Key West, FL (November, 2017).
- Served as a committee member at *Eastern Finance Association conference*, Jacksonville, FL. (April 2017).
- Izadi, Selma, Hassan, Mohammad K., **"A Time-Varying Conditional Correlation Analysis between Commodity and Stock markets for the G7 Countries: Application of portfolio management and hedging effectiveness"**, *Academy of Economics and Finance Conference*, Pensacola, FL (February2016)
- Izadi, Selma, Hassan, Mohammad K., **"Impact of International and Local Conditions on Sovereign bond spreads: Evidence from Global Developed countries in North America, Europe and Pacific Rim Regions"**, *Academy of Economics and Finance Conference*, Pensacola, FL (February2016)
- Izadi, Selma. **"Volatility spillovers across financial markets: Evidence from G7 countries"**, *South Western Financial Association Conference*, Houston, TX (March 2015)
- AliAkbari, A., Izadi, S., **"How Fuzzy Clustering can help to determine efficiency for decision making units",** *10th Iranian Conference on Fuzzy Systems*, Shahid Beheshti University, July 13-15, (2010).

PROFESSIONAL EXPERIENCE

Oil Pension Fund Investment Co. (O.P.I.C) **Tehran, Iran**
Investment Expert *May 2007-July2011*

- Applied appropriate principles of valuation for major financial assets and securities
- Engaged in research and evaluate if investment and financial policies maximize firm value
- Analyzed Current Metal, Oil and Commodity prices, economic and political circumstances and stock market situations to predict dividend and movements in stock prices
- Compared stock performance by industry
- Ran industry comparisons
- Analyzed and prepared Board of Directors performance reports for shareholders

Pishtazan Tamadon Pars Brokerage Company **Tehran, Iran**
Mutual fund Manager *October 2006- August 2007*

- Analyzed the stock market conditions and optimized the use of available resources
- Delivered financial advice and solutions that are tailored and value added to the Brokerage
- Advisory service to Brokerage clients

Sepah Investment Co. **Tehran, Iran**
Stock Market Expert *October 2006- March2007*

- Analyzed advanced valuation models to evaluate stocks and reported to portfolio manager
- Collected and analyzed financial data from financial statements and remote sites
- Ran industry comparisons
- Analyzed stock market conditions

Bank Melli Brokerage Co. **Tehran, Iran**
Stock Broker *January 2005- October 2006*

- Traded Stocks and bonds
- Monitored Security market changes and reported to the portfolio managers
- Analyzed and Preparing Performance reports for board of directors and shareholders
- Identified and cultivated prospective clients

CERTIFICATES AND HONORS

- Certificate of Completion of Bloomberg Market Concepts (2/7/2017)
- **Quality Matters Certificate (Improving Online Teaching)(2016)**
- Graduate Scholarship from University Of New Orleans (2011-2014)
- Certificate of Financial and Investment Analysis based on CFA from *Sharif University of Technology* (2011) (150 hours workshop)
- Certificate of Financial Modeling Using Excel from *Sharif University of Technology*(2010)
- Certificate of Risk Management and Modeling from *Sharif University of Technology* (2010)
- **Future Contracts License** from *Tehran Stock Exchange* (T.S.E.) (2009)
- Technical Analyst in Financial Markets Certificate (2007)
- **Principles of Stocks Market Certificate** from *T.S.E*. (2004)

AD-HOC REFEREE

- Committee member in Southern Finance Association Meetings in Key West, 2017
- Advisory Editor at The Iranian Journal of finance
- Associate editor in finance at The Iranian Journal of Management Studies
- Committee member in Eastern Finance Association Annual Meetings 2017
- International Journal of Islamic and Middle Eastern Finance and Management
- Journal of Economic Cooperation and Development
- Emerald Group Publishing

PROFESSIONAL SOCIETY MEMBERSHIP

- Financial Management Association (FMA)
- Southwestern Finance Association (SWFA)
- Academy of Economics and Finance (AEF)
- Eastern Finance Association (EFA)

COMPUTER SKILLS

Financial and Statistical Software: STATA, EVIEWS, SPSS, SAS, Mathematica, TSP,MATLAB , COMFAR III (Computer Model for Feasibility Analysis & Reporting)

Stanley Klos

Education

Ph.D. Candidate Mass Communications and Marketing, Penn State University, 1981-1983
M.A. Rhetorical Theory and Historic Public Address, Idaho State University, 1981
B.A. American Studies and B.S. Zoology, Idaho State University, 1977

University Experience:

- Public Speaker, University and College Circuit, 2002-2005 (List Upon Request)
- Director of Communications, Center of Educational Technologies, Wheeling Jesuit University, 2000-2003 (projects included Foundations of Freedom, PaleoQuest, and NASA's Classroom of the Future Development).
- Member, MBA Board of Directors, Wheeling Jesuit University, 2001-2002
- Member, Board of Directors West Virginia Independent Colleges and Universities, 1997-1998
- Adjunct Professor, Wheeling Jesuit University, 1988-1992, Courses Taught: MBA Business and the Media, MBA Executive Leadership, and MBA Entrepreneurship
- Lecturer, Georgian Court University, 1983-1985, Courses Taught: Principles of Marketing and Business & Professional Speaking,

Business Experience:

Developer and Historic Preservationist 1999 to Present
Acquired, preserved and re-developed 33 historically significant properties ranging from Vaudeville Theaters to Revolutionary War Taverns in 4 states. Properties include: Spring Lake Inn, Victoria Vaudeville Theater, Adams County Court House Baltimore Annex, Honus Wagner Home, Imlay Mansion, Lawrencefield Mansion, Edinburg Village and Bank of West Virginia.

Exhibitor & Public Speaker 1999 to Present
Manuscripts, letters, documents, broadsides, books, and newspapers. List of exhibits includes:
- U.S. Presidency and Political Hospitality 1776 to 1976 – Republican National Convention
- U.S. Florida Annexation Exhibit: April 30, 1803 – February 22, 1821
- Apollo 11th 40th Reunion Exhibit – Space View Park
- The Forgotten US Presidency and their Capitols - Republican National Convention: CivicFest
- Keynote Speaker: Roosevelt's legacy is "an inspiration" , Union Station - July 25, 2004
- Keynote Speaker: President Samuel and First Lady Martha Huntington Re-Entombment
- The Smithsonian Traveling Exhibit: The American Presidency, A Glorious Burden
- James Madison's Montpelier – United States Constitution
- Pennsylvania Society Gold Medal Exhibit - Waldorf=Astoria
- Rebels With A Vision, Historic Documents of Freedom, PoliticalFest "World's Fair of Politics"
- Rebels With A Cause premiered at Carnegie Institute - July 4, 1999

Principal, Historic.us, e-Education Company 2011-Present

President, ROI.us Corporation: 2005-2012
Envisioned, launched & successfully secured $100 million in government bonds and/or financing on numerous residential and commercial development projects in New Jersey, Ohio, Pennsylvania, Virginia and West Virginia.

President, RE/MAX of Pennsylvania n/w, Carnegie, PA 1987-2000
Acquired an under-performing RE/MAX Master Franchise with declining sales and managed a marketing mix that exploded yearly earned commissions from $240K to $36 million in 12 years.

Founder and Co-owner, Dinosaur Safaris, Inc, 1997-2002
Ongoing private paleontology company with a quarry site located in Shell Wyoming yielding fossil holdings in million of dollars including six fully articulated specimens.

Real Estate Broker, FL, LA, NJ, NY, PA, VA 1979 to Present
Real Estate Appraiser, New Jersey and Pennsylvania 1981 – 2008.

Public Service:

- Founder and President, Forgotten Founders Corporation, 2007-Present
- Co-Founder, The Highlands, Ohio County, West Virginia 1997-Present
- Co-Founder James Monroe Birthplace Commission and Scholarship Award 2000-Present
- Member, Mount De Chantal Visitation Academy Board of Directors – 2001
- Member, Board of Directors, Deer Valley YMCA Camp – 2001-2002
- West Virginia State Treasurer Republican Nominee, 1996 – WV Trust Fund
- US Senate Republican Nominee, West Virginia 1994
- WV State Finance Chairman Bush-Quayle 1992 - RNC Delegate
- Finance Chairman, West Virginia Republican State Committee 1992-1993
- Founding Member - Mercy Center Board of Directors in Asbury Park N.J. – 1984-86

Authored Books:

- President Who? Forgotten Founders – 2004
- Rise of the US Presidency and the Forgotten Capitols – 2008
- Happy Birthdays USA – 2010.
- Economic Home Runs. US Historic Solutions to Current American Challenges – 2011
- America's Four Republics: The More or Less United States - 2012

Media:

- Radio Talk Show Guest over 100 appearances.
- Television: Appearances include: History Channel's Brad Meltzer's Decoded, The Declaration of Independence, Discovery Channel's "Unsolved History: Plots To Kill Lincoln," The Today Show, Fox News, CNN and a plethora of ABC, NBC and CBS Affiliates
- Magazines: US News & World Report "Washington Get in Line" , History Channel Magazine
- Newspapers: NY Times, USA Today, and Numerous Regional Papers

Robert Tice Lalka

PROFESSIONAL EXPERIENCE

Village Capital, Director of Strategy and Partnerships *January 2014 - present*

Created partnerships with over 100 organizations globally, secured co-investments for 24 companies, and raised program funding for 12 accelerators that have trained 180 companies in the last 16 months. These businesses have since received $18 million in follow-on capital and (compared to a control group) raised 33% more capital, experienced revenue growth by an additional 4.5x, and created 3.5x more jobs for low-income individuals.

- Led fundraising for Village Capital's non-profit startup accelerators, raising $3,698,230 in 16 months. Organization- wide, this new funding allowed the Village Capital team to grow from 5 employees on January 1, 2014, to 22 employees by May 1, 2015.
- Developed new $2.6 million partnership with USAID to support the for-profit Village Capital Fund, a $15 million globally diversified investment vehicle that invests in peer-selected companies from Village Capital's programs.

Howard G. Buffett Foundation, Senior Advisor *June 2012 - January 2014*

- Developed program funding for Africa's first Center for No-Till Agriculture ($1 million over 5 years) and structured a philanthropic/private capital stack solution to catalyze smallholder agribusinesses with John Deere, DuPont Pioneer, and other partners, after gaining support from the local community and Ghanaian Government.
- Edited the #5 *Ne1v York Times* bestselling book *40 Chances: Finding Hope in a Hungry IPorld* (Simon & Schuster, 2013), which Warren E. Buffett described in the foreword as "a guidebook to intelligent philanthropy."
- Arranged CEO-level meetings and public events with Warren E. Buffett, Howard G. Buffett, and Howard W. Buffett during the book tour, traveling to 12 cities. Provided interview preparation for the Buffetts on the Today Show, Bloomberg TV, and Piers Morgan.
- Aided in publicity campaign that created half a billion media impressions.

US Department of State: Office of the Secretary, Global Partnerships Office, Partnerships Liaison, Policy Planning Staff Member, and Partnerships Coordinator *May 2008 - April 2012*

- Helped to create the Secretary of State's Office of Global Partnerships, as one of two civil servants and the first Presidential Management Fellow in that office. From 2009 to 2012, the office leveraged $829 million in public and private resources for diplomacy and development, working with over 1,600 partners from around the world.
- Responsible for the office's entrepreneurship efforts, including hosting TED@State and coordinating the Presidential Entrepreneurship Summit, while serving on the five-person interagency planning team.
- During the 2011 Arab revolutions, led the U.S. Government's efforts on the Secretary's flagship alliance to promote entrepreneurship across the Middle East and North Africa. Coordinated efforts across 12 U.S. Embassies, 15 Executive Branch agencies, and 180 new partnerships, which created 20,000 new jobs and trained 40,000 youth.

OTHER EXPERIENCE

World Economic Forum, Geneva, Switzerland
Sustainability Advisory Council Member, Global Shapers Community, *March 2013 - present*;
Collaborations Advisory Council Member, Global Shapers Community *June 2014-present*

Served as the sole U.S. representative on the World Economic Forum's Sustainable Development Council advising the United Nations on the post-2015 Millennium Development Goals. Served on the World Economic Forum's Advisory Council on Collaborations on behalf of the Global Shapers Community.

Middlebury Institute of International Studies at Monterey Adjunct Faculty, *January 2015*

Taught "Introduction to Social Enterprise and Impact Investing," a two-credit graduate level course in the Frontier Markets Scouts program that covers the entrepreneur/investor landscape, the diligence and investment process, and strategies for enterprise growth and support in emerging markets. Supervised Frontier Markets Scouts Program students as they pursued field placements around the world.

Institute for Public-Private Partnerships, Exec. Ed. Instructor, *February 2013-January 2014*

Taught advanced coursework on infrastructure public-private partnerships (P3s) to senior policymakers and business leaders from Bangladesh, Barbados, Botswana, Colombia, Ethiopia, Jamaica, Kenya, Lesotho, Liberia, Lithuania, Malawi, Mongolia, Nigeria, Philippines, Rwanda, Senegal, Tanzania, Thailand, The Gambia, Trinidad and Tobago, Tunisia, Uganda, and across the United States. Developed coursework for IP3 on topics including: Developing Feasibility Studies and Mitigating Risks; Good Governance and P3s; Managing Contingent Liabilities and Government Risks in P3 Projects; P3s for Clean Energy and Sustainable Development; and Structures and Best Practices in P3 Development.

World Bank, Washington, DC, Special Consultant for Public-Private Partnerships *2009*

Worked on a multinational team of ten consultants to develop the World Bank's PPP training curriculum through the Multilateral PPP for Infrastructure Capacity Building Initiative, a joint effort by the World Bank, the Inter-American Development Bank, and the Asian Development Bank. Authored interactive trainings, practice modules, and facilitator's guides for this curriculum on public-private partnership best practices and good governance standards. Presented the core learning components at the Asian Development Bank in Manila, the Philippines.

United Nations, Geneva, Switzerland *Economic Commission for Europe* *2007*

Contributed to writing and editing of *The Guidebook on Promoting Good Governance in Public-Private Partnerships,* the United Nations' most significant publication to date on PPPs. Coordinated with the Government of Israel and helped organize the International Conference on Knowledge Sharing and Capacity-Building on Promoting Successful PPPs in June 2007, where the report was presented in Tel Aviv, Israel, to representatives from the UNECE's 57 Member States.

EDUCATION

Duke University, Master in Public Policy, Concentration in Global Public Policy, *2006 - 2008*
Thesis: Developing a U.S. Public-Private Partnerships Policy Framework For State Legislatures

Yale University, Bachelor of Arts *2001 - 2005*
Double-majored in history and English, receiving distinction in both majors

DISTINCTIONS

- Top 99 Foreign Policy Leaders Under 33, Diplomatic Courier, *2011*
- Superior Honor Award, Policy Framework and Legal Guidance for Partnerships, U.S. Department of State *2010*
- Superior Group Award, Haiti Earthquake Donations Coordination Team, USAID *2010*
- Meritorious Honor Award, Presidential Summit on Entrepreneurship U.S. Department of State, 2010 *2010*
- Group Award, President's Forum with African Youth, U.S. Department of State *2010*
- Presidential Management Fellow *2008-2010*
- Truman National Security Project Fellow *2010*
- Vice-Chairman, Alexandria Sister Cities Commission *2008-2013*
- Southern Growth Policies Board Research Fellow *2008*

PUBLICATIONS

- "Why Creating The Next Silicon Valley Is The Wrong Goal," *Forbes,* with Ross Baird, July 2014.
- "Impact Investing: Village Capital Startup Accelerator Returns to Louisville this Fall," *Insider Louisville,* with Bryce Butler,July 2014.
- "What Schoolteachers Know About Problem-Solving That Entrepreneurs Don't Quite Get", *Huffington Post,* March 2014
- "Measure For Measure: U.S. PPP Policy," *Public Finance Magazine* (UK), September 2008, 100-102.
- "National Policy Framework for PPPs in the United States," *Global lnfrastmcture,* September 2008, 42-54.
- "Improving American Infrastructure through PPPs" *Infrastructure Journal* (UK), September 2008, i-xiii.
- "Privatizing Public Higher Education, Risking The Public Interest," *PolicyMatters,* UC Berkeley, 2008, 18-23.
- "Freedom Schools 2.0: The Civil Rights Entrepreneurs of the New Orleans Public Education Reform Movement," Southern Growth Policies Board, May 2008.
- "The Guidebook on Promoting Good Governance in PPPs," (co-author) *United Nations Economic Commission for Europe,* August 2007.
- "Staying in Business: An Analysis of Louisiana's Economic Development System and the Retention of Current Businesses," (co-author) Greater New Orleans, Inc., April 2007.

Jan L. Anderson

PROFESSIONAL EXPERIENCE:

AGL Commercial Interiors April 2008 – August 2015
Financial & Business Manager
- Manage daily accounting operations, including invoicing, processing payments, reconciling accounts, creating proposals and invoices, and paying bills
- Assist with marketing strategies, such as developing and implementing short and long term marketing goals and various marketing materials
- Manage interoffice employees: interview and hire new employees, process employee paperwork, manage human resource matters, review time sheets, provide employee feedback, lead meetings
- Create and update company organizational charts, job titles, job descriptions, employee evaluation requirements, company evacuation procedures, and policies / procedures
- Prepare annual budget and financial statements monthly (balance sheet and profit & loss)
- Manage line of credit, negotiate annual renewal terms, and process draws and repayments
- Review contracts: AIA contracts, leases, joint venture contracts, proposals, service agreements, insurance policies, office lease, IT services, and maintenance agreements
- Identify areas to reduce cost or expenses: accounting, payroll, and other services

Entergy Services, Inc. January 2006 – April 2008
Lead Financial Analyst – Corporate Finance Department
- Prepared annual Treasury Department budget and updated monthly estimates
- Assisted on Entergy New Orleans, Inc. long term debt application along with reviewing and providing comments on legal documents
- Assisted on Entergy's stock buyback program and securitization for four Entergy companies
- Coordinated and worked on Entergy New Orleans and Entergy Mississippi escrow agreements for cash storm reserves

Entergy Services, Inc. January 2003 – January 2006
Financial Analyst II – Cash Management Department
- Prepared weekly 90-day cash forecast for Entergy Corporation and nine subsidiaries, organized monthly payment of common stock dividends to parent, and forecasted unregulated subsidiary funding
- Prepared scenario analyses to assist with financing decisions for working capital needs, assisted in determining the timing of bond issuances and bank line borrowings
- Managed $2 billion revolving bank line, determined draw amounts, and repayments
- Prepared annual Treasury Department budget and updated monthly estimate
- Managed third party service provider relationships, monitored monthly activity on service provider bank accounts, determined funding needs, and reviewed bank account controls
- Worked on special projects: identify excess cash from unregulated companies, return funds to parent, identified fraudulent check scheme, and invested pool cash in commercial paper

Columbus Data Services, Inc. May 2002 – January 2003
Manager of ATM Settlement Operations
- Reconciled and managed the ATM settlement process for vault cash and third party processing clients for over 1,000 ATM's
- Produced reports for senior management and clients

Arthur Andersen LLP September 2000 – May 2002
Experienced Staff Auditor and Experienced Staff Technology Risk Consultant
- Auditing experience in various industries, including banking, healthcare, manufacturing
- Technology Risk Consulting in various industries, including banking and energy services
- Assisted with Security Administration Review, Change Control Review, Data Center Review, Deposit and Loan Operations Review, Firewall Review, General Controls Review, General Ledger Review, Novell Netware and Access Review, and Wire Transfer Review
- Conducted interactive interviews with CEO’s, CFO’s, and Controllers to understand the client’s policies, procedures, controls, business processes, and the integrated role of information systems
- Performed detailed testing of client controls and substantive testing
- Communicated with the client to obtain a full understanding of client’s business strategies and provide value-added recommendations
- Assisted in the preparation of financial statements and financial statement disclosures in compliance with GAAP and SEC requirements

TEACHING EXPERIENCE:

Loyola University New Orleans Fall 2015 – present
Visiting Assistant Professor of Management

University of New Orleans Fall 2012 – 2015
Adjunct Instructor - Management and Marketing

EDUCATION:

University of New Orleans May 2000
Masters of Business Administration, Concentration in Management Information Systems
- Student Leadership Recognition Award, April 2000
- Academic Review Board, Member, June 2000

University of New Orleans May 1999
Bachelor of Science in Management, Concentration in Human Resource Management
- Academic Review Board, Member, December 1999
- Society of Human Resources, Member, 1998 - 1999

CERTIFICATION:

Certified Treasury Professional (CTP), Assoc. for Finance Professionals July 2004 – present
- Passed CTP exam in 2004
- Maintain CTP credential through annual continuing education credits

ACTIVITIES:

Lakeview Civic Improvement Association
Co-Chair, Economic Development Committee May 2010 to present

Friends of Lakeview
Volunteer for annual Taste at the Lake fundraiser 2011 to present

Kathy Barnett

Education

Louisiana State University, Baton Rouge, LA. May 2005
Ph.D., Communication. Minor: Educational Leadership, Research, and Counseling
Dissertation: Creating Meaning in Organizational Change: A Case in Higher Education.

University of South Carolina, Columbia, SC. May 1981
M.Ed., Major: Student Personnel Administration. Cognate: Counseling

University of Louisiana/ Lafayette, Lafayette, LA. May 1980
B. A., Major: Speech Communications. Minor: Applied Arts.

Administrative Experience

Loyola University New Orleans, College of Business

Director, Business Portfolio Program February 2009-Present
Responsible for the development and implementation of an in-house career/professional development center for over 500 undergraduate business students including: Create and implement a strategic plan every two years; manage a $300,000 annual budget; hire and manage departmental staff; develop relationships with alumni and other business professionals to facilitate community engagement and provide resources for students; develop course curricula and assessments; conduct academic advising for freshmen class; develop and present workshops on career development topics. Report to the dean.

Internship Director July 2007-Present
Develop and oversee all facets of the program including: Employer development; advise students on internship searches; develop student and employer reporting criteria and assessment; communicating requirements to students, faculty and employers; and assessing intern experiences and assigning a pass or fail grade. Report to the dean.

College of Business Marketing Director July 2008 – Present
Build brand awareness by developing marketing/advertising programs. Coordinate the design and content of marketing materials including story development, copywriting and editing for the biannual magazine, Loyola Executive (distribution of 12,000), brochures and website. Report to the dean and work closely with Loyola's department of Marketing and Communications.

Interim Assistant Dean June, 2008 – May, 2009
Responsible for the development and implementation of processes and procedures regarding the daily operations of the College including student advising, course scheduling, academic actions, scholarship program, parent relations, student – faculty issues, staff supervision and other duties as assigned.

University of Louisiana, Lafayette
Student Activities Program Advisor August, 1981- May, 1984.
Provided training to student leaders in developing and implementing numerous large-scale campus programs in addition to training students in leadership, team, and financial skills.

Teaching Experience

Loyola University New Orleans, College of Business

Visiting Assistant Professor August, 2005 – present.
Courses taught: BA B101 Business Communications; MGT 335 Advanced Business Communications; MKT 493 Relationship Sales and Marketing; MGT/MKT 493 Change Communication Management; MKT 340 Promotions Management

Southeastern University, Hammond, LA.,

Visiting Assistant Professor August, 2004 – May, 2005.
Department of Communication.
Courses taught: COMM 215 Interpersonal Communication; COMM 211 Public Speaking; COMM 413 Communications for Business and the Professions

Graduate Assistant, Louisiana State University August, 2003 - July, 2004;
Department of Communication Studies.
Courses taught: CMST 2010 Interpersonal Communication; CMST 2060 Public Speaking

Adjunct Instructor, Tulane University August, 2003 – December, 2003.
Communications Department. Courses taught: COMM 105 Intro to Communication Studies

Adjunct Instructor, Loyola University January, 2003 - May, 2003
College of Business.
Courses taught: BA B101 Business Communications; MGT 335 Adv. Business Communication

Adjunct Instructor, Xavier University January, 2003 - May, 2003.
Communications Department. Courses taught: CMST 1010 Public Speaking

Instructor, Tulane University May, 2002 - December, 2002
University College. Courses taught: SPCH 140 Public Speaking

Training and Development Experience

Caribbean Institute for Quality, Ltd. Trinidad. October 2006.
Modules taught: Strategic Leadership; Principles of Adult Learning

Professional Work Experience

Gulf Coast Restaurants / Applebee's October, 1997 - December, 1999
Regional Marketing Manager
Prepared and implemented strategic marketing plans for 13 restaurant franchise locations; managed a $1.5 million marketing/advertising budget; implemented community engagement programs to build sales and accomplish store goals.

The Esplanade Mall/Urban Properties September, 1989 - October, 1997
Marketing Manager
Prepared and implemented strategic marketing plans for 900,000 sq. foot regional shopping mall; managed an $850,000 marketing budget; developed community-based programs to build brand awareness and meet sales goals.

North Hills Mall, North Richland Hills, TX. January, 1987- August, 1989
Marketing Manager
Developed and implemented strategic marketing plans for a 600,000 sq. foot shopping mall; developed community-based programs to build brand loyalty.

Greenspoint Mall, Houston, TX. September, 1985 - January, 1987
Community Relations Director,
Assisted the marketing director with implementation of mall marketing plans; visual merchandising; holiday decor and special events for 1.1 million sq. foot shopping center.

Service Activities

QEP Steering Committee, Loyola University	Spring 2013 – Present
Board Member, Orleans Parish 4-H Foundation	Fall 2012- Present
Board Participant/Junior League Get On Board	Fall 2012
Reviewer, Organizational Communication Assoc.	Spring 2011
Mentor, Loyola Cardoner Leadership Fellows	September 2010 – May, 2012
Faculty Advisor, Alpha Kappa Psi Fraternity	2007-present

Common Curriculum Committee, Loyola Univ. November 2009-June 2010.
Appointment as college representative. Worked with committee faculty members to determine appropriate implementation of the new common curriculum across colleges and departments.

Common Curriculum Task Force, Loyola Univ. October 2008-May 2009.
Worked with task force members to determine a new common curriculum for the university in order to balance the needs of colleges and departments across campus.

Professional Associations

National Communication Association,	2010 – 2012; 2000 - 2007
Southern States Communication Association	2010 – 2012; 2000 - 2007
Academy of Management	February, 2010 – February, 2011
Association of Business Communication	2006 -- 2010
International Communication Association	2004 – 2006

Publications

Barnett, K. (2012). Student interns' socially constructed work realities: Narrowing the work expectation-reality gap. Business Communication Quarterly, 75(3), 271-290.

Barnett, K. (2011). System members at odds: Managing divergent perspectives in the higher ed. change process. Journal of Higher Education Policy and Management, 33(2), 131-140.

Barnett, K., Ropers-Huilman, R., & Aaron, L. (2008). A planning process perspective on student activists' upward influence attempts to effect campus change. Southern Communication Journal, 73, 332-346.

Ropers-Huilman, R., Carwile, L., Barnett, K. (2005). Student activists' characterizations of administrators in higher education: Perceptions of power in the system. The Review of Higher Education, 28.3, 295-312.

Conference Presentations

Barnett, K., Meyer, J., & Main, D. (Nov, 2011). Exploring why nascent entrepreneurs don't use financial information in their decision-making: A means to improve training. Paper presented at the meeting of the National Communication Association, Applied Communication Division.

Barnett, K. (March, 2011). Student interns' socially constructed work realities: Narrowing the work expectation-reality gap. Paper accepted for the meeting of the Southern States Communication Association, Little Rock, AR.
Selected as 1 of 4 papers for the Top Papers Panel, Division of Applied Communication.

Barnett, K. (March, 2010). Exploring change through the discursive interactions of multiple stakeholder groups. Paper presented at the meeting of the Association of Business Communication Conference, Southwest Division, Dallas, TX.

Barnett, K. (October, 2008). Revisiting the business internship: Communication skills in practice.. Paper presented at the meeting of the Association of Business Communication Conference, Incline Village, Nevada.

Barnett, K. (July, 2008). International business internships: What are our students learning? Paper presented at the meeting of Colleagues in Jesuit Business Education, New York, NY

Barnett, K. (November, 2006). The effects of power on the creation of meaning during organizational change: A case study in higher education. Paper presented at the meeting of the National Communication Association, San Antonio, TX.

Barnett, K. (April, 2006). Communication Theory Division. Making sense of organizational change: A symbolic interactionist perspective. Paper presented at the meeting of the Southern States Communication Association, Dallas, TX. (Top paper panelist)

Barnett, K. (April, 2006). Managing change through organizational symbolism: A study in higher education. Paper presented at the meeting of the Southern States Communication Association, Dallas, TX.

Barnett, K., Ropers-Huilman, R., Carwile, L. (May, 2004). Peace, love, and organizational change: Student activists' upward influence strategies in working with administrators to affect campus change. Paper presented at the meeting of the International Communication Association, New Orleans, LA.

Barnett, K. (April, 2003). Applied Communication Division. Women and their careers: A life-span perspective to guide prototype development. Paper presented at the meeting of the Southern States Communication Association, Birmingham, AL . ***Top Paper Panelist***.

Ropers-Huilman, R., Carwile, L., & Barnett, K. (2003). Student activists in higher education: Perceptions of the relationship between culture and change. Paper presented at the meeting of the American Educational Research Association, Chicago, IL.

Ropers-Huilman, R., Carwile, L., Barnett, K. (2002). Working the system: Communication processes of student activists and higher education administrators. Paper presented at the meeting of the Association for the Study of Higher Education, Sacramento, CA.

Nicholas Capaldi

Education:
B.A., University of Pennsylvania
Ph.D., Columbia University

Honors and Awards:
Pennsylvania State Senatorial Scholarship
Philadelphia Board of Education Scholarship
Fellowship, University of Pennsylvania
Adam Leroy Jones Fellowship, Columbia University
National Endowment for the Humanities
CUNY Research Grant
Earhart Foundation Grant
Mellon Fellow for cross disciplinary research and teaching in Economics
Fellow, Humanities Institute, University of Edinburgh
National Endowment for the Humanities
Will and Ariel Durant Chair in the Humanities (Saint Peter's College, 1991)
Research Scholar, Social Philosophy & Policy Center, Bowling Green State University (1996)
Senior Research Fellow, Liberty Fund (1996-97)
Visiting Professor, United States Military Academy at West Point (1997-98)
Templeton Foundation Award, Freedom Project (2001-2002)
Templeton Foundation Grant for a Conference on Ethics and Spirituality in Business (2003-04)
Department of Education Grant to Study Corruption in Latin American Ports (2005-2006)
Board of Regents of Louisiana Grant to establish a graduate certificate program in business ethics for executives in New Orleans (2005-06)
Frank W. Considine Chair in applied Ethics, Loyola University Chicago (Spring 2006)
empleton Award to write book on *Spiritual Capital in America and Beyond* (2008-2009)
Acton award to study Pro- and Anti-Market Approaches to Catholic Social Thought (2014-15)

Employment*:*

Loyola University New Orleans	2002-
Legendre-Soule Chair in Business Ethics,	
University of Tulsa	1991-2002
McFarlin Professor	
Chair of Philosophy	1991-1994
Director of Legal Studies	1993-1996
United States Military Academy	1996-97
Visiting Professor	
Queens College, City University of New York	1967 - 1991
Full Professor	
State University College at Potsdam, New York	1965-1967
Professor and Chair, Philosophy Department	
Hunter College, CUNY	1962-65

Publications:

A. Books:

1. **HUMAN KNOWLEDGE** (New York: Bobbs-Merrill, 1968), 176pp.
2. **DAVID HUME**: **The Newtonian Philosopher** (Boston: Twayne, 1975), 241pp.
3. **OUT OF ORDER: Affirmative Action and the Crisis of Doctrinaire Liberalism** (Buffalo: Prometheus Books, 1985), 201pp.
4. **HUME'S PLACE IN MORAL PHILOSOPHY** (New York: Peter Lang, 1989), 380pp.
5. **AFFIRMATIVE ACTION: SOCIAL JUSTICE OR UNFAIR PREFERENCE?** (New York: Rowman & Littlefield, 1996), 130 pp.
6. **THE ENLIGHTENMENT PROJECT IN THE ANALYTIC CONVERSATION (**Kluwer Academic Publishers, *Philosophical Studies in Contemporary Culture* - 1998) 560 pp.
7. **John Stuart Mill** (New York: Cambridge University Press, 2004), 436pp.
8. **America's Spiritual Capital** (St. Augustine's Press 2012) Co- authored with Ted Malloch
9. **Liberty vs. Equality in Political Economy: From Locke and Rousseau to the Present** (London: Elgar, 2016) co-authored with Gordon Lloyd

B. Anthologies:

1. **THE ENLIGHTENMENT: The Proper Study of Mankind.** Edited with introductory essay and original translations (French and Italian). (New York: G.P. Putnam's Sons, 1967), 316pp.
2. **SCIENCE: MEN, METHODS, GOALS** (New York and Amsterdam: W.A. Benjamin, 1968), co-edited with Boruch Brody. 343pp.
3. **CLEAR AND PRESENT DANGER**, **The Free Speech Controversy** (New York: Bobbs-Merrill, 1970), 274pp.
4. **MCGILL HUME STUDIES**, Proceedings of the International Hume Conference held at McGill University, 1976 (San Diego: McGill University Press and Austin Hill Press, 1979), 358pp. Co-edited with David F. Norton and Wade Robison.
5. **LIBERTY IN HUME'S HISTORY OF ENGLAND** (Boston, and Dordrecht, The Netherlands: Kluwer /Nijhoff, 1990). 221 pp. *International Archives of the History of Ideas*.
6. **IMMIGRATION**: Debating the Issues (Buffalo: Prometheus Books, 1997). 324pp.
7. **BUSINESS AND RELIGION: A CLASH OF CIVILIZATIONS** (Boston: Scrivener, 2005)
8. **ASHGATE COMPANION TO CORPORATE SOCIAL RESPONSIBILITY** (London: Ashgate, 2008), co-edited with David Crowther
9. **The Two Narratives of Political Economy** (Wiley, 2010) Co-edited with Gordon Lloyd
10. Assoc. Editor**, Springer Encyclopedia of Corporate Social Responsibility (2013, 5 vols.)**
11. Associate Editor**, Springer Dictionary of Corporate Social Responsibility (2015)**
12. **Dimensional Corporate Governance: An Inclusive Approach,** Edited by Nicholas Capaldi, Samuel O Idowu, & René Schmidpeter (Springer 2016)

C. Textbooks:

1. **THE ART OF DECEPTION:** An Introduction to Critical Thinking. (New York: Donald Brown, 1971; 2nd edition, Buffalo: Prometheus Books, 1979; 3rd edition, 1987; revised edition 2007).
2. **JOURNEYS THROUGH PHILOSOPHY** (Buffalo: Prometheus Books, 1977), co-edited with Luis Navia; 2nd edition, 1982, co-edited with Luis Navia and Eugene Kelly. 484pp.
3. **INVITATION TO PHILOSOPHY** (Buffalo: Prometheus Books, 1981), co-authored with Luis Navia and Eugene Kelly. Chapters on Aristotle, Epistemology, Metaphysics, Pol. Philosophy.

D. Articles:

83 SCHOLARLY ARTICLES BETWEEN 1966 – 2005 (FULL CV AVAILABLE ON REQUEST)

E. Public Affairs
F. Dissertation:
G. Book Reviews:
SECTIONS OMITTED (FULL CV AVAILABLE ON REQUEST)

H. Editorial:

1. Member of the Board of Directors, *Journal of the History of Philosophy*, 1984-1994.
2. Member of the Editorial Board, *Journal of Social Philosophy*, 1984-present.
3. Consulting Editor, *Social Epistemology,* 1987-1990
4. General Editor and creator of the Pegasus (Bobbs-Merrill) series *TRADITIONS IN PHILOSOPHY* (1967-76)
5. Member of the Editorial Board, *History of Philosophy Quarterly*, 1988-91
6. Member of the Editorial Board, Social Philosophy Research Institute Book Series
7. Editor, Public Affairs Quarterly, 1991-94
8. Member of the Editorial Board, *Christian Bioethics*
9. Editor, Masterworks in the Western Tradition, Series published by Peter Lang, 1998-
10. Reviewer for *Journal of Philosophical Research*
11. Reviewer for *Polity* (Journal of the Northeastern Political Science Association)
12. Member of the Editorial Board*, EPISTÉME,* new journal on social epistemology
13. Member of the Editorial Board, *HealthCare Ethics Committee Forum*
14. Member of the Editorial Board, *Social Responsibility*
15. Referee for *Journal of Business Ethics*
16. Referee for *The Journal of Medicine and Philosophy*
17. Editorial Board*, Business Ethics Quarterly*, 2006-2009
18. Juror for Templeton Foundation Project on Spiritual Capital
19. Editor, Conflicts and Trends in Business Ethics 2005-
20. Editorial Board, *Social Responsibility Journal*, 2005-
21. Contributing Editor, *Conversations on Philanthropy*, 2009-

I. Tapes:
SECTION OMITTED (FULL CV AVAILABLE ON REQUEST)

Referee:
1. Journal of the History of Philosophy.
2. Journal of Social Philosophy.
3. Philosophical Topics.
4. Independent Journal of Philosophy.
5. Interpretation, A Journal of Political Thought
6. National Science Foundation
7. National Endowment for the Humanities
8. SUNY Press
9. University of Chicago Press
10. American Philosophical Quarterly
11. Earhart Foundation
12. Dialogue (Canadian Journal of Philosophy)

13. *Hume Studies*
14. University of Pittsburgh Press
15. *Social Theory and Practice*
16. The Catholic University of America Press
17. Cornell University Press
18. *Journal of Medicine & Philosophy*
19. Cambridge University Press
20. *Business Ethics Quarterly*
21. Templeton Foundation
22. Social Responsibility Journal
23. Healthcare Ethics Committee Forum
24. Journal of Business Ethics

Professional Society Membership:

American Political Science Association
American Philosophical Association, Eastern Division
Hume Society
North American Society for Social Philosophy
American Studies Association
SOPHIA
Metaphysical Society of America
Society for the Study of the History of Philosophy
Society for the Advancement of American Philosophy
American Society for Eighteenth Century Studies
Prague Circle for Political Philosophy
Society for Business Ethics
Association for Private Enterprise Education (Board Member)
Academy of Management

Professional Activity:

American Philosophical Association
Hume Society
North American Society for Social Philosophy
American Studies Association
SOPHIA
Metaphysical Society of America
American Political Science Association
Society for Business Ethics

Conferences Attended

Selected Speaking Engagements

SECTIONS OMITTED (FULL CV AVAILABLE ON REQUEST)

Wayne J. del Corral

EDUCATION:

• *Louisiana State University*	**ABD**, **Finance Economics**
• *Louisiana State University*	**Master of Science Finance**
• *Loyola University*	**Master of Business Administration**
• *University of New Orleans*	**Bachelor of Arts, Spanish**

REAL ESTATE WORK EXPERIENCE:

- *Owner and founder of 611 Olive LLC founded to purchase, renovate, & lease property to generate investment income. Founded in March 2007 to present*

ENTREPRENEURIAL/RESTAURANT EXPERIENCE:

- *Founder & Owner-operator, New York Pizza, New Orleans, La., 1980 to Present*

CORPORATE WORK EXPERIENCE:

- *Fidelity Homestead Savings Bank Vice President Business Development Officer January 2010 to November 2012*
- *Fidelity Homestead Savings Bank Assistant Vice President Employer Bank Services Consultant September 2009 to December 2009*
- *Fidelity Homestead Savings Bank Assistant Vice President Retail Branch Manager Main Branch February 2008 to August 2009*
- *Capital One, Assistant Vice President Decision Support Analyst II, Performance Analyst & Security Researcher October 2004 to September 2006*

TEACHING EXPERIENCE:

Loyola University, New Orleans, La.

Adjunct Professor : Personal Finance (200)	1999 to 2005
Business Communications (101)	2008

Tulane University, New Orleans, La.

Adjunct Professor: International Finance (462)	Spring 2004,
Financial Modeling (474)	Fall 2003,
Financial Management (352)	Spring 2003, Fall 2001
Venture Capital & Private Equity (434)	Spring 2004, Fall 2001, Spring 2001,
Advanced Financial Management (451)	Fall 2002, 2000

Louisiana State University, Baton Rouge, La.

Instructor: Essentials of Investments (3826)	Summer 2002, 2001, Spring 2000, Summer 2000, Fall 1999, Summer 1999
Corporate Finance (3715)	Spring 2002, Fall 2001, Spring 2001, Fall 2000, Spring 1999 , Fall 1998, Spring 1998

SEMINAR REVIEW COURSES

- *Becker/Conviser Stalla Chartered Financial Analyst (CFA) Seminar Review Course*

ACADEMIC PRESENTATIONS:

- "*News Releases When the Markets are Closed"*
  Annual Meeting of the Financial Management Association, Denver, October, 2003

Darrell L. Eilts

PROFESSIONAL EXPERIENCE

IntegriFi, LLC — Jun 2015 – Present
IS & IT, PM Consultant

IntegriFi is an emerging information systems and information technology solutions provider specializing in office automation, process improvement, application development, data management, and information security.

- Provide expertise in project management, technical consulting, financial management systems and audit compliance.
- Research, negotiate and prepare IT consulting contracts. Administer full life cycle contract and subcontract management, including pre-award, post-award and closeout activities.
- Serve as a lead driver of the project success, managing day-to-day business operations, resolving technical and general project issues.

National Finance Center (NFC, USDA/OFCO) — Jun 2014 – Jun 2015
IT Specialist , Federal Civil Service, the Office of Chief Financial Officer
National Finance Center is an Office of Personnel Management certified Shared Service Center. The mission of the NFC is to provide reliable, cost-effective, employeecentric systems and services to agencies of the United States federal government.

- Manage operations and maintenance for the Insight program. Insight is a comprehensive, enterprise-wide data warehouse with advanced reporting, data analytics and business intelligence capabilities.
- Serve as a technical authority and responsible for preparing program specifications in compliance with government-wide IT standards, policies, and authorized system design approaches, and for the actual design of the system from inception through implementation. Provide expertise and consult on large-scale, complex business intelligence and enterprise reporting systems
- Technologies: Microsoft Visual Studio Integrated Development Environment, Team Foundation Server, Oracle Server & Middleware, Oracle Business Intelligence Enterprise Edition (OBIEE), Oracle Data Integration (ODI), Microsoft Office products

QinetiQ - North America (QNA) — Feb 2013 – Jun 2014
Senior Software Engineer, Contracted to the United States Department of Agriculture (USDA)

USDA established an interagency team to lead the Acreage/Crop Reporting Streamlining Initiative (ACRSI). The goal of ACRSI is to establish common data elements and automated processes for producers to report common information for USDA programs, simplify and reduce the reporting burden on producers, and reduce USDA administrative and operating costs by sharing similar data across participating agencies.

- Support Risk Management Agency (RMA) and Farm Services Agency's (FSA) mission to combine, reconcile, redefine, and reformat current acreage reporting data elements to allow both agencies to use Comprehensive Information Management System (CIMS) as a single source of common information. CIMS contains producer, program, and land information collected by FSA, RMA and Approved Insurance Providers from participating customers.

- Perform database design and applications development for the ACRSI system. Revised and redesigned Acreage Reporting application which included integration with GIS data database and CIMS data
- Responsible for the overall operations of the data tier providing direction to ensure the database architecture integrates and operates with other system components.
- Provide expertise in the requirements and design of multiple systems as well as coordination of activities including: backup and recovery, availability considerations, performance metrics, security design, test scenarios, and validating system development throughout the life cycle of the projects.

Innovative Logistic Support Services (ILSS) Mar 2008 – Jan 2013
Senior Software Engineer – Financial Systems Architect,
Contracted to Marine Forces Reserve (MarForRes) Comptroller

The Comptroller staff functions include budgeting, managerial accounting, financial execution governance, and financial support services to the Force Headquarters, Major Subordinate Commands, and operational units.

- Duties included software engineering, software analysis and design, web application & database development. Provided technical support for many of the core business processes of the Command. These projects include: financial management, installations management, activity based costing / management, environmental compliance, and base operations
- Appointed as the Marine Forces Reserve Command Federal Information Security Management Act (FISMA) representative for the Financial Management systems. Ensured compliancy with all DOD regulations and directives, such as the Federal Financial Management Act (FFMIA).
- Provided consulting to senior leadership on IT strategy & roadmaps at all levels of IT.
- Participated in Enterprise Modernization & Transformation Planning, Marine Corps Business Enterprise Architecture Portfolio Management, IT Governance, and Enterprise Integration.
- Designed business continuity and disaster recovery strategies from an infrastructure, applications, and business processes perspective.
- Provide expertise in the following areas: architecting enterprise applications; developing and implementing databases in SQL Server 2008 R2 and integration with source Oracle11g R2.
- Develop and maintain a documentation that captures the IT needs and requirements of the Comptroller Department. Interview Functional Area Managers (FAM) to develop requirements and participate in all Requirements Control Boards. Developed several Complex Reports SSRS (SQL Server Reporting Services).
- Build and maintain SQL scripts, indexes, and complex queries for data analysis and extraction. Ensure best practices are applied and integrity of data is maintained through security, documentation, and change management. Create and maintain a development plan, which includes requirements to be implemented and a schedule for implementation. Perform quality assurance and testing of the SQL environment
- Managed Extraction, Transformation and Loading (ETL) processes by pulling large volume of data from various data sources using. Created OLAP Cubes using Star Schema and Snowflake Schema (multidimensional modeling). Contracted jobs to load data from staging database to the OLAP database.
- Ensure best practices are applied and integrity of data is maintained through security, documentation, and change management. Develop standard operating procedures (SOP) for all IT related tasks that are routinely performed as part of maintenance. Routine tasks include but are not limited to: Fiscal rollover, database maintenance procedures

Science Applications International Corporation (SAIC) Jun 2007 – Mar 2008
Senior Software Engineer (Level IV) – Financial Systems Architect,
Contracted to HQ Marine Forces Reserve (MarForRes) Comptroller

The Senior Software Engineer / MFS Architect is a key technical position which supports the Comptroller in meeting operational requirements to maintain the highest readiness possible and for Marine Forces Reserve Command, and to maximize its financial support capabilities throughout the spectrum of its responsibility.

 Duties include software engineering, software analysis and design, web application & database development. Provided technical support for many of the core business processes of the Command. These projects include: financial management, installations management, activity based costing / management, environmental compliance, and base operations.

Science Applications International Corporation (SAIC) Oct 2003 – Jun 2007
Software Engineer (Level III) - I.T. Specialist / Database
and Applications Developer, Contracted to HQ MarForRes Facilities

The Facilities Software Engineer / IT Specialist supported a wide range of Facility and Command systems including Project Tracking, Trouble Ticketing systems, Base Operations, GIS, Environmental compliance and Ground Safety systems. This position is responsible software engineering, software analysis and design, web application & database development for improving facility and fiscal administration across the force by leveraging technologies to improve nationwide operations and management.

- Effectively oversaw the design and development of information systems through Microsoft ASP.NET technology. Provided design and administration of web integrated relational databases for information deployment to 187 Sites for the Marine Forces Reserve HQ.
- Designed, developed, and administered the intranet based Safety Mishap reporting database, intranet based Facilities Safety Operational Risk Management database, and expanded on the development of the financial performance management database.
- Developed functional and technical requirements specifications, evaluated and recommend sources for system components, and ensured the integration and implementation of applications, databases, networks, and related systems.
- Worked closely with the requirements team and designing team for understanding the business requirement. Served as technical expert guiding choices to implement analytical and reporting solutions.
- Re-engineered data retrieval and modeling practices to improve information requirements.

Battelle Memorial Institute (BMI) Jun 2002 – Oct 2003
Information Technology Specialist, Contracted to HQ MarForRes Facilities

- Principal in constructing data tier support for Activity Based Costing / Management (ABC/M), conducting initial queries for financial appropriations, defined task scopes and attributes.
- Technical lead for development and deployment of the MarForRes Intranet
- Design and administer web integrated relational databases for information deployment to over 300 Marine Forces Reserve units at 189 sites.
- Develop Facilities Financial Management System, Mishap Reporting System, Operational Risk Management and Hazardous Material applications, Facilities Management application

HQ Marine Forces Reserve (MarForRes), USMC Jul 1998 – Jun 2002
Information Systems Coordinator (ISC)
Active Duty Military Stationed at the HQ Marine Forces Reserve Command.

- Technical lead for development and deployment of the MarForRes Intranet Develop and maintain the Marine Forces Reserve Intranet/Internet web sites to include the Base Operations, Engineering, Safety, and Environmental Branches of Facilities.
- Information systems management, Information content management, and application development
- Systems administration, end user support, user training, and systems inventory
- Plan, analyze designs, and develop computer information systems to meet organizational and user needs.
- Maintain network integrity, configuration, planning, and software upgrades.
- Troubleshoot network connections, computer hardware equipment, printers, and provide recommendation for systems requirements.

CERTIFICATIONS, PROFESSIONAL & PERSONAL ASSOCIATIONS
Project Management Professional (PMP)
Computer Technology and Industries Security + Certified (CompTIA Sec+)
Computer Technology and Industries I-Net + Certified (CompTIA I-Net+)
Microsoft Certified Systems Engineer (MCSE – NT & 2K networks)
Microsoft Certified Professional + Internet (MCP+I)
Cisco Certified Network Associate (CCNA)
Activity Based Costing/Management Modeling for Public Sector (ABC/M Oros)
Project Management Institute (PMI)
Institute of Electrical and Electronics Engineers (IEEE)
Computer Society Association for Computing Machinery (ACM)
National American Indian Veterans (NAIV)
Lifetime Member Armed Forces Communications and Electronics Association (AFCEA)

PMI Greater New Orleans, Board of Directors; 2016
Vice President of Education NSU GSCIS SGA; 2014 - 2015
Executive Vice President of Online Affairs for Upsilon Pi Epsilon (UPE),
Honor Society for the Computing and Information Disciplines

EDUCATION
Nova Southeastern University Ft Lauderdale, FL est. 2018 (part-time)
Doctor of Philosophy in Information Systems, concentration in Information Security

Drexel University Philadelphia, PA Jun 2012
Master of Science in Information Systems, concentration in Database Systems

Herzing University Kenner, LA
Bachelor of Science in Information Technology Oct 2003
Associate of Science in Networking Technology Oct 2001

300+ hours of Continuing Education: Information Management, Data Integration, Network Security, Visual Basic, Transact SQL & RDBMS administration, Macromedia Studio, VBA

Mark H. Faust

EDUCATION

University of Southwestern Louisiana

B.S. Electrical Engineering, -Computer Design Option (Computer Science minor) 1979

EXPERIENCE

SDI International 2012-2013

Project Consultant

Consulted with Motorola project team on a $50M radio system replacement project.

Entergy Corporation

Manager, IT Program Management Office -Office of the CIO 2004-2012

• Developed PM methodology and processes as part of the IT governance function including tools for tracking project, program and portfolio performance

• Developed tracked and reported project performance metrics

• Developed and implemented a capital project portfolio process for IT

• Managed upgrades to the Project & Portfolio Management system

• Program Manager for $10M project to upgrade Entergy's voice radio host infrastructure

Manager, IT Technology Management-Office of the CIO 2000-2004

• Responsible for research and project management of emerging technologies

• Tracked major wireless and two-way radio issues and spectrum management

• Program Manager for the $9M Nextel Re-banding effort (through 2006)

• Program Manager for Data Center Web Enablement Program

Manager of Fiber Optic, Wireless, and Video Engineering -IT Telecomm. 1996-2000

Managed group of 10-20 engineers and project managers responsible for the following:

• Entergy's Fiber Optic Transmission Backbone Engineering including the engineering and project management of Entergy's Carrier of Carriers infrastructure.

• Wireless Engineering including the company-wide two-way radio system management.

• Video Engineering -Entergy's video conferencing network and distance learning.

Project Manager -Systems Development & Project Management 1994-1996

Managed the following strategic projects:

Voice Response Units (VRU), Mobile Data, Power Quality Monitoring System

Senior Engineer· Transmission & Distribution Planning and Project Tracking 1992-1994

Continued responsibility for the development of Project Management standards, training, procedures and reports as well as the management of special projects.

Engineering Supervisor -Project Management Methods and Standards 1991-1992

Responsible for the development of Project Management standards, training, procedures and reports for Transmission as well as the integration of Work Management software and procedures such as CAD, estimating and project tracking.

Project Manager, Entergy Generation & Transmission (G&T) Group IT Team 1991

Project Manager for the start-up of the IT function in the newly-formed G&T group. Represented G&T on system-wide IS committees and assisted in the development of the G&T IS organization with management consultants and the installation of the G&T IT infrastructure.

Louisiana Power & Light Company
Engineering Supervisor -Central Engineering, Project Management and Information Systems 1988-1990
Supervised the following IT activities:
• Justification, procurement and installation of IT infrastructure (through October, 1989).
• IT support and maintenance for all personal computers and local area networks.
• Chairing local area network standards task force
• Development of an Oracle-based budget and project tracking system,
• Development of a Timberline-based project estimating system for LP&L's Distribution group.

Engineer -LP&L Systems Engineering, Computer Applications Group 1980-1988
• Project Manager of the $8M replacement of LP&L's two Supervisory Control and Data
• Project Leader on the modification of LP&L's Southern Control Center SCAD A system to increase scanning capability.
• Project Lead for the contract, integration and design of the communications system for the Waterford 3 Nuclear Plant Auxiliary Plant Computer Multiplexers (APCMUX's). Also acted as group site coordinator for installation of the plant monitoring computer.

PROFESSIONAL ACTIVITIES
Project Scheduling software including Primavera, Microsoft Project and Project Server, Administration of Microsoft Project and Portfolio Server

Instructor for the Entergy Human Resources Development program
Project Management course 1988-1991

Variety of Project Management courses including:
Stanford University Advanced Project Management Training, 2011
PMI Certification Prep Course, 2014 (audited as a future instructor)

Certified Project Management Professional (PMP) through the Project Management Institute since 1996

Member - **Institute of Electrical and Electronic Engineers**

Co-Chairman of the New Orleans Chapter Computer Society,	1991-1992
Secretary of New Orleans Chapter, Computer Society,	1992-1993
Vice Chairman of New Orleans Chapter, Computer Society,	1993-1994

Project Management Institute

Vice President and co-Founder, Greater New Orleans Chapter	1990-1991
President, Greater New Orleans Chapter,	1992-1993
Chairman, Board of Directors, Greater New Orleans Chapter,	1994-1995
Volunteer Chair- Global Congress	2013
President-Elect, Greater New Orleans Chapter,	2015

Wing M. Fok

EDUCATION:

PhD, Georgia State University, 1992.
Business Administration, majoring in Operations Management,

MBA, University of Baltimore, 1983.

BBA, The Chinese University of Hong Kong, 1979.

ISO 9000 Lead Auditor Training, 2002

SELECTED HONORS AND AWARDS:

Honorary Professor
Caritas Institute of Higher Education, Hong Kong,
School of Business and Hospitality Management, since 2012

Henry J. Engler Jr. Distinguished Professor in Management
Loyola University New Orleans, current holder since 2004

ADMINISTRATIVE EXPERIENCE:

Editor in Chief, Journal of Asia Business Studies, 2010-2014

Chairman, Asian Chamber of Commerce of Louisiana, 2012 - 2014

External Board Member, Confucius Institute, Xavier University, current

Member, International Leadership Council, New Orleans Business Alliance

Loyola China Summer Program, Program Director**,** 2006 to present

Director of International Business Center, Fall, 2008 to Spring,2011.

Principal Investigator, International Logistics Grant sponsored by
Board of Regents, State of Louisiana, 2006 - 2007.

Principal Investigator, Technology Transfer Grant (US$180,000)
sponsored by Board of Regents, State of Louisiana, 1999 - 2000.

Academic Chair, National Association of Purchasing Management
(Greater New Orleans Chapter), April 1998 to September 1999.

Member of Transportation Subcommittee of World Trade Center
of New Orleans, April 2005 to present.

Faculty Coordinator, International Business Grants sponsored (over US$750,000) by USDOE, LEQSF and Louisiana Board of Regents, 1993 – 1995, 1996 –1998, 2002-2004, and 2005-2006.

Vice President, International Association of Business Forecasting, 1992 to 1996.

Project Manager, IBM-GSU Joint MAPICS Project ($1,000,000 project) 1984 to 1987.

SELECTED PUBLICATIONS:

Articles:
"Do National Culture and Organizational Development Affect The Effectiveness of ERP Implementation? A Tale of Two Cultures: US versus China" with Lillian Fok; Jing Li, and Sandra Hartman, Journal of International Technology and Information Management, 24(2), 2015.

"Regaining Productivity in the U.S. – An Exploratory Study of Using ERP," coauthored with Lillian Fok, University of New Orleans, Jing Li, Loyola University New Orleans, accepted to be published in Business Journal of Entrepreneurs.

"An Exploratory Study of Risk Neutral Pricing Model for Accumulators," Co-authored with K. Kwong, et al. Journal of Asia Business Studies, Vol. 6.1, 2011.

"Exploring the Use of Various Technologies, Perceptions of Success and Organizational Culture in Jamaica," coauthored with Lillian Fok, University of New Orleans, and Jing Li, Loyola University New Orleans, Competitiveness Review, An International Business Journal (incorporating Journal of Global Competitiveness), Volume 19, Number 3, 2009.

"Comparing Culture, Quality Management, and CRM Systems: A Study of Managers in the U.S. and Mainland China," coauthored with Jing Li, Sandra Hartman and Lillian Fok, International Journal of Management and Decision Making, Vol. 7, No.5, 2006.

"Venture Capital for China: Opportunities and Challenges," coauthored with Jerry Dauterive, Loyola University New Orleans, Managerial Finance, Vol. 30, No. 5, 2004.

"Customer Relationship Management and QM Maturity: An Examination of Impacts in The Health Care and Non-Health Care Setting," coauthored with Jing Li, Loyola University New Orleans, Lillian Fok and Sandra Hartman, UNO, Journal of Health Care Quality Assurance, Vol. 16, No. 5, 2003, pp 234-244.

"Differences and Consistencies in Reactions to QM and IS in China and the US," coauthored with Jing Li, Loyola University New Orleans, Lillian Fok and Sandra Hartman, UNO, China and World Economy, No. 6, 2002, pp 50-57.

"The Impact of Quality Management Maturity upon the Extent and Effectiveness of Customer Relationship Management Systems," coauthored with Jing Li, Loyola University New Orleans, Lillian Fok and Sandra Hartman, UNO, Supply Chain Management, an International Journal, Vol. 7, No. 4, 2002, pp 212-224.

“Exploring the Relationship Between Total Quality Management and Information Systems Development,” coauthored with Lillian Fok and Sandra Hartman, UNO, Information & Management, Vol. 38, No. 6, 2001, pp. 355-371.

“Job and people in a TQM environment: A Study of Academicians and Practitioners,” coauthored with Lillian Fok, Sandra Hartman and Anthony Patti, UNO, International Journal of Management, Vol. 18, No. 3, 2001, pp.359-368.

“The Location of Sub-Regional Offices: An Emerging Issues for HR Managers in Government,” coauthored with Lillian Fok and Sandra Hartman, UNO, Public Personnel Management, Vol. 30, No. 4, 2001, pp. 515-530.

“The Effects of Firm Size on Risk and Profitability of the Property and Casualty Insurance Industry,” coauthored with Lillian Fok and Phillip Wei, UNO and Susan Zee, SUNO, Journal of Insurance Issues, Vol. 20, Spring 1997, No.1, pp.25-36.

"A Decision Tree Approach to the Interpretation of Multivariate Statistical Technique for Management Researchers, Faculties and Students", coauthored with Lillian Fok, University of New Orleans, John Angelidis, St. John University, and Nabil Ibrahim, Augusta College, Journal of Education for Business Vol. 71, No.2, November/December 1995, pp. 110-117.

"Shop-floor Practices in three Pacific Rim Countries: A Comparative view of the Small Machine Tool Industry", coauthored with Mehdi Kaighobadi, Florida Atlantic University and Kern Kwong, California State University (LA). Production Planning and Control, Vol. 4, No. 2, 1993, pp. 174-180.

"Global Manufacturing Strategies and Practices: A Study of Two Industries", co-authored with Scott Young, University of Utah, Kern Kwong and Cheng Li, California State University (LA). Included in Manufacturing Research and Technology: Global Manufacturing Practices, edited by D. Clay Whybark and Gyula Vastag, published by Elsevier, 1993, pp. 233-246.

"Global Manufacturing Strategies and Practices: A Study of Two Industries", co-authored with Scott Young, University of Utah, Kern Kwong and Cheng Li, California State University (LA). International Journal of Operations and Production Management. Vol. 8, No. 12, 1992, pp. 5-17.

"An Empirical Comparison of Two Pedagogical Tools for Teaching Production/Operations Management Course," co-authored with Kern Kwong, California State University, LA, and Chairat Hiranyavasit, Auburn University, Computers & Education, An International Journal, Vol. 13, No. 2, 1989, pp. 199-204.

"An Effective Approach to Enhance POM Education in Colleges of Business", co-authored with Kern Kwong and Chairat Hiranyavasit, The International Journal of Education and Computing, Vol. 5, No. 3, 1989, pp. 181-188.

"The Integration of MAPICS into Operations Management Curriculum," co-authored with Walter Riggs, Georgia State University and Kern Kwong, California State University, LA, Operations Management Review, Vol. 5, No. 4, Summer 1987, pp. 8-13.

Professional Presentations:

"Cultural differences between U.S. and Chinese managers", invited presentation, National Association of Purchasing Management, New Orleans Chapter, June and December, 2014.

"Training as a Strategic Issue," Advanced Certificate in Training and Development, Caribbean Institute of Quality, August, 2014.

"Working with Chinese counterparts", invited presentation made to middle level managers of John Deere Company, Louisiana, May, 2014.

"Being a successful International Business Professional in the U.S.," Special Lecture Series, Tulane University Chinese Scholars and Students Association, November, 2011.

"Becoming An Effective Teacher – Using PDCA cycle," Distinguished Lecture Series, Caritas Institute of Higher Education, Hong Kong, December, 2010.

"Strategic Alliance of Asian and Latin American Communities in New Orleans," keynote speech presented at the first Asian Chamber of Commerce Gala, October, 2008.

"Innovation in a conservative work environment," four days workshop presented to middle to top level executives in Bahrain, March, 2008.

"Managing an Innovative Work Force," four days work shop presented to middle to top level executives in Taiwan, September, 2007.

"Innovation Management," three days workshop presented to top administrators of Food and Drug Administration of China, in Beijing, October, 2006.

"Change Management: Lesson behind Katrina," presented to management faculty of DePaul University, September, 2006.

"The Need for International Logistic Education in Louisiana," presented at World Trade & Transport Conference, February, 2005.

Proceedings:

"An Investigation of the Implementation and Success of ERP", coauthored with Jing Li, LUNO, Lillian Fok, Sandy Hartman, UNO, Proceedings of the Decision Science Institute Annual Conference, Phoenix, Arizona, November, 2007.

"Will National Culture and Organizational Development Stages Affect Effectiveness of ERP Implementation? A Tale of Two Countries: US vs. Jamaica," coauthored with Jing Li, LUNO, Lillian Fok, Sandy Hartman, UNO, Proceedings of the Decision Sciences Institute Annual Conference, Phoenix, Arizona, November, 2007.

"Adopting of ERP in Jamaica: What Patterns are Emerging?" coauthored with Jing Li, LUNO, Lillian Fok, Sandy Hartman, UNO**,** Proceedings of the Decision Sciences Institute Annual Conference, San Antonio, Texas, November, 2006.

"A Model for Selecting Target Export Markets, the Case of Chinese Microwave Ovens and Rice Cookers," coauthored with Kern Kwong, California State University, LA, Proceedings of Allied Academies Spring 2005 conference, Memphis, Tennessee, April 2005.

"A Comparison of the Relationships among ERP Implementation, Quality Management Programs, IS Maturity, Organizational Culture, and Perceptions of Success in the U.S. and Jamaica," Proceedings of the Decision Sciences Institute, coauthored with Jing Li, LUNO, Lillian Fok, Sandy Hartman, UNO, Boston, November, 2004.

"Relationships among Adoption of Quality Management Programs, Adoption of ERP, IS Maturity, Organizational Culture, and Perceptions of Success," Proceedings of the Decision Sciences Institute, coauthored with Jing Li, Loyola University New Orleans, Lillian Fok, Sandy Hartman, UNO, Boston, November, 2004.

"Comparison of Customer Relationship Management (CRM) Systems and Quality Management in the U.S. and Jamaica," Proceedings of Southwest Academy of Management Conference, coauthored with Jing Li, Loyola University New Orleans, Lillian Fok, Sandy Hartman, UNO, Orlando, March, 2004.

"The Adjustment of China's Innovation and Technology Strategy," Proceedings of Allied Academies Fall 2004 Conference, coauthored with Kern Kwong, California State University, LA, Maui, October, 2004.

"A Tale of Two Silicon Valleys – U.S. Versus China: What lessons Can be Learnt from U.S. Silicon Valley?" Proceedings of Allied Academies Fall 2004 Conference, coauthored with Kern Kwong, California State University, LA, Maui, October, 2004.

"An Exploratory Study of Quality Management Programs, the Use of Various Information Systems, Organizational Culture, and Perceptions of Success: A Sample from Mainland China," coauthored with Sandra Hartman, Jing Li, and Lillian Fok, Proceedings of Decision Sciences Institute Annual Conference. Washington DC, November, 2003. ***Received Best Interdisciplinary Paper Award.***

"Relationships among Quality Management Programs, Use of Information Systems, Organizational Culture, and Success," coauthored with Sandra Hartman, Jing Li, and Lillian Fok, Proceedings of Decision Sciences Institute Annual Conference. Washington DC, November, 2003.

"A Comparison of Customer Relationship Management and IS Practices in the Health Care and Non-Health Care Setting," coauthored with Jing Li, Sandra Hartman and Lillian Fok, Proceedings of Southwest Academy of Management Annual Conference, St. Louis, March 2002.

"Information Systems and Quality Management: A Comparison Study of USA and China," coauthored with Jing Li, Sandra Hartman and Lillian Fok, Proceedings of Southwest Academy of Management Annual Conference, St. Louis, March 2002, ***nominated for Best Paper Award***.

"An Exploratory Investigation into the Relationships Between QM Maturity and the Extent and Effectiveness of Customer Relationship Management System," coauthored with Jing Li, Sandra Hartman and Lillian Fok, Proceedings of SWFAD, New Orleans, February 2001, ***received Distinguished Paper Award***.

“Measuring QM Maturity: Validation of a New Instrument,” coauthored with Sandra Hartman, Lillian Fok and Anthony Patti, Proceedings of the Southern Management Association, Orlando, November 2000.

“Exploring the Linkages between Human Factors and Total Quality Management Environment,” coauthored with Sandra Hartman, Anthony Patti, and Lillian Fok, Proceedings of the Decision Science Institute, Orlando, November 2000.

“Exploring the Relationship between the TQM Maturity Construct and Organizational and Individual Factors,” Proceedings of the Decision Science Institute, Orlando, November 2000.

“Jobs And People In A TQM Environment: A Survey Of Academicians And Practitioners,” coauthored with Anthony Patti, Sandra Hartman and Lillian Fok, Proceedings of Western Decision Sciences Conference, Maui, April 2000.

“Total Quality Management and Information System Development: Are They Complimentary?” coauthored with Lillian Fok, and Sandra Hartman, Proceedings of Western Decision Sciences Conference, Maui, April, 2000, **received Best Paper Award.**

“An Exploratory Study of The Impact Of Total Quality Management On Information System Development,” coauthored with Lillian Fok, UNO, Proceedings of Decision Science Institute, Annual Conference of DSI, Las Vegas, November 1998.

“Study of the Impact of User Participation and STS Methodology on IS Success,” coauthored with Lillian Fok, UNO and Caleb Chan, Spring Arbor College, Proceedings of Decision Sciences Institute, Annual Conference of DSI, Orlando, November 1996.

“The Effects of Firm Size on Risk and Profitability of the Property and Casualty Insurance Industry,” coauthored with Lillian Fok and Phillip Wei, UNO and Susan Zee, SUNO, Proceedings of Decision Sciences Institute, Annual Conference of DSI, Orlando, November, 1996.

“Building and testing a solvency/profitability model using partial least squares method: The property and casualty insurance industry,” Proceedings of Decision Science Institute, Annual Conference, San Diego, November, 1995

"Identifying Factors Influencing Risk and Profitability of the Property and Casualty Insurance Industry: Large versus Small Firms," coauthored with Phillip Wei, Lillian Fok, and Susan Zee, Proceedings of Southwest Decision Sciences Institute, March 1995, Houston, pp. 78-79.

"A Study of the Property and Casualty Insurance Industry using Multivariate Data Analysis'" coauthored with K. Chan, Proceedings of the 25th annual conference of Decision Sciences Institute - Southwest Division, April, 1994, Dallas, pp. 73-75.

"A DSS for Locating Sub-regional Offices using LOTUS: A case in a Government Agency," coauthored with Lillian Fok and Sandra Hartman, UNO, 1994 Southern Management Association, November, New Orleans, pp. 65-67.

"An Empirical Study of Electronic Data Interchange in the Property/Casualty Insurance Industry," coauthored with K. Chan, 1994 ACME Transactions, August, Toronto, pp. 206-214.

"An Exploratory Study of Electronic Interface System Usage in the Property/Casualty Insurance Industry," coauthored with K. Chan, Midwest Decision Sciences Conference, April, 1994, Cleveland, pp. 62-64.

"A Study of Information System Success," coauthored with Caleb Chan and Lillian Fok, Midwest Decision Sciences Conference, April, 1994, Cleveland, pp. 84-86.

"An Exploratory Study of the Impact of User Participation and Socio-Technical Systems Methodology on System Success -- the case study approach," coauthored with Lillian Fok, Decision Sciences Institute National Conference, November, 1994, Honolulu, pp. 967-969.

"An Empirical Study of Electronic Data Interchange in the Property/Casualty Insurance Industry", coauthored with Caleb Chan, Spring Arbor College; Lillian Fok, University of New Orleans. ACME V Annual Conference Proceedings, August 5-7, Toronto, Ontario.

"An Exploratory Study of The Property and Casualty Insurance Industry using Discriminant Analysis and Factor Analysis", coauthored with Caleb Chan, Georgia State University; Lillian Fok, University of New Orleans. Southwest Decision Sciences Institute Annual Conference Proceedings, March, 1993, New Orleans, Louisiana.

"Sales Forecasting in China, Japan, Korea and U.S.", coauthored with Kern Kwong, California State University, LA. International Association of Business Forecasting 1993 Annual Conference Proceedings, April, 1993, San Antonio, Texas.

"An Investigation of Consumer Quality Expectations in Nursing Homes", Coauthored with Kern Kwong and Li Cheng, California State University; Lillian Fok, UNO. Decision Sciences Institute Annual Meeting Proceedings, November, 1992; San Francisco, California.

"An Empirical Study of Modified Trigg's Tracking Signal", coauthored with Lillian Fok, UNO; Mehdi Kaighobadi, Florida Atlantic University; Kern Kwong, California State University. Decision Sciences Institute Annual Meeting Proceedings, November, 1992; San Francisco, California.

"Shop-floor Control Practices in the Pacific Rim: A Comparative View", coauthored with Mehdi Kaighobadi, Florida Atlantic University and Kern Kwong, California State University. Decision Sciences Institute Annual Meeting Proceedings, November, 1991; Miami, Florida.

"Using Moving Cumulative Sum as Tracking Signal", coauthored with Lillian Fok, University of New Orleans and Mehdi Kaighobadi, Florida Atlantic University. Decision Sciences Institute Annual Meeting Proceedings, November, 1991; Miami, Florida.

"Production Planning and Scheduling in European, Korean, Japanese and the United States Small Machine Tool Industries", coauthored with Kern Kwong and Cheng Li, California State University, LA and Scott T. Young, University of Utah. Presented and included in Decision Sciences Institute Annual Meeting Proceedings, November, 1990, San Diego, California.

"Comparing Manufacturing Practices in the People's Republic of China, South Korea and Japan," coauthored with Kern Kwong, California State University, LA, and Chairat Hiranyavasit, Auburn University, Annual Meeting of Decision Sciences Institute Proceedings, November, 1989, New Orleans, Louisiana.

Other Publications:

“A Revisit of Underwater Diving: The Offshore Oil and Gas Industry Segment,” Strengthening Louisiana’s Internationalization Efforts in a New World of Uncertainty and Risk” -- Manuscript, June 2004

“Creative Divers, Inc.” Strengthening Louisiana’s Internationalization Efforts in a New World of Uncertainty and Risk” -- Manuscript, June 2004

“Under Siege: Shrimp in Louisiana,” Strengthening the Latin America-Louisiana Business Connection—Manuscript, June 1999.

“Acadia Shrimp Co.,” Strengthening the Latin America-Louisiana Business Connection—Manuscript, June 1999.

"Forecasting with SAS", The Forum -- The Newsletter of the International Association of Business Forecasting, Vol. 3, No. 3, Fall 1990.

“A Comparison of Sales Forecasting Practices in the Japanese and the U.S. Textile Firms,” co-authored with Kern Kwong, and Cheng Li, California State University, LA, The Forum - the Newsletter of The International Association of Business Forecasting, Vol. 3, No. 3, Fall 1990.

"Exponential Smoothing in RATS", coauthored with Kern Kwong, California State University, LA. The Forum -- The Newsletter of the International Association of Business Forecasting Vol 3, No. 2, Summer 1990.

MAPICS Laboratory Units: Case and Student Workbook, co-authored with Gene K. Groff, et al, under IBM/GSU MAPICS research contract, 1985, Georgia State University.

MAPICS Installation and Implementation: Case and Student Workbook, co-authored with Thomas B. Clark, et al, under IBM/GSU MAPICS research contract, 1985, Georgia State University.

PROFESSIONAL MEMBERSHIP:

Member of National Association of Purchasing Management

Member of Louisiana Partnership for Technology and Innovation

Member of American Society for Quality.

Member of Decision Sciences Institute.

Member of World Trade Center of New Orleans

Member of the Transportation Task Force of World Trade Center of New Orleans

Member of America Chinese Management Educators Association.

Catherine L. Griffin

EXPERIENCE

Certified USMC Yellow Belt (YB) and Green Belt (GB) Senior Instructor;
Certified USMC Continuous Process Improvement Management (CPIMS) instructor

10/2012 to Present;
Senior Process Analyst; Headquarters, Marine Forces Reserves (MARFORRES)

Command Master Black Belt responsible for developing and implementing Continuous Process Improvement (CPI) within the command. Responsible for conducting department assessments, Value Stream Analysis and thorough gap analysis to identify, plan and conduct process improvement projects directly related and aligned to organizational mission and goals. Provide coaching/mentoring to Implementation Leaders to aid in establishing command CPI implementation plan to include POA&M which addresses leadership briefings, selection of potential Green Belt/Black Belts, planning/coordination of training needs and executing plans.

01/2008 to Present;
Program Analyst; Installations & Logistics Dept., Marine Corps Business Office

Sole Headquarters Marine Corps (USMC) Black Belt assigned to facilitate the strategic Continuous Process Improvement (CPI) implementation at MCAS Cherry Point, NC, MCRD Parris Island, SC, H&S Battalion, Henderson Hall and 4th Marine Corps Recruiting District.

Responsible for leading organizations through the USMC Engagement Planning Process (EPP) utilizing the CPI Standard Deployment Model. Conduct organizational assessments, VSA and thorough gap analysis to identify, plan and conduct process improvement projects directly related and aligned to organizational mission and goals. Provide coaching/mentoring to Implementation Leaders to aid in establishing command CPI implementation plan to include POA&M which addresses leadership briefings, identification/selection of potential Green Belt/Black Belts, planning/coordination of training needs and executing project plans.

Successfully integrated with numerous command activities including MCLB Albany, MCRD Parris Island, MCAS Cherry Point, MCAS Beaufort, MOBCOM Kansas City, MARFORRES New Orleans, NAVSEA Suffolk, MCB Quantico, and Headquarters Marine Corps at all command levels. Assisted and taught YB and GB certification courses, led VSA/VSM sessions, conducted high-level briefings and summary reports on projects and other activities assigned by CPI Program Office. Conducted several sessions on short-notice within tight scheduling and preparation deadlines, and successfully conducted these sessions with superior results. Provide feedback to Deployment Champions and Implementation Leaders on project status results through written and verbal communication as well as formal presentations.

Communicate and report strategic results/metrics to higher headquarters leadership through verbal and written communication and formal presentations. Use programs such as Continuous Process Management System (CPIMS) to share/present information. Use analytical and presentation software such as MiniTab, Excel, PowerPoint, iGrapx, and Visio to analyze and present pertinent data in understandable form to team members, Project Sponsors, Implementation Leaders and higher authorities at command and headquarters level.

Provide coaching/mentoring to Green Belts, Black Belts, Implementation Leaders, Deployment Champions and higher level leadership through the successful use of CPI tools (Lean Manufacturing, Theory of Constraints, and Lean Six Sigma), and by utilizing such techniques as just-in-time training as well as change management techniques. Plan and conduct Project Sponsor training as required to meet organizational resource/project needs. Currently mentoring Green Belts and Black Belts at MCRD Parris Island, H&S Battalionn, Henderson Hall in projects ranging from Kaizen/Rapid Improvement Events (RIE) to full-scale Lean Six Sigma DMAIC.

Mentored 4 successful projects which resulted in a 50% reduction of cycle time for MCRD Parris Island H&S Bn limited duty process; 80% reduction in Recruit Sales invoice process time for MCCS White Bag Process; 70% reduction in number of days to qualify an instructor & 70% reduction in total number average man-hours at MCAS New River; and 50% reduction in cycle time of MCAS Cherry Point's Local Civilian Recruitment Process.

Planned, scheduled, conducted and led 6 Value Stream Analysis sessions at various commands, with participants consisting of numerous personnel from E-4 to 0-6, and civil service employees from GS-7 to GS-15. Instructed all participants in the proper use of VSANSM tools, which resulted in identification and prioritization of future project ideas for commands where sessions were conducted. Developed course outlines/lesson plans and instructed Technical Round Table (TRT) training with CPI Program staff/team.

Utilizing DMAIC approach/standard CPI tools and templates, Black Belt Team Lead for Lean Six Sigma project at MCRD Parris Island focused on the Marine Corps Training Information Management System (MCTIMS) with project results of 70% decrease in entry cycle time and a savings of 2.33 hours of Senior Drill Instructor cycle time per Recruit (20,000 recruits per calendar year). Black Belt Team Lead for Rapid Improvement Event (RIE) at MCRD Parris Island focused on the FMD Work Order Reconciliation process with projects results of 69% reduction of total cycle time, 41 % reduction in touch time, 54% reduction in process steps.

Successfully completed Jonah (Theory of Constraints) training, and passed certification.

11/2005 to 01/2008;
Training & Development Specialist; Fleet Readiness Center East Cherry Point

Provided AIRSpeed support to Fleet Readiness Center (FRC) East Cherry Point 7.0 Corporate Operations Group. Central point of communication between 7 .0 Corporate Operations Group Deployment Champion and 7.0 Green Belt candidates. Responsible for submitting continuous process improvement (CPI) ideas utilizing Process Improvement Worksheets. Responsible for reporting 7.0 Corporate Operations process goal metrics to 7.0 Corporate Operations Department Head. Facilitate AIRSpeed projects focusing on improving FRC East business processes using CPI tools such as Theory of Constraints (TOC), Drum Buffer Rope (DBR), Lean and Six Sigma. Analyze AIRSpeed projects using Value Stream Mapping (VSM); Define, Measure, Analyze, Improve, and Control (DMAIC); five focusing steps; critical thinking; and other processes analysis tools. Acts as an AIRSpeed project lead on continuous basis responsible for communication of CPI goals and provides guidance and direction to project team members to include FRC East AIRSpeed Council, Competency Leads, and other officials.

Sigma Black Belt Team Lead on Printer Optimization Project (completed 27 Jun 07).
Six Sigma Black Belt Team Lead on Net Order Process Project (completed 27 Jun 07)

Worked on temporary assignment with the FRC East Cherry Point AIRSpeed Team as AIRSpeed Training Coordinator/Event Facilitator. Served as member of Naval Air Enterprise (NAE) Merge Training Team tasked with developing and implementing a consolidated NAE-wide AIRSpeed Yellow BelUGreen Belt training curriculum.

Completed Phase II: Journeyman AIRSpeed Tools training plan (Jan -Jul 05) which included the following concepts: Theory of Constraints (TOC), Drum Buffer Rope (DBR), Concerto, Lean Manufacturing, Lean Office, 5 S Plus One, and Six Sigma.

Participated in the following AIRSpeed Events: AV8B Lean Event, Beneficial Suggestions Lean Event (2/05), 4.0 Beneficial Suggestion Kaizan (2/05), F402 Engine Lean Event (5/05), Project Prioritization Kaizen (11/05), Pre-Expended Bin Financial Team (5/06), AVBB Stabilizer (Joint effort with MALS-14 and NADEP Cherry Point)(5/06), 7.0 Project Identification Workshop (6/06).

Six Sigma Team Lead for Training Management System (TMS) Sign-in Sheet Six Sigma Project (Campi 12/05). Co-led PQDR Lean Event (3/05) and first Fleet Readiness Center East (FRC) and I, Level to D, Level (I to D) integration initiative which focused on the AV8B Stabilizer (5/06). Responsible for mentoring NADEP Six Sigma Green Belt candidates.

09/2002 to 11/2005;
Training & Development Specialist; Naval Air Depot (7.3.3)

Served as Training & Development Specialist, Program Coordinator for Supervisory and Management Development Program and Probationary Supervisors. Possess knowledge of training and development requirements for management and supervisors. Established training requirement worksheets (TRW). Provided counseling and program orientation and indoctrination to new probationary supervisors and their managers. Advised, guided, counseled and monitored the individual development (IDP) process of supervisory personnel. Provided management support to identify, prioritize, and recommended training solutions. Advised management on training alternatives to reduce or eliminate concerns and problems and promote the performance of personnel. Coordinated, arranged, and managed training courses in the developmental programs. Published schedule of courses available to the workforce.

Conducted needs assessments with competency managers to ensure proper developmental programs are offered. Developed new or modified existing employee development programs to meet customers' needs. Worked with Human Resource Center East (HRSC-E) and local Human Resource Office (HRO) Classification to resolve DCPDS coding errors for probationary supervisors. Interfaced with NA VAIR Teams regarding the development of training programs such as NA VAIR 101, Mentoring, and developmental videos.

Served as Program Coordinator for Defense Acquisition Workforce Improvement Act (DAWIA). Solely responsible for day-to-day administrative support of approximately 500 Defense Acquisition Workforce members. Provided technical assistance for acquisition workforce members using mandatory Director of Acquisition Career Management (DACM) registration system. Interfaced with members of DACM Registrars office for programming issues and technical support beyond local command control. Advised managers, supervisors, and workforce members of DAWIA requirements, possible training solutions, certification, etc. Interfaced with NAVAIR headquarters regarding local requirements. Advised on continuous learning (CL) fulfillment procedures. Solely responsible for tracking DAWIA Acquisition Workforce Tuition Assistance Program (AWTAP)funds. Monitor AWTAP program budget.

Prepared status reports and responses to data calls. Worked with HRSC-E to resolve DCPDS errors for acquisition workforce members. Worked with HRO Classification to resolve coding errors for acquisition workforce members. Represented NADEP Cherry Point at Annual DAWIA Training Representatives Conference at Patuxant River, MD.

Provided administrative assistance and coordination for Naval Aviation Depot (NADEP) Cherry Point Employee Development Office Developmental Programs and 1.0, 3.0, 4.0, competencies. Used automated Training Management System (TMS) to process request, authorization agreement, and certification of training via government purchase order (DD Form 1556/SF182). This included creating course code for TMS course catalog, developing registration sheet in TMS as well as posting training upon completion.

10/2000 to 09/2002;
Personnel Specialist; MANGON

Provided administrative assistance and coordination for Naval Aviation Depot (NADEP) Cherry Point Employee Development Office Developmental Programs and 1.0, 3.0, 4.0, and 7.0 Competencies. Solely responsible for day-to-day administrative support of approximately 500 Defense Acquisition Workforce members. Provided technical assistance for acquisition workforce members using mandatory Director of Acquisition Career Management (DACM) registration system. Interfaced with members of DACM Registrars office for programming issues and technical support beyond local command control. Advised managers, supervisors, and workforce members of Defense Acquisition Workforce Improvement Act (DAWIA) requirements, possible training solutions, and Acquisition Professional Community (APC) regulations, etc.

Interface with NAVAIR headquarters regarding local requirements. Advised on continuous learning (CL) fulfillment procedures. Solely responsible for tracking DAWIA Acquisition Workforce Tuition Assistance Program (AWTAP) funds. Monitored AWTAP program budget. Prepared status reports and data calls responses. Worked with HRSC-E to resolve DCPDS errors for acquisition workforce members. Worked with HRO Classification to resolve coding errors for acquisition workforce members. Used automated Training Management System (TMS) to process request, authorization agreement, and certification of training via government purchase order (DD Form 1556). This Includes creating course code for TMS course catalog, developing registration sheet in TMS as well as posting training upon completion. Coordinated technical on-site courses for competencies as well as centrally funded unique CL courses.

05/1994 to 02/2000;
East Coast Deployment Coordinator; Park University, Bldg 4335, MCAS Cherry Point

Administered and coordinated the Marine Corps East Coast Deployment Program. Prepared written and oral presentations to members of deploying units. Interviewed, reviewed credentials, and suggested teaching areas for prospective faculty. Designed term schedules, prepared instructor payroll, and requisitioned instructor materials. Promoted quality of academic programs by monitoring and evaluating faculty performance. Supervised responsibilities of staff and adjunct faculty. Provided assistance in applying for financial aid to include Veterans Benefits Certify Veterans Administration enrollments. Assisted students in resolving problems relative to academic, tuition, and administrative procedures. Prepared for meetings, inspections, and reviews affecting the operation of resident center.

EDUCATION

Villanova.University, Tampa, FL; Master Black Belt Certificate	2010
Villanova University, Tampa, FL; MS Lean/Six Sigma Certification	2006
Capella University, Minneapolis, MN; MS Industrial Org. Psychology	2004
Park University, Cherry Point, NC; Bachelor in Social Psychology	1999

PROFESSIONAL TRAINING

Blanchard Values Training, 24 hrs, 06-10;
Villanova MBB Training, 7.5 CEUs, 03-10;
Jonah Training, 80 hrs, 10-09;
Elite Facilitator Training, 16 hrs, 07-09;
CPI Situational Leadership Program, 6 hrs, 05-09;
Kaizen Workshop, 30 hrs, 11-08;
Journeyman Instructor Training, 80 hrs, 09-08;
Foundations of Leadership, 16 hrs, 08-08;
Super Team Meetings Training, 16 hrs, 04-08;
Yellow Belt Train-the-Trainer, 24 hrs, 08-07;
AIRSpeed Deployment Management System (ADMS) Champion Training, 4 hrs, 01-07;
Craven Community College, Supply Chain Management Application, 2.4 CEU's, 6-06;
Villanova Lean Six Sigma, 7.5 CEU's, 12-05;
GE Black Belt Training, 80hrs, 10-05;
Villanova Black Belt Training, 9 CEUs, 9-05;
Effective Executive Speaking, 24 hrs, 08-05;
NADEP Cherry Point Journeyman, 07-05;
Six Sigma Sponsor Training, Craven Community College, 24hrs, 6-05;
Villanova Green Belt Training, 4.5 CEUs, 5-05;
GE Six Sigma Green Belt Training Course, 80hrs, 05-05;
NADEP Cherry Point AIRSpeed Yellow Belt, 40hrs, 01-05;

PROFESSIONAL LICENSES/CERTIFICATES

USMC Green Belt Senior Instructor, 03-10;
Blanchard Values Trainer, 06-10,
Certified Jonah, 10-09;
USMC Yellow Belt Senior Instructor Certificaton, 01-09;
USMC Green Belt Instructor Certification, 09-08;
Villanova University Six Sigma Master Certificate Program, 12-05;
NADEP Cherry Point Six Sigma Green Belt 12-05;
NADEP Cherry Point Journeyman, 07-05;
NADEP Cherry Point Yellow Belt, 01-05

PROFESSIONAL RATINGS, AWARDS, AND RECOGNITIONS

Letter of Commendation: MCAS Cherry Point Mentor of the Year, 03-11
Special AcVService Award, 08/07; Special AcVServlce Award; 09-07;
Sust Superior Performance Award, 05/06; Sust Superior Performance Award, 08-05;

Proficient in MiniTab, iGrapx, Visio, Continuous Process Improvement Mgmt System (CPIMS)

Michelle K. Johnston

ACADEMIC EXPERIENCE

Loyola University New Orleans
College of Business
Full Professor of Management **2017**
Chase Minority Entrepreneurship Professor of Management

Associate Professor of Management 2008-2016
- Awarded the "MBA Association Graduate Teacher of the Year"
- Received "40 under 40" honor by Gambit Magazine in recognition of individuals making positive contributions to New Orleans
- Granted tenure

Assistant Professor of Management 1999- 2008

Visiting Assistant Professor 1998-1999

EDUCATION

Louisiana State University, Baton Rouge, La
Doctorate of Philosophy 1999
Department of Communication Studies
- Major Area: Communication Theory
- Minor Area: Organizational Development
- Dissertation title: *"The Influence of Communication Variables on Group Attraction and Group Communication Satisfaction"*
- Co-Chairs: Dr. Loretta Pecchioni and Renee Edwards
- **J. I. Brown Award (top student paper)** 1996
- **Who's Who in the South and Southwest** 1996
- **Ralph Nichols Award (top-three paper)** 1995

Auburn University, Auburn, Al
Master of Arts 1994
Department of Communication
- Thesis Title: *"Can We Talk? Exploring the Impact of Gender-role Self-perceptions on Communication Styles"*

Bachelor of Arts 1991
Department of Communication
- Major Area: Public Relations
- Minor Area: Journalism

REFERRED PUBLICATIONS

- Reed, K., Goolsby, J., and Johnston, M. (2016) Listening In and Out: Listening to customers and employees to strengthen an integrated marketed-oriented system. Journal of Business Research, 69(9), 3591-3599**. (6-8% Acceptance Rate)**

- Johnston, M. and Reed, K. (2016). Team Listening Environment. In G. Bodie and D. Worthington (Eds), *Listening Source Book.*

- Johnston, M., and Reed, K. (2014). "Listening Environment and the Bottom Line: How a Positive Environment Can Improve Financial Outcomes. *International Journal of Listening.* 1-9. **(12-15% Acceptance Rate)**

- Reed, J., Goolsby, J., and Johnston, M. (2014). Extracting Meaning and Relevance from Work: The Potential Connection among Listening Environment and Organizational Identification and Commitment. *International Journal of Business Communication*, 53(3), 326-342. **(12-15% Acceptance Rate)**

- Johnston, M., Reed, K., and Lawrence, K. (2011) Team Listening Environment Scale: Development and Validation. *International Journal of Business Communication*, 42(1). **(12-15% Acceptance Rate)**

- Joyner, B., Johnston, M.K., Christner, R. (Winter, 2008) Are strategic choices in the wine industry changing public perceptions? Content Analysis. *International Journal of Business and Public Administration*. (**15% Acceptance Rate)**

- Johnston, M.., Reed, K., Lawrence, K. and Onken, M. (Winter, 2007). The link between communication and financial performance in simulated organizational teams. *Journal of Managerial Issues. (***21-30% Acceptance Rate)**

- Johnston, M.K. (2007). The influence of communication on group attraction during team activities. *Journal of Organizational Culture, Communication, and Conflict (JOCCC)* **(21-30% Acceptance Rate)**

- Johnston, M.K. and Joyner, B. (2005). Leadership and Communication: A Multiple-Perspective Study of Best Practices. *Journal of Organizational Culture, Communication, and Conflict (JOCCC).* **(21-30% Acceptance Rate)**

- Kirtley Johnston, M., Weaver, J.B., Watson, K.W., & Barker, L.L. (2000). Listening Styles: Biological or psychological differences? *The International Journal of Listening.* **(25% Acceptance Rate)**

- Kirtley Johnston, M., Pecchioni, L., & Edwards, R. (2000). The influence of interpersonal communication variables on group communication satisfaction. *Academy of Managerial Communications Journal***. (21-30% Acceptance Rate)**

- Kirtley, M. D., & Weaver, J.B. (1999). Exploring the impact of gender role self-perception on communication style**.** *Women's Studies in Communication.* **(13% Acceptance Rate)**

- Kirtley, M. D., & Honeycutt, J. (1996). Listening styles and their correspondence with second-guessing. *Communication Research Reports,* 13 (2), 1 - 9. **(21-30% Acceptance Rate)**

- Weaver, J. B., & Kirtley, M. D. (1995). Listener preferences and empathic response styles. *The Southern Communication Journal, 60*, 131-140. **(13-18% Acceptance Rate)**

PROFESSIONAL PUBLICATIONS

- Johnston, M. Barker, L., Watson, K. (2011). *Communication Preference Profile.* Innolect,
- Kirtley, M. D. (1996). Win/win negotiating. *Right of Way Magazine. 43* (3), 10-12.
- Watson, K. W., & Kirtley, M. D. (1994). The effect of cultural differences on Japanese managers and American employees. *Training and Development, 48, 71-72.*

ACADEMIC PRESENTATIONS

- Johnston, M. & Barnes, F. (Fall, 2015). Working Professional MBA: Metacognition Unexpected. Presented at the Association of Business Communication Annual Conference, Seattle, Wa.

- Johnston, M. & Barnes, F. (Spring, 2012). Using the Communication Preference Profile in the MBA Classroom. Presented at the Southern Association of Business Communication, Tampa, Fl.

- Johnston, M. (Fall, 2011). Introducing the Communication Preference Profile. Presented at the International Association of Business Communication, Montreal, Canada.

- Johnston, M. (Spring, 2010) Applying the Checklist Manifesto Theory to Business Communication. Presented at the Association of Business Communication, Birmingham, Al.

- Johnston, M.K., Reed, K., & Lawrence, K. (Spring, 2009) Does Communication Affect Financial Performance? Absolutely! Presented at the Association of Business Communication, Atlanta, GA.

- Johnston, M.K., Reed, K., & Lawrence, K. (Fall, 2007) Are you there Team? It's me, Margaret. Development and Validation of the Team Listening Environment (TLE) Scale. Presented at the Association of Business Communication, Washington, D.C.

- Matherne, B., Johnston, M., Lawrence, K., and Fok, W., (May, 2006). The Express Lane to Recovery: Two Field Study Cases of Recovery after Hurricane Katrina." Presented at the 17th Annual Productions and Operations Management Society Conference, Boston, MA.

- Lawrence, K., Johnston, M., and Matherne, B. (August, 2006). Lessons from Katrina From a Marketing Perspective. Presented at the AMA Summer Educator's Conference, Chicago, IL.

- Johnston, M.K., Reed, K., & Lawrence, K. (Fall, 2005) Linking Communication to Performance: How Group Attraction, Processes, and Satisfaction Contribute to Financial Performance. Association of Business Communication

- Joyner, B., Johnston M.K. (presenter), Christner, R., (January, 2004) Strategic Choices in the Wine Industry: Changing Public Perceptions, Presented at the IABPAD Conference, New Orleans, LA.

- Johnston, M.K., Fisher, C. (March, 2003) Is your business web site communicating effectively with your customers? Creating a model of web site effectiveness. Presented at the Association of Business Communication Regional Conference, New Orleans, LA

- Joyner, B., Johnston M.K., Christner, R., (July, 2003) Strategic Choices in the Wine Industry: A Study of Health Benefits Marketing, Presented at the Business & Economics Society International (B&ESI), San Francisco, California.

- Johnston, M.K. (September, 2002). A model of excellence: Exploring communication and customer Service practices of SuperQuinn, Accepted at the annual conference of the Association of Business Education, Key West, FL. **Competitively Selected**

- Johnston, M.K. (November, 2001). Customer service competencies in a highly competitive service environment. Presented at the annual conference of the Association of Business Communication, San Diego, CA. **Competitively Selected**

- Johnston, M.K. (July, 2001). An analysis of the strategies and core competencies of an exemplary learning organization: Pfizer Pharmaceutical. Presented at the International conference of the Business and Economics Society, Paris, France. **Competitively Selected**

- Johnston, M.K. (April, 2001). Tools for teaching managers strategic listening. Presented at the annual conference of the Allied Academies, Nashville, TN. **Competitively Selected**

- Johnston, M.K. (October, 2000). The Influence of Interpersonal Communication Variables on Group Communication Satisfaction. Presented at the annual conference of the Association of Business Communication, Atlanta, GA. **Competitively Selected**

- Johnston, M.K. (September, 2000). The Influence of Communication on Group Attraction During Team Activities. Presented at the annual conference of the Association of Business Education, Bermuda. **Competitively Selected**

- Kirtley Johnston, M. (April, 2000). Teaching Managers Effective Listening. Presented at the Allied Academies National Conference, Myrtle Beach, S.C. **Competitively Selected**

- Roberts, C., Kirtley Johnston, M., Watson, Watson K. W., Barker, L. L., (March, 2000). The Revision of the Watson-Barker Listening Test. Presented at the annual convention of the International Listening Association, Virginia Beach, VA. **Competitively Selected**

- Kirtley, M. D., and Honeycutt, J. (1999). Listening styles and their correspondence with second-guessing. Presented at the annual convention of the International Listening Association, Albuquerque, NM.

- Kirtley, M. D. (March, 1998). Exploring the Listening Heritage in the Ancient Greek Rhapsodic Tradition. Presented at the annual convention of International Listening Association, Kansas City, MO. **James I. Brown Award for Top Paper**.

- Edwards, R., Bello, R., Brandau Brown, F., Futch, A., Hollems, D., and Kirtley, M. (April, 1997). Personality and Gender Influence: the Interpretation of Messages. Presented at the annual convention of the Southern States Communication Association, Savannah, GA**.** **Awarded Top Paper in Communication Theory**

- Weaver, J. B., Richendoller, N. R., and Kirtley, M. D., (1995, November). Individual Differences in Communication Style. Presented at the annual convention of the Speech Communication Association, San Antonio, TX**.** **Competitively Selected**

- Kirtley, M. D., & Weaver, J. B. (1995, May). Can We Talk? Exploring the Impact of Gender-role Self-perceptions on Communication Styles. Presented at the annual convention of the International Communication Association, Albuquerque, NM. **Competitively Selected**

- Kirtley, M. D. (1995, April). The Impact of Gender-role Self-perceptions on Occupational Aspirations. Presented at the annual convention of the Southern Speech Communication Association, New Orleans, LA. **Competitively Selected**

- Weaver, J. B., Kirtley, M. D., Watson, K.W., Barker, L.B. (1995, March). Listener Preferences: Biological or Psychological? Presented at the annual convention of the International Listening Association Convention, Little Rock, AK. **Ralph Nichols Award for Top Three Paper**

- Weaver, J. B., & Kirtley, M. D. (1994, March). Listener Preferences and Empathic Response Styles. Presented at the annual convention of the International Listening Association Convention, Boston, MA. **Competitively Selected**

SERVICE

College of Business, Loyola University New Orleans

- CBA Rank and Tenure Committee, Currently Vice-Chair
  2016-2018, 2013-2015, 2011-2013, 2009-2010, 2004-2005 and 2000-2001
- Director of the Executive Mentoring Program (EMP), Fall 2003-2011
- Coordinator of Business Communication BA101, Fall 1999-2011

University Level

- Faculty Senate, 2016
- Centennial Committee, Fall 2009-2012
- Committee for Faculty Excellence, Fall 2002-2003

Business Community

- Reviewer, *Journal of Business Education*, Spring 2002-present
- Member of the Roundtable Club, existing and emerging
  Leaders coming together to create a stronger entrepreneurial city
- Newsletter Editor, Organizational Behavior Teaching Society, Spring 2002

FACULTY DEVELOPMENT

- AACSB Conference on Learning. Tampa, Fl. July 2006.
- Professional Organizational Development Meeting, Atlanta, Ga. October, 2002
- Organizational Behavior Teaching Society Conference, Harrisonburg, VA, July, 2001
- Colleagues in Jesuit Business Education Conference, Scranton, Pa, July, 2000

AFFILIATIONS

- Association of Business Communication
- Organizational Teaching Society
- International Listening Association
- Association of Business Education

Marwan Kabbani

Educational Background:
1964 – 1966 Lebanese University, Beirut, Lebanon - Political Science

1966 – 1972 Coe College Cedar Rapids, Iowa - Bachelor business administration

Employment History:
1975 – 1980 **J.T. Gibbons, Middle East Regional Manager**

Export of foodstuffs and general merchandise. I had full responsibilitv for the sales and marketing of various products in the Middle East Region. Resigned my position in pursuit of personal goals and ambitions. I established my own company, Oasis International.

1981 – 1988 **Oasis International Export Company, President**

Export and import of foodstuffs and general merchandise. Actively engaged in the following:

Setting marketing policies and sales objectives. Developing marketing strategies and full implementation. Packaging and labelling. Negotiating of contracts and exclusive agencies. Establishing competitive pricing. Traffic and operations. International and domestic banking (thorough knowledge of letters of credit transactions). Financial management of company resources (cash flow, commericial loans and other.)

1989 – Present **Crystal Intl., Export Division of Baumer Foods, Vice-President**

Duties: Marketing functions, administration and financial responsibilities over the entire export division. Also a Board member of the Executive Committee of the company. Travelled extensively in the Middle East in order to sell our products, set up distribution channels, and commission agents. This included: Saudi Arabia, Kuwait, Qatar, Bahrain, United Arab Emirates, Egypt, Libya and Syria.

During my tenure at Crystal I have been recognized as following:
E-Star Award 1992 - President Bush
Export Man of the Year for the State of Louisiana 1991 -Buddy Roemer, Governor of Louisiana

Other Experience:
Active lecturer at export seminars and Tulane University Freeman School of Business

Emily Madero

Professional Experience

French Quarter Festivals, Inc.
President & CEO **2017-present**

The Idea Village
Acting CEO **2016-2017**
COO **2007-2016**

Teaching Experience

Loyola University New Orleans
Adjunct Lecturer of Entrepreneurship **2016- 2017**

Tulane University
Adjunct Professor of Entrepreneurship **2008-2012**

Professional Service

Tulane University, Entrepreneur's Association
President

Educational Background

Tulane University
MBA **2007**
MA Spanish **2003**
BA Spanish & Psychology **2002**

Felipe G. Massa
Assistant Professor of Management
College of Business | Loyola University New Orleans

EDUCATION

Ph.D. in Organization Studies 2013
Boston College, Chestnut Hill, MA

M. Science in Organization Studies 2010
Boston College, Chestnut Hill, MA

B.B.A. with honors in Finance /Accounting 2004
University of Miami, Coral Gables, FL

PUBLICATIONS

Impact Factor Source: 2014 Journal Citation Reports® (Thomson Reuters, 2015)

Massa, F., Helms, W., Voronov, M., & Wang, L. 2017. Emotions Uncorked: Inspiring Evangelism for the Emerging Practice of Cool Climate Winemaking in Ontario. *Academy of Management Journal*.
- Impact Factor (2014): 6.448 | Impact Factor (5-Year): 9.812

Massa, F.G. 2016. Guardians of the Internet: The Collective Empowerment of the Anonymous Online Community. *Organization Studies*.
- Impact Factor (2014): 2.886 | Impact Factor (5-Year): 3.856

Massa, F. 2016. Recasting community for online resisting work. In D. Courpasson & S. Vallas. *The SAGE Handbook of resistance* (pp. 247-268). 55 City Road, London: SAGE Publications Ltd.

Jones, C., and Massa, F.G. 2013. From novel practice to consecrated exemplar: Unity Temple as a case of institutional evangelizing. *Organization Studies*, 34(8), 1099-1136.
- Impact Factor (2014): 2.886 | Impact Factor (5-Year): 3.856

Nielsen, R.P., and Massa, F.G. 2013. Reintegrating ethics and institutional theories. *Journal of Business Ethics*, 115(1), 135-147.
- Impact Factor (2014): 1.326 | Impact Factor (5-Year): 1.915

Jones, C., Maoret, M., Massa, F. G., and Svejenova, S. 2012. Rebels with a cause: Formation, contestation, and expansion of the de novo category "modern architecture," 1870–1975. *Organization Science*, 23(6), 1523-1545.
- Impact Factor (2014): 3.775 | Impact Factor (5-Year): 6.309

Maoret, M., Massa, F. G., & Jones, C. 2011. Toward a Projects as Events Perspective. *Advances in Strategic Management*, 28, 427-444.

MANUSCRIPTS IN PROGRESS

Helms, W., Liang, W., Massa, F.G. and Voronov, M. [Title withheld to maintain integrity of the blind review process]. *Revise and Resubmit (1st round) at Strategic Management Journal*

Bacile, T., Allen, A., Massa, F.G., Hofacker, C.F. [Title withheld to maintain integrity of the blind review process]. *Revise and Resubmit (1st round) at Journal of Service Research*

Massa, F.G., Voronov, M., De Clerq, D., Hinings, C.R. Imprinting Entrepreneurial Ecosystems: The Transformation of the Ontario Wine Region, 1811-2013. *Preparing for submission, Fall 2017*

Bacile, T.J., Wolter, J.S., Fox, A., and Massa, F.G. Not All Online Complaints are Created Equal: A Motivational Analysis of Online Complainants. *Preparing for submission, Fall 2017*

Massa, F.G. and O'Mahony, S. Escalating Insurgency: Explaining Repertoire Innovation through Selective Synthesis. *Preparing for submission, Fall 2017*

Funk, C., Massa, F.G., and Trevino, L. A Review of the Spatial Distribution of Innovation and Knowledge Creation in the Field of Entrepreneurship. *Data Analysis underway*.

SELECTED PRESENTATIONS

Massa, F.G. 2016. Studying Dark Communities on the Internet. Symposium on The Challenges and Opportunities of Using Social Media Data for Organization and Management Theory. *Academy of Management Conference*, Anaheim.

Massa, F.G. 2016. Cool Climate Renaissance: The Reinvention of a Collective Identity for the Ontario Wine Region. *Academy of Management Conference*, Anaheim.

Massa, F.G. and O'Mahony, S. 2015. Hiding in Plain Sight: How Repertoire Reconfiguration enables Dark Communities to Organize in Secret. *Academy of Management Conference,* Vancouver.

Massa, F.G. 2015. Surfing the Bizarre: Adapting Ethnographic Methods to Investigate Internet-based phenomena. In Theorizing Organizational Lessons from Unusual Settings Symposium. *Academy of Management Conference,* Vancouver.

Massa, F.G., Voronov, M., Helms, W., Wang, L. 2014. Inspiring Institutional Evangelism for the Contested Practice of Ontario Winemaking. *Academy of Management Conference,* Philadelphia.

- ✧ Accepted to the *Annual Meeting Proceedings (OMT, 10% acceptance rate)*.

Maoret, M. and Massa F.G. 2012. Institutional entrepreneurs in the creative commons: The Wu Ming Foundation's reform of the publishing industry. Sub-theme 13: (SWG) In Search for Meaning: Rethinking and Energizing Research on Creative Industries. *EGOS conference*. Helsinki.

Massa, F.G., Voronov, M. and Helms, W. "From the heart": Affective legitimation in the Ontario wine industry. Sub-theme 45: Institutions and Emotions. *EGOS conference*. Helsinki.

Nielsen, R. and Massa F.G. 2012. Reintegrating Ethics and Institutional Theory. *Society for Business Ethics Annual Meeting*, Boston.

Massa, F.G. 2011. Out of Bounds: The Anonymous Online Community's Transition to Collective Action. *Academy of Management Conference,* San Antonio.

- ✧ Accepted to the *Annual Meeting Proceedings (OMT, 10% acceptance rate)*.

Nielsen, R. and Massa F.G. 2011. Beyond Apples and Barrels: Reintegrating Institutional Theory, Political Economy and Organizational Ethics. *Academy of Management Conference*, San Antonio.

DeJordy, R. and Massa F.G. 2011. Emotions and Macro Social Structure. In: Emotions & Institutions: Working toward a Research Agenda. OMT/MOC Symposium. *Academy of Management Conference*, San Antonio.

Massa, F.G. and Kirshbaum, C. 2011. Translating Sway: The American Rebirth of Bossa Nova, 1962-1968. *Harvard Creative Industries Workgroup*, Cambridge.

Jones, C., Maoret, M., Massa, F.G. and Svejenova, S. 2010. Rebels with a Cause: The Creation, Contestation and Expansion of the De Novo Category "Modern Architecture", 1900-1975. *Northwestern Kellogg School of Management*, Evanston.

Nielsen, R. and Massa, F.G. 2010. Linking Institutional Logics, Political Economy and Organizational Ethics: The Case of Finance Capitalism and Social Democratic Capitalism. *Boston College Organization Studies WIP (work in progress) seminar series*, Chestnut Hill.

Jones, C., Maoret, M., Massa, F.G. and Svejenova, S. 2010. Rebels with a Cause: The Creation, Contestation and Expansion of the De Novo Category "Modern Architecture", 1900-1975. *Harvard M.I.T. Socioeconomic Seminar*, Cambridge.

Massa, F.G. 2010. Legitimacy and the Outsider: The Consequences of Conformity for the Anonymous Online Community. *Academy of Management Conference*, Montreal, Canada.

Massa, F.G. 2010. Surfing for Data: Using Internet-based Ethnographic Methods in Organization Studies. In: Using Innovative Technologies in Research Methods. *Academy of Management Conference*, Montreal, Canada.

Jones, C., Massa, F.G. and Maoret, M. 2010. The Symbolic Construction of Architecture: The Micro-Foundations of Symbolic Boundaries in the Architectural Profession. *26th European Group for Organization Studies Conference*, Microfoundations of Institutions, Lisbon, Portugal.

Jones, C., Massa, F.G. and Maoret, M. 2010. Building Meaning Through Artifacts: Institutional Work in the Creation and Preservation of Symbolic Boundaries in the Architectural Profession. *2nd International Conference on Institutions and Work*, Vancouver, Canada.

Massa, F.G. 2009. Institutional Defense in the Internet Age: Scientology vs. Anonymous. *Academy of Management Conference*, Chicago, Illinois.

Jones, C., Svejenova, S. and Massa, F.G. 2008. Rebels with a Cause: Evangelizing and Transforming Culture. *24th European Group for Organization Studies Colloquium*, Amsterdam, Netherlands.

SERVICE

College:
- Founding faculty of the Loyola Center for Entrepreneurship and Community Development
- Member of the AACSB Accreditation Committee
- Chair of the International Business / Strategy hiring committee
- Member of the Continuing Education Workstream

Professional:
- Editorial Board, Organization Studies, 2016-
- Reviewer for the Southern Management Association, New Orleans, 2013.
- Best Paper in Organization Theory and International Management Committee, Southern Management Association, New Orleans, 2013.
- Ad Hoc Reviewer for Journal of Management Studies.
- Reviewer for OMT, MOC and SIM Divisions - Academy of Management
- Volunteer at the Academy of Management New Doctoral Student Consortium
- Discussant and Reviewer for the Creative Industries Subtheme (Amsterdam) - European Group for Organization Studies
- Chair of Identity and Meaning session at the EGOS 2012 Conference (Helsinki): In Search for Meaning: Rethinking and Energizing Research on Creative Industries
- Discussant for Social Media track (Cambridge, 2011) - Inter-Ivy and Sorensen Memorial Sociology Conference
- Member of the Best Student Paper Committee for the Strategic Management/Organizational Theory/ International Management track of the 2013 Southern Academy of Management Conference (New Orleans)
- Chair of Social Movements and Targets session at the 2013 Academy of Management Conference (Orlando, FL)

Community:
- Co-organizer of New Orleans Tech Week (Fall 2014)
- Judge for the PitchNOLA: Community Solutions competition (Fall 2013). PitchNOLA
- Coach for New Orleans Startup Weekend (Sept. 27, 2013)
- Member, Volunteer and Recruiter (2008-2011)
  - Ph.D. Project for the Advancement of Minority Faculty
- Boston College Student Representative at DocNet
  Minority Doctoral Student Recruiting Conference (2008)
- MRAP (Movement/Media Research Action Project) member
  and contributor (2009-2011) under the direction of Prof. William Gamson
- Faculty Advisor for Alpha Kappa Psi Professional Business Fraternity

Affiliations:
- Academy of Management (since 2007)
- European Group for Organization Studies (since 2008)
- Eastern Academy of Management (2010-2012)
- Southern Academy of Management (since 2013)
- Society for Business Ethics (2011-2013)
- PhD Project (since 2007)

AWARDS

Donald White Teaching Excellence Award
Academic Vice President and Dean of Faculties of Boston College, May 2011

Faculty Award for Outstanding Research
Loyola University New Orleans College of Business, April 2013

Silicon Bayou 100 Award
Silicon Bayou News, 2013, 2014, 2015, 2016

2015 Marquette Faculty Fellowship
Loyola University New Orleans, 2015

Faculty Award for Outstanding Service
Loyola University New Orleans College of Business, May 2014

University Senate Award for Excellence in Community Engagement
Loyola University New Orleans, January 2016

Faculty Award for Outstanding Research
Loyola University New Orleans College of Business, April 2016

MBA "Top Gun" Teaching Award
Loyola University New Orleans College of Business, April 2016

Faculty Award for Outstanding Research
Loyola University New Orleans College of Business, April 2017

WORK EXPERIENCE

Gorenstein Group, Miami, FL **August 2005 – July 2007**
Co-Founder and Business Development Manager
- Founded and obtained start-up funding for a translation and software localization company focused on the Latin American market.
- Created and implemented a business plan, hired employees and managed day-to-day operations.

Citrix Systems, Ft. Lauderdale, FL **May 2004 – August 2005**
Financial Analyst, Reporting Specialist
- Created and maintained a wide variety of reports that provided operational transparency and made the division more responsive to changes. Mapped, analyzed and redesigned reporting structure while reducing inefficiencies in operating structure.

BankBoston, Coral Gables, FL **May 2002 – April 2004**
International Private Banking and Sales Analysis Associate
- Participated in the maintenance of a client base with over $300 million in net assets that grew to over $800 million in two years

Gerald Ormerod

EDUCATION & PROFESSIONAL CERTIFICATIONS

- PhD Candidate, Urban Studies, University of New Orleans, 2012 to present (exp. 2017)
- MS Military Strategic Studies, Marine Corps University, 2001
- MA Business Administration, Webster University, 1995
- BS Electrical Engineering, University of Massachusetts, 1987

- Certified Professional Logistician (CPL), International Society of Logistics (SOLE), 2003
- Lean Six Sigma Black Belt, 2008
- Microsoft Certified Systems Engineer (MCSE), 2000
- Graduate Certificate in Supply Chain Management, Penn State University, 2004
- Avraham-Goldratt Institute (AGI) Certified Theory of Constraints Jonah, 2011

CURRENT POSITION

- Deputy Director, Requirements & Capability Development, Headquarters, U.S. Marine Corps Forces Reserve, 2000 Opelousas Avenue, New Orleans, LA 70114, March 2008 to present

  Duties of the position include:
  - Oversees all warfighting capability development initiatives within the Marine Corps Reserve to include both vertical capability (organizational unit) and horizontal capability (commodity) development activities;
  - Plans, designs, analyzes, and validates all personnel and equipment requirements for approximately 326 units within the Marine Corps Reserve, encompassing over 38,500 personnel and $3.2B in equipment;
  - Provides advice on the effects of Marine Corps' major force structure funding and end-strength changes as they impact the Marine Corps Reserve;
  - Provides technical advice regarding measures required to optimize force structure of the Marine Corps Reserve in a manner that most effectively complements the Total Force Marine Corps;
  - Designs structure and funding/manning documents for units required to assume emerging missions;
  - Analyzes, evaluates, and advises on the effectiveness of all manpower and equipment management programs and associated administrative policies as they relate to Marine Corps goals and objectives;
  - Analyzes new or proposed legislation or regulations to determine impact on operations and structure management;
  - Manages administrative programs, policies, regulations, goals, and/or objectives in all force structure areas of responsibility and develops new programs or modifies existing programs in response to changes;
  - Develops force structure program evaluation tools, procedures, and methodologies to ensure that consistent program efficiencies are achieved and maintained;
  - Designs and conducts comprehensive studies aimed to improve Marine Corps Reserve capabilities and effectiveness by identifying and devising organizational structures, realignment of functions, and/or proper manning, staffing, and equipping levels of units;
  - Formulates plans and provides managerial expertise regarding all aspects of staff operations and direction relating to Program Requirement development as it pertains to

the Marine Corps Planning, Programming, Budgeting, & Execution System (PPBES);
- Reviews the formulation of plans, monitors, and provides managerial expertise regarding the development of all Program Objective Memorandum (POM), Program Review (PR), National Guard & Reserve Equipment Appropriation (NGREA), National Guard & Reserve Equipment Report (NGRER), Select and Native Programming (SNaP), 10543 Report, Unfunded Program List (UPL), and Supplemental funding requirements;
- Continuously reviews and recommends revisions to administrative policies and standing operating procedures relating to requirements generation plans and policy, ensuring full integration with HQMC policy and procedures;
- Monitors the execution of major Marine Corps programs as they relate to and impact the Marine Corps Reserve;
- Reviews Program requirements as developed by Program Managers and ensures requirements are sufficiently defined;

RELATED ACADEMIC EXPERIENCE

- Adjunct Faculty, College of Distance Education, Marine Corps University, 2009 to 2012
- Program Manager for Officer Professional Military Education, Headquarters, U.S. Marine Corps Forces Reserve, 2009 to present

PROFESSIONAL PUBLICATIONS

- Ormerod, Gerald, “Loyalty is the Highest Honor”, Naval Institute <u>Proceedings</u>, June 1997
- Ormerod, Gerald, “Outsourced Logistics”, <u>Marine Corps Gazette</u>, Dec 1997

OTHER RELEVANT PROFESSIONAL EXPERIENCE

Requirements & Capability Development

- Effected a comprehensive multi-year Headquarters consolidation and reorganization of over 2000 personnel from eight separate organizations in response to 2005 Base Realignment and Closure (BRAC) legislation
- Conducted numerous senior-level analytical studies and program reviews involving extensive qualitative and quantitative research in support of Marine Corps warfighting capability modernization and development efforts
- Provided technical and supervisory oversight in the development and justification of the annual financial programmatic requirements for the entire Marine Corps Reserve, totaling over $250M annually, for inclusion in the Department of Defense’s submission to the Presidential Budget

Senior Program/Project Management

- Led, managed, and directed actions of a 120-person staff across diverse functional areas of program/project management to include materiel management/readiness, logistics operations/plans, intermodal transportation, health services, food services, and ammunition functional areas
- Effected stewardship and fiscal management of a $125M annual operating budget supporting multiple programs and projects

Logistics Plans & Operations

- Coordinated all logistical support for 33 Troop Contributing Nations serving in the Iraq theater of operations for a six month period in 2004-2005
- Assisted in the development and execution of logistics supporting plans relating to Homeland Defense and Disaster Response to include supporting Joint Task Force Katrina (2005) and the California Wildfires (2007**)**
- Developed and implemented logistics plans relating to the global deployment and redeployment of over 43,000 Marine Corps Reserve personnel and 1.2M Short Tons of cargo in support of Operation Iraqi Freedom over a 5-year period

Materiel Readiness & Supply Chain Management

- Responsible for the materiel readiness and life cycle management of an equipment inventory valued at over $3B
- Developed and implemented numerous strategic resourcing initiatives to include the establishment of the Critical Asset Rapid Distribution Facility (CARDF) and the Single Site Storage Facility (SSSF), greatly improving the materiel and operational readiness of the Marine Corps Reserve
- Managed a complex $50M (annual) supply chain supporting over 300 organizations at 186 sites across the United States
- Applied numerous emerging logistics industry concepts to improve the efficiency and effectiveness of the Marine Corps Reserve supply chain, resulting in significant cost savings and increasing throughput velocity

HIGHLIGHTS AND HONORS

- Retired U.S. Marine Corps Lieutenant Colonel with 28 years of technical, supervisory, teaching, and leadership experience (21 years in uniform and 7 in Federal Civil Service)
- Graduate-level Expeditionary Warfare School (EWS) Adjunct faculty for the Marine Corps College of Distance Education and Training
- U.S. Government Top Secret security clearance
- Numerous military awards and commendations spanning a 21 year period of uniformed service with the USMC

AFFILIATIONS

- International Society for Logistics, SOLE
- Avraham-Goldratt Institute
- Environmental Systems Research Institute (ESRI)
- American Planning Association (APA)
- American Society for Quality (ASQ)

Kevin H. Pollard

PROFESSIONAL EXPERIENCE

GlobalSolve Management Services, LLC
(January 2003 to Present)
Managing Partner and President

- Interim CEO and crisis management services, including turnaround/workout for distressed companies with viable business models
- Realignment of companies with promising, high-growth services/ products
- International market launch strategies; financial, risk management and business advisory services
- Business transformation services; mergers, acquisitions, restructures and divestures;
- New technology company pre-launch and launch strategies
- Revenue acceleration; sales, operations, management and board directors' team building

Effect Advisory
(October 2010 to September 2012)
Managing Director -Transactions and Strategy

- Joint-venture consultancy that focuses upon Saudi-based opportunities
- Strategic, financial and business advisory services
- Enterprise transformation from current state through liquidation events (IPOs or sales)
- Mergers, acquisitions, restructures and divestures that increase enterprise value
- New company launch support or full responsibility

MPM Holdings, LLC
(January 2005 to December 2010)
Managing Partner and Director

- Mergers, acquisitions and divestures
- Large energy trading transactions
- Securitize and monetize settlements

Access Data Consulting Corporation
(April 2001 to December 2002)
Chief Executive Officer and Director

- Successfully guided the Company through the CY2000 - CY2002 economic downturn, gaining significant market share while sustaining positive cash flow.
- Rebuilt scalable infrastructure upon which the Company is positioned for rapid growth; strategically realigned the company business model with growth- oriented segments
- Led Company to 2nd largest software development company on Front Range and 5th largest nationally (Denver Business Journal) that were headquartered in Denver Metro
- 2001 and 2002 recipient of IT Services Industry recognition in industry publication of Top 100 Growth Companies

Arsenal Digital Solutions Worldwide, Inc.
(August 1998 to March 2001)
Founder, Chairman, CEO and President

- Founded, funded, managed all aspects of business; strategically repositioned bandwidth resale company, successfully transforming it into a large digital file, Internet-centric sending and storage enterprise and, ultimately, into the industry's second largest Storage Services Provider ("SSP"), optimizing enterprise value by recognizing changes and new opportunities in the market and adapting the business model.
- Recruited and attracted world-class management team and board of directors, including high-profile storage industry expert as President/ COO, and a world-renown Internet and eCommerce security expert as Senior Vice-president/CTO.
- Supervised and directed Company's success as Sun Microsystems' first Elite+ Service Provider, concurrent with obtaining the SSP industry's first SunTone Certification.
- Acquired two companies (One Room Systems, Inc. and filefrenzy.com) and other critical intellectual property in three separate equity or assets for equity transactions.

Athena International, LLC
(December 1997 to December 1998)
President and Interim CEO

- Reduced monthly negative cash flow from $4.5M to $400K within first 3 months
- Negotiated $92M+ major liabilities to $7.5M with favorable payment workout
- Successfully placed company and affiliates for sale, honored all senior and unsecured debt commitments as well as recovered value for shareholders

FREEPORT-McMoRan Inc.
(January 1989 to August 1997)
Senior Vice President - Growth and Development (highest position held)

- Monetized $850 million of non-core business assets; successfully outsourced and managed approximately 10,000 outsourced employees
- Responsible for US$850 million portfolio of infrastructure assets and related services
- Co-designed and successfully lobbied for an Economic Development Zone, providing an estimated US$30-$50 million annual operating savings for company.
- Founded, staffed and directed an Indonesian venture capital company. Team leader for worldwide 1990 and 1995/1996 restructuring of corporate organization, assets and capital for parent company and affiliates.

EDUCATION

MBA, Duke University Fuqua School of Business, Durham NC (1981)
BA, DePaul University, Chicago IL (1973)

CURRENT PROFESSIONAL SERVICE

Board of Directors, Mishnan Holding Group (Saudi Arabia)
Board of Directors, NO/LA Angel Network
Chairman of the Board of Directors, Omnicademy LLC
Board of Directors, Wechem, Inc.

Kendra Reed

I. EDUCATION

Ph.D., University of Nebraska-Lincoln; Major in Organizational Behavior with supporting areas in Human Resources, Organizational Theory, and Gerontology
M.B.A., DePaul University, Chicago, IL; Major in Human Resource Management
B.S.Ed., Northwestern University, Evanston, IL; Major in Human Development and Social Policy

II. TEACHING EXPERIENCE

Loyola University of New Orleans (Jesuit), College of Business
Professor of Management, 2017 (associate 2005 to 2016, visiting 2003-2005)
LeBlanc Professorship in Business Ethics, 2013-present
Ignatian Faculty Fellow, 2016

Spring Hill College (Jesuit), Division of Business
Visiting Associate Professor, 8/2011 to 8/2012
Adjunct for on-line courses, 2012 to present

Touro University International, College of Business Administration
PhD Advisor/Adjunct Faculty, 7/2003 to 7/2006

University of Wisconsin-Madison, School of Business, Department of Management and Human Resources Visiting Assistant Professor, 7/2001 to 7/2003

Syracuse University, School of Management, Department of Strategy and Human Resources
Visiting Assistant Professor, 8/2000 to 5/2001

University of Northern Iowa, Department of Management
Visiting Assistant Professor (8/1998 to 5/2000)

University of Nebraska – Lincoln, Department of Management
Instructor/Graduate Assistant (8/1994 to 8/1998)

III. PUBLICATIONS

Reed, K., Goolsby, J., & Johnston, M. (2016) Listening in and out: Listening to customers and employees to strengthen an integrated marketed-oriented system. Journal of Business Research.

Johnston, M. and Reed, K. (2015). Team Listening Environment. In G. Bodie and D. Worthington (Eds.), Listening Source Book, in-press.

Johnston, M. and Reed, K. (2014). Listening Environment and the Bottom-line. International Journal of Listening.

Reed, K., Goolsby, J., & Johnston, M. (2104). Extracting Meaning and Relevance from Work: The Potential Connection among Listening Environment and Organizational Identification and Commitment. Journal of Business Communication.

Johnston, M., Reed, K., & Lawrence, K. (2011). Team Listening Environment: Scale Development. Journal of Business Communication, 42 (1), 3-26.

Lawrence, K., Locander, W., & Reed, K. (2011). Experiencing and measuring the "un"teachable: Marketing ethics and AACSB learning assurance. Journal of Business Education, 86 (2), 92-99.

Smith, D. & Reed, K*. (2010). Critical Life Experience and Leadership Effectiveness for Appalachia Women. Accepted at Journal of Leadership and Organizational Studies, 17 (1) 87-99. *Dissertation Chair.

Sherman, K.C., & Reed, K*. (Winter, 2007). Eldercare and job productivity: An adaptation analysis. Journal of Leadership Studies, 4 (1), 23-36. * Dissertation Chair

Johnston, M., Reed, K., Lawrence, K., & Onken, M. (Winter, 2007). The Link Between Communication and Financial Performance in Simulated Organizational Teams. Journal of Managerial Issues, 14 (4), 536-553.

Reed, K., Doty, H.D., & May, D.R. (2005). The impact of aging on self-efficacy and computer skills acquisition. Journal of Managerial Issues, 17, 212-228.

May, D.R., Reed, K., Schwoerer, C.E. & Potter, P. (2004). Ergonomic office design and aging: A quasi-experimental field study of employee reactions to an ergonomics intervention program. Journal of Occupational Health, 9, 123-135

May, D.R., Schwoerer, C.E., Reed, K. & Potter, P. (1997). Employee reactions to ergonomic job design: The moderating effects of health locus of control and self-efficacy. Journal of Occupational Health Psychology, 2, 1-14.

Reed, K. (1993, December). Point-counterpoint: Build versus buy. The Review (Society of Human Resource Professionals), 28.

V. CURRENT RESEARCH PROJECTS

Reed, K. Listening, Engagement, and Desire to Change. Data collected.

Reed, K., Change Efficacy leading to organizational identity and performance. Data analyzed and manuscript in process. Targeted for Journal of Business Research.

Taft, J. & Reed, K*. Trend from Personal Service to Technological Interface. Targeted for Journal of Business and Management. Re-framing for publication. * Dissertation committee member.

Reed, K. Job meaningfulness and management support transform change efficacy and product quality, targeting. Organizational data, data analysis, articles collected.

Reed, K. Emotional Intelligence and Leadership Behaviors. This cross-sectional study examines the relationship between the cultural expectations of leadership behaviors, emotional intelligence, and perceived effectiveness. Data collected from 180 employees of a single national employer.

Reed, K. & Patrick, R. Conflict management styles and individual differences. This study examines the impact of different conflict management styles of multiple work teams from organization.

V. CONFERENCE PRESENTATIONS

Reed, K., Johnston, M. & Lawrence, K.., (2009). Does Communication Impact Financial Performance? Absolutely. Presented at Association of Business Communication Annual Conference, Atlanta, GA.

Johnston-Kirtley, M., Reed, K., & Lawrence, K.., (2007). Are you listening team? It's me, Margaret. Presented at Association of Business Communication Annual Conference, Washington, D.C.

Johnston-Kirtley, M., Reed, K., Lawrence, K., & Onken, M. (2005). The Link Between Communication and Financial Performance". Accepted for presentation at Association of Business Communication Annual Conference, New Orleans, LA. (No presentation due to Katrina.)

Caldas, M., Onken, M., & Reed, K. (2004). Dealing effectively with Latin America 's ethically questionable practices in a high-risk environment. Presented in panel discussion at 2004 Academy of International Business, Stockholm, Sweden.

Reed, K. & Patrick, R. R. (2003). Team conflict: Impact of conflict type on team effectiveness moderated by conflict management style. Paper accepted at the 2003 Midwest Academy of Management.

Reed, K. , May, D. R., Waskel, S., & Doty, D. H. (2001). New age technology and new aged workers: The impact of age on computer skill acquisition and the influence of technological self-efficacy, age-related beliefs, and change attitudes. Paper presented 2001 National Academy of Management in Washington DC.

Reed, K. & May, D. R. (1998). New age technology and new aged workers: The impact of age on computer skill acquisition and the influence of technological self-efficacy, age-related beliefs, and change attitudes. Paper presented 1998 Midwest Academy of Management in Kansas City.

Onken, M. & Reed, K. (1998). Women on Corporate Boards. Paper presented at the International Conference for Women in Higher Education in San Francisco, CA.

Bellows, L., Peterson, S., Reed, K., Wells, M., & Rodriguez, L.T. (1997) G.R.A.T.E.: A Department's response to GTA Development. Concept presented at 1997 National Conference on the Education and Employment of Graduate Teaching Assistants in Minneapolis, MN.

Reed, K. & May, D. R. (1997). Shifting from the fountain of youth to old faithful: Training an aging work force. Paper presented at 1997 Midwest Academy of Management Meeting in Ann Arbor.

Luthans, F., Stajkovic, A., & Reed, K. (1996). Country clustering revisited: A critical analysis of Hofstede's cultural dimensions. Paper presented at the Organizational Behavior division of 1996 National Decision Science Institute Meeting in Orlando, FL.

May, D.R., Reed, K., Schwoerer, C.E. & Potter, P. (1996). Ergonomic office design and aging: A quasi-experimental field study of employee reactions to an ergonomics intervention program. Paper presented at 1996 National Academy of Management Meeting in Cincinnati, OH.

Reed, K. (1996). Older and Wiser Computing for Older Women. Paper presented at First Annual Meeting on Women and Successful Aging in Omaha, NE.

May, D.R., Schwoerer, C.E., Reed, K. & Potter, P. (1995). Employee reactions to ergonomic job design: The role of individual differences. Paper presented at Third National Interdisciplinary Conference on Occupational Stress and Health in Washington, D.C., September, 1995. Conference sponsored by APA, NIOSH, U.S. Office of Personnel Management, and OSHA.

Reed, K., May, D.R., & Waskel, S. (1996). Alice through the looking glass: Older women and computer technology. Presented at 1996 Midwest Academy of Management Meeting in South Bend, IN.

VI. RESEARCH ASSISTANTSHIP EXPERIENCE

Graduate Research Assistant
Department of Management, University of Nebraska, Lincoln, NE; 8/1994 to 8/1998; Dr. Douglas R. May

Graduate Research Assistant
Department of Management, DePaul University, Chicago, IL; 9/1990 to 9/1991; Dr. Steven Briggs/Dr. Lisa Gundry

Graduate Research Assistant,
Department of Career Counseling, DePaul University, Chicago, IL; Fall 1991; Supervisor: Jane McGrath

VII. HONORS AND AWARDS

Outstanding Teaching Award granted by the College of Business Undergraduates at Loyola University New Orleans, 2005, 2007, 2010, and 2014.

Outstanding Advising Award granted by the College of Business Faculty at Loyola University New Orleans, 2006, 2008, 2009, 2010, and 2014.

Outstanding Teaching Award granted by the College of Business MBA students at Loyola University New Orleans, 2005 and 2006.

Selected by faculty leaders to represent the College of Business at the Vocation of Teaching in the Jesuit Tradition, Paris, France, 2006.

Pawsitive Difference Award granted by Loyola Wolfpack Alumni Association for making a positive difference on students, 2004.

Acknowledged by graduating seniors as having “positive influence” on student development, 1999-2000, University of Northern Iowa.

UNI Apple Polishing Award for Student Ambassadors, 1999, University of Northern Iowa.

University Presidential Fellowship, 1997-8, University of Nebraska-Lincoln. University competitively awarded fellowship – one of two.

Gerald L. Phillipee Memorial Fellowship in Business and Gretchen Bechtol Lee Fund Fellowship, 1996-7, University of Nebraska-Lincoln. University competitively awarded fellowship.

University of Nebraska Alumni, Graduate Assistant Teaching Award, 1995.

University of Nebraska, College of Business, Graduate Assistant Teaching Award, 1995.

VIII. PROFESSIONAL SERVICE

Faculty Senate, College of Business, Loyola University New Orleans, 2015 to present.

University Board of Review (student non-academic misconduct appeals board), 2015 to present.

Conciliation Committee (faculty appeals board), 2014 to present.

Belizean Global Initiative, Loyola University Chaplin, 2013 to present.

Academic Integrity Committee, Loyola University New Orleans, 2012 to present, founding committee & chair.

College of Business Undergraduate Curriculum Committee, 2008 to present.

Rank and Tenure, College of Business, Loyola University New Orleans, 2006 to 2011 and 2014 to present.

Strategic Planning, College of Business, Loyola University New Orleans, 2005 to present.

Reviewer, Journal of Leadership and Organizational Studies, 2008 to present.

Reviewer, Journal of Business Communications and Journal of Managerial Issues, 2006 to present.

Reviewer, Journal of Managerial Issues, 2006 to present.

AOM, Teaching and Learning Conference, Communications Co-Chair, 2015.

Faculty Development Advisory Group, Loyola University New Orleans, 2006 to 2012.

University Strategic Planning Team, Loyola University New Orleans, 2012.

Faculty Athletic Representative, NAIA/GCAC & SSAC, 2008 to 2012.

Graduate Programs Council, Loyola University New Orleans, 2006 to 2011.

Advisor, MBA Student Association, 2008 to 2011.

Women's Basketball Head Coach Search Committee, 2008.

University Fringe Benefits Committee, 2007 to 2011.

University Comprehensive Advising Committee, 2007 to 2011.

College of Business Dean Search Committee, 2006 to 2008.

Rank and Tenure, College of Business, Loyola University New Orleans, 2005 to 2011.

Learning Assessment, Coordinator, College of Business, Loyola University New Orleans, 2004 to 2007.

Freshmen Experience, College of Business and Loyola University New Orleans, 2004 to 2010.

Advisor Delta Sigma Pi, Loyola University New Orleans. 2004 to 2011.

Writing Across Curriculum Committee, Loyola University New Orleans, 2004-2010.

MBA Orientation and Teambuilding, Loyola University New Orleans. 2004.

Advisor SHRM student chapter, University of Wisconsin. 2002 to 2003.

Web Master, Program for Women & Successful Aging, University of Nebraska-Omaha. 2002 to 2004.

Guest Speaker for multiple university and community groups including AMA, SHRM, Local Quality Chapter, Local Printing Chapter, Project LEAD, SIE, SHRM, UPB. 1998 to present.

Volunteer Computer Instructor for Cedar Falls Senior Center, 1998 to 2000.

Workshop leader for College of Business Administration Teaching Forum on Use of Midterm Evaluations, 1997, University of Nebraska.

Coordinator, New Doctoral Consortium for the 1997 National Academy of Management Meeting, Boston, MA. Coordinate volunteer committee of 22 doctoral students ,domestic and international, universities who secure funding, arrange speakers and panels, plan activities, and organize an academy reception.

Panel member for a Midterm Evaluation session proposed by University of Nebraska's Teaching and Learning Center for the Graduate Assistant Student Teaching Conference in Minneapolis, MN, 1997.

Founder and participant of G.R.A.T.E. (Graduate Research and Teaching Exchange), Department of Management, University of Nebraska, 1995-8.

Interviewing Seminar for WorkNet, an employment service for disabled workers, 1996.

Administrative Assistant, Program for Women & Successful Aging, Department of Gerontology, University of Nebraska-Omaha, 1996. Assisted in building the infrastructure for a research center and community out-reach program focusing on older women.

New Doctoral Consortium Planning Committee, 1996 Academy of Management Meeting, Cincinnati, OH.

Teaching Assistant Planning Committee for the University of Nebraska 1996 Teaching and Learning Center annual Graduate Student Teaching Assistant Seminar titled “Total Quality Teaching”.

Grade Appeals Committee for the Department of Management, College of Business Administration, University of Nebraska, 1996 to 19988.

Leadership Styles Workshop, University Student Leadership Conference 1995, University of Nebraska.

IX. PROFESSIONAL SEMINARS

“Dyadic Diversity”, SHRM, Mandeville, LA 2007.

“Human Resources and the Knowledge Worker” for U.S. Department of Energy Strategic Petroleum Reserve Performance Excellence Conference, Kenner, LA, 2006.

‘Managing Generations X and Y’ for the Employer Workforce Development Network, Green Bay WI, 2002.

“Supervision”, full day seminar to first time line and staff supervisors, Cedar Falls Utilities, 2000.

“Team Leadership”, full seminars to business professionals, University of Northern Iowa, 1999 to 2000.

“Navigating Change”, full day seminar to business professionals, University of Northern Iowa, 1999 to 2000.

“Presenting Presentations”, University of Nebraska-Lincoln, 1999.

X. PROFESSIONAL WORK EXPERIENCE

CFO/Illustrator
Phoofa LLC, November 2002- 2007
Illustrated, published and marketed family books, prepared financial statements.

Benefits Administrator, Systems Consultant, Trainer and H.R. Analyst,
American General Finance, Evansville, IN, January 1992-July 1994.
Progressed through a series of profession positions from H.R. Analyst to Manager of the Benefits Department and staff. Managed a three year project on the justification and implementation of a new HR/payroll information system. Responsible for $15 million budget in Benefits Department. Performed an internal consultant role in human resources, marketing and operations after completing a three month training program on Main Event and Model-Netics.

HRIS Consultant and Trainer,
The Hunter Group, Chicago, IL, October 1989-October 1990.
Consulted organizations on the implementation of new human resource information systems. Developed training programs and materials, customized software, and trained personnel. Directly interacted with clients in scheduling, training, customizing software, and problem solving.

Compensation Analyst,
Quaker Oats Company, Chicago, IL, July 1988-October 1989.
Provided administrative and analysis services for corporate compensation programs, including salary planning, long term stock incentives, and management bonus programs. Performed salary surveys. Developed and maintained information systems. Served on job evaluation committee.

HR Assistant/Data Coordinator,
Chicago Specialty (now Moen), Wheeling, IL, October 1987-July 1988.
Developed and maintained employee data systems for unionized manufacturing company. Computerized employee records and human resource reports. Interviewed for production, non-exempt and exempt positions. Organized company events.

XI. MEMBERSHIP IN ACADEMIC AND PROFESSIONAL ORGANIZATIONS

Academy of Management (1994 to present).

Society of Human Resource Management (1994 to present).

Jebnet – Jesuit MBA Director Network – (2006 to 2013)

Program for Women and Successful Aging, University of Nebraska at Omaha (1996-2005)

XII. PROFESSIONAL DEVELOPMENT

SHRM PHR certification program, present.

DATIC Structural Equation Modeling Workshop, University of Connecticut, Summer 2013

Christopher T. Screen

EDUCATION
Tulane University, JD, 1975
Loyola University, New Orleans, Louisiana, BA 1972, Political Science.

LEGAL EMPLOYMENT
1986-2006: Senior Attorney, Entergy Services, Inc. From 1991-2006, also served as Assistant Secretary or Secretary of Entergy Corporation and over 50 Entergy subsidiaries.
1983-1986: Private legal practice, Metairie, Louisiana.
1976-1983: Senior Attorney, Entergy New Orleans, Inc.
1975-1976: Associate Attorney, Milling, Benson, Woodward, Hillyer & Pierson, New Orleans
.
ACADEMIC EMPLOYMENT
Visiting Assistant Professor at Loyola University New Orleans: Fall 2006-Present

Adjunct Professor:
May, 2006--Constitutional Law, Xavier University of Louisiana
January, 2006--International Business Law, Loyola University New Orleans and
Legal Environment of Business, Xavier University of Louisiana
Fall, 2005--Legal Environment of Business, University of New Orleans and
Xavier University (interrupted by Hurricane Katrina)
Summer, 2005--Legal Environment of Business, Loyola University New Orleans
Spring, 2005--Legal Environment of Business, University of New Orleans
Fall, 2004--Legal Environment of Business, Xavier University of Louisiana

PROFESSIONAL DEVELOPMENT
Annually attends 12.5 hours of Continuing Legal Education training,
as is designated by the Louisiana Bar Association.

PROFESSIONAL SERVICE
Provides (pro bono) legal consulting to First Baptist Church of Kenner

Frankie J. Weinberg

Associate Professor of Management &
Chase Minority Entrepreneurship Distinguished Professor
Loyola University New Orleans ♦ College of Business

Education

Ph.D. University of Georgia, Athens, GA, 2010
- Major: Organizational Behavior; Minor: Psychology
- *Interdisciplinary Certificate in University Teaching*

M.B.A. State University of New York at Binghamton, Binghamton, NY, 2005
- Focus: Leadership
- *Certificate in Leadership Studies*

B.B.A. Loyola College in Maryland, Baltimore, MD, 2000 (Hons.)
- Majors: Finance and International Business
- President, Financial Management Association, Loyola College Chapter

FF.I. University of Maryland at College Park, Baltimore County, MD, 1997
- Maryland Fire and Rescue Institute Firefighter I Certification

Awards for Research Excellence

- Highly Commended Paper, Emerald Literati Network Awards for Excellence *(Emerald Publishing Group)*, 2016
- Article of the Year, *Journal of Marketing, Theory, & Practice*, 2015
- Recipient of a Named Professorship, Loyola University College of Business, 2015
- Faculty Award for Outstanding Research, Loyola University College of Business, 2014

Academic Manuscripts

Publications:

Peer-Reviewed/Refereed Journal Articles:

- Chiu, C.-Y., Balkundi, P., and **Weinberg, F. J.** (2017). "When Managers Become Leaders: The Role of Manager Network Centralities, Social Power, and Follower Perception of Leadership." *The Leadership Quarterly,*
- **Weinberg, F. J.**, Treviño, L. J., and Cleveland, A. O. (2015). Gendered Communication and Career Outcomes: A Construct Validation and Prediction of Hierarchical Advancement and Non-Hierarchical Rewards. *Communication Research,*

- Locander, D. A., **Weinberg, F. J.**, Mulki, J. P., and Locander, W. B. (2015). Salesperson Lone Wolf Tendencies: The Roles of Social Comparison and Mentoring in a Mediated Model of Performance. *Journal of Marketing Theory and Practice, 23*, 4, 351-369. *****Lead article** , **JMTP ARTICLE OF THE YEAR*****

- **Weinberg, F. J.** (2015). Epistemological Beliefs and Knowledge Sharing in Work Teams: A New Model & Research Questions. *The Learning Organization, 22,* 1, 40-57.

- **Weinberg, F. J.,** Mulki, J. P., and Lankau, M. J. (2015). The Impact of Effort-Oriented Epistemological Beliefs on Mentoring Support. *The Journal of Workplace Learning, 27,* 5, 345-365. ***Highly Commended Paper in the 2016 Emerald Literati Network Awards for Excellence*** *(Emerald Publishing Group)*

- **Weinberg, F. J.** and Locander, W. B. (2014). Advancing Spiritual Leadership Theory: A Dyadic Mentoring Perspective. *The Leadership Quarterly, 25,* 2, 391-408.

- Locander, D. A., Mulki, J. P., and **Weinberg, F. J.** (2014). How Do Salespeople Make Decisions? The Role of Emotions and Deliberation on Adaptive Selling, and the Moderating Role of Intuition. *Psychology & Marketing, 31,* 6, 387-403. *****Lead article** **Featured Cover Article*****

- **Weinberg, F. J.**, Mulki, J. P., & Locander, D. A. (2014). The Impact of Parent Organization Ethical Climate on Entrepreneurial Sales Agent Behavior and Performance. *Journal of Ethics and Entrepreneurship, 4,* 2, 5-30. *****Lead article*****

- **Weinberg, F. J.** and Lankau, M. J. (2011). Formal Mentoring Programs: A Mentor-Centric and Longitudinal Analysis. *Journal of Management, 37,* 6, 1527-1557. *****Lead article*****

Peer-Reviewed/Refereed Book Chapters:

- **Weinberg, F. J.** & A. O. Cleveland (2017). Gender as a Deep-Level, Communicated, and Interactional Construct: Implications for Leaders, Subordinates, and Teammates. *Leading Diversity in the 21st Century,* edited by T. A. Scandura and E. Mouriño. Information Age Publishing.

Peer-Reviewed/Refereed Published Conference Proceedings:

- Locander, D. A., Babin, B. J., Groza, M. D., & **Weinberg, F. J.** (2015). Customer Focus, Passive Deviance and Selling Orientation – Their Impact on Creative Selling and Performance. *Proceedings of the National Conference in Sales Management,*

- **Weinberg, F. J.**, Locander, D. A., Locander, W. B., & Mulki, J. P. (2013). Self-Isolation of Lone Wolf Salespeople: From Failed Social Learning to Positive Organizational Outcomes. *Proceedings of the Global Sales Science Institute*, pp. 7-11.

- **Weinberg, F. J.**, & Locander, W. B. (2012). Spiritual Mentoring Support: Spiritual Support as a Function of Psychosocial Mentoring. *Proceedings of the Southern Management Association*, pp. 488-494.

- **Weinberg, F. J.** & Lankau, M. J. (2010). The impact of personal beliefs on mentoring support. *Proceedings of the Southern Management Association*, pp. 524-529.

- **Weinberg, F. J.** (2009). The impact of personal beliefs on group knowledge sharing outcomes. *Proceedings of the Southern Management Association*, pp. 31-36.

- **Weinberg, F. J.** (2008). Epistemological Beliefs about Learning and their Impact on Formal Mentoring Programs. *Proceedings of the Southern Management Association*, pp. 146-151*.*

- **Weinberg, F. J.** & Lankau, M. J. (2007). The Effects of Mentor and Dyadic Characteristics on the Output of Mentoring Functions. *Proceedings of the Southern Management Association*, pp. 564-567*.*

Currently Under Review:

- Locander, D. A., **Weinberg, F. J.**, and Locander, W. B. "Product customization, innovation orientation and creative selling: The importance of managing perceptual alignment." *Under Review at Journal of Managerial Issues.*

Select Working Papers:

- **Weinberg, F. J.**, Smith-Sockbeson, C., and Treviño, L. J. "Gendered Communication, Biological Sex, and Sex Composition: Interactive Effects on Objective Indicators of Career Success." *Target Journal: Management Communication Quarterly. Expected submission date: Fall 2017*

- Lankau, M. J. and **Weinberg, F. J.** "The Role of Relational Mechanisms in the Executive Coaching Process on Client Outcomes." *Target Journal: Journal of Vocational Behavior. Expected submission date: Winter 2017*

- Massa, F. G. and **Weinberg, F. J.**, "Multiple Metaphor Triangulation of Organizational Phenomena." *Target Journal: The Leadership Quarterly. Expected submission date: Winter 2017.* *****Joint first authorship*****

- Balkundi, P., **Weinberg, F. J.**, and Harrison, D. A. "Member Inputs, Network Structures, and Group Processes: Blending Approaches to Team Performance." *Target Journal: Journal of Management. Expected submission date: Spring 2018.*

Select Works in Progress:

- Zachary, M., **Weinberg, F. J.**, and Dykstra-DeVette, T. A. "Gendered communication at the top: A content analysis and policy capturing experiment." *Target Journal: Journal of Applied Psychology. Expected submission date: Spring 2018.*

- **Weinberg, F. J.**, Bosco, F. A., Borgatti, S. P., Oswell, F. L., Steel, P., and Uggerslev, K. "The nomological network of industrial-organizational psychology: A temporal social networks analysis." *Target Journal: Science. Expected submission date: Spring 2018.*

- **Weinberg, F. J.** and Chiu, C.-Y. "Networked attributions and perceptions of leadership." *Target Journal: Social Networks. Expected submission date: Summer 2018.*

- Balkundi, P., **Weinberg, F. J.**, & Xu, N. "Ego networks and presidential election." *Target Journal: Social Networks. Expected submission date: Summer 2018.*

- **Weinberg, F. J.** "Retaining Talent: The Informal Social Network as a Driver of Employee Attitudinal Contagion." *Target Journal: Academy of Management Journal. Expected submission date: Fall 2018.*

- Ghahremani, H., **Weinberg, F. J.,** & Balkundi, P. "A Longitudinal Investigation of Social Network Position and Salary Change." *Target Journal: Academy of Management Journal. Expected submission date: Fall 2018.*

- **Weinberg, F. J.** "The downside of mentoring." *Target Journal: Academy of Management Review. Expected submission date: Fall 2018.*

- **Weinberg, F. J.** and Cleveland, A. O. "Gendered Communication: An Introductory Lesson and Critical Thinking Activity." *Target Journal: Psychology of Women Quarterly. Expected submission date: Winter 2018.*

- **Weinberg, F. J.**, Cleveland, A. O., and Smith-Sockbeson, C. "Mentoring and Age as Predictors of Enacted Gendered Communication." *Target Journal: Gender, Work, & Organization. Expected submission date: Winter 2018.*

- **Weinberg, F. J.** "Spiritual Mentoring: A Construct Validation and Approach for Organizational Application." *Target Journal: Academy of Management Perspectives. Expected submission date: Winter 2018.*

Dissertation:

- **Weinberg, F. J.** (2010). *Epistemological Beliefs in the Workplace: The impact of personal beliefs on knowledge sharing outcomes*. The University of Georgia Press.

  Melenie J. Lankau, Ph.D., *Chair (Wake Forest University)*;
  Robert J. Vandenberg, Ph.D., & Laura M. Little, Ph.D. *(University of Georgia)*; and
  Jodi P. Holschuh, Ph.D. *(Texas State University)*

Other Publications

- **Weinberg, F. J.** (2014). Spiritual Mentoring in the Workplace. *Loyola Executive Magazine*, Fall issue.

Conference Activities

Conference Leadership:

- Doctoral Consortia Committee Member, Southern Management Association, 2016-2018
- Lead Coordinator, Pre-Doctoral Student Consortium, Southern Management Association, 2016-2017
- Co-Coordinator, Pre-Doctoral Student Consortium. Southern Management Association, 2015-2016

Presentations:

- Scandura, T. A., Mouriño-Ruiz, E., Goldberg, C., Gilson, L., Cogliser, C., Guilifor, D., Tribble, L., **Weinberg, F. J.**, McCauley, P., & Nassif, E. "Panel Discussion: Leading for Diversity in the 21st Century." Southern Management Association Annual Meeting, October 2017, St. Pete Beach, Florida.
- Richert, T., **Weinberg, F. J.**, & Casalinova, G. "Designing and Building a Lean Project Mentoring Culture." October 2017, Lean Construction Institute Annual Congress, Anaheim, California.
- Lyons, L. M., **Weinberg, F. J.**, & Lawson, S. J. "Exploring the Generational Divide: Interactive Examination of Generational Stereotypes and Attributional Realities Related to Organizationally-Relevant Leadership, Mentoring, and Communication Styles." With panelists: S. Campbell, B. J. Hoffman, M. Lankau, C. van Esch, & F. J. Weinberg. Southern Management Association Annual Meeting, November 2016, Charlotte, North Carolina.
- Lankau, M. J. & **Weinberg, F. J.** "The Role of Relational Mechanisms in the Executive Coaching Process on Client Outcomes." Academy of Management Annual Meeting, August 2016, Anaheim, California. *Principal Presenter.*
- Locander, D. A., Babin, B. J., Groza, M. D., & **Weinberg, F. J.** "Customer Focus, Passive Deviance and Selling Orientation – Their Impact on Creative Selling and Performance." National Conference in Sales Management (NCSM), April 2015, Houston, Texas.
- Smith, C., **Weinberg, F. J.**, and Treviño, L. J. "The Effects of Gendered Communication and Gender Composition on Objective Indicators of Career Success." Southern Management Association Annual Meeting, November 2014, Savannah, Georgia. Abstract published in *Southern Management Association Proceedings* (ISBN: 978-0-9836282-7-9).
- **Weinberg, F. J.**, Robb, M. G., and Haselton, R. T. "Challenges of a Chief Judge." Council of Chief Judges of the State Courts of Appeal (CCJSCA) Annual Meeting, November 2014, New Orleans, Louisiana. *Session Moderator and Facilitator,* ***<u>Conference-wide session</u>***

- **Weinberg, F. J.**, Treviño, L. J., and Cleveland, A. O. "Enacted Gender and Career Advancement: The Role of Gendered Communication Style toward Career Outcomes." Academy of Management Annual Meeting, August 2013, Orlando, Florida. *Principal Presenter.* Abstract published in *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 16500).

- Chiu, C.-Y., Balkundi, P., and **Weinberg, F. J.** "Powerful Leaders and Satisfied Followers: Roles of Social Worth and Leadership Prototypes." Academy of Management Annual Meeting, August 2013, Orlando, Florida. Abstract published in *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 15858).
*****Finalist, Best Doctoral Student Paper in Track***

- **Weinberg, F. J.**, Locander, D. A., Locander, W. B., & Mulki, J. P. "Self-Isolation of Lone Wolf Salespeople: From Failed Social Learning to Positive Organizational Outcomes." GSSI (Global Sales Science Institute) Annual Conference, June 2013, Aalen, Germany. *Principal Presenter.*

- **Weinberg, F. J.**, and Locander, W. B. "Spiritual Mentoring Support: Spiritual Support as a Function of Psychosocial Mentoring." Southern Management Association Annual Meeting, October-November 2012, Ft. Lauderdale, Florida.

- Chiu, C.-Y., Balkundi, P., and **Weinberg, F. J.** "Powerful leaders and satisfied followers: Roles of Social Worth and Leadership Prototypes." Manuscript brief as part of an organizational behavior symposium. Academy of Management Annual Meeting, August 2012, Boston, Massachusetts.

- **Weinberg, F. J.** and Lankau, M. J. "The impact of personal beliefs on mentoring support." Southern Management Association Annual Meeting, October 2010, St. Pete Beach, Florida. *Principal Presenter.* *****Finalist, Best Doctoral Student Paper in Track***

- **Weinberg, F. J.** "The impact of personal beliefs on group knowledge sharing outcomes." Southern Management Association Annual Meeting, October 2009, Asheville, North Carolina.

- **Weinberg, F. J.** and Lankau, M. J. "Formal Mentoring Programs: A Mentor-Centric and Longitudinal Analysis." Academy of Management Annual Meeting, August 2009, Chicago, Illinois. *Principal Presenter.*

- Balkundi, P., Harrison, D. A., and **Weinberg, F. J.** "Member Inputs, Network Structures, and Group Processes: Blending Approaches to Team Performance." INGRoup Annual Conference, July, 2009, Colorado Springs, Colorado.

- **Weinberg, F. J.** "Epistemological Beliefs about Learning and their Impact on Formal Mentoring Programs." Southern Management Association Annual Meeting, October 2008, St. Petersburg, Florida.

- Balkundi, P. and **Weinberg, F. J.** "Unpacking the Density-Performance Hypothesis: The Mediating Role of Team Transactive Memory." Academy of Management Annual Meeting, August 2008, Anaheim, California.

- **Weinberg, F. J.** and Lankau, M. J. “The Effects of Mentor and Dyadic Characteristics on the Output of Mentoring Functions.” Southern Management Association Annual Meeting, October 2007, Nashville, Tennessee. *Principal Presenter.*

- Balkundi, P., Harrison, D. A., and **Weinberg, F. J.** “Multiple Diversity Threads in the Texture of Team Functioning: Material Roles of Knowledge and Network Structures.” Society for Industrial and Organizational Psychology (SIOP) Annual Conference, April 2007, New York, New York.

- Balkundi, P. and **Weinberg, F. J.** “Antecedents and Consequences to Team Transactive Memory: Leader Network Centrality and Team Performance.” Academy of Management Annual Meeting, August 2006, Atlanta, Georgia. *Principal Presenter.*

Other Conference Activities:

- Participant, Association of Jesuit Colleges and Universities Seminar on Higher Education Leadership, June 2015, Chicago, Illinois.

- Participant, Organizational Behavior Doctoral Student Consortium. Academy of Management Annual Meeting, August 2009, Chicago, Illinois.

- Participant, Southern Management Association Doctoral Student Consortium. Southern Management Association Annual Meeting, October 2007, Nashville, Tennessee.

Invited Presentations

- **Weinberg, F. J.** “Leading Communication: Evidence of Sex-typed Biases and Organizational Composition on the Relationship between Gendered Communication Style and Career Outcomes.” École Supérieure de Commerce de Rennes *(French Grande école)*, March 2016

- **Weinberg, F. J.** “Leadership and Leading Communication: Dyadic Relationships, Social Patterns, and Gendered Communication Style.” School of Human Resource Education & Workforce Development, Louisiana State University, January 2016

- **Weinberg, F. J.** “Leadership and Leading Communication: Formal & Informal Dyadic Relationships, Social Patterns, and Gendered Communication Style.” Department of Management, University of Louisiana Lafayette, December 2015

- **Weinberg, F. J.** “Gendered Communication: Expectations, Performance, and Influence on Careers.” Women’s Resource Center, Loyola University New Orleans, April 2015.

- **Weinberg, F. J.** “Epistemological Beliefs in the Workplace: The impact of personal beliefs on knowledge sharing outcomes.” Department of Management, University of Georgia, May 2009 and April 2010.

- **Weinberg, F. J.** “How Leadership Influences Performance by Affecting Employee Voice Behavior.” Department of Organization and Human Resources Colloquium, State University of New York at Buffalo, April 2006.

Continuing Education

Workplace Intervention and Workshop Facilitation:

- Lego Serious Play® Facilitator Certification and Training Program, 2016, Rasmussen Consulting, under the auspices of The Association of Master Trainers in the Lego Serious Play® Methodology.

Information and Data Visualization:

- Information Visualization massive open online course (MOOC), *Indiana University*, 2016, Producing state-of-the-art visualizations that take the needs of users into account.

- Wireframing with Balsamiq, *Udemy, Leon Barnard*, 2016, Develop mockups of high quality, interactive, content-driven visualization solutions

Doctoral Student Advising

Professional Development:

- **Primary Coordinator, Pre-Doctoral Student Consortium**, *Southern Management Association (SMA)*, 2017

- **Co-Coordinator, Pre-Doctoral Student Consortium**, *Southern Management Association (SMA)*, recommended by the SMA Consortium Committee, and voted in by the SMA Board of Advisors, 2016

Dissertation Committee Membership:

- Van Esch, C. “Humble mentoring: Understanding humility’s impact on mentoring relationships and career outcomes.” Weatherhead School of Management, *Case Western Reserve University,* 2015-2017. Successfully defended in Spring 2017.

- Mumford, S. W. “Classifying Ways of Knowing to Facilitate Participatory Program Evaluation: An Application of Q Methodology.” Trachtenberg School of Public Policy and Public Administration, *George Washington University,* 2015-2017.

Certificates, Awards, and Grants

- International faculty exchange program hosted jointly through the Research Foundation of the State University of New York (SUNY) and the Singapore Institute of Management, *Summer 2017* **Curriculum Development and Extra-Role Teaching Experience:**

- Grant: **Weinberg, F. J.**, “Building Positive Diversity Relations in STEM: A LEGO® Serious Play® Facilitated Community Outreach Program.” Affirmative Action & Diversity Committee Community Outreach Grant. Loyola University New Orleans, 2016-2017

- First-Year Seminar Teaching Excellence Award
  Loyola University New Orleans, 2017

- Lego Serious Play® Facilitator Certification, 2016

- Endowed with the ***Chase Minority Entrepreneurship Distinguished Professorship***
  Loyola University New Orleans College of Business, 2015

- Faculty Award for Outstanding Research,
  Loyola University New Orleans College of Business, 2014
  (awarded annually to the faculty-elected top researcher across all departments in the College of Business)

- Outstanding Reviewer, Southern Management Association, 2012-2014
  (selective conference-wide recognition of the very top percent of all reviewers)

- Best Reviewer Award, Careers/HRM/Research Methods Divisions,
  Southern Management Association, New Orleans, 2013
  (awarded to the top reviewer in each subject tract based on track chair feedback)

- Best Reviewer Award, Human Resource Management/Careers Division,
  Southern Management Association, Ft. Lauderdale, 2012
  (awarded to the top reviewer in each subject tract based on track chair feedback)

- Certificate of Completion, Social Network Analysis, Buffalo, NY, 2012
  (Summer Institute in Advanced Statistical Methods, SUNY Buffalo, Sociology Dept.)

- Certificate of Completion, Grant Writing, New Orleans, LA, 2011
  (Grant Training Center, Washington, D.C.; sponsored and hosted by Tulane University)

- Best Reviewer Award, Careers Division, Academy of Management, Chicago, 2009
  (awarded to the top 10% of reviewers based on program chair and submitter feedback)

- Summer Research Award, Terry College of Business, University of Georgia, 2008
  (awarded for outstanding research productivity and class instruction ratings)

- Comer Scholarship, Terry College of Business, University of Georgia, 2007-2008
  (awarded for outstanding research productivity and class instruction ratings)

- Summer Research Award, Terry College of Business, University of Georgia, 2007
  (awarded for outstanding research productivity and class instruction ratings)

- Grant: **Weinberg, F. J.** State University of New York / Graduate Student Employees Union Professional Development Award. $500. To further develop leadership studies through the purchase of the rights to distribute and analyze data using the Multifactor Leadership Questionnaire.

Professional Affiliations

- Member, Academy of Management, since 2005
- Member, Southern Management Association, since 2007
- Member, Delta Sigma Pi professional business fraternity (AACSB affiliated), since 2011

Professional Service

Service to the College of Business and to the University:

- Provost's Faculty Advisory Group member,
  Loyola University New Orleans, 2013-present
- MBA Curriculum Committee member,
  Loyola University New Orleans College of Business, 2016-present
- Study Abroad Approval Committee member,
  Loyola University New Orleans, 2015-present
- Faculty Advisor (student-elected), Delta Sigma Pi Professional Business Fraternity,
  Loyola University New Orleans College of Business, 2010-present
- Loyola University Food Policy, Commerce, & Culture Interdisciplinary Program
  Committee member, 2016-2017
- Board Member, Women's Resource Center Advisory Committee,
  Loyola University New Orleans, 2014-2015
- Program Development, Loyola Feminist Festival,
  sponsored by the Women's Resource Center, Loyola University New Orleans, 2016
- Contributor to the Office of Academic Affairs' First-Year Experience Curriculum,
  Loyola University New Orleans, 2012-2015
- College of Business Rank & Tenure Committee member,
  Loyola University New Orleans, 2013-2015
- Faculty Senate member,
  Loyola University New Orleans, 2012-2014
- Qualtrics Data Management Organizer,
  Loyola University New Orleans College of Business, 2012-present
- Special Committee on MBA Branding and Marketing Initiatives member,
  Loyola University New Orleans College of Business, 2014

- Entrepreneurship Center Director Search Committee member, Loyola University New Orleans College of Business, 2014

- Management Faculty Search Committee member, Loyola University New Orleans College of Business, 2011 & 2012

- Faculty Advisor, Young Entrepreneurs of New Orleans (YE'NO), Loyola University New Orleans Chapter, 2011-2013

- Coordinator, Business Communications Curriculum, Loyola University New Orleans College of Business, 2010-2011

- University Faculty Advising Committee member, Loyola University New Orleans, 2011-2012

- Formal and Informal Advisor to undergraduate and graduate students, Loyola University New Orleans College of Business, 2010-present

- Interviewer, Leonard Leadership Scholars Program Selection Process, University of Georgia's Institute for Leadership Advancement, 2009 & 2010

- Informal Advisor and Mentor to numerous University of Georgia undergraduate students, 2006-2010

Service to the Academic Community:

- Doctoral Consortia Committee Member, Southern Management Association, 2016-2017

- ***Lead Coordinator, Pre-Doctoral Student Consortium***, Southern Management Association, 2016-2017

- Co-Coordinator, Pre-Doctoral Student Consortium, Southern Management Association, two-year appointment, 2015-2016

- Editorial Review Board Member, Journal of Ethics and Entrepreneurship, 2014-2015

- Contributor to *metaBUS* project expansion (www.metabus.org), which provides advanced protocols for extracting, classifying, curating, and instantly summarizing scientific findings, 2015-present

- Advisor and mentor to several Organizational Behavior doctoral students at universities including Case Western Reserve University (*serving as a dissertation committee member*), George Washington University (*serving as a dissertation committee member*), Tulane University, and SUNY Buffalo. My service to them includes providing vocational and psychosocial support in the forms of dissertation advice, theory support and guidance, input regarding research methods and design, job talk training, providing them access to my proprietary data, and introducing these budding researchers to senior colleagues.

- Regular Ad-Hoc Reviewer for several journals, including the *Journal of Management, Journal of Business Ethics, The Learning Organization, Journal of Workplace Learning, Organization Management Journal, Management Research Review,* and *Group and Organization Management*, 2010-present

- Reviewer, SAGE Publications, 2014-present
  - Formal mentoring programs (research submitted to Sage Open), 2015
  - Corporate social responsibility (full text publication), 2014

- Participant and Reviewer, Academy of Management Annual Meetings, 2006-present
  - Best Reviewer Award, Careers Division, 2009

- Participant, Discussant, Chairperson, and Reviewer, Southern Management Association Annual Meetings, 2007-present
  - Outstanding Reviewer, conference-wide recognition, 2014
  - Best Reviewer Award, Careers/HRM/Research Methods Divisions, 2013
  - Best Reviewer Award, Careers Division, 2012

- Reviewer, Academy of Marketing Science World Marketing Congress, 2014

- Chairperson and Reviewer, Global Sales Science Institute (GSSI) Annual Meeting, 2013

Service to the Community at Large:

- Developer, Consultant, and Facilitator (pro bono publico), Improving Mentoring and Developing a Mentoring and Learning Culture, Electric Girls, New Orleans, 2017

- Consultation Advisor (pro bono publico), Police Officer Retention partnership, New Orleans Police Department (NOPD), 2016

- Developer and Facilitator, Successful Women in the Workplace Luncheon. Sponsored by the Women's Resource Center, Loyola University New Orleans, 2016

- Session Leader and Guest Speaker, practitioner-oriented presentation open to the community on the topic of gender, gendered communication and careers. Sponsored by the Women's Resource Center, Loyola University New Orleans, 2015

- Teamwork and Leadership Consultant (pro bono publico), Loyola University Women's Basketball Team, New Orleans, LA, 2015

- Moderator and Facilitator, "Challenges of a Chief Judge" panel (*largest conference-wide session of the year*), National Center for State Courts Conference of Chief Judges of State Intermediate Courts of Appeal, New Orleans, LA, 2014

- Co-creator of the *Global Commerce License* (GCL) certification program (accepted in 154 countries around the world), available at www.gcl.nu/djm

- Student Service Learning Project Coordinator, multiple community partnerships, New Orleans, LA, 2011-2014

- Consultant & Instructor (pro bono publico), Cafés Hope and Reconcile – divisions of Catholic Charities under the Archdiocese of New Orleans, New Orleans, LA, 2010-2013
- Board Member, Mentoring Working Group, Café Hope, Marrero, LA, 2011-2012
- Board Member, Program Steering Committee for Young Adults, Touro Synagogue, New Orleans, LA, 2010-2011
- Jury Foreman, Orleans Parish Criminal District Court, New Orleans, LA, 2012
- Consultant (pro bono publico), American Fujikura Limited (AFL), a major leader in the telecommunications industry globally. 2014-present.
- Consultant (pro bono publico), University of Georgia Physical Plant Division, Athens, GA, 2009-2014
- Consultant (pro bono public), Dream a Little Green, New Orleans, LA, 2012-2013
- Consultant (pro bono publico), Hillel International, Washington, DC, 2009
- Consultant (pro bono publico), Outlets – a non-profit organization dedicated to mentoring underprivileged youth in Athens/Clarke County, Athens, GA, 2009
- Consultant (pro bono publico), Hillel, University of Georgia Chapter, Athens, GA, 2008-2010
- Consultant (pro bono publico), American Marketing Association, University of Georgia Chapter, Athens, GA, 2007
- Teamwork Activity Consultant (pro bono publico), University of Georgia Women's Basketball Team, Athens, GA, 2007

Todd J. Bacile

Loyola University New Orleans ♦ College of Business
Assistant Professor of Marketing and Clifton A. Morvant Distinguished Professor in Business

EDUCATION

Florida State University	Mississippi State University	Wayne State University
Doctor of Philosophy, 2013 Major Area: Marketing	Master of Business Administration, 2008	Bachelor of Science Business Administration, 1998

HONORS, AWARDS, & CERTIFICATIONS

♦ Winner of the Loyola University Senate Outstanding Teach Award, 2017
♦ Earned a certification from Google for web analytics / the Google Analytics platform, 2016
♦ Earned a certification from Google for search engine marketing / the AdWords platform, 2015
♦ Faculty research award winner within the College of Business, 2015
♦ Winner of the "Best Research Paper Award" at the Direct/Interactive Marketing Research Summit, San Diego, 2014
♦ Editorial Review Board member for Marketing Education Review, 2014-15
♦ Ralph Stair Prize in Innovative Education, Florida State University, 2013
♦ Society for Marketing Advances Doctoral Consortium Fellow, Memphis, 2011
♦ Florida State University Department of Marketing O.C. and Linda Ferrell Doctoral Collegiality Award, 2011
♦ Florida State University PIE Teaching Certificate, 2009
♦ Florida State University College of Business Doctoral Fellowship, 2009-2012
♦ Formerly honored as a member of Phi Kappa Phi and Beta Gamma Sigma

RESEARCH: REFEREED JOURNAL ARTICLES

Fox, Alexa, Todd J. Bacile, Nakhata, Chinintorn, and Aleshia Weible (2017 - forthcoming) "Selfie-Marketing: Exploring Narcissism and Self-Concept in Visual User-Generated Content on Social Media," accepted for forthcoming publication at the *Journal of Consumer Marketing*.

Bacile, Todd J., Christine Ye, and Esther Swilley (2014), "From Firm-Controlled to Consumer-Contributed: Consumer Co-Production of Personal Media Marketing Communication," *Journal of Interactive Marketing*, 28 (2), 117-133.

Bacile, Todd J., Charles Hofacker, and Allyn White (2014), "Emerging Challenges in Social Media: Service as Marketing Communication Signals," *International Journal of Integrated Marketing Communications*, 6 (1), 34-51.

Bacile, Todd J. (2013), "The Klout Challenge: Preparing Your Students for Social Media Marketing," *Marketing Education Review*, 23 (1), 87-92.

Bacile, Todd J. and Ronald E. Goldsmith (2011), "A Services Perspective for Text Message Coupon Customization," *Journal of Research in Interactive Marketing*, 5 (4), 244-257.

RESEARCH: MANUSCRIPTS IN-PROCESS

Bacile, Todd J., Alexis Allen, Michael K. Brady, and Charles F. Hofacker, “Enter the Badvocate: A New Role Acting Out within Complaints on Firms’ Social Media Platforms,” invited for a first revision at the *Journal of Service Research*.

Bacile, Todd J., Jeremy S. Wolter, and Alexis Allen, “How Rude! The Impact of Online Incivility on Perceptions of Justice in Social Media Customer Service Encounters,” invited for a first revision at the *Journal of Interactive Marketing*.

Wolter, Jeremy S., Todd J. Bacile, and Jeffrey Smith, “Identification-Induced Customer Entitlement and Forgiveness After Service Failure and the Role of Self-Construal,” under first review at the *Journal of the Academy of Marketing Science*.

Bacile, Todd J., Jeremy S. Wolter, Alexa Fox, and Felipe Massa “Not All Online Complaints are Created Equal: A Motivational Analysis of Online Complainants,” targeted at the *Journal of Service Research*.

Bacile, Todd J. and Jeremy S. Wolter, “Customer-to-Customer Incivility within Online Service Encounters,” targeted at the *Journal of Marketing*.

Bacile, Todd J., Ronald E. Goldsmith, and Charles F. Hofacker, “Marketing Goods, Services, and Data-Based Products,” targeted at the *Academy of Marketing Science Review*.

BOOK CHAPTERS AND PUBLICATIONS

Goldsmith, Ronald E. and Todd Bacile (2015), "Chapter 8: Social Influence and Sustainable Behavior," in *Social Influence and Sustainable Consumption*, Elizabeth B. Goldsmith, ed. Switzerland: Springer, 127-154.

Hofacker, Charles F. and Todd J. Bacile (2011), *Electronic Marketing: Communicating, Selling and Connecting People with Networks and Software*. Raleigh, NC: Lulu.

RESEARCH: REFEREED ABSTRACTS

Min, Dong-Jun and Todd J. Bacile (2017), “A Polyadic Customization-Engagement Paradox of Hypertargeting in Social Media: Can Exclusive Personalization be Detrimental to Consumer-to-Consumer Engagement?,” forthcoming at *Marketing EDGE Summit*, New Orleans, LA.

Wolter, Jeremy S., Todd J. Bacile, and Pei Xu (2017), “The Untamed Frontier of Brands' Social Media Pages: How Uncivil Consumer Replies lead to Perceived Injustice, Perceived Ostracism, and Consumer Disengagement,” forthcoming at *26th Annual Frontiers in Service Conference*, New York, NY.

Bacile, Todd J., Jeremy S. Wolter, Alexa K. Fox, and Felipe Massa (2016), “All Online Complaints Are Not Created Equal: Corporate Social Media Pages as Customer Service Channels,” presented at *Academy of Marketing Science*, Orlando, FL.

Wolter, Jeremy S., Jeffrey Smith, and Todd J. Bacile (2016), “How Customer-Company Identification and Self-Construal Predict Service Recovery Expectations and Complaints,” presented at *Academy of Marketing Science*, Orlando, FL.

Bacile, Todd J., Alexa K. Fox, Jeremy S. Wolter, Felipe Massa, and Emily Treen (2016), “Not Just ‘One and Done’: Toward an Understanding of the Online Complaining Phenomenon,” presented at *Direct / Interactive Marketing Research Summit*, Los Angeles, CA.

Bacile, Todd J., Alexa K. Fox, Jeremy S. Wolter, and Felipe Massa (2016), " Service Recovery via Corporate Social Media Channels: An Online Complaining Alternative to Third-Party Review Sites," presented at *Consumer Satisfaction/Dissatisfaction & Complaining Behavior Conference*, New Orleans, LA.

Bacile, Todd J. and Alexa K. Fox (2015), “Customer Service versus Word-of-Mouth: An Exploratory Motivational Analysis of Online Complainants,” presented at *Direct / Interactive Marketing Research Summit*, Boston, MA.

Bacile, Todd J., Alexis Allen, and Charles F. Hofacker (2014), “Enter the Badvocate: A Unique Consumer Role Emerging within Social Media Complaint and Recovery Episodes,” presented at *Direct / Interactive Marketing Research Summit*, San Diego, CA. **Best Research Paper Award**

Bacile, Todd J., Charles F. Hofacker, and Allyn White (2014), “Service Encounters via Social Media: The Presence of Positive and Negative Signals,” presented at *Society for Marketing Advances*, New Orleans, LA.

Bacile, Todd J., Charles F. Hofacker, and Alexis Allen (2013), “Emerging Challenges in Social Media: Social Complaints, Service Recovery, and Dysfunctional Consumers,” presented at *Direct / Interactive Marketing Research Summit*, Chicago, IL.

Bacile, Todd J. and Charles F. Hofacker (2012), “Adapting Principles of Service Quality to Personal Media Marketing Communication,” to be presented at *American Marketing Association Summer Educators’ Conference*, Chicago, IL.

Bacile, Todd J. (2012), “The Klout Challenge: Preparing Your Students for Social Media Marketing,” to be presented at *Society for Marketing Advances*, Orlando, FL.

Bacile, Todd J. (2012), “Social Media Assessment for Marketing Students: The Klout Challenge,” to be presented at *Academy of Marketing Science - World Marketing Congress*, Atlanta, GA.

Bacile, Todd J. and Charles F. Hofacker (2011), “The Co-Production of Marketing Communications Distributed through Personal Technology: A Service Customization Perspective,” presented at *American Marketing Association Summer Educators’ Conference*, San Francisco, CA.

Bacile, Todd J. and Melissa Nieves (2011) “An Investigation into Corporate Ethical Behavior in Social Media,” presented at *Society for Marketing Advances Conference*, Memphis, TN.

Bacile, Todd J., Christine Ye, Esther Swilley, and Charles F. Hofacker (2011), “An Investigation of Consumer Co-Production on Mobile Coupon Redemption,” presented at *American Marketing Association Winter Educators’ Conference*, Austin, TX.

Bacile, Todd J. (2010), “Mobile Coupons: Is a Picture Worth a Thousand Words?,” presented at *Society for Marketing Advances Conference*, Atlanta, GA.

INVITED PRESENTATIONS

Bacile, Todd J., Christine Ye, Esther Swilley, and Charles F. Hofacker (2011), “An Investigation of Customization on Mobile Coupon Redemption,” presented at *Southeastern Marketing Symposium*, University of Mississippi, Oxford, MS.

PROFESSIONAL SERVICE

<u>Reviewer: Journals</u>

- 2017 - Journal of Interactive Marketing: Ad Hoc Reviewer (3 Manuscripts)
- 2017 - Marketing Education Review: Editorial Review Board (2 Manuscripts)
- 2017 - Journal of Consumer Marketing: Ad Hoc Reviewer (1 Manuscript)
- 2016 - Marketing Education Review: Editorial Review Board (3 Manuscripts)
- 2016 - Journal of Interactive Marketing: Ad Hoc Reviewer (3 Manuscripts)
- 2016 - Journal of Research in Interactive Marketing: Ad Hoc Reviewer (1 Manuscript)
- 2015 - Marketing Education Review: Editorial Review Board (3 Manuscripts)
- 2015 - Journal of Services Marketing: Ad Hoc Reviewer (1 Manuscript)
- 2014 - Journal of Service Management: Ad Hoc Reviewer (1 Manuscript)
- 2014 - Internet Research: Ad Hoc Reviewer (1 Manuscript)
- 2014 - Marketing Education Review: Editorial Review Board (1 Manuscript)
- 2013 - Journal of Interactive Marketing: Ad Hoc Reviewer (1 Manuscript)
- 2011 - Journal of Interactive Marketing: Ad Hoc Reviewer (1 Manuscript)
- 2010 - The Service Industries Journal: Ad Hoc Reviewer (1 Manuscript)

<u>Reviewer: Conferences</u>

- 2017 Marketing EDGE Summit (1 Manuscript)
- 2016 Academy of Marketing Science (2 Manuscripts)
- 2016 Direct / Interactive Marketing Research Summit (2 Manuscripts)
- 2015 Academy of Marketing Science (1 Manuscript)
- 2015 Direct / Interactive Marketing Research Summit (2 Manuscripts)
- 2014 Direct / Interactive Marketing Research Summit (2 Manuscripts)
- 2014 Society for Marketing Advances - Services Track (2 Manuscripts)
- 2014 Academy of Marketing Science - World Marketing Congress - Sales Track (1 Manuscript)
- 2013 Direct / Interactive Marketing Research Summit (2 Manuscripts)
- 2012 American Marketing Association Summer Educators’ Conference - Technology Track Reviewer (2 Manuscripts)
- 2011 American Marketing Association Summer Educators’ Conference - Technology Track Reviewer (1 Manuscript)
- 2011 American Marketing Association Summer Educators’ Conference - Advertising Track Reviewer (2 Manuscripts)
- 2011 Society for Marketing Advances - Ethics Track Reviewer (1 Manuscript)
- 2011 Academy of Marketing Science - Services Track Reviewer (2 manuscripts)

Discussant:
- 2011 Society for Marketing Advances – Ethics Track
- 2010 Society for Marketing Advances - International and Cultural Impacts on Buyers

University:
- Ignatian Scholarship Selection Committee (member): Loyola University New Orleans (2017)
- Graduate Curriculum Committee (member): Loyola University New Orleans (2017)
- Undergraduate Curriculum Committee (member): Loyola University New Orleans (2014-17)
- AACSB Committee (member): Loyola University New Orleans (2014-17)
- Honorary Degrees Committee (member): Loyola University New Orleans (2014-17)
- Faculty Search Committee (Chair): Marketing tenure-track position (2015)
- Faculty Search Committee (Chair): Marketing non-tenure-track position (2015)
- Guest Speaker and Mentor: Florida State University MBA Student Association (2012)
- Guest Speaker: Florida State University Minority Students in Business (2012)
- Guest Speaker: Florida State University Veteran Center's Collegiate Veterans Association (2012)

Community:
- Managed numerous consulting projects performed by undergraduate student teams for local community businesses within the vicinity of New Orleans, LA (2014)
- Managed numerous social media consulting projects performed by undergraduate student teams for local community businesses in Tallahassee, FL (2012)

PROFESSIONAL AFFILIATIONS
- Society for Marketing Advances, 2009 - Present
- Academy of Marketing Science, 2011 – Present
- American Marketing Association, 2009 - 2012; 2015-2016

INDUSTRY EXPERIENCE
- Michigan Public Health Institute, Okemos, MI (2009)
  Technical Analyst
- Mississippi State University, College of Business, Starkville, MS (2008)
  Web Project Manager (as part of a graduate assistantship)
- GreenStone Farm Credit Services, East Lansing, MI (2001 – 2007)
  e-Business Specialist and Senior Business Analyst
- Compuware Corporation, Farmington Hills, MI (1998 – 2001)
  Business Analyst

Ashley Francis

EDUCATION
Tulane University
Master of Business Administration, 2001

Loyola University New Orleans
Bachelor of Arts in Mass Communications, 1992

PROFESSIONAL EXPERIENCE
Director of Graduate Programs
Loyola University New Orleans December 2014 – present

- Manage the daily operations of the College of Business graduate programs, which include MBA, JD/MBA and MBA/MPS.
- Develop and maintain relationships with the local business community.
- Serve on the university Graduate Council.
- Represent Loyola in Jesuit MBA National Network meetings.

Assistant Visiting Professor of Marketing
Loyola University New Orleans January 2011 – present

- Teach undergraduate courses in Business Communications, Intro to Business, Marketing Strategy, Strategic Brand Management, and Promotions Management.
- Serve as Faculty Advisor to the student chapter of the American Marketing Association.

Marketing Director for Executive Education
University of New Orleans April 2002 - August 2003

- Wrote and managed a strategic marketing plan for the Department of Executive Education. Oversaw the marketing and assisted in the daily operations of the Executive MBA programs in New Orleans and Kingston, Jamaica, and the Executive Master in Health Care Management program in New Orleans.
- Managed the development of the Puerto Rico Executive MBA program.
- Prepared direct marketing materials and organized telemarketing efforts to recruit students. Organized open houses, evaluated applications, and interviewed students.

Director of Marketing & Sales
Longue Vue House and Gardens May 1999 - April 2002

- Developed and managed implementation of a strategic marketing plan to enhance Longue Vue's earned income through local and tourist admission, sales and rentals.
- Oversaw $150,000 marketing budget and three-person staff.
- Served as Director of The Aspen Institute seminars.
- Worked with tourism industry to enhance group sales.
- Conducted and analyzed market research to determine market demand and demographics.
- Published internal and external communication materials.
- Worked closely with Board of Directors, volunteers and members.

Director of Marketing & Communications
Louisiana Philharmonic Orchestra New Orleans, LA October 1993 - May 1999

- Oversaw the marketing, public relations and advertising efforts of the Gulf South's only full-time, professional symphony orchestra.
- Planned and managed a marketing and sales campaign to generate more than $1 million in subscription ticket sales.
- Managed at $350,000 marketing budget and four fulltime employees.
- Edited and produced all internal and external publications.
- Collaborated with Development to secure corporate donations, grants and sponsorships.
- Coordinated joint promotions with area businesses.
- Developed grassroots marketing campaigns to diversify the orchestra's audience.
- Worked with musicians to structure the season schedule.

Account Coordinator
Hughey & Associates Agency New Orleans, La. July 1991 - October 1993

- Participated in the overall management and marketing of client accounts.
- Created proposals and presentation materials.
- Planned and promoted events to advance clients' services, products and images.
- Wrote and produced newsletters, annual reports, press packets and brochures.
- Organized fund-raising events.

AWARDS
Faculty Award for Outstanding Teaching, 2013

PROFESSIONAL AND COMMUNITY INVOLVEMENT
Appointed by Mayor Mitch Landrieu to serve on Audubon Nature Institute Commission, 2016
Co-Chaired the Contemporary Arts Center's SweetArts Ball Annual Gala 2014
President of Louise S. McGehee's Parents' League, 2011, 2016

Catherine M. Lenihan

EDUCATION

Price-Babson Symposium for Entrepreneurship Educators May 2013
MBA, Tulane University, New Orleans, LA August 2004
Additional 18 graduate hours of Marketing
BA, Louisiana State University, Baton Rouge, LA 1987
Economics and Spanish

PROFESSIONAL HISTORY

LOYOLA UNIVERSITY OF NEW ORLEANS, New Orleans, LA July 2015 – present
Visiting Assistant Professor of Marketing and Director of EMBA in Honduras development

- Develop targeted outreach, marketing and recruitment plans to attract professionals and corporate partners committed to growing, leading and managing future professional development in Honduras
- Courses taught: Basics of Marketing, International Marketing, International Management, Consumer Behavior and Analysis, Advertising and Promotion, and Brand Promotion Strategies (Graduate), Marketing Management (Graduate), and Marketing Planning and Implementation (Graduate).
- Publication: How to Run a Street Smart Non Profit! (with Dr. William Mindak), South Carolina: CreateSpace Publishing, 2014.

DELGADO COMMUNITY COLLEGE, New Orleans, LA March 2006 – July 2015
Director - Business Support Services, Goldman Sachs 10,000 Small Businesses Initiative

- Manage staff in the delivery of services to businesses
- Create and deliver business services, including staffing, data capture, performance measures, and quality assurance
- Prepare management reports and implement action plans to improve performance when needed
- Coordinate with the faculty to ensure that business services properly align with the educational components of the program

THE IDEA VILLAGE, NEW ORLEANS, LA March 2009 August 2010
Chief Financial Officer and IVEC 2010 Program Director

- Oversaw an annual operating budget in excess of $1.5 million
- Supervised accounting, financial policies and procedures, and grant management
- Lead financial accountability and back-end reporting for state and federal funding
- Managed multiple streams of funding and capital
- Issued financial reports for Executive Staff, Board of Directors, and Finance Committee

PEPSI AMERICAS, NEW ORLEANS, LA 2004 – 2006
Division Finance Manager

- Supported Southern (Louisiana) Division, VP/General Manager and Group VP of Finance with planning, reporting and forecasting processes as well as on-going analysis of the business.
- Ensured, reviewed and tested the control environment of 8 facilities throughout Louisiana and maintained compliance with company policies.
- Directed Sarbanes Oxley and GAAP compliance, testing and remediation.
- Ensured that Division implemented and maintained proper safeguards of assets, complied with company policies and maintained the integrity of financial statements.

SERVICE CORP INTERNATIONAL, NEW ORLEANS, LA 1998 – 2003
Team Leader- Customer Services Team

- Supervised 78 employees on Customer Service team in New Orleans and Puerto Rico.
- Increased productivity of Customer Service team by 27%, implemented check by telephone, initiated statement process to replace coupon books, and produced procedure manuals.
- Served as key member on team reviewing Customer Relationship Management solutions. Created and staffed 12 bilingual positions and reduced delinquency of accounts receivable and bad debt expense by 2.5% of sales.

SERVICE CORP INTERNATIONAL, San Juan, PR 1996 - 1998
Vice President – Administration

- Supervised Contract Processing, Accounts Receivable, Customer Service, Information Systems, Accounts Payable, and Human Resources.
- Served as Controller for financial reporting and analysis, accounting and control environment, preparing reviewing, and maintaining budgets for 26 facilities.
- Reorganized collections department, created credit policies, and reduced delinquent accounts by 26%.

PROFESSIONAL SERVICE

- 2015 Interim CFO Habitat for Humanity
- 2014 Silicon Bayou 100 Finalist
- 2012 Goldman Sachs 10,000 Small Businesses and Babson Business Advisor
- Faculty and Mentor, Capital One “Avanzando Su Negocio” in partnership with LSBDC
- Advisory Board Member, Nunez Community College Center for Entrepreneurship
- Second and Final Round Panelist, Tulane Entrepreneurs Association Competition
- Speaker- Entrepreneurship, 2011 National Veterans Conference, New Orleans, LA

Adam J. Mills

Assistant Professor of Marketing Loyola University New Orleans

Education

PhD, Marketing, Simon Fraser University, Vancouver, BC.	2016
MBA, Simon Fraser University, Vancouver, BC.	2010
BA (Hons.), Sociology, University of British Columbia, Vancouver, BC.	2003

Appointments

Assistant Professor, Loyola University, New Orleans, LA	2016-
Visiting Lecturer, Babson College, Boston, MA.	2014-2016
Adjunct Instructor, University of Northern British Columbia, BC.	2013
Adjunct Instructor, University of Massachussets, Amherst, MA.	2013-2014
Instructor, Oklahoma State University, OK.	2012
Instructor, Simon Fraser University, Vancouver, BC.	2011-2015

Journal Publications

1. Bal, A.S., Weidner, K., Hanna, R., Mills, A.J. (2017). Crowdsourcing and Brand Control. Business Horizons. 60, 2: 219-228.

2. Mills, A.J., Treen, E.R. (2016). Operation Valuation: Teaching Pricing Concepts in an Experiential Environment. Journal of Marketing Education. 38, 2: 73-82.

3. Mills, A.J., Watson, R.T., Pitt, L., Kietzmann, J. (2016). Wearing Safe: Physical and Informational Security in the Age of the Wearable Device. Business Horizons. 59, 6: 615-622.

4. Mills, A.J., (2015). Everyone Loves a Secret: Why Consumers Value Marketing Secrets. Business Horizons. 58, 6: 643-649.

5. Wiid, R., Grant, P., Mills, A.J., Pitt, L. (2015). No Joke: Understanding public sentiment towards selling and salespeople through cartoon analysis. Marketing Theory. 16, 2: 171-193.

6. Bal, A.S., Grewal, D., Mills, A.J., Ottley, G. (2015). Engaging Students with Social Media. Journal of Marketing Education. 37, 3: 190-203.

7. Bredican, J., Plangger, K., Mills, A.J., Armstrong, J. (2015) Smart Dental Practice: Capitalising on Smart Mobile Technology. British Dental Journal. 219, 3: 135-138.

8. Mills, A.J., Plangger, K. (2015). Social Media Strategy for Online Service Brands. Service Industries Journal. 35, 10: 1-16.

9. Mills, A.J., Robson, K., Pitt, L. (2013). Using Cartoons to Teach Corporate Social Responsibility: A Class Exercise. Journal of Marketing Education. 35, 2: 181-190.

10. Plangger, K., Mills, A. (2013). Viral Media & Marketing: Strategy, Policy and Exploitation. Journal of Public Affairs. 13, 2: 143-145.

11. Bredican, J., Mills, A.J., Plangger, K. (2013). iMedical: Integrating Smartphones into Medical Practice Design. Journal of Medical Marketing. 13, 1: 5-13.

12. Mills, A.J. (2012). Virality in Social Media: The SPIN Framework. Journal of Public Affairs. 12, 2: 162-169.

13. Wiid, R., Pitt, L., Mills, A.J. (2012). Every Story Tells a Picture: Lessons from Cartoons on Corporate Governance for Senior Executives. Business Horizons. 55, 543-550.

14. Mills, A.J., Pitt, L., Satari, S., (2012). Reading Between the Vines: Analyzing the Readability of Consumer Brand Wine Websites. International Journal of Wine Business Research. 24, 3. * Emerald Literati Network Awards for Excellence, Outstanding Paper Award 2013.

15. Chan, A., Pitt, L., Mills, A.J. (2011). How Readable are Environmental Policy Statements? An Exploratory Study Within the IT Industry. Corporate Ownership & Control. 8, 3: 258-267.

Book Chapters
1. Morris, M.H., Mills, A.J., Pitt, L., Berthon, P., Davis, B. (2013). Opportunity and the Entrepreneurial Marketer. In Sethna, Z., Jones, R., Harrigan, P. (Eds.), Entrepreneurial Marketing: Global Perspectives. England: Emerald Group.

2. Botha, E., Mills, A.J. (2012). Managing the New Media: Tools for Brand Management in Social Media. In Close, A. (Ed.), Online Consumer Behavior: Theory and Research in Social Media, Advertising and E-Tail (Chapter 4, 83-100). New York: Taylor & Francis.

Teaching Cases
1. Beninger, S., Pek, S., Mills, A.J., Robson, K. (2014). Lululemon Athletica's Public Relations Nightmare. Ivey Case Series 9B14A039.

2. Beninger, S., Pek, S., Robson, K., Mills, A.J. (2014). TEACHING NOTE. Lululemon Athletica's Public Relations Nightmare. Ivey Case Series 8B14A039.

3. Mills, A.J., Kietzmann, J. (2013). Five Hole for Food: Entrepreneurial Strategy. Ivey Case Series 9B13M064.

4. Mills, A.J., Kietzmann, J. (2013). TEACHING NOTE. Five Hole for Food: Entrepreneurial Strategy. Ivey Case Series 8B13M064.

5. Mills, A.J., Shapiro, D., Egri, C., Parent, M. (2013). Methanex: Developing Strategy in a Commodity Industry. Ivey Case Series 9B13M066.

6. Mills, A.J., Dalupang, T. (2012). Zajac Ranch for Children: Marketing in the NonProfit Sector. Simon Fraser University. Competition case for Intercollegiate Marketing Case Competition 2012.

7. Pitt, L., Mills, A.J., Nguyen, P., Wu, J., van Alphen-Sato, A. (2011) Marketing $#*! My Dad Says. Simon Fraser University. * Best Case Study Award, Academy of Marketing Conference 2011.

8. Mills, A.J., Pitt, L., Kong, B., Novianty, D., Ghavami, S., Kum, Y. (2011). Old Spice: The Man Your Man Could Smell Like. Simon Fraser University.

Refereed Conference Contributions

1. Hanna, R., Campbell, C., Mills, A.J., Robson, K., Cavazos, C., It's Only Boring if you Make It Boring: Engaging Students in Research and Analytics. American Marketing Association Summer Educator's Conference. August 2017, San Francisco, CA.

2. Mills, A.J., Pitt, L.F., Parent, M., Robson, K., Kietzmann, J., Dingus, R., Case Teaching and Case Writing. Academy of Marketing Science Annual Conference. May 2017, San Diego, CA.

3. Mills, A.J. The Stories Packages Tell: A Typology of Product Stories Told on Grocery Product Packages. Academy of Marketing Science Annual Conference. May 2017, San Diego, CA. * Jane F. Kenyo Award for Best Student Paper 2017

4. Mills, A.J., Hanna, R. The Influence of Product package Stories on Perceived Value. American Marketing Association Winter Educator's Conference. February 2017, Orlando, FL.

5. Obilo, O., Brewer, L., Mills, A.J., White, A., Bacile, T. Endings and Beginnings: Transitioning to the First Year of a Tenure Track Job. Academy of Marketing Science Annual Conference. May 2016, Orlando, FL.

6. Weidner, K., Mills, A.J. The Role of the Product Champion and the Conflicted Value of Secrets. Academy of Marketing Science Annual Conference. May 2016, Orlando, FL.

7. Mills, A.J., Robson, K. Zajac Ranch for Children. Western Casewriters Annual Conference. March 2016, Portland, OR.

8. Mills, A.J., Robson, K. Operation Valuation: Teaching Pricing Concepts in an Experiential Environment. American Marketing Association Summer Educators Conference. August 2015, Chicago, IL.

9. Mills, A.J. Defining and Understanding Opportunity for the Entrepreneurial Marketer. Academy of Marketing Science Annual Conference. May 2015, Denver, CO.

10. Pitt, L., Mattison Thompson, F., Vella, J., Engstrom, A., Mills, A.J., Kietzmann, J. The Effects of Objective and Subjective Knowledge on the Exploratory Acquisition of Wine. Academy of Marketing Science Annual Conference. May 2015, Denver, CO.

11. Mills, A.J., Robson, K. (2014). The Value of Secrets. International Network of Business and Management Journals (INBAM) Annual Conference. June 2014, Barcelona, Spain.

12. Pitt, L.F., Caruana, A., Vella, J., Mills, A.J., Bal, A. (2014). Self-Reference Criterion Aptitude Complex for Business Adaptation in International Marketing Strategies. Academy of Marketing Science Annual Conference. May 2014, Indianapolis, IN.

13. Bal, A., Weidner, K., Archer-Brown, C., Mills, A.J., Rains, S. (2014). The Modern Carnival: How the Internet Provides a Space for Community Release. Academy of Marketing Science Annual Conference. May 2014, Indianapolis, IN.

14. Mills, A.J. (2013). Experiential Learning and the New Rules of Engagement. American Marketing Association Summer Educators' Conference. August 2013, Boston, MA.

15. Mills, A.J., Plangger, K., Robson, K. (2013). A Class Exercise: Using cartoons to teach corporate social responsibility. American Marketing Association Summer Educators' Conference. August 2013, Boston, MA.

16. Mills, A.J., Bal, A., Plangger, K. (2013). Employee-brand ownership in customer service interactions. Academy of Marketing Science Annual Conference. May 2013, Monterrey, CA.

17. Mills, A.J., Robson, K., Kietzmann, J. (2013). Ethical pictures: using cartoons to teach CSR. Academy of Marketing Science Annual Conference. May 2013, Monterrey, CA.

18. Plangger, K., Pitt, L., Mills, A.J. (2013). When spying is not just: a consumer surveillance framework. Academy of Marketing Science Annual Conference. May 2013, Monterrey, CA.

19. Mills, A.J. Looking Behind the Clicks: Deconstructing Virality. Academy of Marketing Science World Marketing Congress. August 2012, Atlanta, GA.

20. Grant, P., Bal, A., Pitt, L., Mills, A., Chan, A. La Vie Bohème? The Role of an Operatic Flash Mob on Consumer Behavior. Academy of Marketing Science Annual Conference. May 2012, New Orleans, LA.

21. Bal, A., Mills, A.J., Chakrabarti, R., Terblanche, N., Opuku, R. Cyber-Positioning: Bestselling Authors' Online Communicated Brand Personalities. Academy of Marketing Science Annual Conference. May 2012, New Orleans, LA.

22. Bal, A., Plangger, K., Mills, A.J., Campbell, C., Wiid, R., Pitt, L. (2011). Political Sex Scandals in Cartoon. Society for Marketing Advances Annual Conference, November 2011. Memphis, TN.

23. Pitt, L., Mills, A.J., Kong, B., Novianty, D., Ghavami, S., Kum, Y. Old Spice: The Man Your Man Could Smell Like. Academy of Marketing Annual Conference, July 2011. Liverpool, UK.

24. Pitt, L., Mills, A.J., Nguyen, P., Wu, J., van Alphen-Sato, A. Marketing $#*! My Dad Says. Academy of Marketing Annual Conference, July 2011. Liverpool, UK.

25. Pitt, L., Mills, A.J., Nel, D., Chan, A., Menguc, B., Plangger, K. Using Chernoff Faces to Portray Social Media Wine Brand Images. Academy of Wine Business Research Annual Conference, June 2011 Bordeaux, France.

26. Mills, A.J., Pitt, L., Chan, A., Nel, D., Thongpapanl, N., Plangger, K. Analyzing the Readability of Consumer Brand Wine Websites. Academy of Wine Business Research Annual Conference, June 2011 Bordeaux, France.

27. Mills, A.J., Botha, E., Campbell, C. Managing the New Media: Tools for Brand Management in Social Media. Academy of Marketing Science Annual Conference. May 2011, Miami, FL.

28. Mills, A.J., Reynecke, M., Pitt, L., Campbell, C. Drawing Meaning from Online User Discussions About Brands. Academy of Marketing Science Annual Conference. May 2011, Miami, FL.

Publication Funding & Other Awards

Jane K. Fenyo Award for Best Student Paper, Academy of Marketing Science, May 2017.

AMA-Sheth Foundation Doctoral Consortium Fellow, Kellogg School of Management at Northwestern University, June 2014.

President's PhD Scholarship, Simon Fraser University, March 2014.

TD Canada Trust Distinguished Teaching Award 2014, Winner.

LINKS Simulations & Marketing Management Association Foundation Legacy Fund Outstanding Teacher-Scholar Doctoral Student Award 2013, Winner

American Marketing Association Best-In-Track (Marketing Education) Paper Award, 2013, for "Ethical Pictures" at AMA Summer Educators' Conference. Emerald Literati Network Outstanding Paper Award, 2013.

Highly Commended Paper award for "Reading Between the Vines" in International Journal of Wine Business Research.

Academy of Marketing Science Travel Grant, August 2012

Best Paper, Case Study. Academy of Marketing Conference, July 2011

Riata/USASBE Scholarship, Oklahoma State University, June 2011

Academy of Marketing Science Travel Grant, May 2011

Service Contributions

Service to Professional Organizations:

American Marketing Association Teaching & Learning Special Interest Group (T&L-SIG)
Vice-Chair of Scholarly and Social Programs, 2016 to present

Journal Guest Editorships:

Journal of Public Affairs. Guest Editor, Special Issue.
Viral Media & Marketing: Strategy, Policy and Exploitation. 13(2).

Editorial Review Board Appointments:

Journal of Product and Brand Management
Journal of Advertising Research
Journal of Marketing Education
Marketing Education Review
Journal of Global Scholars of Marketing Science

Ad Hoc Reviewer Appointments:

Journal of Marketing Education
Academy of Marketing Science Review
Journal of Product and Brand Management
Journal of Brand Management
Journal of Retailing and Consumer Services
Business Horizons
Journal of Marketing Management
Journal of Consumer Behavior
Journal of Public Affairs
Service Industries Journal
Journal of Marketing for Higher Education
Journal of Hospitality Marketing and Management
Journal for Advancement of Marketing Education
International Journal of Technology
Marketing Journal of Wine Research

Track Chair Appointments:

Academy of Marketing Science 2019 Conference, Innovation & New Product Development. Vancouver, Canada.

Academy of Marketing Science 2018 World Marketing Congress, Innovation and Entrepreneurship. Porto, Portugal.

Academy of Marketing Science 2018 Conference, Special Sessions. New Orleans, LA.

Academy of Marketing Science 2017 Conference, Special Sessions. San Diego, CA

Academy of Marketing Science 2017 World Marketing Congress, Innovation and Entrepreneurship. Christchurch NZ

Academy of Marketing Science 2016 Conference, Special Sessions. Orlando, FL

Academy of Marketing Science 2015 Conference, Special Sessions. Denver, CO

Academy of Marketing Science 2013 Conference, Services Marketing. Monterey, CA

Session Chair Appointments:

Academy of Marketing Science 2014 Conference, Indianapolis, IN

American Marketing Association Summer Educators' Conference 2013, Boston, MA

Academy of Marketing Science 2012

Academy of Marketing Science 2011 Conference, Coral Gables, FL

World Marketing Congress 2011, Rheims, France

Additional Service Contributions:

Faculty Advisor. Alpha Kappa Psi, Loyola University New Orleans. 2017-
Faculty Advisor. American Marketing Association Chapter, Loyola. 2016-
Masters External Examiner. University of Capetown. 2016-
Faculty Advisor. Babson Marketing Association, Babson College. 2015-2016
Faculty Advisor. Kappa Kappa Gamma, Babson College. 2015-2016

Proceedings Editor. Western Academy of Management Annual Conference 2014. Napa, CA.

Advocacy Board Member. YWIB Young Women In Business, SFU Chapter. 2012-2015.

Faculty Advisor. IMC: Intercollegiate Marketing Competition (Western Canada's largest undergraduate marketing case competition). 2012 & 2013. Vancouver, Canada.

Additional Training & Certification

Art & Craft of Discussion Leadership: Case Teaching Method Workshop (II), Harvard Business School. From Bill Schiano and Dorothea Leonard.

Art & Craft of Discussion Leadership: Case Teaching Method Workshop (I), Harvard Business School. From Dorothea Leonard.

Experiential Classroom XLII, Oklahoma State University. From Michael Morris.

Certificate in Research Ethics, Simon Fraser University Office of Research Ethics.

Practitioner Experience

Director of Operations & Brand. The Ocean Club Tapas Lounge: Sea to Sky Hospitality Group, Vancouver, BC. (2010-2011)

Creative Manager. Cactus Restaurants Ltd., Vancouver, BC. (2008-2009)

Business Coach. Dale Carnegie Business Group, Burnaby BC. (2008-2009)

Marketing Coordinator. Cactus Restaurants Ltd., Vancouver, BC. (2003-2008)

Professional Affiliations

American Marketing Association
Academy of Marketing Science
Academy of Marketing
Marketing Management Association
Young Leadership Council, New Orleans
Young Women in Business, Simon Fraser University
American Pie Council
Net Impact, Simon Fraser University
Golden Key International Honor Society