

# KELCE COLLEGE CURRICULUM VITAE

## PERSONAL INFORMATION

**Name:** Dr. STEPHEN V. HORNER  
**Rank:** Associate Professor  
**Department:** Management and Marketing  
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## EDUCATION AND PROFESSIONAL CREDENTIALS

Ph D	University of Missouri-Columbia, 2006, Business Administration/Strategic management
MBA	Emporia State University, 1991, Business Administration
BA	Emporia State University, 1975, Political Science

## ADMINISTRATIVE APPOINTMENTS

Interim Associate Dean, Kelce Undergraduate School of Business, Chair of Faculty

## EMPLOYMENT HISTORY

2016 - Present	Pittsburg State University Associate Professor
2012 - 2015	Pittsburg State University Assistant Professor
2004 - 2012	Arkansas State University Assistant Professor
August 2000 - June 2004	University of Missouri Graduate Teaching Assistant
August 1996 - June 1999	Kansas State University – Salina, College of Technology and Aviation Instructor
August 1991 - May 1999	Bethany College Assistant Professor

## SCHOLARLY PUBLICATIONS

### Refereed Journal Articles

- Maceli, K. M., Horner, S. V., Fogliasso, C. E., Zafuta, A. M. (2020). An Assessment of Cause-Related Marketing: What Does the Future Hold? *Economics and Business Journal: Inquiries and Perspectives/Nebraska Economics and Business Association*, 10(1), 87-109. [https://nebeconandbus.org/journal/EBJIP2019v10MaceliHornerFogliassoZafuta\\_CRM-future87-109.pdf](https://nebeconandbus.org/journal/EBJIP2019v10MaceliHornerFogliassoZafuta_CRM-future87-109.pdf)
- Maceli, K. M., Horner, S. V., Baack, D. E. (in press). Efficiency and Effectiveness in Higher Education: A Stakeholder Perspective. *Nebraska Economics and Business Association, Fall 2019*.
- Valenti, A., Horner, S. V. (in press). The Human Capital of Boards of Directors and Innovation: An Empirical Examination of the Pharmaceutical Industry. *International Journal of Innovation Management*, 55.
- Valenti, A., Horner, S. V. (2019). Leveraging board talent for innovation strategy. *Journal of Business Strategy*, April, 27.
- Fogliasso, C. E., Horner, S. V., Baack, D. E. (2018). College Choice: An Investigation of the Student Selection Process Using the Multiattribute Decision-Making Model. *Economics and Business Journal: Inquiries and Perspectives*, 9(1), 3-15.
- Horner, S. V., Baack, D. E. (2017). The Functional and Dysfunctional Aspects of Organizational Politics: A Conceptual Analysis. *Economics & Business Journal: Inquiries and Perspectives*, 8(1), 37-57. [http://nebeconandbus.org/journal/EBJIP2017v8Horner2BaackOrganizational%20Politics\\_37-57.pdf](http://nebeconandbus.org/journal/EBJIP2017v8Horner2BaackOrganizational%20Politics_37-57.pdf)
- Horner, S. V. (2016). CEO Succession, the Role of Power, and CEO Duality. *Nebraska Economics and Business Association (NEBA)*, 7(1), 3-26. [http://www.nebeconandbus.org/journal/EBJIP2016v7Horner\\_Valenti\\_CEOsuccession\\_3-26.pdf](http://www.nebeconandbus.org/journal/EBJIP2016v7Horner_Valenti_CEOsuccession_3-26.pdf)
- Horner, S. V. (2016). CEO directors: Going it alone or clustering on boards? *Academy of Strategic Management Journal*, 15(1), 32-40. <http://www.alliedacademies.org/articles/asmj-volume-15-number-1.pdf>
- Horner, S. V., Baack, D. (2016). The Role of Psychic Distance in Internationalization: Strategy Evaluations and Strategic Choices. *Journal of Business Strategies*, 33(1), 15-46.
- Horner, S. V. (2015). CEOs As Corporate Directors: A Human Capital Perspective. *Academy of Strategic Management Journal*, 14(1), 30-42.
- Horner, S. V. (in press). Governance Human Capital and CEO Dismissal: Exploring the Impact of Board Experience and Expertise. *Economics & Business Journal: Inquiries and Perspectives*.
- Horner, S. V., Valenti, A. (2012). CEO duality: Balance of power and the decision to name a newly appointed CEO as chair. *Journal of Leadership, Accountability and Ethics*, 9(3), 53-74.

- Horner, S. V., V. A. (2012). Women at the Top: Individual and Organizational Differences between Male and Female CEOs. *Global Review of Business and Economic Research*, 8(1), 91-108.
- Horner, S. V. (2011). Board power and corporate strategic focus: A model of board impact on firm strategy. *Journal of Leadership, Accountability and Ethics*, 8(4), 26-41.
- Horner, S. V. (2010). Board power, CEO appointments, and CEO duality. *Academy of Strategic Management Journal*, 9(2), 45-60.
- Horner, S. V., Valenti, A. (2010). Corporate Directors' Social Capital: How Centrality and Density Impact Board Monitoring. *Journal of Applied Business and Economics*, 11(4), 117-127.

### **Book Chapters**

- Horner, S. V., Valenti, A. (2013). Factors Supporting Women's Career Advancement: Differences Between Male and Female CEOs in the United States. In Ronald Burke; Lynda Moore; Susan Vinnicombe (Ed.), *Handbook of Research on Promoting Women's Careers*.
- Horner, S. V., Lam, R., Chiles, T. (2007). Entrepreneurship in the Experience Economy: The Evolution of Hard Rock Café. In R. A. Ajami & M. M Bear (Ed.), *Global Enterprise: Entrepreneurship and Value Creation*.

### **Conference Proceedings**

- Horner, S. V. (2012). *Effects of the Market for Corporate Control on Firm Internal Control and Board Leadership* (1st ed., vol. 11, pp. 13-17). Arden, NC: Proceedings of the Academy of Strategic Management.
- Horner, S. V., Valenti, A. (2010). *CEO Duality: How the Balance of Power within a Firm Affects the Decision to Name a Newly Appointed CEO as Chair*. Proceedings of the 52nd Annual Meeting of the Southwest Academy of Management.
- Horner, S. V. (2009). *'Board power, CEO appointments, and CEO duality'* (1st ed., vol. 8, pp. 25-30). Proceedings of Academy of Strategic Management.
- Horner, S. V. (2009). *Board Power and Corporate Focus: Board Monitoring Capacity*. Proceedings of the 51st Annual Meeting of the Southwest Academy of Management.
- Horner, S. V. (2002). *The Right Tool for the Right Job: A Methodological Review of Research on Boards of Directors, 2002, published in Proceedings of the 44th Annual Meeting of the Southwest Academy of Management..* Southwest Academy of Management.

### **Other**

- Horner, S. V., Baack, D. (in press). In John N. Davis (Ed.), *The Role of Psychic Distance in Internationalization Strategy Evaluations and Strategic Choices*. Southwest Academy of Management.
- Horner, S. V. (2013). *Board Composition: It May Not Be What You Measure but How You*

*Measure It.* Albuquerque, NM: Southwest Academy of Management Annual Meeting.

### **Work in Progress**

Horner, S. V., Valenti, A., "Leveraging Directors' Talent To Foster an Innovation Strategy", Writing Results, Scholarly.

Horner, S. V., Valenti, A., "The Human Capital of Boards of Directors and Firm Strategic Outcomes", On-Going, Scholarly.

### **SCHOLARLY PRESENTATIONS**

#### **Oral Presentation**

Dalecki, L., Horner, S. V., Oral Presentation, Experiential Learning Leadership Institute 2019 Leadership Retreat, Cedar City, UT, "UK/UK Business School Dual Degree Development", Workshop, Academic. (June 21, 2019).

#### **Other**

Horner, S. V., Other, Academy of Management 2017 Annual Meeting, Academy of Management, Atlanta, GA, "Accommodating Faculty Members with Disabilities Under the ADA: Getting Beyond Stigma, Stress, and Shame", Panel, Academic, National, peer-reviewed/refereed, Accepted. (August 5, 2017).

#### **Paper**

Maceli, K. M., Horner, S. V., Baack, D. E., Paper, 2019 Great Plains Economic and Business Conference, Nebraska Economics and Business Association, Columbus, Nebraska, "Efficiency and Effectiveness in Higher Education", Conference, Academic, Regional, peer-reviewed/refereed. (October 25, 2019).

Maceli, K. M. (Author), Horner, S. V. (Author & Presenter), Fogliasso, C. E. (Author), Zafuta, A. M. (Author), Paper, 2019 Great Plains Economic and Business Conference, Nebraska Economics and Business Association, Columbus, Nebraska, "An Assessment of Cause-Related Marketing: What Does the Future Hold", Conference, Academic, Regional, peer-reviewed/refereed. (October 25, 2019).

Fogliasso, C. E., Horner, S. V., Baack, D. E., Paper, 2018 Great Plains Economic and Business Conference, Nebraska Economics and Business Association, Kearney, Nebraska, "College Choice: An Investigation of the Student Selection Process Using the Multiattribute Decision-Making Model", Conference, Academic, Regional, peer-reviewed/refereed, published elsewhere, Accepted. (October 26, 2018).

Horner, S. V., Baack, D. E., Paper, 2017 Great Plains Economic and Business Annual Conference, Nebraska Economics and Business Association, Omaha, NE, "The Functional and Dysfunctional Aspects of Organizational Politics: A Conceptual Analysis", Conference, Academic, Regional, peer-reviewed/refereed, Accepted. (October 27, 2017).

Horner, S. V. (Author & Presenter), Jeremy, S. (Author), Paper, 2016 Great Plains Economic and Business Annual Conference, Nebraska Economics and Business Association (NEBA), Crete,

- Nebraska, "Strategic Options for Today's Farmers", Session, Regional, peer-reviewed/refereed, Accepted. (October 2016).
- Horner, S. V. (Author & Presenter), Valenti, A. (Author & Presenter), Paper, 2nd annual International Corporate Governance Society (ICGS) Conference, Bentley University, Boston, Massachusetts, "The Board of Directors as a Human Capital Resource of the Firm", Conference, Academic, International, peer-reviewed/refereed, Accepted. (October 2, 2016).
- Horner, S. V. (Author & Presenter), Paper, Allied Academies Summer Internet Conference, Allied Academies, "CEO directors: Going it alone or clustering on boards?", Conference, Academic, International, peer-reviewed/refereed, published in proceedings, Accepted. (July 20, 2015).
- Horner, S. V. (Author), Baack, D. (Author & Presenter), Paper, Southwest Academy of Management Annual Meeting, Southwest Academy of Management, Houston, TX, "The role of psychic distance in internationalization strategy evaluations and strategic choices.", Conference, Academic, Regional, peer-reviewed/refereed, Accepted. (March 11, 2015).
- Horner, S. V., Paper, 2014 Great Plains Economic and Business Conference, Nebraska Economics and Business Association (NEBA), Kearney, Nebraska, "CEO Succession, the Role of Power, and CEO Duality", Conference, Academic, Regional, peer-reviewed/refereed, Accepted. (October 24, 2014).
- Horner, S. V., Paper, Spring International Conference, Allied Academies, Academy of Strategic Management, Nashville, Tennessee, "CEOs as Corporate Directors: A Human Capital Perspective", Conference, Academic, International, peer-reviewed/refereed, published in proceedings, published elsewhere, Accepted. (March 26, 2014).
- Horner, S. V., Paper, 2013 Great Plains Economic and Business Conference, Nebraska Economics and Business Association, Omaha, Nebraska, "Governance Human Capital and CEO Dismissal: Exploring the Impact of Board Experience and Expertise", Conference, Academic, Regional, peer-reviewed/refereed, Accepted. (October 25, 2013).
- Horner, S. V., Paper, Southwest Academy of Management, Albuquerque, New Mexico, "Board Composition: It May Not Be What You Measure but How You Measure It", Conference, Academic, Regional, peer-reviewed/refereed, published in proceedings, Accepted. (March 2013).
- Horner, S. V., Paper, Academy of Strategic Management, Allied Academies Spring 2012 International Conference, New Orleans, "Effects of the Market for Corporate Control on Firm Internal Control and Board Leadership", Conference, Academic, International, peer-reviewed/refereed, published in proceedings, Accepted. (April 4, 2012).
- Horner, S. V., Paper, Seventh Annual International Conference of the Global Academy of Business and Economic Research, New York, New York, "Women at the Top: Individual and Organizational Differences between Male and Female CEOs", Conference, Academic, International, peer-reviewed/refereed, published in proceedings, published elsewhere, Accepted. (October 26, 2011).
- Horner, S. V. (Author & Presenter), Valenti, A. (Author & Presenter), Paper, The Seventh Annual International Conference of the Global Academy of Business and Economic Research

- (GABER), New York, NY, USA, "Women at the Top: Individual and Organizational Differences between Male and Female CEOs", Conference, Academic, International, peer-reviewed/refereed, Accepted. (October 24, 2011).
- Horner, S. V. (Author & Presenter), Valenti, A. (Author & Presenter), Paper, Annual Meeting of the Academy of Management, Montreal, French, "CEO duality: Balance of power and the decision to name a newly appointed CEO as chair", Conference, Academic, International, peer-reviewed/refereed, published elsewhere, Accepted. (2010).
- Horner, S. V., Paper, Southwest Academy of Management, Dallas, TX, "CEO Duality: How the Balance of Power within a Firm Affects the Decision to Name a Newly Appointed CEO as Chair", Conference, Academic, Regional, peer-reviewed/refereed, published in proceedings, published elsewhere. (March 15, 2010).
- Horner, S. V., Paper, National Business and Economics Society Eleventh Annual Conference, Kauai, Hawaii, "Corporate Directors' Social Capital: How Centrality and Density Impact Board Monitoring", Conference, Academic, National, peer-reviewed/refereed, published in proceedings, published elsewhere, Accepted. (March 13, 2010).
- Horner, S. V. (Author & Presenter), Paper, Allied Academies Spring International Conference, New Orleans, LA, USA, "Board power, CEO appointments, and CEO duality", Conference, Academic, International, peer-reviewed/refereed, published in proceedings, published elsewhere, Accepted. (2009).
- Horner, S. V. (Author & Presenter), Paper, Annual Meeting of the Southwest Academy of Management, Oklahoma City, OK, USA, "Board Power and Corporate Focus: Board Monitoring Capacity", Conference, Academic, Regional, peer-reviewed/refereed, published in proceedings, Accepted. (2009).
- Horner, S. V., Paper, Academy of Strategic Management, Allied Academies Spring 2009 International Conference, New Orleans, "Board power, CEO appointments, and CEO duality", Conference, Academic, International, peer-reviewed/refereed, published in proceedings, published elsewhere, Accepted. (April 9, 2009).
- Horner, S. V. (Author & Presenter), Paper, Annual Meeting of Academy of Management, Anaheim, CA, USA, "Board power, CEO appointments, and CEO duality", Conference, Academic, National, peer-reviewed/refereed, published in proceedings, published elsewhere, Accepted. (2008).

## **GRANTS AND CONTRACTS**

### **Grant**

- Horner, S. V., Grant, "Youngman Summer Research Grant", Kelce College of Business, Pittsburg State University, Scholarly Activity. (award: 2015, start: June 29, 2016, end: July 24, 2016).
- Horner, S. V., Grant, "Youngman Summer Research Grant", Kelce College of Business, Pittsburg State University, Scholarly Activity. (award: 2015, start: June 29, 2015, end: July 24, 2015).
- Horner, S. V. (Principal), Grant, "Youngman Summer Research Grant", Kelce College of Business, Pittsburg State University. (start: June 2013, end: August 2013).

Horner, S. V. (Principal), Grant, "ASU College of Business Summer Research Grant", Arkansas State University, Other, Funded. (start: June 2011, end: August 2011).

Horner, S. V. (Principal), Grant, "ASU College of Business Summer Research Grant", Arkansas State University, Other, Funded. (start: June 2009, end: August 2009).

Horner, S. V. (Principal), Grant, "ASU College of Business Summer Research Grant", Arkansas State University, Other, Funded. (start: June 2007, end: August 2007).

## **COURSES TAUGHT**

### **Pittsburg State University**

MGMKT 439, INTERNATIONAL BUSINESS, 1 course.

MGMKT 600, TP:INTERNSHIP, 2 courses.

MGMKT 645, BUSINESS STRATEGY, 26 courses.

MGMKT 821, TP:SUSTAINABILITY STUDY, 1 course.

MGMKT 831, INTERNATIONAL BUSINESS, 1 course.

MGMKT 895, STRATEGIC MANAGEMENT, 18 courses.

MGT 690, BUSINESS STRATEGY, 6 courses.

MGT 895, STRATEGIC MANAGEMENT, 5 courses.

## **FACULTY/TEACHING DEVELOPMENT ACTIVITIES**

### **Conference Attendance**

Conference Attendance, "Annual Meeting of the Academy of Management", Academy of Management (AOM), Anaheim, CA, USA, approximately 10 hours spent per year. (August 6, 2016 - August 8, 2016).

Conference Attendance, "Annual Meeting of the Southwest Academy of Management", Southwest Academy of Management (SWAM), Oklahoma City, OK, USA, approximately 20 hours spent per year. (March 9, 2016 - March 12, 2016).

Conference Attendance, "2015 Great Plains Economic and Business Conference", Nebraska Economics and Business Association, Wayne, NE, USA, approximately 6 hours spent per year. (October 23, 2015).

Conference Attendance, "Allied Academies Summer Internet Conference 2015", Allied Academies. (July 20, 2015 - July 24, 2015).

Conference Attendance, "Southwest Academy of Management Annual Meeting", Southwest Academy of Management, Houston, TX, approximately 20 hours spent per year. (March 11, 2015 - March 14, 2015).

Conference Attendance, "Southwest Academy of Management", Albuquerque, New Mexico. (March 13, 2013 - March 16, 2013).

Conference Attendance, "Southern Management Association", Fort Lauderdale, Florida, USA. (November 1, 2012 - November 3, 2012).

Conference Attendance, "Stakeholder Management session discussant", Southern Management Association, Ft. Lauderdale, FL, USA. (November 2, 2012).

Conference Attendance, "The Seven Habits of Highly Successful Academicians: A SMA Fellows panel discussion", Southern Management Association. (November 2, 2012).

Conference Attendance, "Academy of Strategic Management at the Allied Academies Spring 2012 International Conference", Academy of Strategic Management at the Allied Academies, New Orleans, LA, USA. (April 4, 2012 - April 7, 2012).

Conference Attendance, "Teaching Strategic Management and Competitive Strategy", Academy of Management, San Antonio, TX, USA. (2011).

Conference Attendance, "The Seventh Annual International Conference of the Global Academy of Business and Economic Research (GABER)", Global Academy of Business and Economic Research (GABER), NYC, NY, USA. (October 24, 2011 - October 26, 2011).

Conference Attendance, "Professional Development Workshop", Southwest Academy of Management, Houston, TX, USA. (March 2011).

Conference Attendance, "Annual Meeting of the Academy of Management", Academy of Management, Montreal, Canada. (2010).

Conference Attendance, "Annual Meeting of the Southwest Academy of Management", Southwest Academy of Management, Dallas, Texas. (2010).

Conference Attendance, "National Business and Economics Society Eleventh Annual Conference", National Business and Economics Society, Kauai, HI, USA. (2010).

Conference Attendance, "Allied Academies Spring International Conference", Allied Academies, New Orleans, LA, USA. (2009).

Conference Attendance, "Annual Meeting of the Southwest Academy of Management", Southwest Academy of Management, Oklahoma City, OK, USA. (2009).

Conference Attendance, "Annual Meeting of Academy of Management", Academy of Management, Anaheim, CA, USA. (2008).

Conference Attendance, "Fourth Annual College of Business Teaching Conference". (October 22, 2008).

Conference Attendance, "On-line Learning and Teaching Conference". (October 8, 2008).

## **Other**

Quality Matters Course through Center for Teaching, Learning, and Technology, "eLearning Academy", Department of Accounting and Computer Information Systems, Pittsburg, KS. (May 4, 2016 - May 4, 2017).

## **Workshop**



Workshop, "Center for Learning Technologies: Dreamweaver", Center for Learning Technologies.

Workshop, "Center for Learning Technologies: Podcasting/Tegrity workshop", Center for Learning Technologies.

Workshop, "Office 365 & Google Drive Canvas Integration", Center for Teaching, Learning, and Technology, approximately 1 hours spent per year. (November 25, 2019).

Workshop, "Vid Grid 1", Center for Teaching, Learning, and Technology, approximately 25 hours spent per year. (September 4, 2019).

Workshop, "9th Annual Pitt State Professional Development Day", Center for Teaching, Learning, & Technology, approximately 6 hours spent per year. (August 14, 2019).

Workshop, "Gorilla Advising Academy: Master Advisor Training", Gorilla Advising Academy: Master Advisor Training, Center for Teaching, Learning, and Technology, approximately 32 hours spent per year. (May 13, 2019).

Workshop, "Evaluation Kit Training for Faculty", Center for Teaching, Learning, and Technology, 0 credit hours, approximately 1 hours spent per year. (November 30, 2018).

Workshop, "Engaging Students with Kahoot!", Kelce Faculty Development Committee, Pittsburg, KS. (September 27, 2017).

Workshop, "Canvas: Updates and changes", Kelce Faculty Development Committee. (May 3, 2017).

Workshop, "Digital Commons @ PSU: Review a thesis", Axe Library. (April 19, 2017).

Workshop, "eLearning Academy", Kelce Faculty Development Committee/Center for Teaching, Learning, and Technology. (April 6, 2017).

Workshop, "Lunch and Learn with ConAgra Brands", Department of Accounting and Computer Information Systems. (March 15, 2017).

Workshop, "General Education and Assessment: Design Thinking for Student Learning", American Association of Colleges and Universities (AAC&U), Phoenix, AR, USA. (February 23, 2017 - February 24, 2017).

Workshop, "Cultural Sensitivity Training", Kelce Faculty Development Committee. (February 3, 2017).

Workshop, "Lunch and Learn, November. Online Discussions", Center for Teaching, Learning, and Technolgy, Pittsburg, KS, USA. (November 16, 2016).

Workshop, "Writing Across the Curriculum-Designing Effective Writing Assignments.", Center for Teaching, Learning, and Technolgy, Pittsburg, KS, USA. (July 9, 2016).

Workshop, "Cheating and plagiarism in the new age of texting, tweeting, Googling, and

- mash-ups: Guidance for how to respond to this pervasive higher education problem", PSU Center for Teaching, Learning, and Technology. (July 23, 2015).
- Workshop, "Training workshop for Activity Insight", Graduate and Continuing Studies, PSU, Pittsburg, KS, USA, 0 credit hours, approximately 2 hours spent per year. (June 18, 2015).
- Workshop, "Accommodating the Disabled University Professor", Academy of Management, Philadelphia, PA, USA, 0 credit hours, approximately 1.5 hours spent per year. (August 2014).
- Workshop, "Gender Diversity in Top Management Teams", Academy of Management, Gender and Diversity in Organizations (GDO) Division, Philadelphia, PA, USA, 0 credit hours, approximately 1.5 hours spent per year. (August 2014).
- Workshop, "The Academic Career: Words that Limit or Open Paths?", Academy of Management, Philadelphia, PA, USA, 0 credit hours, approximately 1.5 hours spent per year. (August 2014).
- Workshop, "Value Creation and Innovation through Corporate Spin-offs", Academy of Management. Business Policy & Strategy Division, Philadelphia, PA, USA, 0 credit hours, approximately 1.5 hours spent per year. (August 2014).
- Workshop, "Syllabus Preparation: Back to Basics", Pittsburg State University Center for Teaching, Learning, and Technology, Pittsburg, Kansas, USA, 0 credit hours, approximately 1 hours spent per year. (November 18, 2013).
- Workshop, "Camtasia Relay - Beyond the Basics", PSU Center for Teaching, Learning, and Technology, Pittsburg, Kansas, USA, 0 credit hours, approximately 1 hours spent per year. (October 23, 2013).
- Workshop, "Dynamite Case Discussion: Question Design and Use for Insightful Learning - In Class and On Line", Academy of Management: Management Education and Development Division, Orlando, FL, USA. (August 10, 2013).
- Workshop, "Discovering Your Solar System: Identifying and Crafting Your Research Identity", Academy of Management, Management Education and Development Division, Orlando, FL, USA. (August 9, 2013).
- Workshop, "Empirical Investigation of Multilevel Research Questions in Strategy", Academy of Management: Business Policy and Strategy Division, Orlando, FL, USE. (August 9, 2013).
- Workshop, "Introduction to Camtasia Relay", PSU Center for Teaching, Learning, and Technology, Pittsburg, Kansas, USA, 0 credit hours, approximately 1 hours spent per year. (July 23, 2013).
- Workshop, "Arkansas State University Online & Distance Education Regional Conference", Arkansas State University Online & Distance Education. (October 15, 2011).
- Workshop, "Professional Development Workshop, Annual Meeting of Academy of Management", Academy of Management, Anaheim, CA, USA. (2008).

Workshop, "Testing Interactions with Linear Regression", Consortium for the Advancement of Research Methods and Analysis (CARMA). (May 2008).

Workshop, "Junior Faculty Consortium/Professional Development Workshop", Business Policy and Strategy Division of the Academy of Management, Philadelphia, PA, USA. (August 2007).

Workshop, "Structural equations modeling with LISREL", Consortium for the Advancement of Research Methods and Analysis (CARMA). (May 2007).

## **PROFESSIONAL ACTIVITIES**

board member, Nebraska Economics and Business Association. (2013 - Present).

Program Chair, President, Immediate Past President, Southwest Academy of Management. (March 2011 - March 2021).

Academy of Management. (June 30, 2000 - June 30, 2020).

Southern Management Association (SMA). (January 1, 2007 - December 31, 2015).

Strategic Management Society. (January 1, 2003 - December 31, 2015).

Academy of Strategic Management. (February 1, 2009 - December 1, 2015).

## **HONORS**

### **Scholarship/Research**

Distinguished Research Award, Allied Academies, Academy of Strategic Management. (March 11, 2014).

Distinguished Research Award, Allied Academies, Academy of Strategic Management. (April 2012).

Best Paper Nominee, 52nd Annual Meeting of the Southwest Academy of Management. (2010).

Best Paper, Business Policy and Strategy / Public and Nonprofit Issues / Research Methods / Health Care Management track, Southwest Academy of Management. (2009).

Distinguished Research Award,, Allied Academies, Academy of Strategic Management. (April 2009).

### **Teaching**

Distinguished Educator Award recipient, Southwest Academy of Management. (March 8, 2017).

## **SERVICE AND CONSULTING**

### **Department Service**

Committee Member, Faculty search committee for management Executive in Residence.  
Approximately 10 hours spent per year. (September 2014).  
Evaluated qualifications and conducted campus interview to fill Executive in Residence position

### **College Service**

Consulting editor, Consulting editor for Journal of Managerial Issues (JMI). (January 2017 - Present).

Faculty Advisor, Beta Gamma Sigma. (August 2015 - Present).

Committee Member, MBA Program Advisory Council. (January 2013 - Present).

Committee Chair, Interim Kelce College Curriculum Committee. (November 19, 2018 - May 2019).

Individual special project under direction of Dean Grimes, Shared Entrepreneurship Initiative. (September 2017 - May 2018).

Consulting Editor for Journal of Managerial Issues, Journal of Managerial Issues. (September 2012 - December 2016).

Consulting Editor for Journal of Managerial Issues, Journal of Managerial Issues. (September 2012 - December 2016).

Committee Member, College Academic Honors Committee. (August 2015 - December 2015).

Committee Member, MBA Program Advisory Council. (2014 - 2015).

Committee Member, MBA Program Advisory Council. (2013 - 2014).

Committee Member, Undergraduate Curriculum Committee. (2013 - 2014).

### **University Service**

Committee Member, University Sustainability Committee. Approximately 20 hours spent per year. (August 2019 - Present).  
Develop and monitor University's sustainability plan and activities. As a University committee, it is composed of a variety of campus stakeholders.

Committee Member, Faculty Senate Diversity and Multicultural Affairs Committee.  
Approximately 6 hours spent per year. (August 2017 - August 2019).  
Explore influences of diversity and multiculturalism in instruction, curriculum, and academic content of various disciplines.  
Liaise among organized diversity groups on campus  
Develop curriculum resources dealing with diversity and cultural issues.

Committee Member, General Education Review Leadership Team. Approximately 100 hours

spent per year. (January 2016 - May 2019).  
Supported implementation of Pitt State Pathway following three years of development

Committee Member, Faculty Senate Library Services Committee. Approximately 2 hours spent per year. (August 2015 - December 2016).  
Attend meetings called by the committee chair

Committee Member, Faculty Senate Library Services Committee. Approximately 2 hours spent per year. (August 2015 - December 2015).  
Attend meetings called by the committee chair

### **Professional Service**

Reviewer, Conference Paper, Academy of Management, Chicago, IL. (January 2018 - February 14, 2018).  
Reviewed three papers submitted to the Strategy division of the Academy

Reviewer, Conference Paper, Academy of Management. (2017).  
Reviewed 3 manuscript submissions for Strategy Division of AOM

Officer, President/Elect/Past, Southwest Academy of Management, Oklahoma City, OK. (March 2017).  
Accepted Distinguished Educator Award and received recognition by Federation of Business Disciplines, the umbrella organization for SWAM,

Reviewer, Conference Paper, Academy of Management. (2016).  
Reviewed 2 manuscript submissions for Business Policy Division and Strategy Division

Session Chair, Academy of Management. (2016).  
Served as session chair at Annual Meeting in Anaheim, California for paper presentation session on CEO Dismissals and Successions

Committee Member, Nebraska Economics and Business Association (NEBA). (January 2016 - December 2016).  
Executive Board member

Officer, President/Elect/Past, Southwest Academy of Management, Oklahoma City, OK. (March 2016).  
Created a panel of past SWAM presidents who discussed their tenure with the organization and key challenges and provided some guidance and insight for current officers and members.

Reviewer, Conference Paper, Academy of Management. (2015).  
Reviewed 6 manuscript submissions for Business Policy Division and Strategy and Organization and Management Theory Division

Committee Member, Nebraska Economics and Business Association (NEBA). (January 2015 - December 2015).  
Executive Board member

Officer, President/Elect/Past, Southwest Academy of Management. (2011 - 2015).

Conduct academy-wide election. Organize and facilitate Doctoral Student Consortium.

Reviewer, Conference Paper, Academy of Management. (2014).

### **Public Service**

Member, Gorilla Toastmasters, Pittsburg, KS. Approximately 60 hours spent per year. (2019).  
Attend weekly meetings, prepare speeches, support member development

Member, Sunflower Kiwanis, Pittsburg, KS. Approximately 60 hours spent per year. (2019).

Member, Sunflower Kiwanis, PITTSBURG, KS. Approximately 30 hours spent per year. (2018).  
Attend weekly meetings and programs. Assist with volunteer activities

Committee Member, Sunflower Kiwanis. (2017).  
Service as board member during 2016. Attend board and club meetings and support club's service projects.

Committee Member, Sunflower Kiwanis. (2016).  
Service as board member during 2016. Attend board and club meetings and support club's service projects.

Committee Member, Sunflower Kiwanis. (2015).  
Service as board member during 2015. Attend board and club meetings and support club's service projects.

### **Consulting**

For Profit Organization, Hix Corporation, Pittsburg, KS. Approximately 25 hours spent per year,  
Facilitated and oversaw student project on behalf of Hix Corporation evaluating feasibility of entering new industrial product market. (August 2015 - December 2015).