Proposal for a Business Foundations Graduate Certificate

I. Statement of Educational Objective

Knowledge of business concepts is a benefit to individuals in virtually all professions, including medicine, pharmacy, architecture, engineering, and many others. This is true both for current students engaged in their initial job searches, and professionals who find themselves increasingly dealing with business related issues. This proposal requests the establishment of a Business Foundations Graduate Certificate. The Business Foundations Graduate Certificate offers individuals who hold a bachelor's degree in a non-business area of study the opportunity to develop skills that enable them to operate more effectively in contemporary business organizations. The certificate will be geared towards the student who wishes to:

- gain fundamental business skills and knowledge to satisfy their current and/or future job goals or
- gain fundamental business skills and knowledge to support knowledge gained in other programs or
- pursue business related graduate degrees requiring fundamental business knowledge.

The curriculum includes foundation coverage of accounting, finance, management, marketing and basic quantitative skills. Completion of the program also prepares students with a significant portion of the foundation of coursework needed for the MBA program. This certificate is not open to individuals with an undergraduate degree or minor in business. The program's graduates will:

- develop an understanding of statistics and analytical techniques;
- develop an understanding of basic accounting and finance concepts and practices;
- gain knowledge of marketing concepts and practices; and
- gain knowledge of management theory and practices.

II. Statement of Admission Standards and Academic Retention Standards for Successful Completion

Students seeking the certificate must be admitted to the East Carolina University (ECU) Graduate School. The Business Foundations certificate program is open to students with baccalaureate degrees in any discipline other than a business major or minor from institutions accredited by a CHEA-recognized institutional accrediting agency. All students interested in the certificate must obtain the approval of the Director of Graduate Programs in the College of Business of East Carolina University. Acceptance for applicants is dependent upon, but not limited to, one of the following:

- those who have a minimum cumulative undergraduate GPA of 3.3;
- those who have 5 or more years of progressive professional experience with a cumulative undergraduate GPA of 3.0; or
- those who meet the minimum admission criteria for the MBA program
- those who hold a graduate degree
- those pursuing a graduate degree in another discipline other than business or accounting at East Carolina University

All students must maintain a minimum GPA of 3.0 to remain in good standing and graduate with the Business Foundations Certificate.

III. Statement of Proposed Course Sequence

Students seeking the Business Foundations Graduate Certificate will be required to take the following five courses:

ACCT 6241 Financial and Managerial Accounting (3) Generation and flow of financial information through accounting system and its uses by management in decision-making process.

OMGT 6123 Quantitative Methods (3) Basic quantitative concepts and their applications to decision models.

MKTG 6162 Marketing Management (3) Definitions, concepts, practices, and analytical tools used to market goods and services. Environmental variables, e.g., legal, social, ethical, cultural, ecological, and technological issues and marketing's role within profit and nonprofit organizations.

MGMT 6102 Comparative Management (3) Management concepts and manager's responsibilities to stakeholders. Emphasis on impact of international competition.

FINA 6144 Financial Management I (3) P: ACCT 6241 ; OMGT 6123 Financial manager's role in financial planning, acquisition of funds, and social, ethical, and governmental aspects of national and international financial decision making.

IV. Catalog Copy

The Business Foundations certificate program is open to students with baccalaureate or graduate degrees in any discipline other than a business major or minor from institutions accredited by a CHEA-recognized institutional accrediting agency. All students interested in the certificate must obtain the approval of the Director of Graduate Programs in the College of Business of East Carolina University. Acceptance for applicants is dependent upon, but not limited to, one of the following:

- those who have a minimum cumulative undergraduate GPA of 3.3;
- those who have 5 or more years of progressive professional experience with a cumulative undergraduate GPA of 3.0; or
- those who meet the minimum admission criteria for the MBA program
- those who hold a graduate degree in another discipline other than business or accounting
- those pursuing a graduate degree in another discipline other than business or accounting at East Carolina University

Students processing a degree or diploma from an institution which does not use English as the language of instruction are required to take the Test of English as a Foreign Language (TOEFL). A minimum score of 20 on each section and a minimum total score of 80 for the Internet based exam, or a minimum score of 550 on the paper based exam, or a minimum score of 213 on the computer based exam is required.

A maximum of 3 semester hours (s.h.) of business foundation requirements may be transferred from another AACSB accredited graduate business program or an equivalent international graduate business program with the approval of the director of graduate programs and the dean of the Graduate School.

Business Foundations – 15 s.h.

ACCT 6241 Financial and Managerial Accounting
OMGT 6123 Quantitative Methods
MKTG 6162 Marketing Management
MGMT 6102 Comparative Management
FINA 6144 Financial Management I

V. Statement of How Proposed Course Sequence Meets the Stated Educational Objectives
The proposed courses are offered to provide students with foundation graduate instruction in of accounting, finance, management, marketing and basic quantitative skills.

VI. Statement of Need and Basis for Such Need
Knowledge of business concepts is a benefit to individuals in virtually all professions, including medicine, pharmacy, architecture, engineering, and many others. This is true both for current students engaged in their initial job searches, and professionals who find themselves increasingly dealing with business related issues.

An environmental scan of a variety of MBA programs (peer, aspirant, AACSB, private and for profit) revealed that a business foundations type certificate was a fairly well-documented offering, but not widely available from an AACSB accredited school in an online format.

In a presentation to graduate school directors in fall 2013, a representative from the Education Advisory Board recommended offering stackable credentials. The philosophy of a stackable credential allows the student to pursue an academically recognized credential that could later benefit them in the pursuit of an additional credential or degree.

There is no business foundation type certificate offered online by an AACSB accredited business program in North Carolina; therefore, we believe that the creation of this certificate would fill an unmet need in the state

VII. Certificate Delivery

The Business Foundations Certificate class will be delivered via both face-to-face and online classes. The student will be able to choose the delivery method best suited to their needs and learning style.

VIII. Estimate of Certificates Awarded in First Five Years

Year 1	Year 2	Year 3	Year 4	Year 5
5	15	20	25	30

IX. Evaluation of Effectiveness of Certificate
Effectiveness for a certificate program such as this is multi-faceted and not easily measured. The degree to which non-business students actually perceive value in the courses, enroll, and complete the entire certificate is an indicator of success. This would substantiate that a need for business foundations existed but was not being met by the current graduate business degrees. After graduation and into the future, the effectiveness of the program is indirectly associated with the

number of professionals who actually complete the certificate. The College of Business will seek self-reported data from certificate graduates to assess how effectively the certificate met their needs. Assessment of learning outcomes will occur via course embedded assignments. Student enrollment trends will also be used as an indicator of strategic effectiveness of the certificate.

X. Faculty Associated With or Contributing to the Design of Proposed Certificate

Dr. Rose Bailey and Dr. Brian O'Doherty teach ACCT 6241 Financial and Managerial Accounting
Dr. Margaret Capen teaches OMGT 6123 Quantitative Methods
Dr. James Zemanek teaches MKTG 6162 Marketing Management
Dr. Tope Bello and Dr. Lee Grubb teach MGMT 6102 Comparative Management
Dr. Stan Eakins and Dr. Robert Prati teach FINA 6144 Financial Management I

See Appendix I for vitae.

XI. Coordinator for Purposes of Communication with the Graduate School

Ms. Tina Williams, Director of Graduate Programs for the College of Business is responsible for the MBA, MSA, MD/MBA and graduate certificate programs in the College of Business and is responsible for communication with the Graduate School.

See Appendix I for vita.

XII. Professional License for Which the Certificate Qualifies

Completion of the Business Foundations Graduate Certificate does not qualify students for any professional licensure.

XIII. Classification of Instruction Program (CIP) Title and Description

52.0201.501.000 – Business Administration and Management, General
Definition: A program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resources management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing, and business decision-making.

XIV. Minimum Completion Time

The Business Foundations Certificate can be completed in a minimum of 20 weeks (one semester and one summer session) by the student pursuing full time study. Students pursuing part time study will require a minimum of 35 weeks (two semesters and one summer session) for completion.

Appendix I – Curriculum Vitae

See pdf file attachment.

Rose L. Bailey, LL.M.
Assistant Professor
Accounting
College of Business
baileyro@ecu.edu

Academic Background

LL.M. New York University - LL.M, New York, New York, LL.M. in Taxation, 2000

J.D. St. Mary's University - School of Law, Summa Cum Laude, San Antonio, Texas, Law, 1990

B.S.B.A. Appalachian State University, Magna Cum Laude, Boone, N.C., Accounting, 1977

Professional Interests

Certifications

CPA - North Carolina, 29385, 2002

Law License - North Carolina, 27154, 2001

Law License - Texas, 1536350, 1990

CPA-Kentucky, 29385, 1980

SkillsPersonal

Integration of legal and tax accounting practice application with business based applications including tax compliance, research and planning

Computer Skills

Technical expertise in use of Microsoft Office including Outlook, Excel and Word.
Technical expertise in use of online course delivery software including Blackboard and Web CT.
Participation in Training for Centra and Camtasia
Technical applicative expertise in use of tax compliance software for Individual, C Corporations, S Corporations, Partnerships, Trust Entities and Estate Tax IRS compliance reporting.

Work Experience

Academic Experience

Assistant Professor - Department of Accounting, East Carolina University (August, 2008 - Present).

Assistant Professor, N.C. A&T University (2006 - 2007). Recruited to N.C. A&T University to teach Legal Environment, Business Law and Individual and Entity Income Tax Courses at the undergraduate level. Due to the unlikelihood of a permanent graduate accounting program to facilitate more tax courses in my curriculum, I left academics to return to tax and estate planning consulting in the financial industry. During my period at N.C. A&T University, I assisted the accounting department in that department's re-accrediation for AACSB through the department's selection of critical thinking assignments for tax research papers and tax return compliance case studies.

Assistant Professor - Undergraduate and Graduate, Gardner-Webb University (2002 - 2005). Joined GWU to begin a transition into academics at which I taught Legal Environment at the undergraduate level and developed a new online tax curriculum at the master's level to supplement their existing tax courses that were offered at one of the three campuses listed above. In addition to a four course teaching load, I also participated on numerous committees due to my legal background including the following: (i)Education Policies and Standards Committee; Compliance Committee for the American Disabilities Act; Sub-Committee for Examination and Review of Tenure Policy and the NCAA Recertification Committee for Governance and Rules Compliance

Non-Academic Experience

National

Wealth Management Team Planner, Wachovia Wealth Management (2007 - August, 2008). Responsible to assist the Wealth Management client partners in indentification and supervision of opportunities for integrated financial strategies for high net-worth individuals and entrepreneurs to achieve targeted wealth development with an emphasis on integrated tax, estate planning, charitable and wealth-transfer strategies.

Associate Attorney - Wealth Management, Kennedy Covington Law Firm (2000 - 2002). Emphasis of practice with Kennedy Covington was in estate admininistration and estate and income tax planning, research, compliance and consultation with signficant drafting of estate plans. This practice emphasized strategies to achieve personal and charitable estate planning objectives through lifetime and testamentary estate planning to minimize estate, gift, income and generation-skipping taxes, while achieving intergenerational transfer goals for the entrepreneur client.

Associate Lawyer, Brite and Drought Law Firm (1988 - 1992). I joined Brite and Drought as an intern in my second summer internship after my first year of law school at St. Mary's University School of Law in San Antonio. My relationship as a law clerk and then an associate lawyer continued after my graduation and licensing in June, 1990. My responsibilities were to provide client consultation for general business planning, entity structure, contract management, IRS audit and appellate representation, as well as estate and tax planning for the closely-held entrepreneur. The firm went through the recession in Texas in the early 1990s precipitating the departure of several of the attorneys to form an office sharing arrangement which led to my self employment in the practice of law.

Senior Tax Manager, Touche Ross (1985 - 1987). Joined Touche Ross after being recruited to return to the firm in the San Antonio location. Responsible for pre-partner review of all tax compliance, research and planning and IRS audit representation for assigned clientele which consisted of primarily individual entrepreneurs with closely held entities. I was nominated for the partnership rotation out of Houston, as a sub-office of that location. At that time, I declined the rotation to attend law school and fulfill a lifetime dream.

Tax Manager, Padgett Stratemann & Co. (1984 - 1986). Joined this regional CPA firm with my husband's relocation to Texas for two years as a tax supervisor prior to Touche Ross's recruitment of me into the San Antonio office. Responsible for pre-partner review of all tax compliance, research and planning and IRS audit representation for assigned clientele which consisted of primarily individual entrepreneurs with closely held entities.

Practicing Attorney, Law Offices of Rose L. Bailey (1982 - 1998). My practice continued in a similar manner to that of my prior law firm including responsibilities to clients for general business planning, entity structure, contract management, IRS audit and appellate representation, as well as estate and tax planning for the closely-held entrepreneur. My practice also expanded to include additional estate tax and legal administration responsibilities, as well as litigation support for divorce counsel as an expert for financial and tax determinations involving community property division and distribution.

Tax Consultant, Batus, Inc - Holding Company for Brown & Williamson Tobacco and Various Retail Corporations (1982 - 1984). Responsible for all assigned tax compliance and research for two of the retail subsidiaries of Batus, Inc, Marshall Fields and Saks Fifth Avenue.

Tax Supervisor, Touche Ross (1980 - 1982). Joined Touche Ross with the family relocation to North Carolina for two years as a tax supervisor in the Charlotte tax department. Responsible for pre-partner review of all tax compliance, research and planning and IRS audit representation for assigned clientele which consisted of primarily individual entrepreneurs with closely held entities.

Tax Accountant and Tax Supervisor, Potter and Company CPAs (1978 - 1980). Staff/Tax accountant performing basic accounting compilations leading to tax adjusted workpapers and related preparation of individual and business entity closely-held returns. Promoted to tax manager and responsible for all tax review of compliance functions, as well as all firm generated tax research.

Internal Revenue Agent Student Trainee, Internal Revenue Service (June, 1976 - December, 1976). Participated in a student internship full time for one summer and semester with the IRS. My internship provided me with substantial exposure to the office audit, the field audit and the fraud unit, as well as a six-week full-time IRS training course

Consulting

2012: Member - Lesemann & Assoc. PLLC, General Tax Consultation & Research; Transaction and Estate-Trust Planning, Serve as a resource to the firm for tax research on complex tax issues and all estate and fiduciary tax planning. Most recent complex projects include partnership ownership reorganization and significant cancellation of debt workout and tax reporting for multi-million N.C. resort development.

2012: Estate of Ralph E. Williamson & Estate of Geraldine Williamson, Estate Tax consultation to Executor of Estate of Ralph E. Williamson, Consultation regarding estate administrative and tax consulting issues.

2011: Lesemann & Assoc. CPAs PLLC, Estate Fiduciary Tax Consulting Project, Managing estate fidicuiary tax compliance and consultation with ultimate transfer to from estate to trust.

2011: Estate of Ralph E. Williamson & Estate of Geraldine Williamson, Estate Tax consultation to Executor of Estate of Ralph E. Willaimson, Consultation regarding estate administrative and tax consulting issues.

2006: Lesemann & Associates, PLLC Certified Public Accountants (2003 through 2007), Tax consulting for lead partner for tax and estate planning, research and compliance services., Tax Research; Transactional Planning; Estate Planning

2005: Estate Planning & Management for Entrepreneur & Related Closely-Held Entities, Estate tax compliance for taxable estate with diversified busness and real estate holdings, All INFORMATION RELATED TO THIS ENTRY IS SUBJECT TO ATTORNEY-CLIENT PRIVILEGE - Decedent contacted me to assist his current attorney with estate planning attached to a terminal condition which preceded the ultimate management of the estate administration and estate tax compliance.

Courses Taught

Courses from the Teaching Schedule: Adv Taxation Partnrsh, Adv Topics In Acct, Auditing Seminar, Fina & Mgmt Acct, Research In Taxation, Surv Fina Manag Acct

Courses taught, but not in the Schedule:
Individual Income Taxation, Taxation of Business Entities; Advanced Taxation for Business Entities; State and Local Taxation; Tax Research; Estates, Gifts & Trust Planning; Legal Environment of Business, Business Law, Accounting I and Accounting II.

Teaching

Other Teaching Activities

Course Innovations and Improvement

2012-2013 - Course Innovations and Improvement. ACCT 6911 - Tax Research - To increase enrollment in this essential course for tax-track students who otherwise may not take this course due to summer internships or who also desire to only take the block courses in the final semester., I agreed to accept students without the required prerequisite of Tax 1 for students in Fall, 2012. Although the concepts were more difficult for these students than they would have been with the prerequisite, I attempted to manage their lower level of expertise based on "hand-picking" their assignments for each chapter of research techniques so that they were directly applying the research techniques to Tax1 concepts they were currently studying. In the future, I would like to continue accepting those students yet coordinate those topics more specifically with Dr. Schisler's course schedule to further link the research techniques with the material they have covered in his class.

2012-2013 - Course Innovations and Improvement. ACCT 6921 - Advanced Partnership Taxation - In an effort to lower the work load of this course as an elective, as well as simplify the learning curve of more advanced partnership tax compliance with working trial balance for IRC Sect. 704(b) compliance, I am testing this semester the consolidation of two tax separate compliance projects into one which spans six weeks of the semester to progressively incorporate complex adjustments as concepts are learned with the textual materials.

2012-2013 - Course Innovations and Improvement. ACCT 6241 - Financial & Managerial Accounting - I am testing several course improvements to maintain quality of the knowledge base needed by the entry-level MBA student without a business undergraduate degree, yet help improve retention of enrollees in the course. This course has presented consistent problems with some students maintaining a B average. I incorporated a fair grade allocation for algorithmic study based homework assignments and point allocations via discussion boards to balance poor performance on exams.   I have taken two further action steps in the spring semester of 2013. First, after consultation with Dr. McCarthy who teaches the second MBA accounting course, I have reduced some of the managerial concepts covered in Module 3 which he covers in greater detail. In conjunction, I have split the testing of important financial statement concepts from Mod2 into two testing windows. Spring, 2013 is the first semester for this adjustment and the drop rate appears lower at the time of this annual report.   Second, I have required students with an exam score below a "B" to meet with me in Centra for one on one review sessions which were previously offered but ignored. In the past, I sent emails to these students, but had very few who took advantage of that opportunity.   Despite almost an additional 15 hours per exam to review with students during this semester, these sessions were generally effective for assessing possible improvements for some students. The progress of these actions will be tracked at the end of the semester and in the Fall of 2013.

2009-2010 - Course Innovations and Improvement. ACCT 6911 - Tax Research - Incorporated expanded design in Fall, 2009, with IRB Approval of Partnership with Legal Aid Clinic of Greenville Legal Aid in conjunction with its Director, Sandy Lee, Esq. Students were paired in nine individual client projects requiring review of IRS correspondence, identification of action steps, research on case-appropriate technical issues and use of professional software, TaxWorks, for years in controversy ranging from 2003 to 2008 for resolution of IRS compliance issues for the clients. Emphasis in projects was to introduce students to challenges of client administrative IRS appeals process, penalty assessment process, and related compliance and tax research. Continued involvement was required to close down projects after semester given the time constraints of this project. This additional work is being handled by the instructor without student assistance, although the scheduling of the project in the future will be targeted to minimize this as much as possible. The Partnership was approved for a twelve-month period by the IRS. Such approval requires reapplication this summer for next fall with intended structure for Fall, 2010 to incorporate supervised student telephone interface with clients to expand the learning experience with actual client interface.

2009-2010 - Course Innovations and Improvement. ACCT 6921 - Advanced Taxation of Partnerships - Spring, 2009 Updated Course Delivery with new text incorporating detailed topical outlines and problem solutions into student accessible Blackboard materials. Incorporated practice set compliance problems for emphasis of transfer of conceptual application to compliance format.

Course (New) - Creation/Delivery: Conventional

2008-2009 - Course (New) - Creation/Delivery: Conventional. Advanced Taxation of Partnerships - Spring, 2009 Created course delivery for first time via use of professional student version texts incorporating materials from LL.M and practice examples.

2008-2009 - Course (New) - Creation/Delivery: Conventional. Survey of Accounting - Fall, 2008 Developed course delivery for first time delivery at ECU for non-business students as introduction to financial and managerial accounting incorporating Blackboard and Homework Manager delivery tools combined with classroom component

2008-2009 - Course (New) - Creation/Delivery: Conventional. Tax Research - Fall, 2008 - Redesign of Course in Fall, 2009 from Fall, 2008. Previously delivered this course at prior university, yet incorporating expanded design in Fall, 2009 to begin development of partnering relationship with the Supervisor of the IRS-grant approved Greenville Legal Aid Low Income Taxpayer Clinic via hands-on client practitioner applications involving IRS Controversy for emphasis of practical experience in client adminsitrative IRS appeals process and penalty assessment process.

Course (New) - Creation/Delivery: Online

2012-2013 - Course (New) - Creation/Delivery: Online. ACCT 6991 - Advanced Topics in Taxation - This course has previously been offered in the classroom but is being designed as a summer class elective offered online to students for a broad awareness of federal tax concepts around three core areas of practice: Estate and Gift Taxation; State and Local Taxation and International Taxation. These are all advanced topics in tax and as presented in this class, the student should gain the basic skills to understand relevant Internal Revenue Code Sections and solve related tax applications. An additional objective is to allow the students an opportunity to further enhance written and verbal skills for communicating complex applications through an assigned research paper and judicial case brief; an assigned presentation of the research paper will be facilitated through Centra sessions with all students attending and interactive group review session for practice problem assignments will be held weekly. Students will also be offered Centra review sessions to enhance learning of advanced topics as needed & appropriate in a summer session timeframe.

2012-2013 - Course (New) - Creation/Delivery: Online.

IN-PROGRESS GRADUATE COURSE PROPOSAL- An MBA Course Proposal is in process for submission to the Chair & Dean for an online MBA course for Business Strategies in Tax Planning . The course is to be designed as a broad introduction to tax fundamentals as a foundation for deeper examination of business strategies in tax planning for the entrepreneurial entity. Areas of emphasis will include the growth of an enterprise through tax efficient strategies and tax planning for compensation strategies for attracting and retaining key human capital; entity structures for operations and business combinations; multijurisdictional tax planning and family entrepreneurial succession planning. In finalizing the Graduate Course Proposal, I have reviewed three selected textbooks choosing the textbook that incorporates a broader planning perspective of entrepreneurial planning concepts over financial career or tax career track based content. Targeted to complete course proposal by April 15th.

2009-2010 - Course (New) - Creation/Delivery: Online. ACCT 6241-Financial & Managerial Accounting - Fall, 2009 - Using departmental course curriculum guide & text choice developed the online shell in Module format with utilization of a wide variety of learning tools including traditional power point delivery; delivery of chapter notes & question review; Camtasia lectures with problem review for each chapter; supporting publisher video and Camtasia demonstration problems; Homework Manager algorithmic problem sets for student practice prior to required graded Homework Manager chapter static problem sets for homework scoring; utilization of Centra for the following student interface: office hours, one on one sessions with students, student study group sessions and review sessions for exams; and utilization of weekly Discussion Board Postings requiring eight 'hands-on' Edgars database analysis exercises linking course material to publicly traded financial data as well as Discussion Board Postings for general topic forums in each chapter to promoting student interface with me to identify areas of learning difficulties, as well as to promote student interface with each other. Assessment test results for students produced high passage rate. Additional student learning outcome measurements through three proctored exams.

Program Assessment Projects

2012-2013 - Program Assessment Projects. ACCT 6241-Financial & Managerial Accounting - Fall & Spring, 2012 - Departmental course assessment exams test results for students in these classes produced a passage rate in the online class that was a 6.06 higher average in Spring, 2012 and a 8.2 points higher average in Fall 2012 when compared to the face to face course delivery.

2010-2011 - Program Assessment Projects. ACCT 6241-Financial & Managerial Accounting - Fall, 2009 - Using departmental course assessment exams test results for students produced highest passage rate.

Student Assign-Independent Studies

2009-2010 - Student Assign-Independent Studies. 2 students. Provided Independent Study in ACCT 6921 - Advanced Partnership Taxation to two Graduate accounting students who were unable to take this course for tax track studies based on its conflict with other required courses. Both students would not have been able to obtain the curriculum based on its limited offering only once in the academic year without this independent study.

Other Teaching Activities

2012-2013 - Other Teaching Activities. Due to my involvement with the AICPA Regulation Subcommittee & the AICPA Content Committee, I intend to provide any relevant disclosable information about possible changes in the exam's content structure and testing process that might be useful for the accounting department faculty teaching Block during my three-year committment. I have already realized from my first semester of participation with the overview information regarding Business Law content databases that the breadth of topics that can appear via random selection is very broad. Such that I believe our CPA candidates have a disadvantage when taking the regulation section without some version of a commercial law course. During the upcoming 2013-2014, I would like to explore with Dr. Hagan who teaches the Regulation Section of the block courses & Dr. Schisler the possiblity of creating an online course titled "Legal Issues for Accountants" which could be an elective to those of our MSA CPA Exam Candidates that feel they need further support in that area.

2012-2013 - Other Teaching Activities. Noteworthy Accomplishments in Teaching Activities - See Student Emails & SOIS student reports

Peer Review of Classroom Teaching

2011-2012 - Peer Review of Classroom Teaching. Bailey ACCT 6921 F2F by Hagan Jan-2012

2011-2012 - Peer Review of Classroom Teaching. Bailey ACCT 6921 F2F by O'Reilly Jan2012

2009-2010 - Peer Review of Classroom Teaching. Bailey ACCT 2101 F2F by McCarthy 2009

2009-2010 - Peer Review of Classroom Teaching. Bailey ACCT 6921 F2F by Hagan Feb 2010

Peer Review of Online Teaching

2011-2012 - Peer Review of Online Teaching. Bailey ACCT 6241 OL by Doty Jan-2012

2011-2012 - Peer Review of Online Teaching.

Bailey ACCT6241 by McCarthy Jan2012

2009-2010 - Peer Review of Online Teaching. Bailey ACCT 6241OL by O'Doherty Feb 25-28, 2010

2009-2010 - Peer Review of Online Teaching. Bailey ACCT 6241 OL by Christian Feb 2010

Intellectual Contributions:

Refereed Articles

Bailey, R., Dickins, D., & Scarlata, A. (2013). Success in Industry-Based Accounting Careers. CPA Journal, The, 83 (1), 63-65.

Dickins, D., Reisch, J. T., & Bailey, R. L. (2010). A Discussion of Public Identification of U.S. Audit Engagement Partners: Who Benefits? Who Pays? International Journal of Disclosure and Governance, 7 (4), 334-343.

Bailey, R. L. (2010). Challenges and Opportunities for the Tax Professional Guiding Closely-Held Entities: 2009 & 2010 Regulatory and Judicial Developments Impacting Fourth Circuit Tax Practitioners. Campbell Law Review.

Bailey, R. L. & Hagan, J. M. (2010). The Garnett Tax Court Decision: A Blessing or a Curse? Tennessee CPA, 55 (01), 26-29.

Non-Refereed Articles

Bailey, R. L. (2013). Necessary Planning Around Portability Estate Tax Exclusion. Construction Accounting & Taxation, 23 (4), 41-47.

Bailey, R. L. (2013). Renewable Electricity Production Tax Credit & Phase II Advanced Energy Manufacturing Tax Credits. Construction Accounting & Taxation, 23 (3), 41-47.

Invited Articles/Reviews

Bailey, R. L. (2013). Parachuting from the Tax Rate Fiscal Cliff. Construction Accounting & Taxation, 23 (2), 41-47.

Bailey, R. L. (2013). Potential Challenges to Rehabilitation Tax Credit Entity Structures. Construction Accounting & Taxation, 23 (1), 41-47.

Bailey, R. L. (2012). Is the Sunset Finally Over the Mountain? Construction Accounting & Taxation, 22 (5), 41-47.

Bailey, R. L. & Hagan, J. M. (2012). Proposed Regulations Under IRC§83 Modifying Substantial Risk of Forfeiture. Construction Accounting & Taxation, 22 (4), 38-47.

Bailey, R. L. & Hagan, J. (2012). Tax News You Can Use....Implementing Tax Credits for Veterans & Tax Impacts of Health Care Reform Under the Looming Supreme Court Decision. Construction Accounting & Taxation, 22 (3), 41-47.

Bailey, R. L. & Hagan, J. M. (2012). The Perfect Storm of Self-Employment Tax Developments. Construction Accounting & Taxation, 22 (6), 40-45.

Bailey, R. L. (2012). The Third Time's a Charm: Capitalization of Acquired, Purchased or Improved Tangible Personal Property Otherwise Known as the Repair Regulations. Construction Accounting & Taxation, 22 (2), 41-47.

Bailey, R. L. (2012). Don't Stop Thinking About Tomorrow: 2013 Tax Increases - They'll Soon Be Here. Construction Accounting & Taxation, 22 (1), 41-47.

Hagan, J. M. & Bailey, R. L. (2011). Changing Times: The Use of the Percentage-of-Completion Method of Accounting: The Koch Industries, Inc. Decision. Construction Accounting & Taxation, 21 (6), 43-47.

Books

Bailey, R. L. (2011). Instructor's Manual-Tools & Techniques of Estate Planning 15th Edition (15th Ed. ed.). http://www.nationalunderwriter.com/reference-bookstore/estate-planning.html: National Underwriter.

Bailey, R. L. (2006). Instructor's Manual-Tools & TechniquesEstate Planning 14th Edition. http://www.nationalunderwriter.com/NUCollege/instructors_TTEP.asp?login=no: The National Underwriter Company.

Presentation of Non-Refereed Papers

State

Bailey, R. L. (2009). Federal Regulatory & Judicial Tax Update - 2009. North Carolina Association of CPAs - Charlotte Chapter, Charlotte, North Carolina.

Bailey, R. L. (2007). Federal Tax Regulatory Update. 2007 NCACPA Members in Business & Industry Conference, Asheville, North Carolina.

Bailey, R. L. (2006). Estate Planning. 2006 NCACPA Annual Symposium, Greensboro, North Carolina.

Bailey, R. L. (2006). Federal Tax Update. 2006 NCACPA Educators Conference, Chapel Hill, North Carolina.

Bailey, R. L. (2006, July). Federal Regulatory Update - July, 2006. 2006 Young CPA Conference, Greensboro, North Carolina.

Research Grants

Not Funded

2011: Bailey, R. L., Dickens, D., & Scarlata, A., The Advancement of Women in Accounting Leadership Positions: Does the CPA-designation Help?, American Institute of Certified Public Accountants (AICPA). This grant proposed research to investigate the impact of the CPA-designation in women achieving financial leadership positions as compared to women without a CPA-designation to consider the relevancy of recent research suggesting that the accounting profession could be becoming de-professionalized. The research grant proposed a survey of CFOs, Controllers, Treasurers, Vice Presidents of Finance and Tax Directors of Fortune 1000-listed companies surveying not only the CPA designation but also qualitative participant data for insight into other factors influencing attainment of such financial leadership positions. Grant was not funded but development funds contributed by Dr. Dickins were used for the survey generating one article and another article in progress.

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Research Reports

2005: Bailey, R. L., Revenue Procedure 2005-24 - The Impact of Elective Share Rules on Tax Qualifications of CRATs and CRUTS., submitted to .

Papers Under Review

Bailey, R. L. (2013). "Avoiding Unintended Tax Consequences to S Corporation Shareholders - The Management of Open-Account Debt," Initial submission to Tax Adviser.

Bailey, R. L. (2013). "Tax Implications of the Interface of Tax & Community Property Laws with Domestic Partnerships," 2nd revise and resubmit to ABA Family Law Quarterly.

Working Papers

Umphlett, B., Chadwell, R., & Bailey, R. (2013). "The Long & Winding Road: Chasing Relief from Responsible Person Status For Withholding Tax Liability," targeted for Tax Adviser.

Bailey, R. L. & Hagan, J. M. (2013). "The Multiplicity of White Collar Tax Fraud Enforcement: Circular 230 and IRC §6694," targeted for Journal Of Accounting, Ethics & Public Policy.

Bailey, R. L. (2013). "The Dichotomy of the Grantor Trust Rules," targeted for Journal of Legal Tax Research.

Gillette, D. & Bailey, R. L. (2012). "The Breadth of the Commerce Clause: from Gibbons v. Ogden to the Affordable Care Act," targeted for Issues In Accounting Education.

Bailey, R. L. (2012). "Selected Federal Tax Updates Impacting the Entrepreneur," targeted for Journal Of Accountancy.

Bailey, R. L. & Lee, S. (2010). "Graduate Tax Curriculum Partnership with Legal Aid Low Income Taxpayer Controversy Clinic - Training Future CPAs in Community Service," targeted for Advances in Accounting Education.

Other Research Activities

Applied or Integrative/application Scholarship

2010: , ., . ATA Mid Year Meeting 2010 Legal Research Concurrent Session Discussant for Federal Tax Consequences of Surrogacy, Authors: Sonja Pippin & Richard Mason, University of Nevada Reno

Faculty Development

Assurance of Learning - Professional Development

2013-2014: Turnitin Communications-The State of Feedback Under the Common Core, Virtual, Virtual. Virtual conference for the State of Feedback Under the Common Core - Comparing Assessment - Advice - Examines what is effective verbal, non-verbal- written feedback..

DE Professional Development

2013-2014: Connect Accounting Informational Webseminar, Virtual, Virtual.   Seminar reviewed Learning Smart adaptive technology for reviewing student adaptive learning which is being considered for incorporation into ACCT6241 for improved retention in that class.

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2013-2014: Global Learning Technology Conference, Virtual, Virtual.   Keynote Presentation - Dr. Kyle Peck - Penn State University, Co-Founder of "Centre Learning Community Charter School" & Director for International Society for Technology in Education - Massive Open Onine courses (MOOCs) & Digital Badges for Innovative Learning (1 hour) and ProctorU Webcam Proctoring Services Demonstration (1 hour)

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2013-2014: SabaMeeting Training Workshop, Greenville, North Carolina.   Overview of SabaMeeting basics in light of updated features in latest version led by John Southworth.

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2012-2013: Respondus Test-Creation & LockDown Browser, Greenville, North Carolina.

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2012-2013: Tegrity Training, Greenville, North Carolina.

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2012-2013: Advanced Tegrity Training, Greenville, North Carolina.

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2012-2013: Blackboard Collaborate Training, Greenville, North Carolina.

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2012-2013: State Authorization in Distance Education - ProctorULabsState Authorization in Distance Education - ProctorULabs, Virtual, Virtual.   One Hour of CPE over viewing physical presence requirement issues subjecting universities to each state's regulations where university teaches students within that state..

2011-2012: DE Online CE - Advanced Centra Review 1:1 B. Henney, Virtual, Virtual.   Review of upgrades to Centra with special emphasis on review of utilization and creation of Agenda Building feature..

2011-2012: Distance Education Faculty Development Modules, Virtual, Virtual.

2011-2012: DE Online CE - Review of TechSmith Tutorials on Camtasia Studio 7, Virtual, Virtual.   Review of 28 selected topic TechSmith tutorials since I wanted a comprehensive review of Camtasia as I attempt to update and re-record Camtasia problem sets for ACCT 6241 - See range at http://www.techsmith.com/tutorial-camtasia-current.html. Documentation of items reviewed retained..

2010-2011: Camtasia Beyond the Introduction, Greenville, North Carolina.

2010-2011: Discussion Board Forum Presented by Scott Below, Greenville, North Carolina.

2010-2011: Using Centra with Ken MacLeod, Greenville, North Carolina.

Research-Related Conference/Seminar

2012-2013: 47th Southern Federal Tax Institute, Atlanta, Georgia.   Attended 32 hours of Tax CPE & 3.5 hours of Regulatory Ethics CPE.

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2010-2011: Use of Wimba Voice Email in Blackboard - WebConference, Led by British Researchers, Virtual. Effective review of research confirming the improvements to incorporation of voice mail messages either via email or via Blackboard building block plug-in for student assessments. Effective idea to allow faster feedback to graduate students via research papers. Technology not currently available at ECU.

2010-2011: ABA - Circular 230 Updates & Current Topics, Web-Conference, Virtual.   Presentation via ABA panel of Karen Hawkins, new director of Office of Professional Responsibility regarding newest developments under Circular 230 and enforcements from OPR..

2009-2010: American Taxation Association, Denver, Colorado.   Midyear meeting of American Tax Association with emphasis on Tax Research; JATA proceedings; CPE and Emphasis on Teaching Techniques - Participated as a Discussant in the Legal Research Session..

2008-2009: 2009 Mid-year American Tax Association Conference, Orlando, Florida.   Midyear meeeting of American Tax Association with emphasis on Tax Research; JATA proceedings; CPE and Emphasis on Teaching

Techniques.

Instructional-Related Conference

2011-2012: RIA 2011 Federal Tax Update, None, Virtual. Eight hour seminar regarding general federal tax update.

Other Professional Development

2009-2010: North Carolina Association of CPAs - Charlotte Chapter, Charlotte, North Carolina. Attendance at NCACPA Awards Banquet and NCACPA Induction Ceremony - 2009.

Professional Seminars / Workshops

2012-2013: Tenure & Promotion Workshop, Greenville, North Carolina.

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2010-2011: 45th Annual Southern Federal Tax Institute, Atlanta, Georgia. Attend annual regional tax conferences delivered by national experts in income tax and estate planning professional topics.

2009-2010: American Recovery & Reinvestment Act of 2009 - NCACPA Conference, Charlotte, North Carolina. Review of recent 2009 tax legislation.

2009-2010: NCBA - Estate Planning in a Low Interest Environment, Charlotte, North Carolina. Update review of Grantor Trust & Other Estate Planning techniques in Low-Interest Environment.

2009-2010: 44th Southern Federal Tax Institute - Registered & Attending- October 19th through October 23rd, Atlanta, Georgia. Federal National Tax Conference with emphasis placed on subjects which are new and current, including in-depth coverage of recent developments and problems which often prove difficult in planning clients' affairs and transactions. Topics include - current judicial and regulatory federal tax law developments; relevant topics on business taxation, accounting methods and estate planning..

2009-2010: Deloitte - Tax Implications of IFRS: A Deeper Dive on Tax Accounting Methods, Washington, Virtual. Webcast presentation on April 9, 2009 under the FAS 109 series presented by the Washington National Tax Partner Group.

2008-2009: NCACPA - 2008 Tax Update, Raleigh, North Carolina. Review of 2008 legislative and judicial federal income tax updates regarding individuals, partnerships, S Corporations and corporations..

2007-2008: 42nd Southern Federal Tax Institute, Atlanta, Georgia. Federal National Tax Conference with emphasis placed on subjects which are new and current, including in-depth coverage of recent developments and problems which often prove difficult in planning clients' affairs and transactions. Topics include - current judicial and regulatory federal tax law developments; relevant topics on business taxation, accounting methods and estate planning..

2006-2007: NCACPA - 2006 Federal Tax Update, Charlotte, North Carolina. Review of annual legislative and judicial updates..

2006-2007: NCACPA - S v. LLC, Charlotte, North Carolina. Review of federal tax analysis of entity selections.

2005-2006: NCACPA - 2005 Federal Tax Update, Hickory, North Carolina. Review of annual legislative and judicial tax updates..

2004-2005: NCACPA Current Developments in Federal Taxation, Charlotte, North Carolina.

2004-2005: NCACPA - NC State and Local Tax Conference, Greensboro, North Carolina. State symposium on NC state and local tax developments..

2002-2003: 23rd Annual Estate Planning & Fiduciary Law Program - N.C. Bar Assocation, Charlotte, North Carolina. Attended replay broadcast of program covering recent NC legal and federal statutory, case and ruing developments affecting estate planning, trust and estate administration with other specialized current tax issues..

2001-2002: Kennedy Covington Seminar on the 2001 Economic Growth and Tax Relief Reconciliation Act, Charlotte, North Carolina. Participated in a panel of three tax attorneys to review and discuss the statutory revisions to the Internal Revenue Code as part of the 2001 Economic Growth and Tax Relief Reconciliation Act..

2001-2002: Professional Seminar Series - Education Tax Incentives; Income and Estate Tax Planning for welath Maximization; Financial Planning under the 2001 Tax Act, Charlotte, Asheville, & Davidson, North Carolina. Led professional seminar workshops for executives as part of a lecture series covering specialized topics as stated above..

2001-2002: 35th Annual Heckerling Institute on Estate Planning, Miami, Florida.   Attended leading national conference on estate planning covering all primary authority federal updates, as well as over twenty break-out session on current estate taxation and planning topics..

2000-2001: 22nd Annual Estate Planning and Fiduciary Law Program - N.C. Bar Assocation, Kiawah Island, South Carolina.   Attended Regional Professional Conference covering recent NC legal and federal statutory, case and ruing developments affecting estate planning, trust and estate administration, charitable giving and related income tax issues, as well as specialized tax issues covering Estate Planning and Stock Options, Mechanics of GST & GST Exemption Allocation, Charitable Giving and Planning and other related topics..

Technology-Related Training

2009-2010: CCH- Intelliconnect Migration Training, Charlotte, North Carolina.   Update training on new delivery platform for Tax Research online delivery.

2009-2010: Advanced Centra Workshop - John Southworth, Greenville, North Carolina.

2009-2010: Blackboard Gradebook Training, Greenville, North Carolina.   10/6/2009 - One on One review of Blackboard with James Cook.

2009-2010: McGraw-Hill Connect Training on Campus, Greenville, North Carolina.

2009-2010: NCDLA - Current & Emerging Technologies for Distance Learning, New Bern, North Carolina. Web-based Centra recording - attended via replay on 4/20/2010.

Service:

Service to the University

Department Assignments

Faculty Advisor:

2009-2010: Beta Alpha Psi - 2008 to present

Department Assignments

Mentoring Activities:

2012-2013: Aaron Ordan: Recommendation for my Graduate Assistance from 2011-2012

Department Assignments

Mentoring Activities:

2011-2012: Student Mentoring: Student Mentoring Activities regarding employment searches and various scholarship applications.

2010-2011: Attend NCACPA Foundation Student Scholarship & Networking Event for Coastal Plains Chapter: Attend NCACPA Coastal Plains Chapter networking event to support the students receiving scholarships and facilitate student networking with local CPA members.

2010-2011: Student Mentoring Regarding Employment Search: Review resumes and work in individual sessions to instruct three graduating MSAs on use of corporate employment search sites; utilization of employment agencies and use of job banks provided by professional organizations as well as utilization of professional networking events.

Other Institutional Service Activities:

2011-2012 – 2012-2013: Attendance at Key Fall Recruiting Event

2011-2012: Assistance with Student Organizations in Non-Faculty Advisor Role for Arranging Speakers: Participated in arranging speaker presentations for Student Accounting Society in their individual meetings and joint meetings with Beta Alpha Psi to arrange through networking contacts campus visits by representatives from Credit Suisse, NC State Bureau of Investigationa and from ABB-US.

2010-2011: Attendance at Key Fall Recruiting Events

2009-2010: Attendance at Key Fall 2008 Recruiting Events: Attended Key Fall 2009 recruiting at Meet the Firms

Department Assignments

Other Institutional Service Activities:

2011-2012 – 2012-2013: NCACPA Quarterly Board Meetings Networking Event Attendance: Invited as guest and attend to maximize networking opportunities for potential MSA student employment opportunities

Department Assignments

Student placements:

2008-2009: Department of Accounting Student Mentoring Regarding Employment: Arranged meeting with Cherry, Bekaert & Holland, partner, Shelia Ahler, for Beta Alpha Psi Officer to assist in employment search. Networking to assist foreign Graduate Student to obtain summer internship

Writing Student Recommendations:

2010-2011: Student Placement Assistance: Networking for referrals for four MSA students into industry employment opportunities

Department Assignments

Writing Student Recommendations:

2011-2012: Ying Li: Submitted Recommendation for a Former GA who wanted to move into industry. The recommendation was to the Manager of the Tax Department at Professional Management Healthcare Consultants, Inc, in Raleigh where she is employed.

College Assignments

Faculty Advisor:

2011-2012: Leadership Advisee Mentoring: Work with leadership advisees for academic year

College Assignments

Member:

2012-2013: Served on COB Unit Code Committee

College Assignments

Mentoring Activities:

2010-2011: Leadership Advisee Coaching: Leadership Coach in COB Leadership Program for thirteen students including three freshman, five sophomores, two juniors and three seniors.

2009-2010: iWebfolio and LaPDP training

Other Institutional Service Activities:

2010-2011 – 2012-2013: Attend Beta Gamma Sigma Induction

College Assignments

Other Institutional Service Activities:

2011-2012 – 2012-2013: Attended Leadership Business Etiquette Dinner as a Table Host

College Assignments

Other Institutional Service Activities:

2009-2010: Technology Training: Attendance Advanced Centra workshop and Blackboard Training

2009-2010: Cunanan Leadership Speaker Series - Fall, 2009 & Spring, 2010: Incorporated student attendance at Cunanan Speakers in 2009-2010 as required curriculum activity via actual attendance or attendance via web-link for online students and campus students with documented work-class conflicts.

College Assignments

Writing Student Recommendations:

2011-2012: Ben Causby: Student Scholarship Recommendation

University Assignments

Member:

2009-2010: Admission & Retentions Policy Committee: Serve as the Secretary of the this committee which considers matters related to undergraduate recruitment, admission, advising, and retention of students.

University Assignments

Member:

2012-2013: Writing Across the Curriculum: Served as Secretary of the Writing Across the Curriculum Committee.

University Assignments

Other Institutional Service Activities:

2010-2011: eBook/eReader Education Exposition: Participate to Demonstrate Use of eBook with ACCT 6241-Financial and Managerial Accounting as a Learning Tool linked electronically to weekly homework problem sets

2008-2009: Graduation Participation: Attendance at Fall College of Business and ECU Graduations

Service to the Profession

American Institute of CPAs

2011-2012: AICPA Regulation Sub-Committee Business Law Obsolescence Review, Newark, New Jersey. Three-day meeting to review databank for business law questions used in Regulation part of national CPA examination for obsolescence.

Invited Lecture

2012-2013: NCACPA/AICPA Estate Planning Essentials, Wilmington, North Carolina. Eight-hour seminar using AICPA seminar materials provided to the NCACPA for delivery by a local speaker. I authored all presentation materials for the eight hour seminar through power points adapted from my professional practice in estate planning.

2012-2013: NCACPA/AICPA Estate Planning Essentials, Greensboro, North Carolina. Eight-hour seminar using AICPA seminar materials provided to the NCACPA for delivery by a local speaker. I authored all presentation materials for the eight hour seminar through power points adapted from my professional practice in estate planning.

2011-2012: NCACPA/AICPA Estate Planning Essentials, Charlotte, North Carolina.

2011-2012: NCACPA Members in Business & Industry Conference Presentation 2011 Federal Tax Updates for the Entrepreneur, Asheville, North Carolina. 75 minute presentation to over 700 NC CPAs attendees from industry regarding federal tax updates for entrepreneurs. Presentation of original materials prepared specifically for conference distributed via seminar materials.

2010-2011: NCACPA Seminar on Innovative Tax Planning for Small Businesses, Kitty Hawk, North Carolina. Presentor of full-day seminar on Innovative Tax Planning for Small Businesses and developer of supporting power point presentations for seminar.

2010-2011: NCACPA Seminar on Innovative Tax Planning for Small Businesses, Charlotte, North Carolina. Presentor of full-day seminar on Innovative Tax Planning for Small Businesses and developer of supporting power point presentations for seminar.

Member: Committee/Task Force

2012-2013: AICPA CPA Exam Content Committee Meeting via Web Conference. Web Conference Meeting for Discussion of Process Changes for Sufficient Review.

2012-2013: AICPA CPA Exam Regulation Subcommittee. Two Online Meetings via Web Conferences to review 12Q4 and 13Q1 PIA review and to review Sufficient Review process as reorganized.

2012-2013: AICPA CPA Exam Content Committee Meeting via WebConference, Phoenix, Arizona. Meeting involves review of delegated CPA exam issues arising fromall four exam subcommittees which manage the four parts of the CPA exam. Operational issues regarding question format, exam format, database updates, psychometric interface for policy and process revisions and issues to be considered by the Board of Examiner's committee are all addressed. The Committee is comprised of AICPA staff liaisons, two representatives from each of the four subcommittees and liaisons from the Psychometric advisors. Travel, pre-preparation and committee full day meeting times involve approximately thirty plus hours.

2012-2013: AICPA CPA Exam Regulation Subcommittee, Orlando, Florida. Pre-meeting requires individual review of all of the approximately three hundred pre-launch CPA exam questions, as well as a review of all questions pre-tested and reflecting questionable psychometric testing statistics. In addition, all technical explanation for all questions must be reviewed for accuracy and specific authority citation for legal liability issues. These materials require substantial work in preparation for each of these meetings including almost a full week of preparation, in addition to national travel and attendance at the meeting for 48 to 60 hours. The Committee bears the responsibility of final approval before any question is launched into the exam rotation.

2012-2013: AICPA CPA Exam Regulation Subcommittee Orientation, Philadelphia, Pennsylvania. Funded by AICPA & required as a new committee member.

2012-2013: AICPA Content Committee Orientation, Philadelphia, Pennsylvania. Funding through AICPA & required as a new committee member.

2010-2011: 2011 American Taxation Association MidYear Meeting, Washington, District of Columbia. Member of New Faculty Committee attending Mid-Year meeting and facilitating possible use of Centra web-conferencing for faculty to have ongoing dialogue with colleagues regarding their research.

2008-2009: NCBA - Law School Liason Committee, Durham, North Carolina. Law School Liaison Committee facilitates communication between legal educators and the practicing bar and serves as a clearinghouse for information regarding the law schools. The Committee also is responsible for examining and monitoring all aspects of pre-licensure education

Other Professional Service Activities

2012-2013: NCACPA 2012 Inaugural CPA Banquet, Greensboro, North Carolina.

2012-2013: NCACPA Awards Banquet, Greensboro, North Carolina. Attended NCACPA 2012 Spring Annual Business Meeting and Awards Banquet

2012-2013: AICPA 125th Anniversary Meeting - Washington DC, Washington, District of Columbia. Attended AICPA semi-annual meetings attached to the Spring, 2012 AICPA Council- 125th Anniversary in Washington, DC.

2009-2010: 2010 American Taxation Association - New Faculty Committee, Denver, Colorado. Attend 2010 Mid-Year American Taxation Association meeting. Partcipate as a Discussant for Legal Research Session

Presentation

2009-2010: 2009 Charlotte NCACPA Chapter Update, Charlotte, North Carolina. Presentation in September, 2009 to review federal tax statutory developments including six major tax statutes and other annual judicial and regulatory annual developments impacting individual, corporate, partnership, and business taxation.

2007-2008: 2007 NCACPA Seminar - Innovative Tax Planning for Small Businesses, Charlotte, North Carolina. Delivered one-day seminar using AICPA created outline which was supplemented by my self-created lecture materials and power points through expansion of relevant topics of interest to covered outline.

2006-2007: 2006 NCACPA Charlotte Chapter Federal Tax Update, Charlotte, North Carolina. Professional CPE Conference for continuing education development on federal tax issues.

2005-2006: 2005 Charlotte Chapter Tax Update, Charlotte, North Carolina. Professional CPE Conference for continuing education development on federal tax issues.

Service to the Community

Civic Activity Using Discip/Posn

2012-2013: 2012 Business Today's Top Women in Business Awards Dinner Sponsor, A sponsor/attendee for Business Today's "Top Women in Business" Reception honoring the Class of 2012 through firm in which I am a member to honor nominees & winners from seven previous years from the business community of Cabarrus County, Mooresville, Huntersville, Davidson, Cornelius and University City.

Member of a Committee

2009-2010: House of Mercy, Belmont, N.C. - 2008 to present, Member of the Finance Committee of 501(c)(3) organization

2004-2005: Community Food Rescue - Director - 2004-2005

Other Community Service Activities

2010-2011: Low Income Tax Clinic Affliated with Greenville Legal Aid, Representation of Taxpayers before IRS for finaliation of IRS Controversy cases in final stages carried over from Fall, 2009

2003-2004: Leading the Way - Mecklenburg County

Positions Held in Civic Organizations

2009-2010: Turnage Theater Foundation - Board of Directors. Washington, N.C.-2009 through December, 2009

2009-2010: House of Mercy - Board of Director - Belmont, NC - 2008 to present

Honors-Awards-Grants

Award

2012-2013: 2012 Outstanding Seminar Discussion Leader for delivery of Essentials of Estate Planning. NCACPA.

Other Activities

2011-2012 - : SOIS Summary for Fall, 2011 of academic year of report (Spring 2012) UNAVAILABLE as of 4-5-2012

Memberships

American Institute of CPAs, 2009-2013

American Tax Association, 2008-2013

NC Bar Association, 2001-2013

North Carolina Association of CPAs, 2001-2013

American Bar Association, 1990-2013

Texas Bar Association, 1990-2000

Kentucky Society of CPAs, 1980-1987

References

John Rhinehardt, Managing Member
Computel, Inc.
1500 North Graham Street
Charlotte, N.C. 28206
704-376-1116;
john@computelig.com

Jim Ahler, CEO
North Carolina Association of CPAs
3100 Gateway Centre Blvd.
Morrisville, N.C. 27460
919-469-1040
jtahler@ncacpa.org

Walt Jones, Attorney
Homesley, Jones, Gainees, Dudley, McLurkin & Donaldson, PLLC
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Stanley G. Eakins, Ph.D.
Dean
Finance
College of Business
eakinss@ecu.edu

Academic Background

Ph.D. Arizona State University, Tempe, Arizona, Finance, 1990

M.B.A. University of Alaska, Fairbanks, Alaska, Fairbanks, 1981

B.S. Washington State University, Pullman, Washington, Psychology: Cum Laud, 1976

Professional Interests

Work Experience

Academic Experience

Professor, East Carolina University (1990 - Present).

Non-Academic Experience

National

Chief Financial Officer, Sadco Construction and Development (1983 - 1986).

Vice President of Operations, First National Bank of Alaska (1978 - 1983).

Courses Taught

Courses from the Teaching Schedule: Fina Management I, Financial Management, Independent Study, Internship in Business 3 credits

Teaching

Other Teaching Activities

Attending seminar or conference about online ed

2007-2008 - Attending seminar or conference about online ed. College of Business online seminar on using Camtasia presented by Paul Russell. 1 hour

Course Innovations and Improvement

2006-2007 - Course Innovations and Improvement. This term I integrated a fully interactive etext that I wrote into my online course. About 350 students at ECU were allowed to use the text free of charge this year in exchange for proofing content.

Peer Review of Online Teaching

2012-2013 - Peer Review of Online Teaching. Peer review of fina 6144 by gibson

Intellectual Contributions:

Refereed Articles

Tibbs, S. L., Eakins, S. G., & DeShurko, W. (2008). Using Style Momentum to Generate Alpha. Journal of Technical Analysis, 65, 50-55.

Eakins, . & Stansell, S. (2004). Do Momentum Strategies Work? Journal of Investing, The, 13 (3), 65-71.

Eakins, . & Stansell, S. (2004). Forecasting the Direction of Change in Sector Stock Indexes, An application of

Neural Networks. Journal of Asset Management, 5 (1), 37-48.

Eakins, . & Stansell, S. (2003). Can Value Based Stock Selection Criteria Yield Superior Risk Adjusted Returns: an Application of Neural Networks. International Review of Financial Analysis, 12 (1), 83-97.

Schadler, F. & Eakins, . (2003). Merrill Lynch's Focus Stock Picks: A Test of Analysts Picking Ability. Quarterly Journal of Business and Economics, 40 (2), 17-30.

Schadler, F. & Eakins, . (2001). A Stock Selection Model Using Morningstar's Style Box. Financial Services Review, 10 (1), 129-144.

Eakins, ., Stansell, S. R., & Wertheim, P. E. (1998). Earnings Forecasts and Institutional Demand for Common Stock. Journal of Applied Business Research, 14 (1), 57-67.

Eakins, ., Stansell, S. R., & Wertheim, P. E. (1998). Institutional Portfolio Composition: An Examination of the Prudent Investment Hypothesis. Quarterly Review of Economics and Finance, The, 38 (1), 93-109.

Eakins, S. (1998). Neural Network Versus Tobit Models: Analyzing the Nature of the Institutional Demand for Common Stocks. Quarterly Journal of Business and Economics, 37, no2, 33-38.

Eakins, S. (1997). Earnings Forecasts and Institutional Demand for Common Stock. Journal of Applied Business Research, 14 (1), 57-67.

Eakins, . & Mishra, C. (1996). Ethics, Institutions, and Business Relations: A Study of Collusive Incentives for Institutional Shareholders to Monitor Firm Managers. Managerial Finance, 22 (4), 11-19.

Eakins, . (1995). An Empirical Investigation of Monitoring by Institutional Investors. American Business Review, 13 (1), 67-74.

Eakins, . & Mishra, C. (1995). Large Institutions and Corporate Policy: The Differential Support Hypothesis. International Journal of Finance, 7 (3), 1253-1267.

Wisner, J. D. & Eakins, . (1994). A Performance Assessment of the U.S. Baldrige Quality Award Winners. International Journal of Quality & Reliability Management, 11 (2), 25.

Eakins, S. (1994). Competitive Assessment of the Baldrige Winners. Total Quality Review, The, 4 (5), 15-24.

Eakins, . & Sewell, S. (1994). Do Institutions Window Dress: An Empirical Investigation. Quarterly Journal of Business and Economics, 33 (2), 3-12.

Eakins, . (1993). Institutional Investor Support of Managers: An Investigation of Tender Offers. Quarterly Journal of Business and Economics, 32 (3), 75-84.

Eakins, . & Sewell, S. (1993). Tax Loss Selling, Institutional Investors, and the January Effect: A Note. Journal of Financial Research, The, 16 (4), 377-384.

Refereed Proceedings

Abstract Only

Eakins, S. (1998). A Study of Successful Quality Improvement Programs is the Transportation Industry. Decision Sciencs Institute 1998 Proceedings, - - - - , 1732-1733.

Invited Articles/Reviews

Eakins, S. G. & Stansell, S. (2007). An examination of alternative portfolio rebalancing strategies applied to sector funds. Journal of Asset Management, 7 (1).

Books

Eakins, S. G. & McNally, W. (2013). Corporate Finance Online (CFO). Boston, MA: Pearson.

Eakins, S. G. & Mishkin, F. S. (2011). Financial Markets and Institutions 7th edition. Boston, MA: Pearson.

Eakins, S. G. (2010). Finance. New Jersey: Pearson/dot Learn.

Mishkin, F. S. & Eakins, S. G. (2008). Financial Markets and Institutions Sixth Edition. Boston MA: Pearson/Prentice Hall.

Eakins, . (2007). Finance, Third Edition. Boston Ma: Addison Wesley/Dotlearn joint venture.

Eakins, . G. (2005). Finance: Institutions, Investments, and Management, 2nd Edition Update Addison Wesley Longman.

Mishkin, . & Eakins, S. (2005). Financial Markets and Institutions,5nd Edition Addison Wesley Longman.

Eakins, . (2002). Finance: Institutions, Investments, and Management, 2nd Edition Addison Wesley Longman.

Mishkin, . & Eakins, S. (2002). Financial Markets and Institutions,4nd Edition Addison Wesley Longman.

Book Supplement

Eakins, . G. (2008). Test Bank to Accompany Markets and Institutions 6 th edition. (pp. 475). Boston MA: Prentice Hall.

Presentation of Refereed Papers

National

Eakins, . & Stansell, S. (2004). An Investigation of Momentum Strategies Applied to Sector Funds. Southern Finance Association Meetings, Charleston, South Carolina.

Eakins, . (2001, March). Morningstar Cell Rankings: Do They Work for Individual Investors? Midwest Finance Association Meeting, Cleveland, Ohio.

Presentation of Non-Refereed Papers

Regional

Eakins, S. G. (2008). Using Technology to Teach Finance. Southern Finance Association annual meeting, Key West, Florida.

Eakins, . G. (2006, October). Why is Teaching Online So Hard? AICPA for the North Carolina Association of CPA's, Chapel Hill, North Carolina.

Other Research Activities

Teaching and Learning Scholarship

2007: , ., . Daily Reflector article - 4/29/07

Faculty Development

DE Professional Development

2012-2013: Voice Thread Demonstratoin, Greenville, North Carolina. 1 hour Voice thread demo by Bb reps in Mendenhall (2/30/13.

2012-2013: Demontration of use of mentoring software by Maggie Ohara, Greenville, North Carolina. 1 hour demonstration of software developed by state to faciltate mentoring of on line students.

2012-2013: FMA Annual, Atlanta, United States of America. 2 hour: presented seminar on use of specialized educational software/etext for Online students. Discussed strengths, weakness, and faculty responsibilities. (10/18/12).

2012-2013: presentation on Ellucian, Greenville, North Carolina. 1 hour presentation on Ellucian, and its roadmap for the future as is continues to invest in blackboard. In Mendenhall, (10/10/12).

Instructional-Related Conference

2008-2009: Associate Deans Conference, Glendale, Arizona. AACSB annual assoc deans conference.

2007-2008: Teaching Leadership Workshop, Athens, Georgia. Institute for Leadership Advancement - Terry College of Business, Univ of Georgia.

Other Professional Development

2009-2010: Centra for Beginners seminar, Greenville, North Carolina. 1 hour OL Cont Ed.

2009-2010: Second Life demonstration, Greenville, North Carolina. 1 hour OL cont ed..

2009-2010: Online Education Resources - You tubeEDU, Earth, Learning Object repostitories, Greenville, North Carolina. 1 hour cond Ed. OL.

2009-2010: Camtasia and Audacity Seminar, Greenville, North Carolina. 1 hour Cont Ed OL.

Professional Seminars / Workshops

2007-2008: AACSB, St Loius, Missouri. Continuous Improvement Conference (Sept 07).

2007-2008: Associate Deans Conference, Tampa, Florida. November 2007 - Tampa.

2006-2007: Charlotte, North Carolina. AACSB Associate Deans Conference.

2006-2007: Tampa, Florida. GMAC conference on innovation and change.

Technology-Related Training

2006-2007: Greenville, North Carolina. Attended BIC 100, 200, and 300 level training.

Service:

Service to the University

College Assignments

Chair:

2009-2010: Ad Hoc Leadership

2009-2010: Assurance of Learning

2007-2008: Assurance of Learning

College Assignments

Chair:

2007-2008: Four Year College Subcommittee: The committe reviewed the issue, wrote the catalog updates/memos to UG committee, coordinated a faculty vote, and submitted the recommendation to the university undergraduate committee.

2007-2008: Leadership sub committee

College Assignments

Chair:

2010-2011 – 2011-2012: Research/Creative Activity

Member:

2011-2012: College Assessment: Communication

2010-2011 – 2011-2012: BUSI Leadership Curriculum

2010-2011 – 2011-2012: Faculty Advisory

2008-2009: Communications subcommittee

2007-2008 – 2008-2009: Faculty Advisory

2006-2007: Communications Center

College Assignments

Member:

2007-2008: Focus Company Subcommittee

College Assignments

Member:

2011-2012: On-Line Steering

2007-2008 – 2011-2012: Graduate

2008-2009 – 2010-2011: Portfolio

2009-2010: On-Line Steering Committee

2008-2009: Research/Creative Activity

2007-2008: On Line Steering

2006-2007: General Business Curriculum Review

College Assignments

Member:

2007-2008: Strategy First Freshman Course Subcommittee

College Assignments

Member:

2009-2010 – 2011-2012: Undergraduate

2007-2008 – 2008-2009: Undergraduate Committee

University Assignments

Assurance Of Learning - Institutional Service:

2007-2008 – 2008-2009: Performance Management System evaluation team: Committee is evaluating software options for recording assurance of learning activity

Member:

2009-2010: Ethic Domain subcommittee of University Leadership

2009-2010: Retention and Graduation

2009-2010: Leadership Assessment University level

2009-2010: SACS Compliance Certification

2009-2010: Strategic Action Plan (SACS) Unversity level

2009-2010: IT Strategic Planning

2009-2010: Professional Studies Curriculum Development

2007-2008 – 2009-2010: University Space Use Planning Committee: Committee responsible for campus space planning and space allocation.

2008-2009: University Outcomes Assessment Committee: Charged with developing university assessment program to meet SACS requirements.

2008-2009: Graduate School Administrative Board

2008-2009: Search Committee - Chair, Construction Management

2007-2008 – 2008-2009: Space Allocation Committee: committee charged with allocation of offices and classrooms across campus

2007-2008 – 2008-2009: Classroom schedule policy committee: Committee is charged with writing classroom use policy

2007-2008: Search committee: Director of admissions

2007-2008: Sedona Steering committee

2007-2008: Military Education Committee

2007-2008: Large Room Use Subcommittee: Committee recommended solutions to the inefficient use of large classrooms across campus.

2006-2007: Associate Deans for Research

2006-2007: Sedona Ad hoc Steering: Made a number of presentations to university administrators on the use of Sedona. Led the university in establishing it as the intellictual contribution repository. Continue tobe the primary local expert in its use and deployment.

2006-2007: Graduate School Administrative Board

Other Institutional Service Activities:

2009-2010: Vice Chancelor review committee - Dr Mageean

2006-2007 – 2008-2009: CoB Laison to UCC: 5. various other catalog and minor curriculum changes

2006-2007 – 2008-2009: Liason to GCC

Service to the Profession

Reviewer - Article / Manuscript

2007-2008: Paper Review for Decision Support Systems.

2006-2007: Quantitative Finance. Aggressive Revenue Recognition: Bull or Bear Consequences?

Editor: Academic PRJ

2006-2007 – 2007-2008: International Journal of Integrated Supply Management.

Presentation

2002-2003 – 2008-2009: Mini MBA.

Service to the Community

Other Community Service Activities

2009-2010: Greenville Utilities Commissioner, Serve on the board of commissioners for the local utilities company. Paricipate on the finance committee.

2005-2006 – 2009-2010: Rotary Member

Honors-Awards-Grants

Award

2008-2009: Charles H. Dow Research Excellence Award for the paper, Using Style Index Momemtum to Generate Alpha. Market Technicians Association, Inc..

Honor

1976-1977: Phi Beta Kappa.

Memberships

Financial Management Association

Southern Finance Association

Last updated by member on 19-Mar-13 (09:28 AM)

Robert Prati, Ph.D.
Assistant Professor
Finance
College of Business
pratir@ecu.edu

Academic Background

Ph.D. Florida State University, Tallahassee, FL, Business Administration -- Finance, 2004

M.B.A. University of San Diego, San Diego, CA, Business Administration -- Real Estate

B.A. Emory University, Atlanta, GA, Economics

Professional Interests

Work Experience

Courses Taught

Courses from the Teaching Schedule: Fina Management I, Fina Management II, Financial Management, Financial Mgmt II, Investments, Sec Analy In Port Mgmt

Courses taught, but not in the Schedule:
(@ FSU:) Intro to Investing; Mkts & Int'l. Finance, Financial Mgmt II (Masters/MBA Program)

Teaching

Other Teaching Activities

Peer Review of Classroom Teaching

2004-2005 - Peer Review of Classroom Teaching. Prati FINA 6604 F2F by Bass Apr 2005

2004-2005 - Peer Review of Classroom Teaching. Prati FINA 6604 F2F by Schadler Apr 2005

Peer Review of Online Teaching

2012-2013 - Peer Review of Online Teaching. R. Prati FINA 6144 DE by Gibson during spring 2013

2008-2009 - Peer Review of Online Teaching. R. Prati FINA 6144 DE By Bello September 2009

Intellectual Contributions:

Refereed Articles

Prati, R. & Peterson, D. (in press, 2013). The Comparative Value of Institutional Asset Allocation Recommendations. Financial Analysts Journal.

Prati, L. Melita & Prati, R. S. (2010). Managing ups and downs with clients: Emotion management for financial advisors. Journal of Personal Finance, 7 (3).

Beracha, E. & Prati, R. (2009). Capitalization Rates After the Housing Bubble: Irrational Expectations? Real Estate Review, 37 (4).

Below, S., Kiely, J., & Prati, R. (2009). Style Index Rebalancing For Better Diversification: Lessons from Broad Market and Equity Style Indexes. Financial Services Review, 18 (3).

Prati, R. & Beracha, E. (2008). How Major Hurricanes Impact Housing Prices and Transaction Volume. Real Estate Issues, 33 (1), 45-57.

Prati, R., Nagel, G., & Peterson, D. (2007). The Effect of Risk Factors on Cost of Equity Estimation. Quarterly Journal of Business and Economics, vol. 46 (nos. 1 & 2), 2007.

Refereed Proceedings

Abstract Only

Prati, R. & Peterson, D. (2004). The Comparative Value of Institutional Asset Allocation Recommendations. FMA Annual, 38.

Presentation of Refereed Papers

National

Beracha, E. & Prati, R. (2009). Capitalization Rates After the Housing Bubble: Irrational Expectations? American Real Estate Society, Monteray, California.

Beracha, E. & Prati, R. (2008, April). How Major Hurricanes Impact Housing Prices and Transaction Volume. American Real Estate Society, Captiva, Florida.

Regional

Prati, L. Melita & Prati, R. (2009). Emotion Management in the Financial Advisor/Client Relationship. Eastern Finance Association, Washington, District of Columbia.

Below, S. & Prati, R. (2008, April). The Demonstrated Value of Portfolio Rebalancing: Lessons from Equity Style Indexes. Eastern Finance Association, St. Pete Beach, Florida.

Presentation of Non-Refereed Papers

Local

Beracha, E. & Prati, R. (2007, November). How Major Hurricanes Impact Housing Prices and Transaction Volume. Finance Department - Research Seminar, Greenville, North Carolina.

Research Grants

Funded

2007: Prati, R. ECU College of Business Summer Research Stipend Program.

2005: Prati, R. ECU College of Business Summer Research Stipend Program.

Papers Under Review

Prati, R. & Schneider, D. (2013). "Affectation of Depreciation Treatment on After-Tax Salvage Value in Managerial Finance: Incidence of Impact to Operating Cash Flows in Replacement Projects," Initial submission to Review of Business & Finance Studies.

Karns, J. & Prati, R. (2013). "Cash Balance Pension Plans, ERISA, & the 10th Circuit," Initial submission to Journal of Pension Planning and Compliance.

Prati, M. & Prati, R. (2013). "Relational Coordination: A Framework for Building Trust in the Entrepreneurial Setting," Initial submission to International Journal of Business and Globalisation.

Prati, L. M. & Prati, R. S. (2013). "Reengineering of a Public Pension: Financial Folly & Repair," Initial submission to Economic Affairs.

Working Papers

Prati, R. (2012). "Evaluating Equity Valuation Models: Simple Methods Yield Better Results," targeted for Journal of Finance and Accountancy.

Prati, R. (2012). "Institutional Investor Reaction to 9-11-01: An Examination of Strategic Managers," targeted for Journal Of Investing.

Prati, R. (2012). "Institutional Asset Allocation Recommendations: A Closer Look," targeted for Journal Of Portfolio Management.

Prati, R. & Prati, L. M. (2012). "Solving social security: Strategic issues," targeted for Journal Of Political Economy.

Prati, R. (2010). "Risk-Based Asset Allocation: Implications from Fifty Years of Data."

Prati, R. (2010). "Modern Portfolio Theory Development: An Historical Perspective."

Prati, L. M. & Prati, R. S. (2010). "Applying organizational change principles to diffuse politically-charged institutional problems toward resolution: The case of social security," targeted for New Political Economy.

Wells, B. P., Prati, R. S., & Prati, L. M. (2010). "Executive compensation in the insurance industry."

Prati, R. (2008). "Revisiting the January Effect: Has Front-Running Altered the Pattern?," targeted for Journal Of Portfolio Management.

Faculty Development

Assurance of Learning - Professional Development

2007-2008: Certificate in Preventing Sexual Harassment, Greenville, North Carolina.

2007-2008: Certificate in Preventing Employment Discrimination, Greenville, North Carolina.

DE Professional Development

2012-2013: Distance Education Peer Review, Greenville, North Carolina. DE Peer Review conducted for CEU credit (1 of 4 hours), FINA6604-Nelson, 2013.

2012-2013: Inside Higher Ed Webinar -- Conflicted: Faculty and Online Education, Greenville, Virtual. 1 of 4 required DE - CEU credits

.

2012-2013: Using the Sloan-C Quality Scorecard to Evaluate DE Programs & Using the Quality Matters Rubric to Evaluate DE Courses, Greenville, Virtual. 1 of 4 required DE - CEU credits.

2012-2013: Distance Education Peer Review, Greenville, North Carolina. DE Peer Review conducted for CEU credit (1 of 4 hours), FINA3004-Weitzel, 2013

.

2012-2013: Peer Review of Online Course, Greenville, North Carolina. DE Peer Review conducted for CEU credit (1 of 4 hours), FINA6204-Kleckley, 2013

.

2011-2012: Blackboard Collaborate Webinar, Greenville, North Carolina. Attended Webinar on Blackboard Collaborate for 1 of 4 CEU credits req'd.

2011-2012: DE Module, Greenville, North Carolina. Required on Bb - (1 of 4 CEU req'd).

2011-2012: ProcotrU presents: How to Ensure Academic Inegrity, Greenville, North Carolina. Attended webinar - (1 of 4 CEU credits req'd).

2010-2011: Distance Education Training, Greenville, North Carolina. 2010: Training for Using the New Statewide Proctor Center, CEU credit (1 of 4 hours required), Greenville, NC..

Research-Related Conference/Seminar

2007-2008: Finance Department - Research Seminar, Greenville, North Carolina. Finance Department Research Workshop series.

2006-2007: Greenville, North Carolina. Economics Department Research Workshop series.

2005-2006: Greenville, North Carolina. Finance Department Research Workshop Series.

Instructional-Related Conference

2005-2006: Charleston, South Carolina. Thomson Publishing sponsored pedagogical conference.

Other Professional Development

2010-2011: Distance Education Peer Review, Greenville, North Carolina. DE Peer Review conducted for CEU credit (1 of 4 hours), FINA3004-Weitzel, 2010.

2009-2010: Distance Education Peer Review, Greenville, North Carolina. DE Peer Review conducted for CEU credit (1 of 4 hours), FINA6854-Beracha, Fall 2009.

2005-2006: Greenville, North Carolina. Cross-College Community of Learning Online ECU training course.

Technology-Related Training

2010-2011: Blackboard Intermediate Training, Greenville, North Carolina. 2010 - 2011: Blackboard 9, Pilot Team Member, CEU credit (3 of 4 hours required). Greenville, NC. [Also listed under Service].

2009-2010: Blackboard 7, Grade-Center Training, Greenville, North Carolina. Training on new Grade-Center in Bb Control Panel for CEU credit (1 of 4 hours required).

2009-2010: Centra Training, Advanced Program, Greenville, North Carolina. Advanced Centra Training for CEU credit (2 of 4 hours required).

2007-2008: Banner Training, Greenville, North Carolina.

2007-2008: Distance Education Training, Greenville, North Carolina.

2004-2005: Greenville, North Carolina. CPS (Classroom Performance System) workshop at ECU.

Service:

Service to the University

Department Assignments

Chair:

2008-2009: Finance Department: Ad Hoc 3724 Textbook Committee Chair; spring 2009: Review and Selection of common textbook for usage across FINA 3724 sections.

Faculty Advisor:

2011-2012: Leadership and Professional Development Portfolio Advising

2007-2008: Financial Management Association

2007-2008: Finance Major Advisor

2005-2006: Finance Major Advisor

2004-2005: Financial Management Association

Faculty Sponsor:

2006-2007: Financial Management Association

Member:

2012-2013: Departmental Assessment

2012-2013: Department Personnel

2007-2008: Ad Hoc 3724 Textbook Committee: Review and Selection of common textbook for usage across FINA 3724 sections

Department Assignments

Member:

2006-2007: Fina Personel Committee

Department Assignments

Member:

2011-2012 – 2012-2013: Tenure Committee Secretary

Mentoring Activities:

2007-2008: Beta Gamma Sigma: Assisted in the recruitment and tapping of Beta Gamma Sigma honorees

Other Institutional Service Activities:

2012-2013: Attended/participated in DE-Student Graduation Reception

Writing Student Recommendations:

2007-2008 – 2012-2013: Recommendation Letters: Numerous letters provided for jobs, awards and scholarships since fall 2004

College Assignments

Faculty Sponsor:

2007-2008: Freshman Hoopla: Participated and sponsored classroom-based orientation to the COB

2006-2007: Business Advisory Council Session: Participated and sponsored classroom presentations

Member:

2009-2010 – 2012-2013: Assurance of Learning - Integration Committee

College Assignments

Member:

2011-2012: College Assessment: Integration

2009-2010 – 2011-2012: Departmental Assessment

2009-2010 – 2011-2012: Department Personnel

College Assignments

Member:

2012-2013: Graduate Curriculum Committee

College Assignments

Member:

2010-2011: Integration

College Assignments

Member:

2009-2010 – 2012-2013: SACS Assessment Committee

2008-2009 – 2012-2013: Undergraduate Online Steering Committee

2008-2009 – 2009-2010: SACS Assessment Committee

Mentoring Activities:

2007-2008: Faculty Night Out with Freshman: Participant in the Faculty Night Out program with freshman COAD students to promote the College of Business and its majors

Other Institutional Service Activities:

2011-2012 – 2012-2013: Open House (Annual COB representative)

University Assignments

Faculty Advisor:

2009-2010 – 2010-2011: ECU Libertarian Club

Mentoring Activities:

2007-2008: The East Carolinian - Interview: Quoted after interview regarding financial planning careers for vol. 82, no. 81

Other Institutional Service Activities:

2010-2011: Blackboard 9 Pilot Team Member: 2010 - 2011: Blackboard 9, Pilot Team Member, CEU credit (3 of 4 hours required). Greenville, NC.

State-wide Assignments

Member:

2009-2010 – 2012-2013: University of North Carolina ORP Investment Advisory Committee: This committee meets annually in Chapel Hill with an external consulting group to review annual reports provided by vendors for the UNC-ORP (Optional Retirement Plan). The vendors also make presentations and address questions raised by the committee. We also review quarterly updates from the consultants, and meet whenever needed to evaluate investment choices for more than $3 billion currently under management in this defined contribution retirement program for the UNC-system, the 16 public universities in the state of North Carolina. We work to provide advice and feedback to President Tom Ross, who ultimately makes the decisions concerning these investment choices.

Service to the Profession

Academic Conference: Discussant

2007-2008: Eastern Finance Association, St. Pete Beach, Florida. Retirement Financial Management: Bankruptcy Avoidance, Bequest Attainment, and Taxes

2007-2008: American Real Estate Society, Captiva, Florida. Predicting Regional Real Estate Market Risk and Portfolio Selection

Advisor

2008-2009 – 2012-2013: The Wall Street Journal Opinion Leaders Panel.

Editorial: Newspaper

2007-2008: Your Financial Health articles, Greenville, North Carolina. 2 articles written/published in 2007

2006-2007: Daily Reflector: Your Financial Health. Ninth article in 3 years recently written for Daily Refector

Other Professional Service Activities

2011-2012: McGraw Hill, Greenville, North Carolina. Consultation regarding Connect a textbook-based online student-assistance program.

Reviewer: Ad Hoc Reviewer for a Journal

2008-2009: Journal of Personal Finance.

Reviewer: Book / Textbook

2005-2006: Introduction to Corporate Finance by Megginson-Smart.

Service to the Community

Chair of a Committee

2007-2008: ECU Credit Union Board of Directors/Merger Exploratory Committee, Assisted in coordinating FY2007 merger between ECU Credit Union and the State Employees Credit Union ($15 Billion in combined assets), acting as primary liaison with merger consultant and in helping negotiate a pre-merger distribution -- unprecedented in state history.

2006-2007: ECU Credit Union Investment Advisory Committee

Member of a Committee

2006-2007 – 2007-2008: University of North Carolina ORP Investment Advisory Committee, This committee meets periodically throughout the year and more frequently by correspondence to evaluate investment choices for more than $3 billion currently under management in the UNC-ORP (Optional Retirement Plan). This defined contribution retirement program is one of two offered within the UNC-system, the 16 public universities in the state of North Carolina. We work with an external consulting group to provide advice and feedback to President Erskine Bowles, who ultimately makes the decisions concerning these investment choices.

Other Community Service Activities

2010-2011: The Oakwood School, Demonstrated live fuel-propelled, controlled-burn, rocket-launch to elementary school children after highlighting the importance of advanced mathematics. Explained how mathematics was necessary to the development of rockets that can successfully escape gravity and travel to into space, as accomplished only about 50 years ago. Local newspaper coverage of the event and a large turnout by several grades and parents.

2010-2011: The Daily Reflector, Newspaper Article, 'Cloudy domestic outlook best hedged with international diversification', March 20, 2011.

2008-2009: BusinessWeek, Interviewed and quoted based on a published article co-authored with Eli Beracha regarding real estate prices after natural disasters.

Positions Held in Civic Organizations

2006-2007 – 2008-2009: ECU Credit Union Board of Directors

Speech / Presentation at a Community Meeting

2008-2009: WITN news, TV channel 9 -- local NBC affiliate, Televised interview for feature story on Protecting your 401k from the Downturn.

2008-2009: WITN news, TV channel 9 -- local NBC affiliate, Televised interview for feature story on The Return of Layaway.

2007-2008: WITN news, TV channel 9 -- local NBC affiliate, Interviewed regarding The 2008 Economic Stimulus Package.

Honors-Awards-Grants

Award

2002-2003: Winner of the University Outstanding Teaching Award, (1800 TAs, 15 awards annually, may only be won once, remunerative) Florida State University.

Honor

2007-2008: Tied in election for Faculty Marshall by the senior class for the Spring 2008 graduation ceremony East Carolina University.

2006-2007: Asked to serve as the featured guest speaker for Alpha Kappa Psi during fall 2006 Rush East Carolina University.

2006-2007: Elected Faculty Marshall by the senior class for the Spring 2007 graduation ceremony East Carolina University.

2005-2006: Elected Faculty Marshall by the senior class for the Spring 2006 graduation ceremony East Carolina University.

: Chosen among all past and present faculty members to accompany a graduating senior to an award banquet for academic excellence among ECU athletes East Carolina University.

Other Activities

2012-2013 - Additional Service to Students : Additional evening review sessions held for students before exams (room reserved, many extra hours spent helping students as needed)

2012-2013 - Additional Service to Students : Honors by Contract for various students since fall 2004

2006-2007 - : Friends of Joyner Library -- contributing member since 2006

2006-2007 - : Built four independent managerial finance cases which may be used in future publication

Memberships

Alpha Kappa Psi

American Real Estate Society

Beta Gamma Sigma

Eastern Finance Association

Financial Management Association

Tope A Bello, Ph.D.
Professor
Management
College of Business
bellot@ecu.edu

Academic Background

Ph.D. University of Arkansas, Fayetteville, Arkansas, Business Administration--Management, 1992
M.B.A. Eastern Illiniois University, Charleston, Illinois, Business Administration, 1984
B.Sc. Eastern Illiniois University, Charleston, Illinois, Energy Management, 1983

Professional Interests

Work Experience

Courses Taught

Courses from the Teaching Schedule: Comparative Mgmt, Fund Of Management, Independent Study, International Bus, International Mgmt, Mgmt In Global Econ, Mgmt Of Organizations, Org Behavior, Spec Issues & Topics, Topics In Management

Courses taught, but not in the Schedule:
MGMT 6500 Special Topics In Management

Teaching

Other Teaching Activities

Peer Review of Classroom Teaching

2003-2004 - Peer Review of Classroom Teaching. Bello MGMT 6102 F2F by Bass, Hebert Nov 2003
1995-1996 - Peer Review of Classroom Teaching. Bello MGMT 3352 F2F by Hunt, Smith Oct 1995
1994-1995 - Peer Review of Classroom Teaching.

Bello MGMT 6102 F2F by Smith, Hughes Mar 1995

Peer Review of Online Teaching

2009-2010 - Peer Review of Online Teaching. Bello MGMT 6102, 6322 DE By J. Smith April 2009, Bass & Capehart December 2010
2008-2009 - Peer Review of Online Teaching. Bello MGMT 6102, 6322 DE By J. Smith April 2009, Bass & Capehart December 2010
2008-2009 - Peer Review of Online Teaching. Bello MGMT 6102 OL by Meric Apr 2009

Intellectual Contributions:

Refereed Articles

Adeyemi-Bello, T. & Tomkiewicz, J. (2013). Attitudinal Differences Toward Women Managers By Students At Different Stages Of Their Business Education. College Student Journal.
Adeyemi-Bello, T. & Lawrence, E. (2013). Cultural Value Dimensions As Predictors Of Attitudes To Women Managers In Various Countries: Development Of Research Propositions. International Journal of Management.
Sagan, M., Tomkiewicz, J., Adeyemi-Bello, T., & Frankel, R. (2008). Importance of Job Characteristics Among Future Businesspersons: A Comparative Study Of Russian And Polish Students. International Journal of Management.
McMillan-Capehart, A. & Adeyemi-Bello, T. (2008). Prerequisite Coursework As A Predictor Of Performance In A Graduate Management Course. Journal of College Teaching and Learning.
Frankel, R., Tomkiewicz, J., Sagan, M., & Adeyemi-Bello, . (2006). Gender Differences In Job Orientation: The Case Of Poland. Cross Cultural Management, 13 (3), 193-203.
Frankel, R., Tomkiewicz, J., Sagan, M., & Adeyemi-Bello, . (2004). A Comparative Analysis Of The Attitudes Toward Women Managers In The U.S. And Poland. Cross Cultural Management, 11 (2), 60-72.
Adeyemi-Bello, T. (2003). The Impact of Leader Characteristics on the Performance of Organizational Members: An Exploratory Study. Work Study, 52, 286-289.
Adeyemi-Bello, T. (2002). Demographics and Diversity: Graduates of an Historically Black University Confront a Growing Hispanic Presence. Equal Opportunities International, 21(3), 20-Dec.
Adeyemi-Bello, T. (2001). African-Americans' Perceptions of Requisite Characteristics of Business Managers. Equal Opportunities International, 20 (4), 25-31.
Adeyemi-Bello, T. (2001). The Impact of Leadership Style on Organizational Growth. Work Study, 50 (4), 150-53.
Adeyemi-Bello, T. (2001). Validating Rotter's (1966) Locus of Control Scale with a Sample of Not-for-profit Leaders. Management Research News, 24(6/7), 25-34.
Adeyemi-Bello, T. (2001). Workgroup productivity: the implications of African-Americans' racial stereotypes for cooperative job designs. Work Study, 50 (7), 263-268.
Adeyemi-Bello, T. (2000). Leaders' Risk Propensity and Age as Determinants of Organizational Growth in the Not-for-Profit Sector. Management Research News, 24(5), 17-23.
Adeyemi-Bello, T. (2000). The Performance Implications for Retail Banks of Matching Organizational Strategies with Structure and Competition. International Journal of Management, 17(4), 443-50.
Adeyemi-Bello, T. (1999). African Americans in Business: Contrasting the Attitudes of African American and White College Business Students. Equal Opportunities International, 18 (1), 19-26.
Adeyemi-Bello, T. (1999). Contrasted Perceptions of Abilities in Business: African American vs. White Business School Graduates. Equal Opportunities International, 19(1), 18-Dec.
Adeyemi-Bello, T. (1998). Future Research Directions for Realistic Job Previews. International Journal of Management, 15 (3), 340-48.
Adeyemi-Bello, T. (1997). Attitudes Toward Women Managers: A Developing Country's Example. Equal Opportunities International, 16 (3), 12-Jan.
Adeyemi-Bello, T. (1997). Perceptual Differences in Racial Descriptions of Euro-American and Hispanic Persons. Psychological Reports, 80, 1339-43.
Adeyemi-Bello, T. (1997). The Impact of Perceptions and Stereotypes on the Managerial Mobility of African Americans. Journal of Social Psychology, The, 138 (1), 88-92.
Adeyemi-Bello, T. (1996). The Attitudes of Nigerians Toward Women Managers. Handbook of Gender Research, 11 (5), 133-39.
Adeyemi-Bello, T. (1995). A Cross-Sectional Analysis of the Attitudes of Nigerians and Americans Toward Women As Managers. Gender in the Workplace, 10 (6), 189-98.
Adeyemi-Bello, T. (1995). Theoretical Ideal Profiles and Coalignment: A Strategy-Environment Example in the Not-For-Profit Sector. Psychological Reports, 77, 979-84.
Adeyemi-Bello, T. (1994). Generic Strategies: An Empirical Investigation of Content in the Not-for-Profit Sector. International Journal of Management, 11 (3), 786-90.
Adeyemi-Bello, T. (1994). The Development and Administration of Realistic Job Previews. Equal Opportunities International, 14 (5), 7-Jan.
Adeyemi-Bello, T. (1994). Work Values of Males and Females: A Developing Country's Example. International Journal of Management, 11 (4), 940-45.
Adeyemi-Bello, T. (1993). A Test of the Performance Implications of Locus of Control and Task Orientation in the Not-For-Profit Sector. Psychological Reports, 73, 1327-30.

Refereed Proceedings

Full Paper

Adeyemi-Bello, T., Tomkiewicz, J., & Vermeulen, E. (2013). Similarities And Differences In Attitude Toward Women Managers By American And Dutch Students. 2013 Proceedings of the Southeast Decision Sciences Institute.
Adeyemi-Bello, T. & Kincaid, K. G. (2012). The Impact of Religion and Social Structure on Leading and Organizing in Saudi Arabia. Proceedings: Southeast Region, Decision Sciences.
Adeyemi-Bello, T. & Tomkiewicz, J. (2011). Attitudinal Differences Toward Women Managers by Students at Different Stages of Their Business Education. 2011 Proceedings of the Southeast Region of the Decision Sciences Institute.

Adeyemi-Bello, T. (2010). Using Hofstede's (1980) Model As A Predictor Of The Attitude Toward Women Managers. 4th International Conference of the American Institute of Higher Education, 3 (1), Williamsburgh, Virginia: American Institute of Higher Education, 964-969.
McMillan-Capehart, A. & Adeyemi-Bello, T. (2008). Prerequisite Coursework As A Predictor Of Performance In A Graduate Management Course. 2008 Proceedings of Southeast Region of the Decision Sciences Institute, Decision Sciences Institute, Southeast Region, 959-975.

Abstract Only

Adeyemi-Bello, T. (2002). The Implications of Religion and Education for Doing Business in Russia. Southeast Decision Sciences Institute Proceedings, 161-63.
Adeyemi-Bello, T. (2000). Requisite Management Characteristics: The View of Graduating African American Business Students. Proceedings of Southeastern Chapter of the Institu, 122-25.
Adeyemi-Bello, T. (1999). Different Perceptions of Abilities in Business: African Americans vs. White Business School Graduates. Proceedings of Southeast INFORMS Annual Meeting, 5-Jan.
Adeyemi-Bello, T. (1997). Matching Organizational Strategies with Structure and Competition: A Study of Retail Banks. Proceedings: Decision Sciences Institute, 1, 453.
Adeyemi-Bello, T. (1996). Organizational Growth As a Function of Environmental and Strategic Influence. 1996 Proceedings Decision Sciences Institute, 1, 376-78.
Adeyemi-Bello, T. (1996). The Effects of Leader's Risk Propensity and Age on Organizational Growth. Southeast Decision Sciences Institute Proceedings, 66-68.
Adeyemi-Bello, T. (1995). The Impact of Leader Characteristics on the Commitment of OrganizationalMembers: An Exploratory Study. Southern Management Association Proceedings, 385-87.
Adeyemi-Bello, T. (1995). Future Research Directions for Realistic Job Previews. Proceedings of Southeast Decision Sciences Institu, 95-97.
Adeyemi-Bello, T. (1995). The Attitudes of Nigerians Toward Women Managers. Proceedings of the Decision Sciences Institute, 1110.
Adeyemi-Bello, T. (1994). Methodological Issues in Realistic Job Previews Research. 1994 Proceedings: Decision Sciences Institute, 1, 495.
Adeyemi-Bello, T. (1994). Validating Rotter's (1966) Locus of Control Scale with a Sample of Not For Profit Leaders. Proceedings of the Southeast Region of the Decisio, 80-82.
Adeyemi-Bello, T. (1993). The Interaction and Configuration Tests of the Congruence Between Strategy and Environment. 1993 Proceedings: Decision Sciences Institute, 580-82.
Adeyemi-Bello, T. (1993). The Development and Administration of Realistic Job Previews. Southeast Region of the Decision Sciences Institut, 125-27.
Adeyemi-Bello, T. (1992). The Performance Implications of the Interaction Between Locus of Control and Task Orientation for a Type of Not-For-Profit Organization. Southeast Region of the Decision Sciences Institut, 114-16.
Adeyemi-Bello, T. (1992). Identifying the Characteristics of Generic Strategies in the Not-For-Profit Sector: An Exploratory Study. Decision Sciences Institute, 3, 1570-72.
Adeyemi-Bello, T. (1991). Effective Leadership Style: An Examination of the Interaction Between Task and People Orientations. Proceedings of the Twenty-Second Annual Meeting, S, 158-60.
Adeyemi-Bello, T. (1990). Miller Dental Group: Surviving in a Changing Industry. Proceedings of the North American Case Research Association, 60.

Presentation of Refereed Papers

Regional

Adeyemi-Bello, T., Tomkiewicz, J., & Vermeulen, E. (2012, February). Similarities And Differences In Attitude Toward Women Managers By American And Dutch Students. 2013 Proceedings of the Southeast Decision Sciences Institute, Charleston, South Carolina.
McMillan-Capehart, A. & Adeyemi-Bello, T. (2007, February). Prerequisite Coursework As A Predictor Of Performance In A Graduate Management Course. 2008 Proceedings of Southeast Region of the Decision Sciences Institute,

Orlando, Florida.

Other Research Activities

Teaching and Learning Scholarship

2001: , ., . Book review: Strategic Thinking by Cornelis A. de Kluyver (Prentice Hall, Upper Saddle River, NJ. 2002)
1999: , ., . Book review: International Business: An Integrated Approach by John J. Wild, Kenneth L. Wild, and Jerry C.Y. Han (Prentice Hall, Upper Saddle River, NJ. 2000)
1999: , ., . Book review: International Management: Managing Across Borders and Cultures by Helen Deresky (Third edition; Published by Prentice Hall, Upper Saddle River, NJ. 2000)

Faculty Development

DE Professional Development

2012-2013: Dean's Luncheon, Greenville, North Carolina. Panel of Full Professors Luncheon.
2012-2013: Dean's Luncheon, Greenville, North Carolina. Dean's Luncheon--Sedona.
2012-2013: CEUs for COB Distance Education Requirement, Greenville, Virtual. Online Learning In Management Education (July 24, 2012, 10-11am, Bate 3015).
2012-2013: CEUs for COB Distance Education Requirement, Greenville, North Carolina. Laura Stanley's MGMT 4402 online course.
2012-2013: CEUs for COB Distance Education Requirement, Greenville, Virtual. Understanding The Mindset Of Today's Modern Student (Sonic Foundry August 28, 2012 webinar @ 2pm EST).
2011-2012: CEUs for COB Distance Education Requirement, Greenville, Virtual. 5 Reasons Faculty Shouldn't Fear Lecture Capture on October 25, 2011
http://www.sonicfoundry.com/webcast/5-reasons-faculty-shouldnt-fear-lecture-capture?utm_campaign=Flatt%20Oct11%20webinar%20on-demand%20today&utm_medium=email&utm_source=Eloqua&elq=0be8565f2d644e25ba06b35

2011-2012: CEUs for COB Distance Education Requirement, Greenville, Virtual. Better Course Communications for the Millennial Generation.
2011-2012: CEUs for COB Distance Education Requirement, Greenville, Virtual. Go Mobile with Mediasite What's New in Live Streaming and Lecture Capture for Today's Students, Employees and Learners.

Other Professional Development

2010-2011: CEUs for COB Distance Education Requirement, Greenville, North Carolina. Training for new proctoring system
August 24 @ 2pm EST (Bate 3005).
2010-2011: CEUs for COB Distance Education Requirement, Greenville, Virtual. 9 Questions You Must Ask before You Start Lecture Capture
August 24, 2010 @ 12noon EST.
2010-2011: CEUs for COB Distance Education Requirement, Greenville, Virtual. 5 secrets To Funding Lecture Capture
June 22 @ 12noon EST.
2010-2011: CEUs for COB Distance Education Requirement, Greenville, North Carolina. Review of Dr. Amy McMillan's MGMT 6802 online course on December 13, 2010.
2009-2010: CEUs for COB Distance Education Requirement, Greenville, North Carolina. Online Peer Review for Sam Tibbs.
2009-2010: CEUs for COB Distance Education Requirement, Greenville, North Carolina. Online Peer Review for Robert Prati.
2009-2010: CEUs for COB Distance Education Requirement, Greenville, Virtual. Faculty Development Winba Style
May 4, 2010 @ 2pm EST.
2009-2010: CEUs for COB Distance Education Requirement, Greenville, Virtual. School Architecture In The Context of 21st Century Skills
May 18 @ 8pm EST.
2009-2010: CEUs for COB Distance Education Requirement, Greenville, Virtual. Can Audio Feedback Through Email Improve Student Learning?
June 16 @ 10am EST.

Professional Seminars / Workshops

2010-2011: CEUs for COB Distance Education Requirement, Greenville, Virtual. Can Lecture Capture Make You A Better Professor?
Webinar on Tuesday September 21, 2010 at 11:30am EST.

Service:

Service to the University

Department Assignments

Assurance of Learning - Institutional Service:
2008-2009: Advisor to International Business majors: Provide education and career advise to intended and declared International Business majors

Faculty Advisor:
2007-2008: Advisor To International Business Majors: Sole advisor for International Business majors in the College of Business

College Assignments

Assurance Of Learning - Institutional Service:
2008-2009: College of Business International Curriculum Subcommittee: Revision of international component of undergraduate curriculum

Chair:
2009-2010: Coordinator of Summer Study Abroad Programs: Develop and promote summer study abroad programs for the College of Business

College Assignments

Member:
2010-2011 – 2011-2012: Faculty Advisory
2007-2008 – 2008-2009: Faculty Advisory

College Assignments

Member:
2012-2013: Faculty Advisory Committee

Other Institutional Service Activities:
2009-2010 – 2012-2013: Coordinator of the College of Business Summer Study Abroad programs: Develop and promote summer study abroad programs for the College of Business
2008-2009: Facilitate Faculty Exchanges for the College of Business: Develop and promote faculty exchanges with the international partners for the College of Business

University Assignments

Member:
2009-2010 – 2012-2013: Rivers Scholarship Committee: Allocate scholarship funds to students studying abroad
2009-2010 – 2012-2013: Committee On International Curricular Initiatives: Work cross-departmentally and across colleges to foster collaborative research
2007-2008: Rivers Scholarship Committee: Allocate sholarship funds to students studying abroad during the academic school year and summer terms

Other Institutional Service Activities:
2008-2009: UNCEP faculty Advisory Committee--Australia: Representative at the state summit to promote further collaboration with the university's exchange partners in Australia
2008-2009: International Programs Advisory Council: The ECU International programs Advisory Council (formerly known as the Study Abroad Committee) is a campus-wide Committee of faculty members with considerable experience in international education. The purpose of the Committee is to ensure the health and integrity of the University's Study Abroad programs. These programs include: semester and academic year study abroad; one-for-one student exchanges; the International Student Exchange Program (ISEP); the University of North Carolina Exchange Program (UNC-EP); short-term and summer study abroad programs led by ECU faculty; and all internally- and externally-sponsored programs overseas in which ECU students participate.
2008-2009: Committee On International Curricular Initiatives: Work cross-departmentally and across colleges to foster international collaborative research
2008-2009: Rivers Scholarship Committee: Allocate funds to students studying abroad during the academic year and summer terms

Service to the Profession

Academic Conference: Discussant

2010-2011: 2011 Proceedings of the Southeast Region of the Decision Sciences Institute.
2007-2008: 2008 Proceedings of Southeast Region of the Decision Sciences Institute.

Academic Conference: Moderator / Facilitator

2011-2012: Proceedings of The Southeast Region of The Decisio.

Reviewer: Conference Paper

2011-2012: Proceedings of Southeastern Chapter of the Institu.
2010-2011: 2011 Proceedings of the Southeast Region of the Decision Sciences Institute.
2008-2009: 2008 Proceedings of Southeast Region of the Decision Sciences Institute.

Service to the Community

Chair of a Committee

2007-2008: State Employees Advisory Board--Charles' Street Branch
2006-2007: State Employees' Credit Union Advisory Board

Member of a Committee

2009-2010 – 2012-2013: State Employees Credit Union Advisory Board--Charles Street Branch

Honors-Awards-Grants

Award

2003-2004: Commerce Club Teaching Award from the College of Business East Carolina University.

Honor

2001-2002: First Scholar-Teacher Honoree for the College of Business East Carolina University.

Memberships

Academy of Management
Beta Gamma Sigma
Decision Sciences Institute
Sigma Iota Epsilon

Lee Grubb, Ph.D.
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College of Business
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Academic Background

Ph.D. Virginia Commonwealth University, Richmond, VA, Organizational Behavior, 2003

M.B.A. Averett College, Danville, VA, Business, 1996

B.A. Hampden-Sydney College, Hampden-Sydney, VA, Managerial Economics, 1989

Professional Interests

Work Experience

Courses Taught

Courses from the Teaching Schedule: Comparative Mgmt, Entrepreneurship, Fund Of Management, International Bus, International Mgmt, Ldrsp 1: Interpersonal and Teamwork Skills 3 credits, Leadership Capstone (1 credit), Management Science II, Mgmt Of Organizations, Org Behavior, Org Chnge & Dev, Organizational Behav, Production Mgmt

Teaching

Other Teaching Activities

Course Innovations and Improvement

2012-2013 - Course Innovations and Improvement. In an effort to increase the number of speaking assignments the graduate students are responsible for, an end of semester, team research project and presentation was added to the MGMT 6802 course. The primary objective is to have the students work together to create and deliver a professional presentation.

Course (New) - Creation/Delivery: Conventional

2012-2013 - Course (New) - Creation/Delivery: Conventional. Worked with the Leadership and Professional Development Committee and then various BUSI instructors to develop the 4200 Leadership Capstone course in both face to face and online format.

Other Teaching Activities

2012-2013 - Other Teaching Activities. Assisted in the development of the university wide, Leadership Extreme program with the Center for Student Leadership and Engagement.

2008-2009 - Other Teaching Activities. Participated as the Faculty Advisor for the Summer Study Abroad program to Spain and Portugal

Peer Review of Classroom Teaching

2007-2008 - Peer Review of Classroom Teaching. Grubb MGMT 4242 F2F by Gibson, Seese Dec 2007

2006-2007 - Peer Review of Classroom Teaching. Grubb MGMT 4242 F2F by Smith, Prati Nov 2006

2003-2004 - Peer Review of Classroom Teaching. Grubb MGMT 4342 F2F by Bass, Smith Sept 2003

Peer Review of Online Teaching

2012-2013 - Peer Review of Online Teaching. Conducted a peer review of Jack Karns FINA 2244, DE course.

2010-2011 - Peer Review of Online Teaching. Grubb MGMT 6802 OL by Prati Feb 2011

2010-2011 - Peer Review of Online Teaching. Grubb MGMT 6802 OL by Gibson Feb 2011

2008-2009 - Peer Review of Online Teaching. Grubb MGMT 6802 DE By Capehart & J. Smith April 2009

Intellectual Contributions:

Refereed Articles

Grubb III, W. L. & McDowell, W. C. (2012). The Imposter Phenomenon's Impact on Citizenship Behavior and Employee Commitment: Flying Under the Radar. Journal of Business Issues.

Hartman, N. S. & Grubb III, W. L. (2011). Deliberate Faking on Personality and Emotional Intelligence Measures. Psychological Reports, 108 (1), 1-19.

McDowell, W. C., Grubb III, W. L., & Herdman, A. O. (2009). Uncertainty and the Imposter Phenomenon: Toward a Reactor Organization Form. Journal of Knowledge & Human Resource Management, 1 (1), 71-80.

McMillan-Capehart, A. & Grubb, L. (2009). Affirmative Action Decisions: When Ignorance is Bliss. Equal Opportunities International.

Grubb, L., McMillan-Capehart, A., & McDowell, W. (2009). Why Didn't I Get the Job: White Non-Beneficiaries Reactions to Affirmative Action and Diversity Programs. Journal of Diversity Management.

O'Connell, M. S., Hartman, N. S., McDaniel, M. A., Grubb III, W. L., & Lawrence, A. D. (2007). Incremental Validity of Situational Judgment Tests for Task and Contextual Job Performance. International Journal of Selection and Assessment, 20 (1), 19-29.

McDaniel, M. A., Hartman, N. S., Whetzel, D. H., & Grubb III, W. L. (2007). Situational Judgment Tests, Response Instructions and Validity: A Meta-Analysis. Personnel Psychology, 60 (1), 63-91.

Grubb III, W. L. & McDaniel, M. A. (2007). The Fakability of Bar-On's Emotional Quotient Inventory: Catch Me if You Can. Human Performance, 20 (1), 43-59.

Grubb III, W. L., Harris, M. L., & MacKenzie, Jr. , W. I. (2006). Business Students' Perceptions of Employment in Small and Medium-Sized Enterprises Versus Multinational Corporations: Investigating the Moderating Effects of Academic Major, Gender and Personality. Journal of Small Business Strategy, 17 (2), 27-35.

Grubb III, W. L. (2006). Procedural Justice and Layoff Survivors' Commitment: A Quantitative Review. Psychological Reports, 99, 515-530.

Seers, A., Wilkerson, J. M., & Grubb III, W. L. (2006). Toward Measurement of Social Exchange Resources: Reciprocal Contributions and Receipts. Psychological Reports, 98, 508-510.

Harris, M. L., Grubb III, W. L., & Hebert, F. J. (2005). Critical Problems of Rural Small Businesses: A Comparison of African-American and White-Owned Formation and Early Growth Firms. Journal of Developmental Entrepreneurship, 10 (3), 223-238.

Grubb, W. (2004). The Emotional Side of a Situational Judgment Test. B Quest, 16-Jan.

Refereed Proceedings

Full Paper

Herdman, A. & Grubb, L. (2009). Understanding the Role of Justice Climate in Shaping Organizational Level Beahvioral Norms. 2009 Southeast Decision Sciences Institute.

Harris, M. L., Grubb III, W. L., & MacKenzie, W. I. (2006). Business Students' Perceptions of Employment in Small and Medium-Sized Enterprises Versus Multinational Corporations: Investigating the Moderating Effects of Academic Major, Gender and Personality. USASBE/SBI Conference Proceedings.

McMillan-Capehart, A., Grubb III, W. L., Galy, E., & Philbrick, J. (2006). African American, Hispanic and White Perceptions of Justice: Comparing Affirmative Action and Creativity Justifications to No Justification in hiring . SE DSI Annual Proceeding, 656-666.

Harris, M. L., Grubb III, W. L., & Hebert, F. J. (2005). Common Problems of Rural Small Businesses: A Comparison of African-American and White-Owned Formation and Early Growth Firms . USASBE/SBI Conference Proceedings.

Grubb III, W. L. (2005). Dimensions of emotional intelligence in situational judgment tests. Southeast Decision Sciences Institute Annual Proce, 35, DVD.

Grubb III, W. L., Harris, M. L., & MacKenzie, W. I. (2005). Business Students' Perceptions of Employment in Small and Medium-Sized Enterprises Versus Multinational Corporations: Investigating the Moderating Effects of Academic Major and Personality. Southeast Decision Sciences institute Anual Procee, 35, DVD.

Grubb III, W. L. & Harris, M. L. (2004). Common Problems of Rural Small Business Startups: Does Race or Gender Matter? Small Business Institute Annual Eastern Conference.

Abstract Only

McDowell, W., Grubb, L., & Herdman, A. (in press, 2009). Uncertainty and the Imposter Phenomenon: Toward a Reactor Organization Form. American Institute of Higher Education Annual Conference.

Book Chapters

Refereed

McDaniel, M. A., Whetzel, D. L., Hartman, N. S., Nguyen, N. T., Grubb III, W. L., Hartman, Nathan;McDaniel, Michael;Nguyen, Nhung;Whetzel, Deborah, (2005). Situational Judgment Tests: Validity and an Integrative Model. In Jeff Weekley and Robert Ployhart (Eds.), Situational Judgment Tests - Theory, Measurement and Application (pp. 183-203). Mahwah: Lawrence Erlbaum Associates.

Grubb III, W. L., Whetzel, D. L., & McDaniel, M. A. (2004). General Mental Ability Tests in Industry. In Michel Hersen, Editor-in-Chief & Jay C. Thomas, Volume Editor (Eds.), Comprehensive Handbook of Psychological Assessment, Volume 4 (pp. 7-20). Hoboken: John Wiley & Sons.

Presentation of Refereed Papers

National

Hartman, N., Grubb, L., Fluckinger, C., & McDaniel, M. (2008). Faking on Personality and Emotional Intelligence Selection Assessments. Academy of Management Annual Conference, Anaheim, California.

Grubb, L., Harris, M., & Mackenzie, I. (2006). Business Students' Perceptions of Employment in Small and Medium Sized Enterprises versus Multinational Corporations: Investigating the Moderating Effects of Academic Major and Personality. United States Association of Small Business and Entrepreneurship, Tucson, Arizona.

Grubb III, W. L. & McDaniel, M. A. (2005, August). The Fakability of Bar-On's Emotional Quotient Inventory Short Form: Catch Me if You Can. Academy of Management, Honolulu, Hawaii.

Harris, M. & Grubb, L. (2005). Common Problems of Rural Small Businesses: A Comparison of African American - and White -Owned Formation and Early Growth Firms. United States Association of Small Business and Entrepreneurship, Indian Wells, California.

McDaniel, M. A., Hartman, N. S., & Grubb III, W. L. (2003, April). Response Instructions as Moderators of Situational Judgment Tests. SIOP, Orlando, Florida.

Regional

Hartman, N., Grubb III, W. L., & O'Dell, K. E. (2013). Novice Leader Learning:Self-Awareness or Business Acumen. Midwest Academy of Management Annual Conference, Milwaukee, Wisconsin.

Hartman, N. & Grubb III, W. L. (2013). Four Successful Leadership Programs: Barriers going Forward. Midwest Academy of Management Annual Conference, Milwaukee, Wisconsin.

Hartman, N. S., McDaniel, M. A., & Grubb III, W. L. (2005, November). Situational Judgment Tests and Their Construct Validity. Southern Management Association, Charlestown, South Carolina.

Grubb, L. & Harris, M. (2004). Common Problems of Rural Small Business Startups: Does Race or Gender Matter? Small Business Institute Annual Eastern Conference, New York, New York.

Presentation of Non-Refereed Papers

National

Hartman, N. S., Grubb III, W. L., & McDaniel, M. A. (2007, April). Response Instructions Moderate Situational Judgment Test Validity When Content is Held Constant. SIOP, New York, New York.

Research Grants

Funded

2005: Grubb, . Common Problems with Start-Up and early Growth Ventures: Does Personality matter?, East Carolina University, College of Business.

Working Papers

Grubb III, W. L. & McDowell, W. (2013). "The Impact of Self-Efficacy and Perceived Organizational Support on the Imposter Phenomenon."

Hartman, N., Grubb III, W. L., & McDaniel, M. (2013). "Multiple-Selves and Situational Judgment Responses," targeted for International Journal of Selection and Assessment.

Faculty Development

DE Professional Development

2012-2013: Distance Education Faculty Development Module, Greenville, North Carolina. Awarded Certificate of Completion for Distance Education Faculty Development Modules 1/31/12.

2012-2013: Peer Review of Online Course, Greenville, North Carolina. Peer review of Jack Karns Online FINA 2244.

2012-2013: Southern Management Association Annual Conference, Ft. Lauderdale, Florida. Attended Conference learning session: Teaching Excellence Workshop, Rules of Engagement..

2012-2013: East Carolina University, Greenville, North Carolina. Participated in the development of the online BUSI 4200 course..

2011-2012: Southern Management Association, Savannah, Georgia. Attended a Distance Education presentation at the Southern Management Association's Annual Meeting in Savannah Georgia..

2011-2012: Black Board 9 training, Greenville, North Carolina. Blackboard 9 DE training.

Research-Related Conference/Seminar

2009-2010: Southern Management Association, Ashville, North Carolina. Attended conference presentations on research and distance learning..

Other Professional Development

2007-2008: Faculty Diversity: Enriching Campus Intellectual Life, Greenville, North Carolina. Speaker's Event Sponsored by the Office of Institutional Diversity.

Professional Seminars / Workshops

2012-2013: Grinnell Leadership Jumpstart, Wilmington, North Carolina. Leadership and Personal Development Training
.

2009-2010: Twitter Training, East Carolina University, Greenville, North Carolina. Attended university sponsered training on Twitter technology and its potential use for face to face and DE classes..

2009-2010: BlackBoard Gradebook Training, East Carolina University, Greenville, North Carolina. Attended BlackBoard gradebook training designed to explain the changes in the new gradebook format..

2009-2010: Leadership and Webfolio training course, Greenville, North Carolina. Attended Leadership and Webfolio training course designed to educate faculty members on the importance of the program and how to use the software..

2008-2009: Diversifying Faculty: Follow Up Conversations, Greenville, North Carolina. Sponsored by the Center for Faculty Excellence and the Office of Institutional Diversity.

2008-2009: Chancellor's Leadership Academy, Greenville, North Carolina. This Leadership Academy is an intensive professional development program geared towards staff and faculty who are ready, willing and excited about enhancing their academic leadership capabilities to impact their own lives and development, their communities and ECU.

2005-2006: Greenville, North Carolina. Completed Peer Review Training.

Research and Statistics Professional Development

2011-2012: Qualtrics 360 Review, Greenville, North Carolina. Participated in a group pannel review of Qualtrics 360 to be used as a potential statistical software by the College of Business to assist with DE classes and research..

Technology-Related Training

2010-2011: Flip Video Blogs as a Community Builder in a Distance Education Program (ECU), Greenville, North Carolina. Library Science students were each given a FlipVideo camcorder as a way to build community in the online education environment by sharing videos through a private blog. Students use the technology to share experiences in Library Science such as lobbying in state government and attending national conferences..

2010-2011: Proctor System Training, Greenville, North Carolina. New proctor system training..

2008-2009: Centra Training, Greenville, North Carolina. Online communication training.

2006-2007: Greenville, North Carolina. Attended DE training session Using the Assessment Instrument.

2006-2007: online education training, Greenville, North Carolina. Online training to teach online courses in the COB..

2005-2006: Greenville, North Carolina. Attended Camtasia Training session.

Service:

Service to the University

Department Assignments

Chair:

2012-2013: Department of Management Personnel Committee: Chair of the Personnel Committee - responsible for assisting the Department Chair with personnel issues and organizing hiring activities.

Faculty Advisor:

2007-2008: Faculty Advisor: Society for Advancement of Management: Faculty Advisor for SAM Chapter responsible for overseeing the activities, meetings and fundraisers for SAM

2004-2005 – 2007-2008: Faculty Undergraduate Advisor: Advisor for 10-15 undergraduate management students

2006-2007: Society for Advancement of Management: Faculty Advisor for SAM Chapter responsible for overseeing the activities, meetings and fundraisers for SAM

Faculty Sponsor:

2008-2009: Faculty Undergraduate International Business Advisor: Advisor for 8-10 undergraduate management students

Member:

2008-2009: MGMT Personnel Committee

Department Assignments

Member:

2007-2008: MGMT Personnel Committee

Department Assignments

Member:

2007-2008: Undergraduate Curriculum Single Company Subcommittee : Committee member responsible for attending meetings and determining the feasibility of electing a single company to be used for class examples throughout the undergraduate business curriculum.

Writing Student Recommendations:

2009-2010: Student Letter of Recommendation: Wrote two student letters of recommendation.

College Assignments

Chair:

2009-2010: BUSI 2200 Committee: Develop Curriculum for BUSI 2200 that: builds student awareness of the appropriate interpersonal and teamwork skills, sets desired outcomes using behavioral objectives and includes a plan for assessment of skills.

College Assignments

Chair:

2010-2011 – 2011-2012: BUSI Leadership Curriculum

2009-2010: Department Personnel

Member:

2010-2011 – 2011-2012: Department Personnel

College Assignments

Member:

2005-2006: Graduate Curriculum Committee: Committee member responsible for attending meetings and reviewing information regarding the graduate curriculum.

College Assignments

Member:

2011-2012: Portfolio

College Assignments

Other Institutional Service Activities:

2011-2012 – 2012-2013: BUSI Coordinator: Coordinator of the BUSI program which includes overseeing the hiring of new leadership course faculty, curriculum development, and course scheduling.

2010-2011: National Leadership Advisory Council: Participated in a conference call to review and discuss the College's Leadership and Professional Development Program.

2010-2011: Peer Review: Conducted two peer reviews for the college.

2009-2010: Peer Review: Performed two face-to-face peer review assessments.

University Assignments

Member:

2012-2013: Leadership Extreme Committee

2009-2010: Center for Faculty Excellence Advisory Council: The mission of the ECU Center for Faculty Excellence, a unit within the Division of Academic and Student Affairs, is to provide faculty (including tenured, tenure-track, adjunct, and emerging faculty) with resources and services that foster and support their success at the university in teaching, research, and service and to work with other units and offices to accomplish that mission.

2009-2010: Undergraduate Research Committee: Member of the Undergraduate Research Committe responsible for attending meetings, judging research submitted for the annual symposium and serving on various subcommittees.

2007-2008: Undergraduate Research Committee: Member of the Undergraduate Research Committe responsible for attending meetings, judging research submitted for the annual symposium and serving on various subcommittees.

2005-2006 – 2007-2008: Undergraduate Research Committee: Member of the Undergraduate Research Committe responsible for attending meetings, judging research submitted for the annual symposium and serving on various subcommittees.

2003-2004 – 2007-2008: Admission and Retention Committee: Committee member responsible for attending meetings and addressing issue related to the admission and retention of students

Mentoring Activities:

2012-2013: Leadership Extreme Weekend: Served as a mentor/facilitator for university students at a weekend Leadership Extreme learning conference at Camp Boddie.

Other Institutional Service Activities:

2009-2010: Faculty Senate Alternate: The Faculty Senate is the legislative, advisory, and primary faculty governance body representing the general faculty of East Carolina University.

2004-2005 – 2008-2009: Academic Advisor, Pi Kappa Alpha Fraternity: Responsible for giving periodic presentations to the fraternity members as well as helping to advise the frarternity in matters of university/fraternity relations.

Service to the Profession

Reviewer - Article / Manuscript

2005-2006: Journal of Developmental Entrepreneurship.

Editor: Academic PRJ

2005-2006: Business Quest Journal. Editor for Business Quest online business journal

Editorial: Newspaper

2002-2003 – 2006-2007: Academy of Management, Research Methods Newsletter Editor . Editor of the Academy of Management, Research Methods Division biannual newsletter. Responsibilities included soliciting academics for articles, writing articles, editing articles and organizing the newsletter.

Other Professional Service Activities

2012-2013: Society for Human Resource Management, Eastern North Carolina Chapter, Greenville, North Carolina. Served as a professional instructor for the Society of Human Resource Management PHR/SPHR Exam Prep Course

Placement Director

2012-2013: Southern Management Association. Served as Co-Director of Placement Services for the Southern Mangagement Association

2009-2010 – 2010-2011: Southern Management Association. Co-Director Placement Services

Service to the Community

Other Community Service Activities

2012-2013: Pitt County Wildlife Club,

Served as Board Member and Newsletter Editor for a local wildlife conservation club with over 300 members.

2011-2012: Pitt County Wildclife Club, Served as a Director on the Board of the Pitt County Wildlife Club. A wildlife conservation organization with over 225 members.

2010-2011: Greenville Greenway Cleanup, Organized a group of 25 College of Business faculty, staff, students and friends that worked to clean the Greenville Greenway.

2009-2010 – 2010-2011: North Carolina Wildlife Hunter Safety Education Instructor, Assist in teaching hunter safety education classes required for residents to earn hunting permits. Topics include firearms safety, survival skills and state laws.

2007-2008 – 2009-2010: Greenville Noon Rotary - Rotary International, Rotary is a worldwide organization of business and professional leaders that provides humanitarian service, encourages high ethical standards in all vocations, and helps build goodwill and peace in the world. Approximately 1.2 million Rotarians belong to more than 32,000 clubs in more than 200 countries and geographical areas.

2004-2005 – 2006-2007: Greenville Noon Rotary-Rotary International, Rotary is a worldwide organization of business and professional leaders that provides humanitarian service, encourages high ethical standards in all vocations, and helps build goodwill and peace in the world. Approximately 1.2 million Rotarians belong to more than 32,000 clubs in more than 200 countries and geographical areas.

Speech / Presentation at a Community Meeting

2011-2012: Leadership Luncheon,

Speaker at Leadership Luncheon at the First Pentecostal Holiness church

Honors-Awards-Grants

Award

2005-2006: Best Empirical Paper Award United States Association for Small Business and Entrepreneurship -

Small Business Institute. Business Students Perceptions of Employment in Small and Medium Sized Enterprises Versus Multinational Corporations: Investigating the Moderating Effects of Academic Major and Personality Coauthors: Michael Harris and William MacKenzie USASBE - Small Business Institute 2006 Best Empirical Paper Award.

2004-2005: United States Association for Small Business and Entrepreneurship - Small Business Institute John Jack Best Paper Award. Critical Problems of Rural Small Businesses: A Comparison of African-American and White-owned Formation and Early Growth Firms Coauthors: Michael Harris and Frederic Hebert USASBE - Small Business Institute John Jack Best Paper Award.

Last updated by member on 26-Nov-13 (02:30 PM)

James Zemanek, Ph.D.
Professor
Marketing and Supply Chain Management
College of Business
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Academic Background

Ph.D. Texas A&M University, College Station, Texas, Marketing (Statistics minor), 1992

M.S. Texas A&M University, College Station, Texas, Marketing, 1987

B.B.A. Texas A&M University, College Station, Texas, Marketing, 1985

Professional Interests

Work Experience

Consulting

2009: Webste for National Spinning

Courses Taught

Courses from the Teaching Schedule: Electronic Commerce, Marketing Management, Marketing Management, Marketing Strategy, Marketing Strategy, Sem In Mktg, Topics In Marketing

Teaching

Other Teaching Activities

Assurance of Learning - Teaching

2011-2012 - Assurance of Learning - Teaching. Completed 2 Online Peer Reviews

2011-2012 - Assurance of Learning - Teaching. Completed 6 Face to Face Peer Reviews

2011-2012 - Assurance of Learning - Teaching. Attended Seminar on Accreditation

2010-2011 - Assurance of Learning - Teaching. Completed Five In-Class Peer Reviews

2010-2011 - Assurance of Learning - Teaching. Completed Two Online Peer Reviews

2008-2009 - Assurance of Learning - Teaching. Completed 8 Peer Reviews

Attending seminar or conference about online ed

2012-2013 - Attending seminar or conference about online ed.

Are You Bored with Discussion Boards? Collaborative Strategies in Blended and Online Courses - Blackboard Webinar

2012-2013 - Attending seminar or conference about online ed. Attended Think-In 2013 Use of Technology Seminar

2011-2012 - Attending seminar or conference about online ed. Attended Blackboard Review Seminar

2010-2011 - Attending seminar or conference about online ed. Attended BlackBoard review session

2010-2011 - Attending seminar or conference about online ed. Seminar on New Online Testing System

2009-2010 - Attending seminar or conference about online ed. Attended BlackBoard review session

2009-2010 - Attending seminar or conference about online ed. Attended online peer review session

Course Innovations and Improvement

2012-2013 - Course Innovations and Improvement. Added new Blackboard content to MKTG 6162 Online

2012-2013 - Course Innovations and Improvement. Added new Camtasia content to MKTG 6162 Online

2012-2013 - Course Innovations and Improvement. Completely remodeled and revised MKTG 6162 online

2012-2013 - Course Innovations and Improvement. Completely remodeled and revised MKTG 6652 (Sports Marketing) online

2012-2013 - Course Innovations and Improvement. Completely remodeled and revised MKTG 6162 face-to-face

2012-2013 - Course Innovations and Improvement. Completely remodeled and revised MKTG 4975 Electronic Commerce face-to-face

2012-2013 - Course Innovations and Improvement. Added new Blackboard content to MKTG 6652 (Sports Marketing) Online

2008-2009 - Course Innovations and Improvement. Incorporated Camtasia into MKTG 6162

Course (Existing) - Compensated Redesign

2011-2012 - Course (Existing) - Compensated Redesign. Redesigned MKTG 4975, Electronic Commerce

2009-2010 - Course (Existing) - Compensated Redesign. Completely Redisigned Electronic Commerce (MKTG 4975)

2009-2010 - Course (Existing) - Compensated Redesign. Adopted new text for MKTG 6162 and totally revised the online and face-to-face classes

Course (New) - Creation/Delivery: Conventional

2011-2012 - Course (New) - Creation/Delivery: Conventional. Created Several Proposals for New Graduate Marketing/Management Class

2009-2010 - Course (New) - Creation/Delivery: Conventional. Started to format Sports Marketing Class

2009-2010 - Course (New) - Creation/Delivery: Conventional. Started developing a new course, Sports Marketing.

Course (New) - Creation/Delivery: Online

2011-2012 - Course (New) - Creation/Delivery: Online. Created Several Proposals for New Graduate Marketing/Management Class

2010-2011 - Course (New) - Creation/Delivery: Online. Created new course, Corporate Sports Marketing (MKTG 6652)

2007-2008 - Course (New) - Creation/Delivery: Online. Created New Format for Marketing 6162

2007-2008 - Course (New) - Creation/Delivery: Online. Attended Four Blackboard Seminars and Four COB Online Program Seminars.

Program Assessment Projects

2008-2009 - Program Assessment Projects. SACS and AACSB Accredidation

2007-2008 - Program Assessment Projects. Attended Online Peer review Seminar

Student Assign-Students Advised (UG)

2008-2009 - Student Assign-Students Advised (UG). 13 students.

Student Assign-Supervised Research (UG)

2008-2009 - Student Assign-Supervised Research (UG). 200 students. Successfully completed IRB training

2008-2009 - Student Assign-Supervised Research (UG). 200 students. Data Collection

Online Continuing Education

2012-2013 - Online Continuing Education. Attended Sonich Foundry - Mediasite Presentation

2009-2010 - Online Continuing Education. Camtasia Seminar

Peer Review of Classroom Teaching

2014-2015 - Peer Review of Classroom Teaching. Peer Review for Jason Rowe

Peer Review of Online Teaching

2012-2013 - Peer Review of Online Teaching. Peer Review of MKTG 6162 performed by Dr. John Kros

2012-2013 - Peer Review of Online Teaching. Peer Review of MKTG 6162 performed by Dr. Tracy Tuten

Student Team Evaluations

2012-2013 - Student Team Evaluations. 60 students. Evaluated Student Team Case Presentations for MKTG 6162 Online [ECU MBA] , (Dec 07, 2012)

2012-2013 - Student Team Evaluations. 60 students. Evaluated Student Team Case Presentations for MKTG 6162 Online [ECU MBA] , (May 10, 2013)

2012-2013 - Student Team Evaluations. 30 students. Evaluated Student Team Case Presentations for MKTG 6652 (Sports Marketing) Online [ECU MBA] , (Dec 07, 2012)

2012-2013 - Student Team Evaluations. 30 students. Evaluated Student Team Case Presentations for MKTG 6652 (Sports Marketing) Online [ECU MBA] , (Aug 06, 2012)

2012-2013 - Student Team Evaluations. 30 students. Evaluated Student Team Case Presentations for MKTG 6162 Online [ECU MBA] , (Aug 06, 2012)

2010-2011 - Student Team Evaluations. Case Presentations on MKTG 6162

Intellectual Contributions:

Refereed Articles

Rowe, J., Moore, M., & Zemanek, Jr., J. E. (2013). Three-Tiered Sponsorship: A Study of Decision Heuristics Across Multiple Levels of Sport Sponsorship. Innovative Marketing.

Moore, M., Keller, C., & Zemanek, Jr., J. E. (2011). The Marketing Revolution of Tim Tebow: A Celebrity Endorsement Case Study. Journal of Innovative Marketing.

Moore, M., Schwager, P., Zemanek, Jr., J. E., & Bray, B. (2010). Touch point opportunities in American football at the collegiate Level. Journal of Innovative Marketing.

Nadler, S. & Zemanek, Jr., J. E. (2006). Cultural Differences and Economic Development of 31 Countries. Psychological Reports.

DelVecchio, S., Nadler, S., & Zemanek, J. (2006). Field Sales People and Wireless Computing Technology: Testing Innovation-Diffusion Theory. Journal of Selling & Major Account Management.

DelVecchio, S., Zemanek, Jr., J. E., McIntyre, R., & Claxton, R. (2005). Standard Selling Techniques and Relationship Selling: Testing Linkages. Journal of the Academy of Business Administration.

DelVecchio, S., Zemanek, Jr., J. E., McIntyre, R., & Claxton, R. (2004). Updating Adaptive Selling Behaviors: Tactics to Keep and Tactics to Discard. Journal of Marketing Management.

DelVeccio, S., Zemanek, Jr, J. E., McIntyre, R., & Clazton, R. (2003). Buyers Perceptions of Salesperson Tactical Approaches. Journal of Personal Selling and Sales Management.

Zemanek, Jr., . E. & Frankel, R. (2001). Does the Manufacturers Salesperson Have Power Over the Industrial Distributor? Journal of Business-To-Business Marketing.

Claxton, R., DelVecchio, S., & Zemanek, Jr., J. E. (2001). Industrial Buyers Perception of Effective Selling. Psychological Reports.

Zemanek, J. (1999). Relationship Of Birth Order And The Marketing-Related Variable Of Materialism. Psychological Reports, 86, 429-434.

Zemanek, J. (1998). IS CUSTOMERS' DEPENDENCE ON MANUFACTURES EQUIVALENT TO MANUFACTURERS' POWER? Psychological Reports, 83, 1003-1007.

Zemanek, Jr., . E., McIntyre, R., & Zemanek, A. (1998). The Effects of Salesperson Weight on the Determinants of Selling Effectiveness. Psychological Reports.

Zemanek, J. (1997). Exploratory Relationships Among Cognitive Style, Values, and Selected Consuption Behaviors. Psychological Reports, 81, 1347-60.

Anselmi, K. & Zemanek, Jr., J. (1997). Relationship Selling: How Personal Characteristics of Salespeople Affect Buyer Satisfaction. Journal of Social Behavior and Personality.

Zemanek, J. (1996). Cognitive Style as a Potential Antecedent to Values. Journal of Social Behavior and Personality, 11(2), 355-373.

Zemanek, J. (1996). Distinguishing between manufacturer power and manufacturer salesperson power. Journal of Business & Industrial Marketing, 11(2), 20-36.

Zemanek, J. (1996). Manufacturer Influence Versus Manufacturer Salesperson Influence Over the Industrial Distributor. Industrial Marketing Management, 26 (1), 57-64.

Claxton, R., McIntyre, R., Clow, K., & Zemanek, Jr., J. E. (1996). Cognitive Style as a Potential Antecedent to LOV Value Factors. Journal of Social Behavior and Personality.

Zemanek, J. (1995). Power, Dependence, and Satisfaction in a Marketing System. Psychological Reports, 77, 1155-1158.

Zemanek, J. (1994). How Salespersons' Use of a Power Base Can Affect Customers' Satisfaction in a Social System: An Empirical Examination. Psychological Reports, 76, 211-17.

Zemanek, Jr, . E. & Hardin, J. (1994). How the Industrial Salesperson's Use of a Power Base Can Affect Distributor Satisfaction: An Empirical Examination. Journal of Marketing Channels.

Smart, D., Zemanek, Jr, J. E., & Conant, J. (1990). Direct Mail Retailing: How Effective are Videologs? Journal of Direct Marketing.

Refereed Proceedings

Full Paper

Ashley, C., Zemanek, J. E., & Oliver, J. D. (2013). Trial-Attitude Formation in Green Product Evaluations. 2013 Pricing and Retailing Conference.

Zemanek, Jr., J. E. & Chen, H. (2008). Top Management Championship, Operational and Strategic Outsourcing, and Firm Performance. 2008 Annual Meeting of Association for Global Business.

Sypawka, W. & Zemanek, J. (2008). A Study of Division Deans in the North Carolina Community College System Self Perceived Leadership Style. Proceedings of Atlantic Marketing Association.

Zemanek, Jr., J. E. & Chen, H. (2008). Top Management Championship, Operational and Strategic Outsourcing, and Firm Performance. 2008 Annual Meeting of Association for Global Business.

Nadler, S. & Zemanek, J. (2008). DIFFERENCES IN BRIBERY PERCEPTIONS AND PRACTICES AMONG NATIONS AND CULTURES. Academy of Marketing Science.

DelVecchio, S., Zemanek, Jr, J. E., Claxton, R., & McIntyre, R. (2002). Adaptive Selling and Techniques for Addressing Objections. Proceedings of the National Conference in Sales Ma.

Zemanek, . (2000). Managing Customer Service for Smaller Accounts in the Industrial Channel. Emerging Issues in Business and Technology Conference Proceedings.

Abstract Only

Ashley, C., Oliver, J., & Zemanek, Jr., J. E. (2011). 'Trial-Attitude Formation in Green Product Evaluations'. American Marketing Association Winter Marketing Educators' Conference.

Ashley, C., Oliver, J., & Zemanek, Jr., J. E. (2011). Trial-Attitude Formation for a Green Product. Journal of the Academy of Marketing Science.

DelVeccho, S., Nadler, S., & Zemanek, Jr., J. E. (in press, 2005). Field Salespeople and Wireless Computing Technology: Testing Innovation-Diffusion Theory. Advances in Marketing.

Smart, D., Zemanek, Jr, J. E., & Conant, J. (1989). Videolog Retailing: How Effective is This New Form of Direct Marketing. AMA - Enhancing Knowledge Development in Marketing.

Books

Moore, M., Zemanek, J., & Kros, J. (2013). Corporate Sport Marketing: Strategies and Applications for a Changing World, Second Edition Kendall-Hunt.

Moore, M., Zemanek, Jr., J. E., & Kros, J. (2011). Corporate Sport Marketing: Strategies and Applications for a Changing World, First EditionKendall-Hunt.

Presentation of Refereed Papers

International

Ashley, C., Zemanek, J. E., & Oliver, J. D. (2013, August). Trial-Attitude Formation in Green Product Evaluations. 2013 Pricing and Retailing Conference, Wellesley, Massachusetts.

Zemanek, Jr., J. E. & Chen, H. (2008). Top Management Championship, Operational and Strategic Outsourcing, and Firm Performance. 2008 Annual Meeting of Association for Global Business, Newport Beach, California.

Zemanek, J. (2008, January). DIFFERENCES IN BRIBERY PERCEPTIONS AND PRACTICES AMONG NATIONS AND CULTURES. Academy of Marketing Science, New Orleans, Louisiana.

Regional

Sypawka, W. & Zemanek, Jr., J. E. (2008). A Study of Division Deans in the North Carolina Community College System Self Perceived Leadership Style. Atlantic Marketing Association, Savannah, Georgia.

Papers Under Review

Ashley, C., Oliver, J., & Zemanek, Jr., J. E. (2013). "Trial-Attitude Formation in Green Product Evaluations," Initial submission to Journal Of Product & Brand Management.

Chen, H., Zemanek, Jr., J. E., & Tian, Y. (2013). "Relationship Flexibility in 3PL Context: The Impacts of Network Embeddedness, Guanxi, and Explicit Contract," Initial submission to Transportation Journal.

Other Research Activities

Basic or Discovery Scholarship

2009: , ., . 'E-commerce Concepts & Applications: An Open Source Approach' textbook

Faculty Development

DE Professional Development

2013-2014: 6/18 webinar: Distance Education, Flipped Instruction, Outreach and Training - Video Strategy at Texas Tech, Greenville, North Carolina.

.

2013-2014: Exemplary Course Cohort, Greenville, North Carolina.
The Blackboard Exemplary Course Program(ECP) recognizes course creators whose courses
demonstrate best practices in four major areas: Course Design, Interaction & Collaboration,
Assessment and Learner Support. Courses are evaluated by a peer group of Blackboard clients
using the ECP Rubric.
For more information on the Exemplary Course Program, please visit:
blackboard.com/catalyst

.

2013-2014: Global Learning Technology Conference, Wilmington, North Carolina. Keynote Presentation

.

2013-2014: Global Learning Technology Conference, Wilmington, North Carolina. Administering Proctored Exams on a Statewide Scale

.

2013-2014: SABA Training Workshop, Greenville, North Carolina. 11/4/2013 3:00:00 PM

.

2013-2014: Proctor U Video Conference, Greenville, North Carolina.

2012-2013: Online Peer Reviews, Greenville, North Carolina. Online peer review of Dr. John Kros' OMGT 3223 class Spring 2013

.

2012-2013: Completed University DE Modules, Greenville, North Carolina.

.

2012-2013: Online Learning with Students, Staff, and Faculty with Disabilities: Knowing the Legal Landscape of Web Accessibility, Greenville, North Carolina. December 10th Webinar

.

2012-2013: Conflicted: Faculty and Online Education, 2012, Greenville, North Carolina. Webinar

.

2012-2013: Camtasia: Introduction to Screencasting, Greenville, North Carolina. Tutorial

.

2012-2013: Think-In 2013, Greenville, North Carolina. **Think-In 2013: a Teaching with Technology Showcase**

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Service:

Service to the University

Department Assignments

Assurance of Learning - Institutional Service:

2012-2013: SACS Exam Administrator
2012-2013: SACS Exam Administrator
2008-2009: Departmental Assessment Committee

Chair:

2011-2012: Chairman of MSCM Chair Search Committee

Department Assignments

Chair:

2014-2015: Faculty Search Committee

Department Assignments

Chair:

2012-2013 – 2014-2015: Personnel Committee
2006-2007 – 2007-2008: New Faculty Search Committee

Department Assignments

Chair:

2014-2015: Post Tenure Review

Department Assignments

Chair:

2005-2006 – 2008-2009: SACS Exam

Department Assignments

Chair:

2012-2013 – 2014-2015: SACS/AACSB Assessment Committee

Department Assignments

Chair:

2008-2009: The Chair of the Cumulative Review Committee

Department Assignments

Member:

2006-2007: MSCM Personnel Committee

Department Assignments

Mentoring Activities:

2012-2013 – 2013-2014: Mentor for Stacey Robinson
2012-2013 – 2013-2014: Mentor for Haozhe Chen
2008-2009 – 2010-2011: Mentor for Haozhe Chen: Mentor for faculty member Haozhe Chen

Other Institutional Service Activities:

2012-2013: Open House (Fall and Spring)
2009-2010: 10 Peer Reviews

College Assignments

Member:

2009-2010 – 2011-2012: Departmental Assessment
2009-2010 – 2011-2012: Department Personnel
2009-2010: Undergraduate
2008-2009: Undergraduate Committee

College Assignments

Mentoring Activities:

2008-2009 – 2009-2010: Mentor for Leo Kim: Mentor for MBA student Leo Kim
2008-2009: Hoopla
2008-2009: MS/MBA Orientation

Other Institutional Service Activities:

2012-2013: Full Professor Panel Member at Dean's Luncheon
2011-2012: College of Business Open House

Writing Student Recommendations:

2012-2013: Student Recommendations

University Assignments

Faculty Advisor:

2010-2011: ECU American's for Liberty (Libertarian Student Organization)
2010-2011: Co- Advisor for the American Marketing Association
2008-2009: ECU Skydiving Club
1964-1965 – 2008-2009: American Marketing Association

University Assignments

Member:

2012: Increase Brand Awareness/Institutional Reputation Committee
2012 – 2014: ECU Atletic Department Brand Awareness Group

University Assignments

Member:

2010-2011: Internal Constituent to the Department of Exercise and Sport Science: Helped conduct an external review of ECU's Department of Exercise and Sport Science

Other Institutional Service Activities:

2012-2013: Fall Commencement
2008-2009: Fall Commencement

Writing Student Recommendations:

2010-2011: Six Recommendations

Dissertation Assignments

Member:

2007-2008: Methodolgist: Dissertation Committee Member for Bill Sypawka

Service to the Profession

Board Member: PRJ Editorial Review Board

2012-2013 – 2013-2014: Journal of Marketing Channels.

Reviewer - Article / Manuscript

2007-2008 – 2008-2009: Psychological Reports.
2007-2008 – 2008-2009: Academy of Marketing Science.

Reviewer - Book / Textbook

2012-2013: McGraw-Hill Higher Education. Two Principles of Marketing texts reviewed, and one Marketing Research text reviewed (three total)

Other Professional Service Activities

2006-2007: Carolina WebWorks. Web Host and Consultant
2006-2007: LBA Group, Inc.. Electronic Commerce Consultant

Margaret Capen, Ph.D.
Professor
Marketing and Supply Chain Management
College of Business
capenm@ecu.edu

Academic Background

Ph.D. University of South Carolina, Columbia, S. C., Economics, 1981

B.A. University of South Carolina, Columbia, S. C., Secondary Education: Social Studies, 1975

Professional Interests

Certifications

Basic Certification for IRB (13 modules), 2011

SkillsPersonal

teaching model building as applied to linear/nonlinear models
applied hypothesis testing

Computer Skills

SAS software

Work Experience

Academic Experience

Professor of Marketing/Supply Chain Management, East Carolina University (August, 2006 - Present).

Full Professor of Decision Sciences, East Carolina University (August, 1995 - July, 2006).

Chair, Department of Decision Sciences, East Carolina University (January, 1996 - August, 2001).

Associate Professor of Decision Sciences, East Carolina University (August, 1987 - July, 1995).

Assistant Professor Decision Sciences, East Carolina University (August, 1981 - July, 1987).

Teaching/Research Assistant, University of South Carolin (August, 1975 - July, 1981).

Consulting

1994: BB&T, Review of the Community Reinvestment Association of North Carolina's 1992 HMDA study for Branch Banking and Trust.

1991: Donald Hardee Dental Practice, Developed and administered a patient satisfaction questionnaire. Prepared a report on results for dentist.

1987: Greenville Utilities Commisssion, Developed a statistical model to analyze the effect of a new peak load management device placed on heat pumps in the Greenville, N. C. area.

1983: Carolina Telephone(formerly Sprint, now known as Embarq), Estimation of a revenue equation to be used to justify intra state long distance rate changes before the state of NC Utilities Commission.

Paid Service

2011: McGraw-Hill Publishing, Complete review of the 15th edition of Lind, Marchel & Wathen Statistical Techniques in Business and Economics textbook plus all online supplements.(30 pg. review)

2008: Pearson/Addison Wesley, Reviewed Business Statistics by Sharpe, DeVeaux, & Velleman.

2006: McGraw-Hil Publishing, Reviewed Statistics for Decision Making & Competitive Advantage by Cynthia Gasman.

2003: McGraw-Hill Publishing, Reviewed the 12th edition of Lind, Marchal, and Wathen's Statistical Technicques in Business and Economics text.

2002: Irwin Publishing, Reviewed the 3rd edition of Bowerman's Business Statistics text.

1992: East Carolina University, gave a seminar on economics to accountants to prepare them for the Certified Managerial Accounting exam.

1984: Pitt County Certified Public Accountants, gave seminar on applied statistical methods.

1984: Pitt County Public Schools, gave seminar on macroeconomic principles to educators in conjunction with the Center for Economic Education at ECU.

Courses Taught

Courses from the Teaching Schedule: Quantitative Methods, Statistical Analy II, Statistical Methods

Courses taught, but not in the Schedule:
During the 2012-13 academic year, I taught OMGT 6123 and OMGT 6683. I taught OMGT 6123 during Summer 2012.

Teaching

Other Teaching Activities

Course Innovations and Improvement

2012-2013 - Course Innovations and Improvement. Made applied assignments more writing intensive in OMGT 6123. Created new applied examples which involves the student writing his/her interpretation of results. Assignments are graded on both grammatical and statistical concept in both OMGT 6123 and OMGT 6683. Increased the number of Centra sessions beside the regular 12 Ongoing sessions as needed. These ad hoc sessions are recorded and saved under the Ongoing Tab in Centra.

Collected data Summer and Fall 2012 on student perceptions of components of course (OMGT 6123) . This data is not only used to change the way the course is taught, it is also the basis of a paper I am currently writing about student perceptions of what components of the course contribute to their success.

Started informally surveying faculty as to what concepts they need covered in OMGT 6123 . As of Fall 2013, this course will be the only statistics course in the MBA curriculum. Started revising syllabus for changed course coverage effective Fall 2013 based on student and faculty input.

Added my FTF students in OMGT 6123 to my Centra sessions for my online course.

Other Teaching Activities

2012-2013 - Other Teaching Activities. Adjunct Statistical consultant on the dissertation of George Audi, PhD candidate College of Public Health, University of South Carolina

2008-2009 - Other Teaching Activities. Taught a 3 day seminar on hypothesis testing and regression analysis to University faculty

2007-2008 - Other Teaching Activities. Taught a 3 day seminar on hypothesis testing and regression analysis to University faculty

2006-2007 - Other Teaching Activities. Taught a 3 day seminar on hypothesis testing and regression analysis to University faculty.

2005-2006 - Other Teaching Activities. Taught a 3 day seminar on hypothesis testing and regression analysis to University faculty.

2004-2005 - Other Teaching Activities. Taught a 3 day seminar on hypothesis testing and regression analysis to University faculty.

2003-2004 - Other Teaching Activities. Taught a 3 day seminar on hypothesis testing and regression analysis to University faculty.

2002-2003 - Other Teaching Activities. Taught a 3 day seminar on hypothesis testing and regression analysis to University faculty.

2001-2002 - Other Teaching Activities. Taught a 3 day seminar on hypothesis testing and regression analysis to University faculty.

2000-2001 - Other Teaching Activities. Taught a 3 day seminar on hypothesis testing and regression analysis to University faculty.

1999-2000 - Other Teaching Activities. Taught a 2 day seminar on hypothesis testing and regression analysis to University faculty.

1998-1999 - Other Teaching Activities. Taught a 2 day seminar on hypothesis testing and regression analysis to University faculty.

1997-1998 - Other Teaching Activities. Taught a 2 day seminar on hypothesis testing and regression analysis to University faculty.

1995-1996 - Other Teaching Activities. Taught a 2 day seminar on hypothesis testing and regression analysis to University faculty.

Peer Review of Classroom Teaching

1994-1995 - Peer Review of Classroom Teaching. Capen DSCI 6683 F2F by Collins Oct 1994

1993-1994 - Peer Review of Classroom Teaching. Capen DSCI 6683 F2F by McIntyre Feb 1994

Peer Review of Online Teaching

2013-2014 - Peer Review of Online Teaching. Peer review of Capen OMGT 6123 class by John Kros.

2013-2014 - Peer Review of Online Teaching. Peer review of Capen OMGT 6123 class by Cody Chullen

2010-2011 - Peer Review of Online Teaching. Capen OMGT 6123 OL by Hauser Mar 2011

2010-2011 - Peer Review of Online Teaching. Capen OMGT 6123 OL by Conchar Feb 2011

Intellectual Contributions:

Refereed Articles

Meric, H. J. & Capen, M. M. (2008). Cognitive Style and Sex: A Study of Stereotypical Thinking. Psychological Reports, 102, 739-744.

Gupta, U. & Capen, M. M. (1996). An Empirical Investigation of the Contribution of IS to Manufacturing Productivity. Information & Management, 31, 227-33.

McIntyre, R. P., Capen, M. M., & Minton, A. P. (1995). Exploring the Psychological Foundations of Ethical Positions in Marketing. Psychology & Marketing, 12 (6), 569-82.

McIntyre, R. P. & Capen, M. M. (1993). A Cognitive Style Perspective on Ethical Questions. Journal of Business Ethics, 12, 629-634.

Wertheim, P., Jividen, J., Chatterjee, D., & Capen, M. M. (1992). Characteristics That Affect The Market Value of Beach Lot Property. Real Estate Appraiser, The, 58 (2), 59-64.

Cohn, E. & Capen, M. M. (1987). A Note on the Adequacy of Unemployment Insurance Benefits. Journal of Industrial Relations, The, 26 (1), 106-111.

Cohn, ., Capen, M. M., & Ellson, R. (1985). Labour Supply Effects of Unemployment Insurance Benefits. Applied Economics, 17, 73-85.

Cohn, E. & Capen, M. M. (1985). The Distribution of Uemployment Insurance Benefits by Income/Earnings Classes. Review of Social Economy, 43 (1), 24-36.

Capen, . M. (1978). Monopoly and Public Policy in Sixteenth and Seventeenth Century Great Britain. Studies in Economics and Finance (Studies in Economic Analysis), 2 (2).

Refereed Proceedings

Full Paper

Audi, G. R., Capen, M. M., & Polito, T. (2013). An Analysis of Organizational Structures Within Rural Multi-Hospital Systems. 2014 Meetings Southeast Decision Sciences Institute.

Audi, G. R., Capen, M. M., & Polito, T. (2013). An Analysis of Organizational Structures Within Rural Multi-Hospital Systems. 2014 Meetings Southeast Decision Sciences Institute.

Meric, H. J. & Capen, M. M. (2007). Cultural Tourists:A Description of Motivational and Demographic Characteristics. Proceedings of Southeast Decision Sciences Institu, Southeast Decision Sciences Institute, 901-909.

Meric, H. J. & Capen, M. M. (2005). Intolerance of Ambiguity:An Investigation of Accounting and Marketing Majors. Proceedings of the Atlantic Marketing Association, XXI, 277-280.

O'Hara, . T. (2005). Distance Education and Entrepreneurial Attitudes: A Parametric Versus Non-Parametric Approach. Proceedings of Southeast Region, Decision Sciences.

Capen, . (2003). Preferences of Nature Tourists:An Analysis by Age. Proceedings of Southeast Decision

Sciences Institu.

O'Hara, M. T. & Capen, M. M. (1999). Using The World Wide Web To Enhance Instruction: The Good, The Bad, And The Ugly. Proceedings of the Academy of Educational Leadersh, 5 (1), 6-Dec.

Capen, M. (1998). Dividend Payout Tax Clienteles and Agency Costs. Proceedings 1999 Southeast Decision Sciences Insti, 3-Jan.

Capen, M. (1995). An Empirical Investigation of the Contribution of Information Systems to Manufacturing Productivity: Large Firms versus Small Firms. Proceedings of the First Americas Conference on In, 139-41.

Capen, M., Fulgham, C., & Ghegan, E. A. (1993). An Examination of Financial Variables Used in Transacting Residential Mortgage Loans: A Regression Analysis Approach. Proceedings: Southeast Region, Decision Sciences , 37-39.

McIntyre, R. P. & Capen, M. M. (1991). The Impact of Cognitive Style on Case Analysis. Proceedings Atlantic Marketing Association 7th Ann, 7, 218-22.

Capen, M. M. & Wondolowski, F. (1991). The Relative Ethical Perceptions of Males and Females Related to Dilemmas in Computer Use. Proceedings of Southeast Region, Decision Sciences, 21, 249-51.

Schellenberger, R. E., Zincone, L. H., & Capen, M. M. (1988). The Use of Discriminant Analysis in Electric Utility Load Management Systems. Proceedings: Southeast Region, Decision Sciences , 18, 230-33.

Meric, H. J. & Capen, M. M. (1988). Distinctive Characteristics of Frequent Versus Infrequent Users of Dental Care: A Logistic Regression Approach. Proceedings: Southeast Region, Decision Sciences , 18, 25-27.

Capen, M. & Meric, H. J. (1987). Predicting Patient User Segment: A Comparison of Discriminant Analysis and Logistic Regression. Proceedings: National American Statistical Associ, 571-74.

Meric, H. J. & Capen, M. M. (1987). Predicting User Versus Non-user Patient Segments: A Logistic Regression Approach. Proceedings of Southeast Decision Sciences Institu.

Capen, . M. & Smith, J. O. (1984). A Comparison of Two Techniques Used in the Classification of Female Labor Force Status. Proceedings: National American Statistical Associ.

Smith, James. O. & Capen, M. M. (1983). A Comparison of Probit and Logit Analysis Applied to Female Labor Force Participation. Proceedings of the Southeast Institute for Management Science.

Zincone, . H. & Capen, M. M. (1983). Forecasting Enrollment: A Ridge Regression Approach. Proceedings of Southeast Decision Sciences Institu.

Capen, . M., Cohn, E., & Boulware, R. D. (1979). The Demand for New Financial Services. Proceedings: National American Statistical Associ.

Abstract Only

Audi, G. R., Capen, M. M., & Hamadi, H. (2013). Educational Achievement of Managers Within Home-Health Agencies (Abstract). Association for PreventionTeaching and Research.

Audi, G. R., Hamadi, H., & Capen, M. M. (2013). Hospice organizational structure effect on referral trends and administrators. American Public Health Association.

Capen, M. (1994). Student Performance Improves with Computer Assisted Instruction. American Accounting Association 1994 Ohio Regional Meeting Proceedings, 6.

Capen, M. M. & Hunt, J. (1993). A Re-Examination of the Determinants of Executive Pay. 1994 Proceedings: Southeast Region of the Decision Sciences Institute, 334.

Capen, M. (1990). The Impact of Different Business Majors on The Perceptions of Students Regarding Ethical Dilemmas in Computer Use. Proceedings: 1990 Annual Meeting Decision Sciences Institute, 1, 981.

Capen, M. (1987). Computer Applications: The MS/OR Connection. The Institute of Management Sciences/Operations Research Society for America .., 25, 215.

Presentation of Refereed Papers

Regional

Audi, G. R., Capen, M. M., & Polito, T. (2013). An Analysis of Organizational Structures Within Rural Multi-Hospital Systems. 2014 Meetings Southeast Decision Sciences Institute, Wilmington, North Carolina.

Meric, H. J. & Capen, M. M. (2007, February). Cultural Tourists:A Description of Motivational and Demographic Characteristics. Proceedings of Southeast Decision Sciences Institu, Savannah, Georgia.

O'Hara, . T. (2005, February). Distance Education and Entrepreneurial Attitudes: A Parametric Versus Non-Parametric Approach. Proceedings of Southeast Region, Decision Sciences, Raleigh, North Carolina.

Meric, H. J. & Capen, M. M. (2003, February). Preferences of Nature Tourists:An Analysis by Age. Proceedings of Southeast Decision Sciences Institu, Williamsburg, Virginia.

Working Papers

Audi, G. R., Propst, J. S., & Capen, M. M. (2012). "Determinants of Hospice Organizational Structures," targeted for American Journal of Hospice & Palliative Care.

Capen, M. M. (2012). "MBA Students' Perceptions of Components Contributing to Sucess in an Online Statistics Class," targeted for Journal of Statistics Education.

Other Research Activities

Applied or Integrative/application Scholarship

2009: , ., . The article we(Dr. Maggie O'Hara and I) are working on is entitled 'Fear of the Unknown: Facultys' Perceptions of Teaching Online'

Basic or Discovery Scholarship

2008: , ., . Served as statistical consultant to Dr. Bonnie Mani, Dept. of Political Science for her article 'Return on Human Capital Investment: Men, Women, and Organization Development in the Internal Revenue Service' Thanked in a footnote in the article.

2007: , ., . revised article on Cognitive Style and Gender resubmitted to Psychological Reports

Teaching and Learning Scholarship

2011: , ., . I am still working on the article from last year dealing with different pedagogical methods to teach an online statistics course. The previously gathered data from my online students is being used to do validity and reliability checks and the questionnaire previously developed by me is being revised and additional data will be collected this year to be analyzed and sent to the Journal of Statistics Education or the Journal of Online Teaching and Learning.

2010: , ., . This article is pedagogical and concentrates on different methods to teach an introductory statistics course online. A survey was developed by me and given to a sample of MBA students in the first year statistics course. Students were asked various questions as to which methods they found most helpful. Performance variables such as course avg. will be related to these pedagogical tools. In particular various statistical TIPS were created to supplement 'typical' learning exercises such as exams, quizzes, etc. Students were asked to rank order which of these methods they found most useful.Also various demographics were collected and will be included in the analysis.

Faculty Development

DE Professional Development

2013-2014: Peer Review of Online Course, Greenville, North Carolina. Did online peer review for James O. Smith
.

2013-2014: Tegrity Training, Greenville, North Carolina. Attended session on how to use Tegrity in the classroom on Feb. 12, 2014..

2012-2013: Proctor U Video Conference, Greenville, North Carolina. Attended webinar on Proctor U..

2012-2013: Making it Simple: How to use SAS within Microsoft Office, Greenville, North Carolina. Webinar explained and demonstrated how SAS office analytics, a new solution for teaching and academic research can easily and conveniently be used within Microsoft office tools, including excel..

2012-2013: Peer review, Greenville, North Carolina. Did online peer review for John Kros, Dept. of MSCM
.

2012-2013: Peer review, Greenville, North Carolina. Did online peer review for Judith Hunt, Dept. of Management
.

2011-2012: Online Peer Reviews, Greenville, North Carolina. Did online peer review for Tom Robbins, Dept. of MSCM..

2011-2012: DE Faculty ModulesDE Faculty Modules, Greenville, North Carolina. Completed 5 De Faculty Modules on Bb.

2011-2012: Blackboard 9 Training, Greenville, North Carolina. Training to learn Bb 9 held during May,2011. Taught by ITCS instructor..

2011-2012: Centra Training & Course Integration, Greenville, North Carolina. Centra Training and Integration taught in ITCS, Dec. 2011..

2011-2012: "Using Blended Learning Technology to Promote Independent Thought in the Age of the Arab Spring" Webinar, Greenville, North Carolina.

2010-2011: North Carolina Distance Learning Association, Raleigh (2010), online 2011, North Carolina. In April 2010 conference, session chair.
Reviewed articles for 2011 conference, which was held online.

2010-2011: Introduction to Second Life (with Jane Lang): Presentation, Greenville, North Carolina. Attended presentation by Jane Lang on particulars of Second Life..

2010-2011: Discussion Forums (with Scott Below), Greenville, North Carolina. Attended presentation on efficient/creative use of discussion forums in Bb..

2010-2011: Using Centra (with Ken MacLeod/Bill Swart), Greenville, North Carolina. Attended presentation on Using Centra..

2010-2011: Online Peer ReviewsOnline Peer Reviews, Greenville, North Carolina. Online peer review for Margy Conchar.

Other Professional Development

2011-2012: CITI IRB Human Subjects Protocol Training, Greenville, North Carolina. Passed all 13 training modules for IRB certification in human subjects protocol training..

Professional Seminars / Workshops

2012-2013: Meeting of the 2013 Southeast Decision Sciences Institute: Mini-Conference:Making Statistics More Effective in Schools of Business (2 days), Charleston, South Carolina. Attended a series of seminars over two days relating to how to more effectively teach statistics in schools of business at both the undergraduate and graduate level.
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Technology-Related Training

2013-2014: Centra Training Session, Greenville, North Carolina. Saba Meeting Update Training Sept. 11, 2013
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2013-2014: Webinar:'Take Exam via Webcam', Greenville, North Carolina. Attended webinar offered by UNC General Administration. Presenter Dr. Maggie O'Hara.

2011-2012: e-pirate training IRB workshop, Greenville, North Carolina. training on how to access and use e-pirate website for IRB..

Service:

Service to the University

Department Assignments

Chair:

2009-2010: MIS Promotion Committee for John Bradley: Organized committee and held vote for promotion to full professor for Bradley.

2004-2005: Promotion Committee:Dept. of Decision Sciences: Chaired the committee for the consideration of promotion to full professor for 2 members of the Decision Sciences Dept.

Department Assignments

Member:

2013-2014: Commitee for Post-Tenure Review

Department Assignments

Member:

2009-2010: Promotion and Tenure Committee: Reappointment votes on 5 tenure track faculty. Choose reviewers for Beverly Wright's PAD.

2007-2008: Department of Marketing and Supply Chain Management: Promotion and Tenure Committee

2006-2007: Dept. of Marketing and Supply Chain Management, College of Business: Promotion and Tenure committee

2005-2006: Departmental Liaison to the Math department for Textbook Selection

2002-2003: Department of Management: Tenure and Promotion Committee member(outside representative)

Department Assignments

Member:

2013-2014: Promotion and Tenure Committee Dept. of MIS: Served as outside member for Promotion and tenure of 2 MIS instructors.

2013-2014: Promotion and Tenure Committee Dept. of MSCM

2012-2013: Promotion and Tenure Committee: Dept. of MSCM

Department Assignments

Member:

2011-2012: Promotion and Tenure Committee: Dept. of MSCM: Met to discuss and vote on John Kros' promotion to full professor.

2010-2011: Promotion and Tenure Committee: Dept. of Marketing/Supply Chain Management: Met to vote on Scott Dellana's promotion to Full Professor

2006-2007: liaison to Textbook Selection Committee Math Dept.: The Math dept. teaches 2283 as a service course for the COB. I am the COB's representative to that committee to ensure that the curriculum/textbook is consistent with our needs.

2004-2005: departmental liaison to the Math dept.: Involved in curriculum and textbook selections for math 2283 as representative for the College of Business.

Mentoring Activities:

2007-2008: Mentored faculty member.: Mentored Beverly Wright

2006-2007: Department of Marketing and Supply Chain Management: Mentored Beverly Wright.

Other Institutional Service Activities:

2010-2011: Helped Choose Outstanding Senior Award recipient for Dept. of Marketing/Supply Chain Mgmt: Contacted top departmental seniors. Got a copy of their resume. Met with Dept. Chair to choose recipient.

2009-2010: Dept. of MSCM Board Meeting: Helped organize the annual board of advisors meeting.

2007-2008: Dept. of MSCM Board meeting: Organized the annual Board of Advisors meeting

2006-2007: Dept. of Marketing Board meeting: Organized the first held annual Board meeting for the Dept. of Marketing

2005-2006: Decision Sciences Dept. Annual Board Meeting: Organized annual Board meeting DSCI dept.

2004-2005: Decision Sciences Dept. Annual Board Meeting: Organized annual Board meeting for DSCI dept.

2003-2004: Decision Sciences Dept. Annual Board Meeting: Organized annual Board meeting of DSCI dept.

2002-2003: Decision Sciences Department Annual Board Meeting: Organized annual Board meeting of DSCI department

2001-2002: Decision Sciences Dept. Annual Board Meeting: Organized and ran annual Board meeting

2000-2001: Decision Sciences Annual Board meeting: Organized and ran annual Board Meeting for Decision Sciences department

Department Assignments

Other Institutional Service Activities:

2013-2014: MSCM Annual Board Meeting: Organized and handled all duties for the annual fall board meeting

Department Assignments

Other Institutional Service Activities:

2010-2011 – 2011-2012: MSCM Annual Board Meeting: Planned and organized annual board meeting.

Department Assignments

Other Institutional Service Activities:

2013-2014: MSCM Annual Spring Board Meeting: Organized Spring 2014 Annual Supply Chain Board Meeting.

Department Assignments

Other Institutional Service Activities:

2012-2013: MSCM Board Meeting: Helped organize annual Board Meeting.

Department Assignments

Other Institutional Service Activities:

2009-2010: Online Peer review for Rich Gooner: Attended mediasite presentation in Global Classroom and conducted peer review for online class.

2008-2009: MSCM Board Meeting: Organized the annual MSCM Board of Advisors meeting, Fall 2008.

Department Assignments

Other Institutional Service Activities:

2012-2013: Taught OMGT 6123 during January 14-22, 2013 for Shirley Mai: Taught Shirley Mai's OMGT 6123 students in January 2013 while she was out on maternity leave.

College Assignments

Faculty Advisor:

2013-2014: Co-advisor Graduate Business Association

College Assignments

Faculty Advisor:

2010-2011 – 2011-2012: Co-advisor to Graduate Business Association: College of Business

2009-2010: Graduate Business Association: Faculty Co-advisor

2008-2009: Graduate Business Association: Faculty Co-Advisor to GBA

2007-2008: Graduate Business Association: Faculty Co-Advisor to Graduate Business Association

2006-2007: Graduate Business Association: Co-advisor to Graduate Business Association.

2000-2001 – 2005-2006: Graduate Business Association

College Assignments

Faculty Advisor:

2012-2013: Graduate Business Association Co-Advisor

College Assignments

Member:

2005-2006: Committee to Choose Director for the Bureau of Business Research

2005-2006: Accounting Search Committee for the Chair of the Accounting Dept.

College Assignments

Member:

2012-2013: On-Line Steering Committee

College Assignments

Member:

2011-2012: On-Line Steering Committee: Joined committee Spring 2012.

College Assignments

Member:

2013-2014: Online Steering Committee: Attended online steering committee for fall/spring semesters 2013-14.

2008-2009 – 2009-2010: Portfolio

College Assignments

Member:

2008-2009: Statistics Committee, Department of Mathematics: Served as a member of the Statistics Committee in the Dept. of Mathematics. I am the COB's liaison with the Dept. of Math. I ensure that the syllabus by which they teach is consistent with our COB learning goals. I also help in the selection process of the textbook used in Math 2283, Statistics I.

2008-2009: Promotion and Tenure Committee: P&T votes for tenure for Margy Conchar and Scott Nadler. Reappointment votes on non tenured faculty.

College Assignments

Member:

2013-2014: Working Committee on Teaching Effectiveness

College Assignments

Other Institutional Service Activities:

2011-2012: Launching Women: This committee was formed by Dr. Maggie O'Hara and myself to have faculty exchange research ideas and promote discussion between faculty regarding various research interests. It meets every other Friday.

2010-2011: panel Q&A member: Q&A panel participant for MBAs and MSAs College of Business event.

2010-2011: On-line peer review for Margy Conchar: Conducted on-line peer review for Margy Conchar.

2010-2011: portfolio committee ad hoc training: Participated in portfolio committee's training sessions.

2009-2010: Fall 2009 MBA orientation: Attended fall orientation and met/interacted with incoming new MBA students.

University Assignments

Member:

2007-2008: Credit Union Committee

2007-2008: Ad Hoc Committee on Leadership/Service: Developed leadership/service initiatives for undergraduates at ECU

2006-2007: Credit Union Committee: Randomly sampled 5% of outstanding accounts and wrote a report concerning confirmation of balances for auditor for State Credit Union.

2004-2005 – 2005-2006: Advisory Strategic Planning Committee

2000-2001 – 2005-2006: Credit Union Committee

2004-2005: University Budget Committee

Other Institutional Service Activities:

2011-2012: Attended the University Fall Commencement Ceremony

2010-2011: Appeals Committee (ad hoc): Met to hear grievance by grad student against College of Business.

Dissertation Assignments

Mentoring Activities:

2012-2013: Outside Statistical Reviewer for PhD student George Audi' dissertation in the Dept. of Health Care Mgmt: University of S. C.: Served as statistical reviewer of the dissertation of doctoral student at the Univ. of S. C

Service to the Profession

Academic Conference: Discussant

2013-2014: 2014 Meetings Southeast Decision Sciences Institute, Wilmington, North Carolina.

2012-2013: Meetings of the 2013 Southeast Decision Sciences Institute, Charleston, South Carolina. Discussant for the paper "Robust Monitoring of Contaminated Multivariate Data" in the Analytics, Business Intelligence, Data Mining, and Statistics session: Thursday, Feb. 21, 2013.

2005-2006: Southeast Decision Sciences Institute Meeting, Savannah, Georgia. Paper:Customer Perceptions in Retail Environments

Chair: Conference / Track / Program

2012-2013: Meetings of the 2013 Southeast Decision Sciences Institute, Charleston, South Carolina. Session chair for the Education Potpourri Session:Thursday, Feb. 21, 2013

2006-2007: Southeast Decision Sciences Institute Meeting, Savannah, Georgia. Session chair: The Effects of Supply Chains, Supplier Certification Programs, and Channel Setting

2004-2005: Southeast Decision Sciences Institute, Raleigh, North Carolina. Session Chair of the Technology Enabled Learning Track for SE Decision Sciences meeting, Feb. 2005

Reviewer - Article / Manuscript

2010-2011: North Carolina Distance Learning Association, Raleigh, North Carolina. Reviewed 6 (1 abstract; 5 papers) abstracts/papers for conference proceedings.

2009-2010: North Carolina Distance Learning Association, New Bern, North Carolina. Reviewed two proposals(articles) for conference papers.

Reviewer: Conference Paper

2013-2014: 2014 Meetings Southeast Decision Sciences Institute, Wilmington, North Carolina. Reviewed the following paper:
"To Ship or Not to Ship: That is the Question"

2012-2013: Southeast Decision Sciences Institute Meeting, Charleston, South Carolina. Reviewed two papers for the 2013 SEDSI meetings.

2005-2006: Proceedings of the Southeast Decision Sciences Ins, Wilmington, North Carolina. Reviewed paper Examining the Impact of Individual Differences on Preferences for Distance Education.

2005-2006: Southeast Decision Sciences Institute Meeting, Wilmington, North Carolina. Reviewed paper An Excel Workbook to Assist in Automatingn Performance Assessment Tasks.

2004-2005: Southeast Decision Sciences Institute, Raleigh, North Carolina. Reviewed paper Developing a Comprehensive Assessment Program at a Small Business School

2004-2005: Proceedings: Southeast Region, Decision Sciences, Raleigh, North Carolina. Reviewed paper A Model for Quality Web-Based Courses

2003-2004: Southeast Decision Sciences Institute, Williamsburg, Virginia. Reviewed four papers for the Statistics track for SE Decision Sciences conference.

Service to the Community

Other Community Service Activities

2001-2002: Greenville Utilities, Served on the Assessment Team to help choose the new Information Systems Director.

Honors-Awards-Grants

Award

2012-2013: Nominated for the First Annual ECU graduate school Distinguished Faculty Mentor Award. Recipient will be announced mid April, 2013.
ECU Graduate School.

1994-1995: Was ECU's first recipient of the Board of Governors' Award for Excellence in Teaching. The University of North Carolina Board of Governors.

1990-1991: Awarded the Commerce Club Teaching Excellence Award for the College of Business. East Carolina University.

1990-1991: Awarded the Alumni Association's Teaching Excellence Award for ECU. East Carolina University.

1984-1985: Awarded the Commerce Club Teaching Excellence Award for the College of Business. East Carolina University.

1980-1981: Awarded the Amoco foundation Outstanding Teaching Excellence Award for Graduate Students University of South Carolina.

Honor

2013-2014: Voted by the MBAs to hood them May 2013 Graduate Recognition Ceremony
ECU College of Business.

2013-2014: Voted by the MBAs to be Faculty Marshal for the Fall 2013 Graduate Recognition Ceremony. Unable to attend.
ECU College of Business.

2012-2013: During the Fall 2012, six graduate students completing the Graduate Survey identified me as the person at ECU who made the most significant positive contribution to their education.
ECU College of Business.

2012-2013: Chosen to hood the MBAs during the Spring 2012 Graduate Recognition Ceremony. East Carolina University College of Business.

2012-2013: Chosen by the MBAs as Faculty Marshal during the Fall 2012 Graduate Recognition Ceremony East Carolina University College of Business.

2011-2012: Chosen to hood the MBAs during the Spring 2011 Graduate Recognition Ceremony. East Carolina College of Business.

2011-2012: Chosen by the MBAs to be Faculty Marshal for the Fall 2011 Graduate Recognition Ceremony East Carolina University College of Business.

2010-2011: Chosen to hood MBAs during the Spring 2010 Graduate Recognition Ceremony East Carolina University College of Business.

2010-2011: Chosen by the MBAs to be Faculty Marshal during the Fall 2010 Graduate Recognition Ceremony East Carolina University College of Business.

2009-2010: Chosen by the MBAs to hood them May 2008, Fall 2009 Graduate Recognition Ceremony. East Carolina University College of Business.

2008-2009: Chosen by the graduating MBAs to hood them during the May Graduate Recognition ceremony. East Carolina University College of Business.

2007-2008: Chosen by the graduating MBA students to be marshal at their Graduate Recognition Ceremony: Fall 2007. East Carolina University College of Business.

2006-2007: Chosen by the graduating MBA students to hood them during the Spring/Fall 2006 Graduate Recognition Ceremony. East Carolina University College of Business.

2005-2006: Chosen by the graduating MBA students to hood them during the Spring Graduate Recognition Ceremony. Also chosen as marshall during the Fall 2005 Graduate Recognition Ceremony. East Carolina University College of Business.

2005-2006: Selected for Who's Who Among America's Teachers, 10th ed. Who's Who Among America's Teachers.

2004-2005: Chosen by the graduating MBA students to hood them during the Fall, Spring Graduate Recognition Ceremony. East Carolina University College of Business.

2004-2005: Selected for Who's Who Among America's Teachers,9th ed. Who's Who Among America's Teachers.

2003-2004: Chosen by the graduating MBA students to hood them during the Fall, Spring Graduate Recognition Ceremony. East Carolina University College of Business.

2002-2003: Chosen by the graduating MBAs to hood them during the Fall, Spring Graduate Recognition Ceremony. East Carolina University College of Business.

2002-2003: Selected for Who's Who Among America's Teachers,7th ed. Who's Who Among America's Teachers.

1998-1999: Outstanding Paper in the Accounting, Finance and Economics Track Southeast Decision Sciences Institute.

1994-1995: Won the award for Best General College Advisor East Carolina University.

1991-1992: Best paper of Marketing Education and Faculty Development Track Atlantic Marketing Association.

Memberships

Southeast Decision Sciences Institute, 2012

Alpha Iota Delta

Beta Gamma Sigma

Last updated by member on 05-Feb-14 (02:33 PM)

Tina L. Williams

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EXPERIENCE

College of Business, East Carolina University, Greenville, NC **August 2004 to Present**

Director of Graduate Programs *March 2010 – Present*
Responsible for the strategic and tactical activities for an 850 student graduate business program, including MBA, MSA, and MD/MBA degree programs.

Assistant Director for Graduate Programs *October 2004 – February 2010*
Responsible for the operational activities for graduate business programs, including recruiting prospective students, advising current MBA students, planning and executing graduate student orientations, and ensuring all program requirements are met.

Teaching Instructor, Department of Marketing and Supply Chain Management *August 2004 – Present*
Responsible for course design and delivery for MKTG 3832 Marketing Management. Taught both in classroom and online.

Department of Community & Economic Development, Pitt Community College, Greenville, NC
Computer Technology Instructor *April 2000 to August 2004*
Taught adult continuing education computer technology classes taught at Pitt Community College, Pitt County Council on Aging, NACCO, Grady White Boats, DSM Pharmaceuticals, TRW, and Fuji Silysia Chemicals

The Kidney Center, P.A., 990 Johns Hopkins Drive, Greenville, North Carolina
Practice Administrator *July 1998 to January 1999*
Responsible for the strategic and operational management of the medical practice, including two additional small business units operating under the umbrella of the corporation

Fresenius Medical Care - North America, Dialysis Services Division
Administrator/Administrative Coordinator *May 1996 to October 1997*
Responsible for the management of two outpatient dialysis clinics offering chronic, acute, and peritoneal dialysis services

EDUCATION
East Carolina University, Greenville, NC
Master of Business Administration, Certificate in Health Care Management December 1995
Bachelor of Science in Business Administration, concentration in marketing May 1990

HONORS AND AWARDS
2008-2012: ECU Servire Society - Recognizes faculty, staff, and students who have contributed 100 or more hours of volunteer service to the community for the previous year.
2007: Nominated for the Centennial Award for Excellence, Ambition Category, as part of the College of Business graduate office team, East Carolina University
Member, Beta Gamma Sigma, Honor Society for AACSB Accredited Business Programs