

# RAINA M. RUTTI

Barton School of Business • 1845 Fairmount St. • Wichita, KS 67205

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## SUMMARY OF QUALIFICATIONS

- AACSB Scholarly Academic (SA) Classification
- Research, analysis, presentations, and publications (regional, national and international levels)
- Awarded the *Barbara Shiffler '76 Award for Business Teaching*, 2013-14
- Nominated for and awarded Southern States Athletic Conference *All Faculty Team*, 2016-17
- Online, hybrid, classroom, and international teaching experience
- Developed and coordinated “Professional Development Seminar” for business students
- Curriculum Development of major programs, minors and classes for the Wright School of Business, including HRM, International Business and Entrepreneurship minors
- AACSB Assurance of Learning committee member and leadership team
- AACSB Maintenance of Accreditation committee member and prepared MOA report
- AACSB Transition team to migrate to the current accreditation standards
- Proficient in Digital Measures and Sedona database applications for academic reporting
- Responsible for course level assessments for Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) reporting via WEAVE and AcademicEffects software
- Conference Chair and Leadership Team for Annual DSC Teaching and Learning Conference
- Managed and mentored part-time and junior faculty and student workers

## EDUCATION

### **Doctorate of Philosophy in Business Administration**

**December 2009**

Concentration: Management/Organizational Behavior

**GPA: 3.7/4.0**

Cognate: Social Psychology

Darla Moore School of Business, U. of South Carolina; Columbia, SC (AACSB accredited)

*Dissertation Title:* “Followers who lead: Modeling leader emergence through self-monitoring and social identity theories” (in the context US Army Basic Combat Training Soldiers)

Chair: Dr. E. C. Ravlin; Committee: Dr. R. Ployhart, Dr. D. Sluss, and Dr. J. Vendemia

### **Master of Business Administration**

**May 2002**

Concentration: Entrepreneurship

**GPA: 3.8/4.0**

College of Business, Kansas State University, Manhattan, KS (AACSB accredited)

Recipient of Cornwell Scholarship Recipient

Inducted into Beta Gamma Sigma and Phi Kappa Phi

Selected for recognition on the National Dean’s List

### **Bachelor of Business Administration**

**May 1996**

Majors: Management and Computer Information Systems

**GPA: 3.2/4.0**

College of Business, Fort Hays State University, Hays, KS

Recipient of Silver Achievement Award, Cornwell Scholarship, and

Ida Long Goodman Memorial Scholarship

## **TEACHING EXPERIENCE AND ACADEMIC POSITIONS**

### **Assistant Clinical Professor of Management**

**August 2018 – Present**

*Frank Barton School of Business, Wichita State University, Wichita, KS (AACSB accredited)*

Courses Taught: Principles of Management (*traditional and online*)  
 Entrepreneurial Experience (*online*)  
 International Business (*online*)

### **Chair, Department of Management and Marketing**

**August 2016 – July 2018**

Associate Professor of Management (with Tenure)

April 2014 – July 2018

Assistant Professor of Management

August 2008 – April 2014

*C. Lamar and Ann Wright School of Business, Dalton State College, Dalton, GA (AACSB accredited)*

<i>Courses Taught</i>	<i>Face-to-face</i>	<i>Hybrid</i>	<i>Online</i>	<i>Study Abroad</i>
Principles of Management	X	X	X	X
Leadership	X	X		
Managing a Diverse Workforce	X	X		
Managing Effective Teams in a Global Environ.	X	X	X	
Professional Development Seminar		X	X	
Senior Seminar		X	X	
International Management	X	X		
International Business			X	X
Entrepreneurship	X			
Organizational Behavior	X			
Business Negotiations		X		
Doing Business in Peru				X
Micro-entrepreneurial Business in Morocco				X
Cases in International Business – Germany				X

Average Student Evaluation Ratings: 4.6/5.0

### **Visiting Professor of Management**

**January 2013 – July 2013**

*School of Business Administration, Al Akhawayn University, Ifrane, Morocco*

Courses Taught: Entrepreneurship and Principles of Management

Average Student Evaluation Ratings: 4.7/5.0

### **Other duties and services:**

- Lead examiner for MBA thesis *The Effect of Institutional Quality on Organizational Performance: Cross-Country Empirical Evidence* by Mohamed Snoussi.
- Examiner for EMBA thesis *Mobile Commerce Acceptancy in Morocco Small and Medium Enterprises* by Mahmoud Tatari,
- Judged Senior Capstone Competition.
- Reviewed Internship presentation by Soukaina Benchekroun.
- Reviewed proposals for Leadership Development Institute 1<sup>st</sup> Annual Leadership Conference
- Facilitated Round Table on “Youth Entrepreneurship: Morocco’s Possibilities” at Ifrane Youth 2 Business forum Youth Creating Challenging and Connecting Business.

## **TEACHING EXPERIENCE AND ACADEMIC POSITIONS**

### **Study Abroad Professor of Management**

**Summer 2010**

*The Asia Council of the University System of Georgia*

*Study Abroad Program at Zhengzhou University, Zhengzhou, China*

Courses Taught: Environment of Business  
International Business  
Principles of Management

Average Student Evaluation Ratings: 4.8/5.0

### **Research Fellow**

**February 2007 – September 2008**

*Consortium Research Fellows Program*

*U.S. Army Research Institute for Behavioral and Social Sciences, Fort Jackson, SC*

Provided research support on Basic Combat Training and Drill Sergeant School. Responsible for literature reviews, survey development, data collection and data analysis.

### **Research Assistant and Instructor**

**August 2003 – May 2008**

*Management Department, Darla Moore School of Business, U. of South Carolina, Columbia, SC*

Courses Taught: Principles of Management  
Principles of Human Resource Management

Average Student Evaluation Ratings: 4.5/5.0

### **Instructor**

**January 2002 – May 2003**

*Cloud County Community College, Junction City, KS*

Courses Taught: Introduction to Business, Business Communications,  
Personal Finance, Accounting, Macroeconomics,  
Computer Applications, Microsoft Office, Introduction to Information Systems

Average Student Evaluation Ratings: 3.8/4.0

### **Adjunct Instructor**

**August 2002 – December 2002**

*College of Business - Management Department, Kansas State University, Manhattan, KS*

Course Taught: Industrial Labor Relations

### **Graduate Research/Teaching Assistant**

**August 2000 – May 2002**

*College of Business - Management Department, Kansas State University, Manhattan, KS*

Provided faculty support in research by locating and summarizing literature for review. Assisted faculty with on-line organizational behavior class and graded exams. Also served as monitor and teaching support during the lab sessions of the introductory computer courses, graded homework and maintained grade book for the course.

## PEER-REVIEWED PUBLICATION

AACSB journal classifications in parentheses	BDS = Basic or Discovery Scholarship AIS = Applied or Integration/Application Scholarship TLS = Teaching and Learning Scholarship
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- Rutti, R.M., Helms, M.M., and Garcia, F. (Forthcoming) Entrepreneurial potential in Peru: A SWOT analysis. *International Journal of Entrepreneurship and Small Business*. Accepted. (AIS)
- Karimova, G.Z. and Rutti, R.M. (2018) Experiential cross-disciplinary approach to teaching entrepreneurship and print and online media production. *Journal of Entrepreneurship Education*. 21(1). (TLS)
- Rutti, R.M., Helms, M.M., and Opengart, R. (2017) Assessing Learning and Development of Single-Culture Versus Multi-Culture Students in Short-Term Study Abroad Programs. *Journal of Academic Excellence*. 6(1), 13-25. (TLS)
- Rutti, R.M., Ramsey, J.R., Lorenz, M., Barakat, L.L., and Sant'anna, A. (2016) Developing global transformational leaders. *Journal of World Business*. 52(4), 461-473. (BDS)
- Rutti, R.M., LaBonte, J., Helms, M.M., Hervani, A.A., and Sarkarat, S. (2016) The service learning projects – Stakeholder benefits and potential class topics. *Education + Training*. 58(4), 422-438. (TLS)
- Helms, M.M., Rutti, R.M., Hervani, A.A., LaBonte, J., and Sarkarat, S. (2015) Implementing and evaluating on-line service learning projects. *Journal of Education for Business*. 90(7), 369-378. (TLS)
- Hervani, A.A., Helms, M.M., Rutti, R.M., LaBonte, J., and Sarkarat, S. (2015) Service learning projects in on-line courses: Delivery strategies. *Journal of Learning in Higher Education*. 11(1), 35-41 (TLS)
- Barakat, L., Ramsey, J., Cretoiu, S., Lorenz, M., Rutti, R. (2014). A inteligência cultural como competência essencial para executivos e organizações globais (Cultural intelligence as an essential competence for global executives and organizations). *Revista DOM*, Fundação Dom Cabral, 8(25), 68-76. (AIS)
- Helms, M.M., Rutti, R.M., Lorenz, M., Ramsey, J.R., and Armstrong, C. (2014) A quest for global entrepreneurship: The importance of cultural intelligence on commitment to entrepreneurial education. *International Journal of Entrepreneurship and Small Business*. 23(3), 385-404. (BDS)
- Rutti, R.M., Helms, M.M., and Rose, L.C. (2013) Changing the lens: Viewing the mentoring relationship as relational structures in a social exchange framework. *Leadership and Organizational Development*. 34(5), 446-468. (AIS)

## **PEER-REVIEWED PUBLICATIONS, cont.**

- Rutti, R.M., Ramsey, J.R., and Li, C. (2012) The role of other orientation in team selection and anticipated performance. *Team Performance Management: An International Journal*. 18(1/2), 41-58. (BDS)
- Cobb, M.G., Sluss, D.M., Muraca, S.T., Brown, B.A., Salter, M. and Rutti, R.M. (2011). *Improving the Trainee Socialization Process in Basic Combat Training* (ARI Research Note 2011-02) Alexandria, Virginia: U.S. Army Research Institute for the Behavioral and Social Sciences. (AIS)
- Cobb, M.G., Muraca, S.T., Sluss, D.M., Rutti, R.M., and Ployhart, R.E. (2009). *Drill Sergeant Candidate Transformation* (ARI Research Report 1895). Alexandria, Virginia: U.S. Army Research Institute for the Behavioral and Social Sciences. (AIS)
- Niehoff, B.P., Chenoweth, P., and Rutti, R.M. (2005) Mentoring within the veterinary medical profession: Veterinarians' experiences as protégés in mentoring relationships. *Journal of Veterinary Medical Education*. 32(2), 264-271. (BDS)

## **CONFERENCE PROCEEDINGS, PRESENTATIONS AND SYMPOSIA**

- Garcia, F., Rutti, R.M., Duarte, P., Hammontree, M.C., and Helms, M.M. (2017) *De-internationalization by Multinationals in Crisis: Surviving in Venezuela*. 10<sup>th</sup> International Conference of the Iberoamerican Academy of Management, New Orleans, LA. Presented December 8, 2017. (AIS).
- Garcia, F., Helms, M.M., and Rutti, R.M. *An Institutional Theory Perspective of Resource Development in the Internationalization and Growth of Multilatinas*. (2017) 10<sup>th</sup> International Conference of the Iberoamerican Academy of Management, New Orleans, LA. Presented December 8, 2017. (AIS).
- Rutti, R.M., Helms, M.M., and Hammontree, M.C. *Assessing the Efficacy of the EPIC Framework: The Special Case of Venezuela*. (2017) Academy of International Business – Southeast USA Conference, Washington D.C. Presented October 27, 2017. (AIS)
- Bisalski, H. and Rutti, R.M. (2017). *Copreneurs in the Accommodation Tourism Sector*. Academy of International Business – Southeast USA Conference, Washington D.C. Presented October 27, 2017. (AIS)
- Rutti, R.M. and Helms, M.M. (2017). *Assessing Learning and Development of Single-Culture Versus Multi-Culture Students in Short-Term Study Abroad Programs*. Academy of International Business – Southeast USA Conference, Washington D.C. Presented October 27, 2017. (TLS)
- Bisalski, H. and Rutti, R.M. (2017). *Same-sex Marriage and the Wedding Tourism Industry in New Zealand*. Academy of International Business – Southeast USA Conference, Washington D.C. Presented October 27, 2017. (AIS)

## **CONFERENCE PROCEEDINGS, PRESENTATIONS AND SYMPOSIA, CONT.**

- Garcia, F., Helms, M.M. and Rutti, R.M. (2017). *The Role of Institutions and Strategic Resources in the Emergence of Multilatinas*. Pan-Pacific Conference XXXIV, Lima, Peru. Presented May 30, 2017. (AIS)
- Rutti, R.M. and Guo, B. *Developing a Study Abroad Program*. 8th Annual Dalton State College Teaching and Learning Conference, Dalton, GA. Presented March 31, 2017. (TLS)
- Nesland, K., and Rutti, R.M. *Entrepreneurial Potential in Peru: A SWOT Analysis*. Academy of International Business – Southeast USA Conference, Tampa, FL/Cozumel, Mexico. Presented November 10, 2016. (AIS)
- Guo, B., Rutti, R.M., Johnson, N., and Mescio, G. *Benefits of Study Abroad Courses*. 7th Annual Dalton State College Teaching and Learning Conference, Dalton, GA. Presented April 1, 2016. (TLS)
- Rutti, R.M., Ramsey, J.R., Lorenz, M.P., Barakat, L.L., and Sant'anna, A. *Transformational leaders in Multilatinas: Examining the role of cultural intelligence and international experience*. Academy of International Business – Latin America Chapter Conference, Sao Paulo, Brazil. Presented February 19, 2016. (BDS)
- Rutti, R.M., and Karimova, G.Z. *Experiential cross-disciplinary approach to teaching entrepreneurship and print and online media production*. Academy of International Business – Southeast USA Conference, Savannah, GA. Presented November 14, 2015. (TLS)
- Guo, B., Rutti, R.M., Johnson, N., Antrop-Gonzalez, R. and Helms, M.M. (2015). *High Impact Practices for Teaching Study Abroad Courses*. 6th Annual Dalton State College Teaching and Learning Conference, Dalton, GA. Presented March 20, 2015. (TLS)
- Rutti, R.M. and Price, C. (2014). *Finding the FUN in fundamentalism: Moving learners beyond their subcultures*. 2014 Professional and Organizational Development conference, "Leverage," Dallas, TX, Presented on November 8, 2014. (TLS)
- Swalens, M.M. and Rutti, R.M. (2014) *Target group perceptions of change in a local Belgian festival*. Academy of International Business – Southeast USA Conference, Miami, FL. Presented October 25, 2014. (AIS)
- Helms, M.M., Rutti, R.M., Lorenz, M., Ramsey, J.R., and Armstrong, C. (2014) *A quest for global entrepreneurship?: The importance of cultural intelligence on commitment to entrepreneurial education*. Academy of International Business Conference, Vancouver, Canada. Presented June 25, 2014. (BDS)
- Rutti, R.M., Ramsey, J.R., Barakat, L.L., and Sant'anna, A. (2013) *Cultural intelligence's impact on transformational leaders from developing country multinational companies*. Academy of International Business – Southeast USA Conference, Atlanta, GA. Presented October 25, 2013. (BDS)

## **CONFERENCE PROCEEDINGS, PRESENTATIONS AND SYMPOSIA, CONT.**

- Rutti, R.M. (2013) *Will you accept the Leadership Challenge?* The Leadership Development Institute 1<sup>st</sup> Annual Leadership Conference, Al Akhawayn University, Ifrane, Morocco. Presented June 8, 2013. (AIS)
- Rutti, R.M., Helms, M.M., and Parks, S. (2013) *Information congruency model: The role of information congruency in job seekers' decision making process.* Southeast Decision Sciences Institute Conference, Charleston, SC. Presented February 21, 2013. (BDS)
- Ramsey, J.R., AbiAad, A.A., Rutti, R.M., Schnede, W. and Fulda, C. (2012). *Cultural intelligence and global mindset: Similarities, differences, and an application within the entrepreneurial context.* Southern Management Association Conference, Fort Lauderdale, FL. Presented November 2, 2012. (BDS)
- Price, C., Pridemore, K., Rutti, R.M., and Smitherman, M.G. (alphabetic) (2012). *Epic fail! If we're teaching, why aren't they learning?: Making the shift from instruction-centered to learning-centered.* USG Teaching and Learning Conference: Best Practices for Promoting Engaged Student Learning, Unicoi State Park, Helen, GA. Presented April 13, 2012. (TLS)
- Guo, B., Rose, L.C. and Rutti, R.M. (alphabetic) (2012). *What you can learn from teaching abroad.* 3<sup>rd</sup> Annual Dalton State College Teaching and Learning Conference, Dalton, GA. Presented March 23, 2012. (TLS)
- Price, C. and Rutti, R.M. (2012). *A seat at the table for everyone: Exercises in valuing diversity.* 19<sup>th</sup> Annual Georgia Conference on College and University Teaching, sponsored by the Kennesaw State Center for Excellence in Teaching and Learning, Kennesaw, GA. Presented February 4, 2012. (TLS)
- Rutti, R.M., Ravlin, E.C., and Ramsey, J.R. (2011). *Followers who lead: Modeling leader emergence though self-monitoring and social identity theories.* Southern Management Association Conference, Savannah, GA. Presented November 12, 2011. (BDS)
- Rutti, R.M. and Price, C. (2011). *Using technology to find the FUN in fundamentalism: Assisting students in seeing beyond the subcultures in which they were raised.* Clickers Conference 2011, sponsored by i>clicker, Houston, TX. Presented June 4, 2011. (TLS)
- Rutti, R.M., Price, C., and McCroskey, K. (2011). *To click or not to click? The case for utilizing classroom response systems.* 2<sup>nd</sup> Annual Dalton State College Teaching and Learning Conference, Dalton, GA. Presented March 18, 2011. (TLS)
- Rutti, R.M. (2010). *Handling diversity with R-E-S-P-E-C-T.* 1<sup>st</sup> Annual Dalton State College Teaching and Learning Conference, Dalton, GA. Presented March 19, 2010. (TLS)
- Price, C. and Rutti, R.M. (2010). *Finding the FUN in fundamentalism: Assisting students in seeing beyond the belief systems of the subcultures in which they were raised.* 17<sup>th</sup> Annual Georgia Conference on College and University Teaching, sponsored by the Kennesaw State Center for Excellence in Teaching and Learning, Kennesaw, GA. Presented February 12, 2010. (TLS)

## **CONFERENCE PROCEEDINGS, PRESENTATIONS AND SYMPOSIA, CONT.**

- Sluss, D.M., Cooper, D., Morrell, D.L., and Rutti, R.M. (2008) *Coming into focus: Exploring work relationships through both identity and exchange lenses*. 15<sup>th</sup> General Meeting of the European Association for Experimental Social Psychology (EAESP), Opatija, Croatia. Presented June 12, 2008. (BDS)
- Rutti, R.M. and Sluss, D.M. (2007). *How do I love thee...: Differential associations of relational identification and exchange quality*. Academy of Management Meeting, Philadelphia, PA. Presented August 6, 2007. (BDS)
- Ramsey, J.R., Rutti, R.M. and Cleavenger, D. (2006). *The role of relational-interdependent self-construal and decision making heuristics on teams*. Southern Management Association Meeting, Clearwater Beach, FL. Presented October 28, 2006. (BDS)
- Rutti, R.M. and Ramsey, J.R. (2006). *The role of other orientation in team selection and anticipated performance*. Academy of Management Meeting, Atlanta, GA. Presented August 15, 2006. (BDS)
- Rutti, R.M. (2005). *The effects of informational asymmetries on job seekers' ratings of organization credibility*. Southern Management Association Meeting, Charleston, SC. Presented November 11, 2005. (BDS)
- Niehoff, B., Chenoweth, P. and Rutti, R.M. (2004). *The influence of personality on the mentoring process*. Mid-west Academy of Management Conference, Minneapolis, MN. Presented April 30, 2004. (BDS)
- Kimery, K., Rutti, R.M., and Hagmann, C. (2002). *Ethical issues for information systems professionals*. Southern Association for Information Systems Conference, Savannah, GA. Presented March 8, 2002. (AIS)

## **CONSULTING, WORKSHOPS, AND OTHER PRESENTATIONS**

- Rutti, R.M. (2016) *Enhancing your leadership skills: Addressing communication in generational differences*. Workshop presented at the Emerging Leaders Retreat, sponsored by Greater Dalton Chamber of Commerce. Northwest Georgia Trade Center, Dalton, GA. Presented April 12, 2016.
- Rutti, R.M. (2016) *Addressing the five practices of exemplary leadership*. Professional Development Workshop presented to the Dalton State College support staff. Dalton State College, Dalton, GA. Presented February 12, 2016.
- Price, C.T. and Rutti, R.M. (2015) *Enhancing your leadership skills: Addressing communication in generational differences*. Workshop presented at the Emerging Leaders Retreat, for the Greater Dalton Chamber of Commerce. Dalton State College, Dalton, GA. Presented March 24, 2015.
- Rutti, R.M. (2014) *It's Not Tug-of-War: Leaders versus managers: What's the difference?* Presented for the Leadership Catoosa Program, sponsored by the Catoosa County Chamber of Commerce, Cohutta, GA. Presented September 16, 2014.



## **CONSULTING, WORKSHOPS, AND OTHER PRESENTATIONS, CONT.**

- Rutti, R.M. (2014) *Leaders versus managers: Influencing manager to become leaders*. Presented for the Information Systems Leadership team at Shaw Industries Group, Inc., a Berkshire Hathaway Company, Dalton, GA. Presented March 11, 2014.
- Price, C.T. and Rutti, R.M. (2014) *Enhancing your leadership skills: Addressing communication in generational differences*. Workshop presented at the Emerging Leaders Retreat, sponsored by Greater Dalton Chamber of Commerce. Cohutta Springs Conference Center, Crandall, GA. Presented February 5, 2014.
- Rutti, R.M. (2013) *Leaders versus managers: What's the difference?* Presented for the Leadership Catoosa Program, sponsored by the Catoosa County Chamber of Commerce, Ringgold, GA. Presented November 20, 2013.
- Rutti, R.M., Ramsey, J.R., Barakat, L.L., and Sant'anna, A. (2013) *Cultural intelligence's impact on transformational leaders from developing country multinational companies*. Accepted and reviewed in the Journal of International Business Studies Paper Development Workshop at the Academy of International Business Conference, Istanbul, Turkey on July 2, 2013.
- Rutti, R.M. (2012) *Top Six Tips for Motivating Students*, Presented as a part of the Brown-bag series for the DSC Teaching and Learning Center, Dalton, GA. Presented February 22, 2012.
- Rutti, R.M. (2011) *Food, fun, and the Chinese way? Doing business in China*. Presented for Kennesaw State University, Coles College of Business, MBA, International Management class, Presented March 15, 2011.
- Rutti, R.M. (2010) *Diversity and Inclusion*. Presented at meeting for the Murray County Tea Party, Chatsworth, GA. Presented October 7, 2010.
- Rutti, R.M. (2010) *Teaching in a Study Abroad Program*, Presented as a part of the Brown-bag series for the DSC Teaching and Learning Center, Dalton, GA. Presented September 28, 2010.
- Rutti, R.M. (2010) *Food, fun, and the Chinese way? Doing business in China*. Presented at the monthly meeting of the Ringgold Rotary, Ringgold, GA. Presented September 14, 2010.
- Rutti, R.M. (2010) *How to build a Social Network*, Presented at the 2010 DSC Spring Etiquette Dinner, "The Art of Dialogue," Dalton, GA. Presented April 27, 2010.
- Rutti, R.M. (2010) *The Five Practices of Exemplary Leadership*. Presented at the monthly meeting of the National Association of Purchasing Managers – Chattanooga Chapter, Chattanooga, TN. Presented March 9, 2010.
- Price, C. and Rutti, R.M. (2009). *Finding the FUN in fundamentalism: Assisting students in seeing beyond the belief systems of the subcultures in which they were raised*. Preconference Workshop at the 2009 Conference for The Society for the Teaching of Psychology: Marietta, GA. Presented October 16, 2009.

## **RESEARCH INTERESTS**

Leadership: emergence, processes, and interactions; diversity and cultural difference; international business and emerging markets; interpersonal interactions and processes within groups; mentoring; decision making and heuristics; identification and socialization; influences of personality and diversity

## **PROFESSIONAL MEMBERSHIPS**

- The Professional and Organizational Development Network in Higher Education (POD) 2014-Present
- Academy of International Business (AIB), 2013 – Present
- Academy of Management (AOM), 2005 – Present
- Southern Management Association (SMA), 2005 – Present

## **SERVICE (LEADERSHIP IN BOLD)**

### **Wichita State University**

- Barton School of Business Representative, Library Committee, September 2018 - Present

### **University System of Georgia**

- Dalton State College Representative, Council for the Middle East, September 2015 – May 2018

### **Dalton State College (DSC)**

- Member, International Education Committee, August 2015 – May 2018
- Member, Academic Programs Committee, August 2016 – August 2017
- **Sub-Committee Chair, Academics, Student Success Committee, September 2015 – December 2016**
- Member, Diversity Advisory Committee, August 2011 – May 2016
- **Leadership Team, Center for Academic Excellence, August 2011 – December 2012; January 2014 – May 2016**
- **Conference Past Chair, DSC Teaching and Learning Conference, April 2015 – April 2016**
- **Conference Chair, DSC Teaching and Learning Conference, June 2014 – March 2015**
- **Co-Chair, Classroom Response System Committee, October – November, 2010**

### **DSC School of Business Administration**

- **Co-Chair, Search Committee for Finance Faculty, September 2017 – March 2018**
- Member, Assurance of Learning for AACSB Committee, August 2014 – May 2018
- Serve as supervisor to students with Management Internships; Spring 2011 – July 2018
- Academic advising and registration of 30-40 management students, August 2009 – July 2018
- **Chair, Curriculum Committee, August 2015 – May 2017; Member, Fall 2008 – May 2017**
- Member, Proposal for Supply Chain Management Major Committee, January 2016 – May 2017
- **Chair, Search Committee for Accounting Faculty, Fall 2014 – Spring 2015**
- **Chair, Faculty Committee, August 2014 – May 2015**

## Professional Service

- Reviewer, International Journal of Emerging Markets, April 2016 – Present
- Reviewer, Multinational Business Review, December 2015 – Present
- Ad hoc Reviewer, Administrative Sciences, August 2015 – Present
- Academy of International Business - Southeastern USA, Conference Reviewer, 2012 – Present
- Ad hoc Reviewer, The Leadership Quarterly, December 2012 – Present
- Ad hoc Reviewer, Leadership & Organization Development Journal, February 2012 – Present
- Ad hoc Reviewer, Team Performance Management, February 2012 – Present
- Academy of Management, Conference Reviewer, Organizational Behavior, 2007-2011
- Southern Management Academy, Conference Reviewer, Organizational Behavior, 2006-2012
- Southern Management Academy, Paper Discussant, Organizational Behavior, 2011
- Ad hoc Reviewer, International Journal of Peace and Development Studies, 2010
- Southern Management Academy, Paper Discussant, Organizational Behavior, 2010
- Southern Management Academy, Session Chair and Paper Discussant, Organizational Behavior, 2009

## Community Service

- **4-H Leadership Team Member**, Whitfield County 4-H, August 2014 – present.
- Member, North Georgia Allocations Committee, United Way of Greater Chattanooga, January 2015 – May 2017.
- **Program Director** and Guest Speaker, *Girl Scouts Unplugged: Travel Series*. For Whitfield and Murray County Girl Scouts of Greater Atlanta, Dalton State College, Dalton, GA. Highlight different countries and cultures for enrichment of future citizen-leaders, February 2011 – May 2017
- Presenter, Junior Achievement: Business Ethics Program, Dalton State College, Dalton, GA, March 18, 2016.
- Mentor, FBLA (Future Business Leaders of America - high school organization) students in preparation for Regional competition, February 2015
- Judge, Resumes and Interviews event at the Future Business Leaders of America regional competition in Ringgold, GA. January 28, 2014
- Junior Achievement Volunteer – Presented Economics of Success, November 2013
- Judge, Extemporaneous Speaking event (Topic: *Is leadership learned?*) at the Future Business Leaders of America regional competition in Ringgold, GA. February 1, 2012
- Judge, Honors Academy Senior Projects at Ridgeland High School in Fort Oglethorpe, GA. April 19, 2011
- Judge, Business Ethics event at the Future Business Leaders of America regional competition in Ringgold, GA. January 19, 2011
- Judge, Client Service event at the Future Business Leaders of America regional competition in Ringgold, GA. January 20, 2010
- Member, Organization Assessment Committee, The United Way, Chattanooga, TN. Summer 2009.

**PROFESSIONAL WORK EXPERIENCE**

<i>Operations Consultant</i> , Technology Resources, Inc., Burke, Virginia	January 2001 – September 2001
<i>Operations Manager</i> , A Corporate Image, Inc., Manhattan, Kansas	August 2000 – January 2001
<i>Underwriter II</i> , Great West Life and Annuity, Denver, Colorado	March 1999 – July 2000
<i>Computer Support Technician</i> , Sykes Enterprises, Inc., Hays, Kansas	August 1997 – June 1998
<i>National Sales Manager</i> , Nurserymen's Exchange, Hays, Kansas	May 1995 – March 1998