

# Western Illinois University College of Business and Technology



AACSB  
International

Continuous  
Improvement  
Report

Faculty Vitae  
Spring 2020



Western Illinois  
University  
COLLEGE OF BUSINESS  
& TECHNOLOGY

**COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**Accountancy**

- Ahl, Anita
- Coe, Martin
- Elfrink, John
- Ford, Amy
- Hunt, Steven
- Ludlum, Lisa
- McGarry, Jennifer
- Pryor, Charles
- Song, Inman
- Westen, Cheryl
- Woodruff, Gregg
- Yoon, Soon Suk

**Finance**

- Calvert, M. Patricia
- DeBoeuf, David
- Gray, Stephen
- Kenny, Peppi
- Lee, Hongbok
- Pillutla, Padmaja
- Yan, Zhiqiang

**Economics and Decision Sciences**

- Babin, J. Jobu
- Balagandharan, Arathi
- Chauhan, Haritima
- Devereuawax, Jonathan
- Feld, Tara
- Ghimire, Shankar
- Lin, Jessica
- Liu, Feng
- Man, Kasing
- Melkumian, Alice
- Rock, Steven
- Sadler, Thomas
- Valeva, Anna
- Zheng, Rong

**Management and Marketing**

- Baril, Joan
- Bobina, Mariya
- Brazhkin, Vitaly
- Chakravorti, Samit
- Conrad, Craig
- Creasey, Susan
- Gates, Janice
- Gorshunov, Mikhail
- Grachev, Mikhail
- Humbert, Nicole
- Hunt, Ryan
- Jennings, Barton
- Koo, Wanmo
- Leezer, Laura
- Liao, Yin-Chi
- Patterson, James
- Rands, Gordon
- Sawhney, Rajeev
- Singh, Mandeep
- Stewart, Susan
- Walter, Rod
- Western, Bruce
- Wiencek, Donna
- Yang, Tae
- Zimmerman, Honey

**Business Communicatons**

- Howe, Michelle
- Humphrey, Suzanne
- Tarrant, Cecil

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Anita Ahl  
**RANK** Instructor  
**DEPARTMENT** Accounting and Finance  
**PRIMARY FIELD OF TEACHING** Accounting

**CBT CLASSIFICATIONS** Full time, Participating, Instructional Practitioner

**EDUCATION**

**Highest degree earned:** Master of Science in Accountancy  
**Year conferred** 1999  
**Institution:** Bradley University, Peoria, IL  
**Major field:** Accounting  
**Minor field:**

**Other degree(s) earned:** Bachelor of Business  
**Year conferred:** 1996  
**Institution:** Western Illinois University  
**Major field:** Accounting

**PROFESSIONAL EXPERIENCE**

**Firm:** Caterpillar, Inc.  
**Position:** Financial Reporting Manager; Certified 6 Sigma Black Belt;  
Cost Management Consultant; Forecasts, Business  
Statements & Rates Supervisor; Normal & Service Charge  
Coordinator; Undercarriage Enterprise Accountant;  
Commodity Accountant; Profit Center Closing  
Coordinator; Internal Auditor  
**Dates:** 8/1996- 6/2008

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Instructor 8/2013-5/2019

**Institution:** Bradley University  
**Rank/Dates:** Adjunct Instructor of Accounting 1/2000 – 5/2008

**Institution:** Drake University  
**Rank/Dates:** Visiting Assistant Professor of Accounting 8/2008 –  
5/2011

**Institution:**  
**Rank/Dates:**

Des Moines Area Community College  
Adjunct Instructor of Accounting 8/2011 – 5/2012

### **TEACHING**

- ACCT451     **Accounting Systems & Controls**
- ACCT 202    **Principles of Managerial Accounting**
- ACCT 201    **Principles of Financial Accounting**
- ACCT 200    **Introduction to Accounting**

### **INTELLECTUAL CONTRIBUTIONS**

N/A

### **PROFESSIONAL ENGAGEMENT**

- Registered CPA, State of Illinois
- Consulting activities (include number of hours)
- Dunteman & Co. Accounting Bushnell Illinois (1/2016-5/2018)
  - Trust and Farm Income Tax Analysis/Compliance 100 hours annually
- Treasurer for St Paul School Home and School Association (8/2015-8/2017)
  - Non-profit Accounting and Reporting 50-100 hours annually

### **UNIVERSITY/COMMUNITY SERVICE**

**Department:**  
**Community:**

Curriculum Committee Member 2015-2019  
Treasurer for St Paul School Home and School Association  
(8/2015 – 8/2017)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Martin J. Coe  
**RANK** Professor  
**DEPARTMENT** Accounting and Finance  
**PRIMARY FIELD OF TEACHING** Accounting

**CBT CLASSIFICATIONS** Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Doctor of Business Administration  
**Year conferred:** 2013  
**Institution:** St. Ambrose University, Davenport, Iowa  
**Major field:** Management

**Other Degree(s) Earned:** Master of Business Administration  
**Year conferred:** 1992  
**Institution:** St. Ambrose University, Davenport, Iowa  
**Major field:** Business Administration

**Other Degree(s) Earned:** Bachelor of Arts  
**Year conferred:** 1984  
**Institution:** St. Ambrose University, Davenport, Iowa  
**Major Field:** Accounting

**PROFESSIONAL EXPERIENCE**

**Firm:** Vistabon  
**Position:** President  
**Dates:** 1999 to present

**Firm:** MidAmerican Energy Company  
**Position:** Information Technology Audit Manager  
**Dates:** 1994 to 1999

**Firm:** Rochelle Utilities  
**Position:** Chief Financial Manager  
**Dates:** 1992 to 1993

**Firm:** Iowa-Illinois Gas & Electric Company  
**Position:** Accounting Supervisor  
**Dates:** 1990 to 1992

**Firm:** Iowa-Illinois Gas & Electric Company  
**Position:** Internal Auditor  
**Dates:** 1989 to 1990

**Firm:** Iowa-Illinois Gas & Electric Company  
**Position:** Accountant  
**Dates:** 1988 to 1989

**Firm:** The Kartridg Pak Company  
**Position:** Accountant  
**Dates:** 1984 to 1988

**Firm:** Heart of America Restaurants  
**Position:** Assistant to the Controller  
**Dates:** 1983 to 1984

## TEACHING EXPERIENCE

**Institution:** Western Illinois University  
**Rank/Dates:** Professor/2011 to present  
Associate Professor/2006 to 2011  
Assistant Professor/2000 to 2006  
Adjunct Instructor/1993 to 1999

## TEACHING

ACCT 441 Advanced Accounting I  
ACCT 442G Advanced Accounting II  
ACCT 451 Accounting Systems and Control  
ACCT 457G Fraud Examination

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals

Igou, Amy and Martin Coe, Vistabeans coffee shop data analytics teaching case, Journal of Accounting Education, Vol. 36, September 2016.

Coe, Martin, Factors That Influence a Student's Intention to Sit for the CPA Exam, The CPA Journal, Vol. 86, Issue 8, August, 2016.

Coe, Martin, Auditing Cybersecurity, ISACA Journal, Vol. 1, 2016.

Delaney, John, Martin Coe, Jeffrey Coussens, and Michael Reddington, The Case of the Frequent Flyer Fraudster, Journal of Accounting Education, Vol. 33, Issue 3, 2015.

### Other Intellectual Contributions

- Presentations at academic or professional meetings
  - Presented "ISO 27001", Berkshire Hathaway Energy, Online to participants in the United States, Canada, and England, November 22, 2016.
  - Presented "The Case of the Frequent Flyer Fraudster", 2016 Fraud and Forensic Accounting Conference, Jekyll Island, Georgia, May 18, 2016.

- Presented “Data Analytics for Auditors”, Institute of Internal Auditors, East Moline, Illinois, February 27, 2016.
- With Amy Igou, presented “Vistabeans Coffee Shop Data Analytics Teaching Case”, AIS Educators Conference, Colorado Springs, Colorado, June 27, 2015.
- Presented “Intention to sit for the CPA Examination – an Investigation of Cost, Exam, Support and Career Factors”, NASBA Regional Meetings, Coronado, California, June 19, 2015 and Baltimore, Maryland, June 26, 2015.
- With John Delaney, presented “Ethics Continuing Education Seminar”, Illinois Auditor General’s Staff, Springfield, Illinois, June 18, 2015.
- With John Delaney, presented “Ethics Continuing Education Seminar”, MidAmerican Energy Company Internal Audit Department, Des Moines, Iowa, April 11, 2015.
- Presented “Cybersecurity”, North Dakota Petroleum Marketers Association Educational Seminar, Fargo, North Dakota, October 29, 2014.
- External or internal grants (peer-reviewed)
  - Received an \$8,000 competitive research grant from the National Association of State Boards of Accountancy to research a student’s intention to sit for the CPA exam (2014).

### **Awards**

- Received the Illinois CPA Society 2015 Outstanding Educator Award, June 2015.

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

- Consulting
  - Western Illinois University allows me to work at Vistabon outside of my WIU work hours. Vistabon is a small business that offers audit, accounting, tax, and consulting services to a small number of select clients including Berkshire Hathaway Energy. As the company president, I provide strategic leadership for the company and I am responsible for all engagements. I am regarded as an expert in the fields of accounting, accounting information systems and information systems auditing.
- Significant participation in business professional organizations
  - Illinois CPA Society (Accounting Principles Committee in 2013)
  - Information Systems Audit and Control Association (Certification Officer since 2002)
- Obtaining or maintaining professional certifications or licenses
  - Certified Public Accountant (CPA) - Illinois license Number: 065.021043
  - Chartered Global Management Accountant (CGMA)
  - Certified Management Accountant (CMA)
  - Certified Government Financial Manager (CGFM)
  - Certified Information Systems Auditor (CISA)
  - Certified Information Security Manager (CISM)
  - Certified ISO/IEC 27001 Lead Auditor

## **UNIVERSITY/COMMUNITY SERVICE**

**Department:** Curriculum Committee (chair)  
Strategic Planning Committee (chair)  
Personnel Committee  
Graduate Committee  
Faculty advisor to the WIU Quad Cities Beta Alpha Psi chapter

**College:** Personnel Committee

**Community:** East Moline Elementary School District, Career Awareness Presentations since 2015



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	John A. Elfrink
<b>RANK</b>	Professor
<b>DEPARTMENT</b>	Accounting and Finance
<b>PRIMARY FIELD OF TEACHING</b>	Financial Accounting
<b>CBT CLASSIFICATIONS</b>	Full Time, Participating, Practicing Academic

**EDUCATION**

<b>Highest Degree Earned:</b>	Doctor of Philosophy
<b>Year Conferred:</b>	1987
<b>Institution:</b>	St. Louis University, St. Louis, MO
<b>Major Field:</b>	Accounting
<b>Minor Field:</b>	Marketing

<b>Other degree(s) Earned:</b>	Master of Business Administration
<b>Year Conferred:</b>	1976
<b>Institution:</b>	Southeast Missouri State University, Cape Girardeau, MO
<b>Major Field:</b>	Accounting

<b>Other degree(s) Earned:</b>	Bachelor of Science
<b>Year Conferred:</b>	1971
<b>Institution:</b>	Southeast Missouri State University, Cape Girardeau, MO
<b>Major Field:</b>	Mathematics

**TEACHING EXPERIENCE**

<b>Institution:</b>	Western Illinois University, Macomb, IL
<b>Rank/Date:</b>	Interim Dean (July 2014-September 2014 and July 2017-present) Professor (August 2012-June 2014) Professor and Associate Dean (June 2009-2010) Professor and Chair (August 2006-June 2009 and July 2010-2012)

<b>Institution:</b>	University of Central Missouri, Warrensburg, MO
<b>Rank/Date:</b>	Dean (October 2004-2006) Professor and Chair (July 1993-2004) Director of Financial Planning Program (July 1999-2002)

**Institution:** Ferris State University, Big Rapids, MI  
**Rank/Date:** Professor and Chair (December 1990-July 1993)

**Institution:** Southeast Missouri State University, Cape Girardeau, MO  
**Rank/Date:** Assistant Professor (August 1986-December 1990)  
Instructor (January-May 1976)

**Institution:** McKendree College, Lebanon, IL  
**Rank/Date:** Assistant Professor (August 1984-August 1986)

**Institution:** Lincoln University, Jefferson City, MO  
**Rank/Date:** Assistant Professor (August 1980-August 1984)

**Institution:** William Woods College, Fulton, MO  
**Rank/Date:** Instructor (August 1982-August 1984)  
Instructor (August 1976-August 1979)

## TEACHING

Acct 611 Graduate Outcome Assessment  
Acct 441 Advanced Accounting I  
Acct 342 Intermediate Accounting II  
Acct 201 Principle of Financial Accounting

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals

Elfrink, J.A., Man, K.S., & Mangalaraj, G., "Financial Literacy and the Sociodemographics of College Students: Implication for Business Education" *The Journal of Contemporary Business Issues*, Fall 2014, pp. 70-80.

### Journal Editor

The Journal of Contemporary Business Issues, 2015-2016.

## PROFESSIONAL ENGAGEMENT

**Certifications:** Registered Certified Public Accountant

**Professional Membership:** Missouri Society of CPAs, 2013-present

## UNIVERSITY/COMMUNITY SERVICE

<b>Department:</b>	Assessment Committee, Chair, 2014–2015 Strategic Planning Committee, 2014–2015 Personnel Committee, 2014
<b>College:</b>	Assessment Committee Chair, 2014–2015 and 2018-present MBA Advisory Committee, 2014-2015 Assessment Coordinator, 2014-2015
<b>University:</b>	Provost Advisory Committee, 2017-present Social Responsibility Task Force, 2017-present Search Committee for EOA Director, 2017-18 Search Committee for CBT Development Director, 2017-18 Search Committee for Director of Facilities Management, 2018-2019
<b>Community:</b>	Volunteer St. Peter and Paul Homeless Shelter, 2014-present Member of the Race for Home Committee, St. Peter and Paul Homeless Shelter, 2016-present Treasurer, Macomb Kiwanis Club, 2014-2015

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Amy Ford  
**RANK** Senior Instructor  
**DEPARTMENT** Accounting and Finance  
**PRIMARY FIELD OF TEACHING** Principles of Accounting

**CBT CLASSIFICATIONS** Full time, Participating, Scholarly Practitioner

**EDUCATION**

**Highest degree earned:** Master of Accountancy  
**Year conferred** 2002  
**Institution:** Western Illinois University  
**Major field:** Accountancy  
**Minor field:** N/A

**PROFESSIONAL EXPERIENCE**

**Firm:** McGladrey & Pullen, LLP  
**Position:** General Services Supervisor  
**Dates:** June 2002 – August 2006

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Senior Instructor (2019-present)  
Senior Associate Faculty (2014 – 2019)  
Associate Faculty (2007-2014)  
Temporary Instructor (2006-2007)

**TEACHING**

ACCT 200 Introduction to Accounting  
ACCT 201 Principles of Financial Accounting  
ACCT 202 Principles of Managerial Accounting  
ACCT 307 Accounting for Managers and Management Decisions  
ACCT 455 Advanced Management Accounting

**INTELLECTUAL CONTRIBUTIONS**

**Other Intellectual Contributions**

**Certification Review Texts published by Gleim Publications  
Reviewer and Contributor**

- CPA BEC text, 2019 edition (B)
- CMA Part 1 text, 2019 edition (B)
- CMA Part 2 text, 2019 edition (B)
- CIA Part 3 text, 2019 edition (B)

### **Gleim Publications: Gleim Instruct Video Lecturer 2014-present (B)**

Gleim is the leading provider of review materials for the CMA exam. I am the lead instructor for the CMA exam video series. Gleim is also one of the top CIA and CPA review course providers. I present lectures in the CIA exam review for part 3 of the CIA exam. For the CPA exam, I am now the lead instructor for BEC. I write original examples and lectures as part of the review courses.

### **Presentations**

- “CMA Exam Candidate Series”, IMA Webinar, April 2019 (B)
- “CMA Exam Candidate Series”, IMA Webinar, December 2018 (B)
- “CMA Exam Jeopardy” with real time responses using Kahoot, IMA Student Leadership Conference, November 2018(B)
- “CMA Exam Candidate Series”, IMA Webinar, April 2018(B)
- “CMA Exam Candidate Series”, IMA Webinar, December 2017(B)
- “CMA Exam Candidate Series”, IMA Webinar, April 2017(B)
- “CMA Exam Candidate Series”, IMA Webinar, December 2016(B)
- “How to Calculate Inventory: A Deep Dive Webinar”, Accounting Fly/Gleim sponsored webinar, May 2016(B)
- “CMA Exam Candidate Series”, IMA Webinar, April 2016(B)
- “DRS on the 2016 CPA Exam – Let’s Get Specific”, Accounting Fly/Gleim sponsored webinar, January 2016(B)
- “Deep Dive into the 2017 CPA Exam”, Accounting Fly/Gleim sponsored webinar, December 2015(B)
- “CPA Exam: Statement of Cash Flows”, Accounting Fly/Gleim sponsored webinar, October 2015(B)
- “CMA Exam Candidate Series”, IMA Webinar, December 2015(B)
- “CMA Jeopardy”, IMA Student Leadership Conference, November 2015(B)
- “CMA Exam Candidate Series”, IMA Webinar, April 2015(B)
- “CMA Exam”, IMA webinar for Women’s Accounting Professional organization, March 2015(B)
- “CMA Exam Candidate Series”, IMA Webinar, December 2014(B)
- “CMA 101: Ask the Experts”, IMA Student Leadership Conference, November 2014(B)

### **PROFESSIONAL ENGAGEMENT ACTIVITIES**

- Developing and presenting executive education programs
- Significant participation in business professional organizations
- Practice oriented intellectual contributions resulting in a significant impact on the public or the profession as detailed in AACSB Standard 2
- Active service on boards of directors relevant to the primary teaching area

- Participation in professional events that focus on the practice of business, management, and related issues
- Obtaining or maintaining professional certifications or licenses
- Invited professional public speaking
- Sabbatical leave focused on professional development
- Administrative roles in the college (e.g. Dean, Associate Dean, Chair, etc.) where one's primary duties frequently require interaction with business and organizational leaders.
- Other activities that place faculty in direct contact with business or other organizational leaders
- Accounting Consultant, E.A. Mellinger Foundation, Monmouth, IL
  - Consulting activities total 20-40 hours each year during the most recent 5 year period
- Registered Certified Public Accountant (2002-present)
- Certified Management Accountant (2011-present)
  - Maintained Continuing Professional Education (CPE) 30 hours per year required

Continuing Professional Education (CPE) – as required by CMA certification

- 30 hours – 2018
- 30 hours – 2017
- 30 hours – 2016
- 32 hours – 2015
- 38 hours – 2014

**UNIVERSITY/COMMUNITY SERVICE**

<b>Department:</b>	Faculty Advisor, SCIMA (2006-present) Scholarship Committee (2007-present) Department Chair Search Committee, 2009-2010
<b>College:</b>	N/A
<b>University:</b>	N/A
<b>Community:</b>	Secretary/Treasurer, West Central Little League Association (2014-2016) Secretary/Treasurer, Stronghurst Summer Ball Association (2014-present) *Assisted these new non-profits with applying for tax exemption

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Steven C. Hunt  
**RANK** Associate Professor  
**DEPARTMENT** Accounting and Finance  
**PRIMARY FIELD OF TEACHING** Auditing, Financial Accounting

**CBT CLASSIFICATIONS** Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy in Business Administration  
**Year conferred:** January 1991  
**Institution:** The University of Florida  
**Major field:** Accounting  
**Minor field:** Psychology

**Other degree(s) earned:** Master of Accountancy  
**Year conferred:** May 1974  
**Institution:** University of Georgia  
**Major field:** Accounting

**Other degree(s) earned:** Bachelor of Business Administration  
**Year conferred:** May 1972  
**Institution:** University of Georgia  
**Major field:** Accounting

**PROFESSIONAL EXPERIENCE**

**Firm:** Associated Regional Accounting Firms  
**Position:** CPE Manager  
**Dates:** 1979-80

**Firm:** Ernst & Ernst  
**Position:** Incharge/Staff  
**Dates:** 1974-1978 (on leave during school year of 1975 to teach at Clark College as part of a firm effort to reach out to historically Black colleges)

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Associate Professor (2004-present)  
Assistant Professor (1998-2004)

**Institution:** University of Wisconsin-Platteville  
**Rank/Dates:** Assistant Professor (1996-1998)

**Institution:** University of North Texas  
**Rank/Dates:** Assistant Professor (1991-1996)  
Instructor (1989-1991)

**Institution:** University of Florida  
**Rank/Dates:** Teaching Assistant (1984-1989)

**Institution:** Clayton Junior College  
**Rank/Dates:** Instructor (1980-1984)

**Institution:** Morehouse College  
**Rank/Dates:** Assistant Professor (1978-1979)

**Institution:** Clark College (Atlanta)  
**Rank/Dates:** Temporary Instructor (1975-1976)

## TEACHING

Acct. 202      Managerial Accounting  
Acct 341      Intermediate Accounting I  
Acct 342      Intermediate Accounting II  
ACCT 480      Financial Auditing  
ACCT 547      Corporate Financial Reporting

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals

Hunt, S.C., and K.T. Jones. Effects of Different Business Accreditation on University Recruitment of Accounting Faculty. *Journal of Business, Industry and Economics* 2016 (21): 54-79.

Hunt, S.C., and K.T. Jones. Interviewing at the AAA National Meeting and Rookie Camp. *Academy of Educational Leadership Journal* 2016 (20, 1): 65-84.

Hunt, S.C., and K.T. Jones. University Recruitment: Selection of Accounting Faculty in a Difficult Market. *Global Perspectives on Accounting Education* 2015 (15): 23-51.

Hunt, S.C. Research on the Value of AACSB Accreditation in Selected Areas: A Review and Synthesis. *American Journal of Business Education* 2015 (8, 1): 23-30.



Hunt, S.C., and K.T. Jones. How Schools Cope with the Inability to Hire Qualified Faculty. *Academy of Educational Leadership Journal*. 2014 (18, 4): 25-36.

**Presentations (all delivered by Steven Hunt)**

Hunt S.C. Accounting Department Chairs' Impressions Of and Plans for Implementation of the 2013 AACSB Impact of Research Standard. AAA Southeastern Regional Meeting, Atlanta, April 2016.

Hunt, S.C., and K. T. Jones. Effects of Different Business Accreditation on University Recruitment of Accounting Faculty. AAA Midwest Regional Meeting, Chicago, October 2015.

**PROFESSIONAL ENGAGEMENT ACTIVITIES**

Advisor to Society of Accountancy, attended monthly meetings of that organization, interacted with professionals who came to speak to our students, and helped organize field trips and other activities, 2015-2019).

SoA also helped with the annual Business Career Fair and the Volunteers in Tax Assistance Program (to provide free tax assistance to low income community members).

Chief Financial Officer and co-owner of successful construction safety company (Carnie Cap, Inc.). Attended several national trade shows during 2014-2019 period to promote products.

**UNIVERSITY/COMMUNITY SERVICE**

**Department:**

Served on numerous departmental committees each year  
Represented WIU Department of Accounting and Finance at Trueblood Seminar at Deloitte University, Texas, March 2015.

Developed courses (or considerably changed existing courses) to teach online 2015-2019.

Attended various internship presentations by WIU students at Deere and Hon 2015-2019.

Supervised independent study course 2017

Ran annual or semiannual Etiquette Reception and Dinner programs for students 2015-2019.

**College:**

College Strategic Planning Committee, 2015-present.

College Curriculum Committee 2016-present.

**University:**

WIU representative to Illinois Articulation Initiative committee (working to facilitate transfer of courses from two year to four years schools in Illinois) 2015-present.

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
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FACULTY VITAE**

**NAME** Lisa Ludlum  
**RANK** Instructor  
**DEPARTMENT** Accounting & Finance  
**PRIMARY FIELD OF TEACHING** Accounting

**CBT CLASSIFICATIONS** Full time, Participating, Instructional Practitioner

**EDUCATION**

**Highest degree earned:** Master of Accountancy  
**Year conferred:** 1995  
**Institution:** Western Illinois University  
**Major field:** Accountancy

**Other degree(s) earned:** Bachelor of Business  
**Year conferred:** 1981  
**Institution:** Western Illinois University  
**Major field:** Accountancy

**Other education no degree earned:**  
**Years of doctoral courses:** 2011 – 2017 (all but dissertation)  
**Institution:** Kennesaw State University  
**Major field:** Accountancy

**PROFESSIONAL EXPERIENCE**

**Firm:** McGladrey & Pullen LLP  
**Position:** Director  
**Dates:** 1996 - 2012

**Professional Certifications:** CPA, CMA, CIA

**Professional Memberships:** AICPA, Illinois CPA Society, American Accounting Association and Institute of Internal Auditors

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Instructor (2012-present)

**Institution:** McGladrey & Pullen, LLP  
**Rank/Dates:** Director of Audit Services CPE Instructor (1996-2012)

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Adjunct Instructor (2010-2011)
<b>Institution:</b>	Carl Sandburg College
<b>Rank/Dates:</b>	Adjunct Instructor (2005-2006)
<b>Institution:</b>	Monmouth College
<b>Rank/Dates:</b>	Instructor (1995-1996)
<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Graduate Assistant (1994-1995)

## TEACHING

Acct 201	Principles of Accounting
Acct 202	Managerial Accounting
Acct 442	Advanced Accounting II (Governmental and Nonprofit Accounting)
Acct 457	Fraud Examination
Acct 480	Financial Auditing
Acct 580	Operational Auditing

## PROFESSIONAL ENGAGEMENT ACTIVITIES

- Consulting activities:
  - 2013 – Present: Provide pro-bono accounting advice and training to Delta Sigma Pi (WIU nonprofit student business organization) and supervise the organization’s Annual Financial Review.
  - 2016 – Present: Provide pro-bono accounting and reporting advice to the Great Lakes Association of College and University Housing Officers (Nonprofit organization) and supervise their annual audit.
  - 2018: New business set-up and design of accounting system (QuickBooks Online) and training business personnel to use the online accounting software.
  - 2019: Provide pro-bono auditing services to Georgetown Home Owners Association for fiscal year ended December 31, 2018.
  - Maintaining professional certifications and license, including Continuing Professional Education: CPA, and other certifications: CMA & CIA
  - February 2019: Participated in the Institute of Internal Auditors feedback interview regarding the IIA textbook.
- Continuing Education activities:
  - September 2018 NASBA – Intuit QuickBooks Webinar (5 hrs. CPE)
  - October 2018 ACL Webinar – Improving Efficiency and Effectiveness in SOX Compliance (1 hr. CPE)
  - December 2018 AICPA/KPMG Webcast: Year-end Payroll Tax Planning
  - January 2019 Intuit Tax Practice
  - February 2019 Cengage Webinar: Flipped classrooms

- February 2019 CITR workshop – Increasing Student Engagement and Interaction with Active Polling Using PearDeck and Google Slides
- March 2019 Wiley Webinar on Kimmel Accounting Titles with WileyPLUS
- March 2019 CITR workshop – Google Drive for Documents, Storage, and Collaboration
- May 2019 Payroll Webinar: Overtime Update
- June 2019 Becker Webcast: Changes to the CPA Exam

## **UNIVERSITY/COMMUNITY SERVICE**

**University:** Served on the search committee for the Director of Internal Audit Fall 2015

**Community:** YFC Junior High Youth Group volunteer  
Accounting Challenge volunteer

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Jennifer L. McGarry
<b>RANK</b>	Assistant Accounting Professor
<b>DEPARTMENT</b>	Accounting and Finance
<b>PRIMARY FIELD OF TEACHING</b>	Taxation/Managerial Accounting
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Scholarly Academic

**EDUCATION**

<b>Highest degree earned:</b>	
<b>Year conferred:</b>	2018
<b>Institution:</b>	DePaul University
<b>Major field:</b>	Doctorate of Business Administration

<b>Other degree(s) earned:</b>	
<b>Year conferred:</b>	2005
<b>Institution:</b>	St. Ambrose University
<b>Major field:</b>	Master of Accounting

<b>Other degree(s) earned:</b>	
<b>Year conferred:</b>	1999
<b>Institution:</b>	University of Iowa
<b>Major field:</b>	Finance BBA

**TEACHING EXPERIENCE**

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Assistant Accounting Professor 2018-present

<b>Institution:</b>	Loras College
<b>Rank/Dates:</b>	Assistant Accounting Professor 2017-2018

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Accounting Instructor 2013-2017

<b>Institution:</b>	St. Ambrose University
<b>Rank/Dates:</b>	Adjunct Accounting Instructor 2013-2017

<b>Institution:</b>	Scott Community College
<b>Rank:</b>	Adjunct Instructor 2012

## TEACHING

### **Western Illinois University, Moline, IL**

Assistant Accounting Professor

Financial Accounting - ACCT 201 3 hrs.

Managerial Accounting – ACCT 202 3 hrs.

Cost Accounting - ACCT 351 3 hrs.

Principles of Taxation- ACCT 371 4 hrs.

Advanced Tax Accounting - ACCT 471 3 hrs.

### **Loras College, Dubuque, IA**

Assistant Professor

Financial Accounting 3 hrs.

Cost Accounting 3 hrs.

Managerial Accounting 3 hrs.

Advanced Cost Accounting 3 hrs.

### **Western Illinois University, Moline, IL**

Accounting Instructor

Principles of Financial Accounting 3 hrs.

Principles of Managerial Accounting 3 hrs.

Management Accounting 3 hrs.

Advanced Accounting 3 hrs.

### **St. Ambrose University, Davenport, IA**

Adjunct Accounting Instructor

Introduction to Financial Accounting 3 hrs.

Introduction to Managerial Accounting 3 hrs.

## INTELLECTUAL CONTRIBUTIONS

**PRJ:** Patterson, J. L., Goodwin, K. N., and McGarry, J. L. (2018). "Understanding and mitigating supply chain fraud." *Journal of Marketing Development and Competitiveness*, 12(1)

**Work in progress:** Patterson, J. L., and McGarry, J. L. "The Starbucks Experience in Coffee Supply Chain Transparency?"

**Work in progress:** an article exploring how academic integrity polices form student's perception of ethical behavior in the workplace.

**Work in progress:** "Smart or Shirking, The Effect of Aggressive Tax Avoidance on Corporate Reputation."

## PROFESSIONAL ACTIVITIES

<b>Professional association memberships:</b>	Illowa IMA Chapter Institute of Management Accountants (IMA) Iowa Society of CPAs (ISCPA) American Institute of CPAs (AICPA)
<b>Certifications:</b>	Certified Public Accountant, #O12716 (2011-present) Certified Management Accountant-in process
<b>Other Professional Activities:</b>	Public Accounting Experience – Prepared federal and state income tax returns, reviewed, and researched tax implications for various types of entity structures. Winkel, Parker & Foster, CPA PC, Clinton, IA 2011 – 2017 Schuster & Co, PC, DeWitt, IA 2010 – 2011 Anderson, Lower, Whitlow, PC, Bettendorf, IA 2008 – 2010 Deloitte Tax, LLP, Davenport, IA 2003 – 2004

## UNIVERSITY/COMMUNITY SERVICE

<b>Department:</b>	Department Graduate Committee (Accounting) 2018-present Department Curriculum Committee 2018-present Accounting Curriculum Subcommittee (ad hoc) Principles Curriculum Subcommittee (ad hoc)
<b>College:</b>	Society of Accountancy Faculty Advisor 2019-present Beta Alpha Psi Faculty Advisor 2019-present QC VITA Faculty Advisor 2018-present
<b>University:</b>	University Honors Council 2019-present Honors Scholars Committee 2019-present CITR Advisory Board 2019-present Travel Reviewer 2019-present
<b>Community:</b>	Junior Achievement Classroom volunteer 2018-present Illowa IMA Chapter-Treasurer 2018-present

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Charles R. Pryor, PhD  
**RANK** Professor  
**DEPARTMENT** Accounting & Finance  
**PRIMARY FIELD OF TEACHING** Accountancy

**CBT CLASSIFICATIONS** Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** **Ph.D.**  
Year conferred: 2008  
Institution: Mississippi State University  
Major field: Accountancy  
Dissertation title: Conservatism, Bias & the Cost of Equity Capital

**Other degree(s) earned:** **B.S.**  
Year conferred: 2003  
Institution: Mississippi State University  
Major field: Accountancy

**PROFESSIONAL EXPERIENCE**

Firm: Turfworks Landscaping  
Position: Owner/Operator  
Dates: 1991 - 2000

**TEACHING EXPERIENCE**

Institution: Western Illinois University  
Rank/Dates: Professor/2019 - Present

Institution: Western Illinois University  
Rank/Dates: Associate Professor/2014 - 2019

Institution: Western Illinois University  
Rank/Dates: Assistant Professor/2008 - 2014

Institution: Mississippi State University  
Rank/Dates: Teaching Assistant/2006 - 2008



## **TEACHING**

ACCT 351	Cost/Management Accounting
ACCT 551	Advanced Management Accounting
ACCT 547	Corporate Financial Reporting & Analysis

## **INTELLECTUAL CONTRIBUTIONS:**

### **Peer Reviewed Journals**

- [B] Yan, Zhiqiang; Pryor, Charles R. (Fall 2018) 'The Winner's Curse in Insurance and Underwriting Cycles. *The Journal of Finance Issues* 17(2), 44-59.
- [A] Lynch, Nicholas C.; Pryor, Charles R. (June 2018) The Impact of New Revenue Recognition Guidance on Cloud-Computing Arrangements. *CPA Journal* 88(6), 38-45.
- [A] Pryor, Charles R.; Yan, Zhiqiang; Lynch, Nicholas C. (September 2016) Financial Planning with Excess Liability Insurance. *CPA Journal* 86(9), 34-39.

### **Other Intellectual Contributions:**

#### **Peer-Reviewed Conference Presentations & Proceedings**

- [B] "Transaction-Based Lending & Real Earnings Management" at the April 2017 Academy of Finance's annual, peer-reviewed conference. (Best Paper in Track Award)
- [B] "Lender Pricing of Earnings Components in Response to Differing Levels of Earnings Quality" at the April 2017 North American Accounting Society's annual, peer-reviewed conference.
- [B] "Earnings Quality & Transaction-Based Lending" at the April 2016 Academy of Finance's annual, peer-reviewed conference.
- [B] "Transaction-Based Lending & Real Earnings Management" at the April 2016 North American Accounting Society's annual, peer-reviewed conference.
- [B] "Business Ethics: The Impacts of Adult Religiosity and Religious Upbringing" at the American Accounting Association's October 2014 Midwest Conference. The annual, regional conference is peer-reviewed.

### **Working Papers**

- "Critical Insurance Consideration Before Starting Your Own Accounting Or Financial Advising Practice." (working paper) I am working with Dr. Gray and Dr. Yan from WIU's Department of Accounting & Finance.

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

Board of Directors (Georgetown Homeowners Association)  
Georgetown Homeowners' Association: Budget Committee  
Dissertation Committee Member for Steve Gray (University of Wisconsin-Whitewater)

## **UNIVERSITY/COMMUNITY SERVICE**

<b>Department:</b>	Department Personnel Committee (member) Department Personnel Subcommittee (to revise Department Criteria) (Chair) Search Committees (numerous both as a member and as the Chair) Curriculum Committee (member) Assessment Committee (as a member and as the Chair) Graduate Faculty Faculty Mentor
<b>College:</b>	MBA Committee (as a member and as the Chair) Curriculum Committee Grade Appeals Committee (ad hoc)
<b>University:</b>	Graduate Faculty Radiation Safety Committee
<b>Community:</b>	Georgetown Homeowners' Association Board of Directors Georgetown Homeowners' Association: Budget Committee Georgetown Homeowners' Association: Maintenance Committee

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Inman Song
<b>RANK</b>	Adjunct
<b>DEPARTMENT</b>	Accounting and Finance
<b>PRIMARY FIELD OF TEACHING</b>	Accounting

**CBT CLASSIFICATION** Part time, Supporting, Scholarly Academic

**EDUCATION**

Highest degree earned:	Ph.D.
Year conferred:	1986
Institution:	University of Wisconsin-Madison
Major field:	Accounting
Minor field:	Finance, Statistics & Econometrics.

Other degree(s) earned:	B.A
Year conferred:	1975
Institution:	SungKyunKwan University, Seoul, Korea
Major field:	

**TEACHING EXPERIENCE:**

**Teaching Experience:**

Western Illinois University Adjunct (2018-Present)

Professor at SungKyunKwan University (Seoul, Korea) since September 1986.  
Courses: Mostly financial accounting courses including financial statement analysis for undergraduate students and seminars in accounting, and research methodology, income determination and market-based accounting research for PHD/MBA students.

Instructor at University of Wisconsin-Madison

1990(Course: Managerial Accounting) on leave from SungKyunKwan University

Summer of 2003/2006: Introductory/Intermediate Financial Accounting

## **PROFESSIONAL EXPERIENCE and CERTIFICATION:**

### **Major Experience:**

2019-current: Outside Director of KB Securities Company.

2019-current: Director, Board of Trustee, SungKyunKwan University.

2016-current: Leading Professor, SUNY Korea

2015-current: Emeritus Professor, Business School, SungKyunKwan University

2012-current: Outside Director of Samsung Heavy Industries Co.

2007-current: Editorial Advisory Board, Accounting Education, IAAER

2005-current: Chairman, Internal Accounting Control Operation Committee

2012-2016: Editor, Study on Accounting, Taxation & Auditing (published by Korean Institute of Certified Public Accountants)

2006-2015: Advisory Committee of Korea Listed Companies Association

2011-2013: Executive Vice President, SungKyunKwan University

1986-2015 Professor, Business School, SungKyunKwan University

2009-2012: Outside Director/Advisor of KT (Korea Telecommunication)

2008-2010: IFRS Advisory Committee (Korea Financial Supervisory Service)

2009-2010: Chairman, Board of Directors, Korean Accounting Standard Board (KASB)

2006-2009: Samil (Korean PWC) Distinguishing Professor

2001-2009: Outside Director of Jin-Heung Savings Bank

2004-2005: President, "Korean Accounting Association (KAA)"

2002-2005: Board Member, Korean Accounting Standard Board (KASB)

2001-2003: Dean, School of Business, SungKyunKwan University

1997-1998: Dean, Graduate School, SungKyunKwan University

1994-1996: Editor, Korean Accounting Review (Korean Accounting Association)

1976-1980: Worked for a few companies (Bank of America, Korea and others)

1972-1975: Served in the Korean army.

**Certification:** CPA (1982 Wisconsin)

## **RESEARCH RECORD**

### **Publication (Textbooks)**

1. K-IFRS Advanced Financial Accounting, 5<sup>th</sup> ed. 2017
2. K-IFRS Financial Accounting, 10<sup>th</sup> ed. 2019
3. K-IFRS Intermediate Financial Accounting, 10<sup>th</sup> ed. 2019

### **Peer Reviewed Journals**

1. "Big4 Reputation Effects on Market Premiums and Audit Fees," Korean Accounting Review, 2014 (Vol.39, No.2) (with Y.H. Park & S.J. Park)
2. "Report Types of Comprehensive Income Statement and Informativeness of Accounting Income" Korean Accounting Review, 2015 (Vol.24 No.1) (with Y.H. Park & K.I. Choi)
3. "The Effect of Unexpected Auditor Selection" Korean Accounting Review, 2016 (Vol.41 Issue No.1) (with Y.H. Park)
4. "Accounting Research in Korea: Current Status and Suggestions for Further Improvement," Korean Accounting Journal 2018 (Vol.27, Issue No.5)

### **Conference Presentations:**

1. "Accounting Education based on Conceptual Frameworks," Special Joint Conference of Korean Accounting Association and Korean Accounting Standard Boards (2014).
2. "Understanding Principle-based IFRS Using Accounting Cases," Annual International Conference of Korean Accounting Association (2014).
3. "Framework-based K-IFRS Education," Annual International Conference of Korean Accounting Association (2015).
4. "The Effect of Client Size on Audit Quality Turning Point," 40th Annual Congress, Journals of International Conference, Valencia, Spain, European Accounting Association (2017).
5. "The Effects of Client Size and Audit Type on the Optimal Auditor Tenure for Audit Quality: Evidence from Korea," Asia Pacific Accounting Conference, San Francisco, 2018.

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Cheryl Westen  
**RANK** Associate Faculty  
**DEPARTMENT** Accountancy  
**PRIMARY FIELD OF TEACHING** Financial/Managerial Accounting  
**CBT CLASSIFICATIONS** Full time, Participating, Instructional Practitioner

**EDUCATION**

**Highest degree earned:** Master in Business Administration  
**Year conferred:** 2000  
**Institution:** Western Illinois University  
**Major field of highest degree:** Finance

**Other degree(s) earned:** Bachelor of Business  
**Year conferred:** 1992  
**Institution:** Western Illinois University  
**Major field:** Accountancy

**PROFESSIONAL EXPERIENCE**

2017 – present: owner/operator of a multi-unit storage facility  
2002 – present: part-owner & operator of commercial & residential real estate building  
2000 – 2019: Account for and operate a residential real estate corporation. Corporation owns and manages over \$5 million in real estate assets.  
1997 – 2002: Accountant, Western Illinois University, Macomb, Illinois  
1995 – 1997: Accounting Manager, Union National Bank, Macomb, Illinois  
1993 – 1995: Staff auditor, McGladrey & Pullen, Galesburg, Illinois

**PROFESSIONAL CERTIFICATION**

Registered Certified Public Accountant, 1994

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Instructor, Senior Associate Faculty (August 2001 to present)

**TEACHING**

Acct 201 Principles of Financial Acct  
Acct 202 Principles of Managerial Acct

## PROFESSIONAL ACTIVITIES

**Professional association memberships:** Beta Alpha Psi  
Beta Gamma Sigma

**Certifications:** Registered Certified Public Accountant (1994-present)

**Professional Interaction** (corporate visits, seminars, and conferences offering continuing professional education)

Beta Alpha Psi professional presentations, 8 hours, Spring 2019, WIU, Macomb, IL  
Beta Alpha Psi professional presentations, 10 hours, Fall 2018, WIU, Macomb, IL

Beta Alpha Psi professional presentations, 7 hours, Spring 2018, WIU, Macomb, IL  
Beta Alpha Psi professional presentations, 9 hours, Fall 2017, WIU, Macomb, IL

February 16 -17, 2017 – attended Pearson’s Innovations in Teaching Summit 2017 in San Antonio, TX

Beta Alpha Psi professional presentations, 9 hours, Spring 2017, WIU, Macomb, IL  
Beta Alpha Psi professional presentations, 8 hours, Fall 2016, WIU, Macomb, IL

Beta Alpha Psi professional presentations, 10 hours, Spring 2016, WIU, Macomb, IL  
Beta Alpha Psi professional presentations, 7 hours, Fall 2015, WIU, Macomb, IL

Beta Alpha Psi professional presentations, 8 hours, Spring 2015, WIU, Macomb, IL  
Beta Alpha Psi professional presentations, 7 hours, Fall 2014, WIU, Macomb, IL

### Conferences Attended

Beta Alpha Psi Regional Meeting, Cincinnati, OH, March 29 – March 30, 2019  
Beta Alpha Psi National Meeting, Washington DC, August 9-11, 2018  
Beta Alpha Psi Regional Meeting, Ann Arbor, MI, March 23-24, 2018  
Beta Alpha Psi National Meeting, Anaheim, CA, August 3-5, 2017  
Beta Alpha Psi Regional Meeting, Indianapolis, IN, March 31 – April 1, 2017  
Beta Alpha Psi National Meeting, Baltimore, MD, August 4-6, 2016  
Beta Alpha Psi Regional Meeting, Covington, KY, April 1-2, 2016  
Beta Alpha Psi National Meeting, Milwaukee, WI, August 6-8, 2015  
Beta Alpha Psi Regional Meeting, Indianapolis, IN, March 27-28, 2015  
Beta Alpha Psi National Meeting, Atlanta, GA, August 6-8, 2014

### Professional Awards

Awarded the Beta Alpha Psi Faculty Advisor of the Year, August 6, 2014

## UNIVERSITY/COMMUNITY SERVICE

- Department:**
- Curriculum Committee member
  - Recruiting Committee member
  - Scholarship Committee (2014-present)
  - Faculty Advisor, Beta Alpha Psi (2005-present)
  - Faculty Mentor/Coach for National BAP Project Run with It competition, (2014-present)
  - Coordinator of the BAP Annual Alumni and Friends Golf Outing, (2014-present)
  - Editor of BAP bi-annual newsletter (2010-2018)
  - Faculty Mentor/Coach for the KPMG Best Practice Team at BAP Regional Meeting, (2014-2019)
  - Faculty Mentor/Coach for the KPMG Best Practice Team at BAP National Meeting, (2014-2015)
  - Faculty Mentor/Coach for the BAP National Gold Challenge, (2014-2019)
  - Mentor of the IL CPA Society Student Ambassador, (2014 - present)
- College:**
- Meet the Firms Career Fair Coordinator, (2006 – present)
  - Accounting Challenge coordinator, (2009-present)
  - Attend CBT Awards Banquet/ceremony (2010-present)
- Community:**
- Angel Tree Program Coordinator (2014 – 2016)
  - Worked and sold tickets to Kiwanis Pancake Day (2015-2016)
  - Participated in day of service at BAP National Meeting, (2014-present)



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Gregg S. Woodruff  
**RANK** Associate Professor

**DEPARTMENT** Accounting and Finance  
**PRIMARY FIELD OF TEACHING** Taxation/Financial Accounting

**CBT CLASSIFICATIONS** Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy in Business Administration  
**Year conferred:** 2003  
**Institution:** The University of Memphis  
**Major field:** Accountancy/ Concentration in Taxation  
**Minor field:** Economics

**Other degree(s) earned:** Master of Accountancy  
**Year conferred:** 1993  
**Institution:** Southern Illinois University at Carbondale  
**Major field:** Taxation

**Other degree(s) earned:** Bachelor of Science  
**Year conferred:** 1992  
**Institution:** Southern Illinois University at Carbondale  
**Major field:** Accountancy

**Professional Certifications:** CPA

**Professional Memberships:** Beta Gamma Sigma  
The American Accounting Association  
The Institute of Management Accountants  
The Illinois CPA Society  
The American Institute of Certified Public Accountants

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Associate Professor/Department Chair/2012-present  
Associate Professor/2007-2012  
Assistant Professor/2001-2007

**Institution:** McKendree College  
**Rank/Dates:** Assistant Professor/1998-2001

**Institution:** The University of Memphis  
**Rank/Dates:** Instructor/1997-1998  
Teaching Assistant 1994-1997

## TEACHING

Acct 201 Principles of Accounting  
Acct 371 Principles of Taxation  
Acct 420 Internship in Accountancy  
Acct 441 Advanced Financial Accounting I  
Acct 471 Advanced Federal Taxation  
Acct 620 Grad. Internship in Accountancy  
FIN 400 Internship in Finance  
FIN 620 Grad. Internship in Finance

## Other Activities Supporting the Teaching Mission

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals

Yoon, Kim and Woodruff, 2016, "A comparison of performance control approaches using ROA and CFO as performance measures," *Journal of Accounting and Free Enterprise*

Yoon, Kim and Woodruff, 2016, "A CFO based performance control in earnings management studies," *Korean Accounting Review*

### Other Intellectual Contributions

Yoon, Kim, Woodruff and Yoon, 2019, "Comparison of ADR Firms' Earnings Management by Country," The 55<sup>th</sup> MBAA International Conference, Chicago, Illinois

Yoon, Kim and Woodruff, 2018, "A critical evaluation of the Jones models and the industry approach for the estimation of discretionary accruals," The 54<sup>th</sup> MBAA International Conference, Chicago, Illinois

Woodruff, Gregg S. September 20, 2017 "The CPA Project- Educational Vision and Opportunities. Peer-reviewed grant awarded by the AICPA Diversity Pipeline Project.

Woodruff, Gregg S., B. Paulsen, April 2017 "The CPA Project" Competitive grant awarded by the John Deere Foundation.

Yoon, Kim and Woodruff, 2015, "A CFO-based performance control in earnings management studies," Mid-West Regional Meeting, American Accounting Association, St. Louis

Yoon, Kim and Woodruff, 2014, "On the models and estimation of discretionary accruals," The Annual Meeting, Korean Accounting Association, Pyungchang, Korea

### **Non-refereed Presentations:**

- “The Tax Cut and Jobs Act of 2017 and Charitable Giving” The Tri-State Area Fundraising Professionals, Quincy Illinois, July 12, 2018
- “Tax Basics and the Trump Tax Proposal”, West Central Illinois Indivisible Group Tax Forum, Macomb Illinois, October 12, 2017
- “The CPA Project- Educations Vision and Opportunities” Defying Gravity- Accounting Profession Diversity Pipeline Symposium, Houston TX, May 18, 2017
- “Expanding the Provisional Testing Window and the CPA Project at Western Illinois University” The Illinois Board of Examiners, Naperville Illinois, May 3, 2017
- “The Western Way-Educational Vision and Opportunities” The Chiba University of Commerce, Chiba Japan, February 15, 2015

### **PROFESSIONAL ENGAGEMENT ACTIVITIES**

- Department Chair/ 2012, -
- Attended more than 40 presentations from the fall of 2015 through the spring of 2019 by external professionals making presentations to Beta Alpha Psi and SCIMA
- Internship Coordinator 2008-

### **Conferences Attended**

- AICPA Diversity Pipeline Conference Denver, Colorado, May 15-17, 2019
- AACSB Annual Accreditation Conference, Washington D.C. September 2018
- American Accounting Association National Meeting Washington D.C. August 2018
- AICPA Diversity Confidence Program Workshop September 28, 2017 Durham N.C.
- AICPA Diversity Pipeline Conference, May 18-19, 2017 Houston, Tx.
- American Accounting Association National Meeting August 2017
- AACSB Annual Accreditation Conference Minneapolis Minnesota, September 2016
- American Accounting Association National Meeting August 2016
- AACSB Annual Accreditation Conference Chicago Il, September 2015
- AACSB International Accreditation Conference Tampa Fl, April 2015
- AACSB Accounting Accreditation and Leadership Group, Nashville TN, February 2015
- AACSB Annual Accreditation Conference, Baltimore, Md., September 2014

### **UNIVERSITY/COMMUNITY SERVICE**

#### **Department:**

Faculty Search Committee - Committee Co-Chair 2009-2010, 2012  
CPA Review Coordinator 2009-2012 2017-present  
Internship Coordinator 2008-present  
Graduate Committee Chair 2009-2012, 2015-present  
Honor's Coordinator 2001-present  
Curriculum Committee (Member) 2001-2006, 2009-2012  
Department Chair Search Committee (Member) 2009-2010

**College:** Quality Management Committee (Chair) spring 2008-2010  
Faculty Council Board of Directors (Chair) 2007-2009,  
Vice-Chair 2009-2010  
Faculty Council Board of Directors (Member) 2010-2011

**University:** Contract Negotiation Team October 2016- July 2018

**Community:** Carl Sandburg Community College Advisory Board 2012-

**Professional Service:** AACSB Visitation Team fall 2016, fall 2017, and fall 2018  
AACSB Visitation Team Accounting Lead: spring 2019 and  
scheduled spring 2020, and fall 2020  
AACSB The Illinois Educator's Task-Force (Illinois Board  
of Examiners) 2012-present

**AWARDS:** Illinois CPA Society Lester H. McKeever Jr. Advancing  
Diversity Leadership Award, June 4, 2019  
WIU President's Excellence in Diversity Award for  
Excellence in Education May 3, 2018.  
WIU Beta Gamma Sigma Chapter Professor of the Year,  
April 3, 2016

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Soon Suk Yoon  
**RANK** Professor  
**DEPARTMENT** Accounting and Finance  
**PRIMARY FIELD OF TEACHING** Intermediate Accounting, Accounting Theory,  
International Accounting  
**CBT CLASSIFICATIONS** Full time. Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Ph.D.  
**Year conferred:** 1987  
**Institution:** University of Wisconsin - Madison  
**Major field:** Accounting  
**Minor field:** Statistics

**Other degree(s) earned:** Master of Business Administration  
**Year conferred:** 1982  
**Institution:** Seoul National University  
**Major field:** Accounting

**Other degree(s) earned:** Bachelor of Commerce  
**Year conferred:** **1978**  
**Institution:** Chonnam National University  
**Major field:** International trade

**PROFESSIONAL EXPERIENCE**

**Firm:** Yuhan-Kimberly, Ltd.  
**Position:** Capital budgeting manager, Planning and Coordination  
Department  
**Dates:** 1978-1982

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Professor/2013 – Present  
  
**Institution:** Chonnam National University  
**Rank/Dates:** Professor/1987 - 2012

## TEACHING

ACCT 201	Principles of Financial Accounting
ACCT 341	Intermediate Accounting 1
ACCT 537	Issues in International Accounting
ACCT 540	Contemporary Issues in Accounting

## INTELLECTUAL CONTRIBUTIONS

### Peer Review Journals

- Kim, and Yoon, 2019, "Value-relevance of the regulatory non-GAAP adjustments in the Korean banking industry," *Asian-Pacific Journal of Accounting & Finance*
- Yoon, Kim, Lee, and Waggle, 2017, "Financing preferences: evidence from the Korean market," *Applied Economics*
- Yoon, Kim and Woodruff, 2016, "A comparison of performance control approaches using ROA and CFO as performance measures," *Journal of Accounting and Free Enterprise*
- Yoon, Kim, and Woodruff, 2016, "A CFO based performance control in earnings management studies," *Korean Accounting Review*
- Park, Kim, and Yoon, 2015, "The characteristics of firms choosing the deemed cost option on the first-time adoption date of IFRS and their post-adoption financial statements," *Korean Accounting Journal*

### Other Intellectual Contributions

#### Awards

- 2019 Distinguished Contribution to Accounting Education Award, Korean Accounting Association
- 2011-2014 Samil (Price Waterhouse Coopers) Distinguished Professor, Korean Accounting Association

#### Textbooks

- Yoon, Song and Choi, *KIFRS Intermediate Financial Accounting*, 10th edition, Shinyoung Publishing Co.(February 2019)
- Yoon, Song and Kim, *KIFRS Financial Accounting*, 10th edition, Shinyoung Publishing Co. (February 2019)
- Yoon, Kim and Johnson, *KIFRS Principles of Accounting – with Key Words in Korean*, 3rd edition, Shinyoung Publishing Co. (July 2015)

#### Conference Proceedings

- Yoon, Kim, Woodruff and Yoon, 2019, "A comparison of financial reporting of ADR firms by country," 2019 Korean Accounting Association and Asian Accounting Associations Joint Conference, Gyeongju, Korea
- Yoon, Kim, Woodruff and Yoon, 2019, "Comparison of ADR Firms' Earnings Management by Country," The 55<sup>th</sup> MBAA International Conference, Chicago, Illinois
- Yoon and Chen, 2019, "Does Government Efficiency Help Stimulate Enterprise Innovation? — Evidence from China, The 55<sup>th</sup> MBAA International Conference, Chicago, Illinois
- Yoon, Kim and Woodruff, 2018, "A critical evaluation of the Jones models and the industry approach for the estimation of discretionary accruals," The 54<sup>th</sup> MBAA International Conference, Chicago, Illinois
- Lee and Yoon, 2018, "Financing choices: Evidence from the Asian and U.S. markets,' The 54<sup>th</sup> MBAA International Conference, Chicago, Illinois

Yoon, Kim and Woodruff, 2015, "A CFO-based performance control in earnings management studies," Mid-West Regional Meeting, American Accounting Association, St. Louis, Missouri  
Johnson, Mead and Yoon, 2015, "Three Perspectives on the value and Relevance of Sustainability Reporting," The 51st MBAA International Conference, Chicago, Illinois  
Yoon, 2015, Presentation on the Korean Experience of IFRS Adoption as a panel in IFRS in Asia, The Illinois International Journal of Accounting Symposium, Xiamen, Fujian, China

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

Adjunct professor(unpaid), 2011 ~ 2016, Xiamen University, China  
Advisory Board Member, August 2010~2016, Chiba University of Commerce, Japan

## **UNIVERSITY/COMMUNITY SERVICE**

Department: DPC, Strategic Planning, Assessment, Curriculum (2016-Present)

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

Adjunct professor(unpaid), 2011 ~ 2016, Xiamen University, China  
Advisory Board Member, August 2010~2016, Chiba University of Commerce, Japan

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Mary P. Calvert, MBA
<b>RANK</b>	Assistant Professor
<b>DEPARTMENT</b>	Accounting and Finance
<b>PRIMARY FIELD OF TEACHING</b>	Finance
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Professionally Qualified

**EDUCATION**

<b>Highest degree earned:</b>	MBA
<b>Year conferred:</b>	1998
<b>Institution:</b>	Western Illinois University
<b>Major field of highest degree:</b>	Finance
<b>Minor field of highest degree:</b>	

<b>Other degree(s) earned:</b>	BB
<b>Year conferred:</b>	1980
<b>Institution:</b>	Western Illinois University
<b>Major field:</b>	Finance

**PROFESSIONAL EXPERIENCE**

**ING Financial Products**

Financial Services Representative: 2006 - 2008

- Sold insurance and investment related products
- Completed 30 hours of continuing education for Illinois Insurance Division
- Completed Firm Element for the National Association of Securities Dealers and was compliant with all Securities and Exchange Commissions requirements

**Union Trust Financial Services**

Raymond James Financial Advisor: 2003

- Orchestrated the development of the new investment and insurance division within a bank setting
- Solicited prospects for sales and service of investment vehicles to include stocks, bonds, mutual funds, fixed and variable annuities, and insurance products and long-term care
- Provided business and personal retirement planning
- Hosted seminars for educational and sales purposes



## **Union Bank/West**

**Vice President and Senior Loan Officer: 2001 – 2003**

**Director of Marketing – 1998 - 2001**

Executive officer responsible for general management of \$174 million bank with eight offices and 75 employees

Member of senior management team that provided strategic planning, budgeting, M&A, divestiture, and product and service introduction

Supervised and trained an eighteen member lending team, and responsible for a \$120 million loan portfolio and personal portfolio of \$20 million

Analyzed loan presentations, financial statements, documentation and system inputs for profit, asset quality and compliance, addressed problem loans and facilitated weekly loan and monthly discount meetings

Responsible for all bank marketing to include sales, customer service, advertising, public relations, new product development and introduction, and sales training for all departments.

## **Illinois Department of Financial and Professional Regulation, FKA Commissioner of Banks and Trust Companies**

**Bank Examiner: 1980 - 1985**

Performed over 200 bank exams in a twelve county region, and coordinated information to analyze a banks condition and made recommendations regarding risk measures to bank officers and Boards

Compiled an analysis of general ledger accounts to determine liquidity, capital adequacy, asset quality, earnings, liquidity, and interest rate sensitivity

Served as the representative for the State of Illinois to work with the Comptroller of the Currency, the Federal Reserve and the FDIC to develop a new report of examination to be used by all three examining agencies to avoid duplication

Led the operational examining team that uncovered an embezzlement that led to indictment and trouble shot problem banks

## TEACHING EXPERIENCE

**Institution:** Western Illinois University  
**Rank/Dates:** Assistant Professor/August 2006 - Present  
Associate Faculty/August 2005 – 2006  
Adjunct Faculty/August 2003 – August 2005

## TEACHING

FIN 331 Financial Management  
FIN 341 Financial Institutions, markets and Money  
FIN 441 Commercial Bank Management  
FIN 493 Seminar in Banking  
MGT 125 Business and Technology in a Global Society

## PROFESSIONAL ACTIVITIES

**Certifications:** State of Illinois Insurance License – Life  
State of Illinois Insurance License – Accident and Health  
State of Illinois Insurance License - Variable Contracts  
National Association of Securities Dealers – Series 7, 66  
Securities License (through 2008)

### Consulting

Chaired the three-person committee that was responsible for rewriting the policy manual to cover all supervisory and general policies regarding the board of directors, personnel, operations, membership, lending and credit, asset and liability management, investing, internal routine and controls, and the mission statement.

### Departmental Academic Field Trips

2004 – Present  
Annual trip with students to visit the Chicago Mercantile Exchange, Federal Reserve Bank, and other businesses of our choice.

## UNIVERSITY/COMMUNITY SERVICE

**Department:** Curriculum Committee 2014-Present  
Faculty Advisor, Finance Club 2014-Present

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE  
July 2014 – June 2019**

**NAME** David A. DeBoeuf  
**RANK** Professor  
**DEPARTMENT** Finance  
**PRIMARY FIELD OF TEACHING** Corporate Finance  
**CBT CLASSIFICATIONS** Fulltime, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy in Business Administration  
**Year conferred:** 1995  
**Institution:** Louisiana State University  
**Major field of highest degree:** Finance  
**Minor field of highest degree:** Economics

**Other degree(s) earned:** Master of Business Administration  
**Year conferred:** 1989  
**Institution:** Illinois State University  
**Major field:** Finance

**Other degree(s) earned:** Bachelor of Science  
**Year conferred:** 1985  
**Institution:** Illinois State University  
**Major field:** Accountancy

**PROFESSIONAL EXPERIENCE**

General Binding Corporation	Senior Internal Auditor	1990-1991
Allstate Insurance Company	Internal Auditor	1986-1988
Norbert Zabinski & Co., Certified Public Accountants		1985-1986

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Professor/Fall, 2004 – Present  
Associate Professor/1998 - 2004  
Assistant Professor/1995 - 1998

**TEACHING**

FIN311 Intro to Finance  
FIN331 Financial Mgmt I  
FIN471 Portfolio Mgmt  
FIN497G Seminar in Finance (Intl Fin Mgmt)  
FIN565 Financial Management  
FIN575 Advanced Portfolio Mgmt  
FIN585 International Financial Mgmt

## INTELLECTUAL CONTRIBUTIONS

### Peer-Reviewed Journals:

DeBoeuf, David A., "Structuring Stock Investment Funds with a Limited Number of Qualified Students," *Managerial Finance*, Spring 2019.

DeBoeuf, David A., Hongbok Lee, Don T. Johnson and Maksim Masharuev, "Purchasing Power Return, a New Paradigm of Capital Investment Appraisal," *Managerial Finance*, 2018, Vol. 44, No. 2, 241-256.

DeBoeuf, David A., Peppi Kenny and Hongbok Lee, "An Intuitive Approach to Teaching Financial Forecasting," *Advances in Financial Education*, 2015, Vol. 13, 38-62.

## OTHER INTELLECTUAL CONTRIBUTIONS

### Conference Presentations/Proceedings:

DeBoeuf, David A., Hongbok Lee and Padmaja Pillutla, "Capital Budgeting Textbook Coverage of Forecasted Multiyear Outflows and Associated Discount Rates," MBAA International Conference, March 2019, Academy of Finance.

DeBoeuf, David A., Hongbok Lee and Padmaja Pillutla, "Applying Opportunity Cost and Amortized Loan Concepts to the Discounted Payback and MIRR Capital Budgeting Methodologies," MBAA International Conference, March 2018, Academy of Finance.

DeBoeuf, David A., Hongbok Lee and Padmaja Pillutla, "An Alternative Cash Outflow Discount Rate's Effect on Capital Budgeting Methodologies," MBAA International Conference, March 2016, Academy of Finance.

DeBoeuf, David A., Andrew Brach, Zhulin Wang and Jiazi Zhou, "A General Valuation Model, GARP (GVM-GARP) Approach to Bottom-Up Investing," MBAA International Conference, March 2015, Academy of Finance.

## UNIVERSITY/COMMUNITY SERVICE

<b>Department:</b>	Finance Recruitment committee (Fall 1997 - Present) Finance Curriculum committee (1997 - Present) Departmental Personnel Committee (Fall 03 - Present). Honors and Awards (Fall 2011 – Present). Grade Appeals (Fall 2011 – Present).
<b>College:</b>	MBA Committee (Fall 2015 – Present). Global Education Advisory Committee (2014)
<b>University:</b>	Sanction and Termination Pool (2014, 2018 – Present)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Stephen S. Gray  
**RANK** Assistant Professor  
**DEPARTMENT** Accounting and Finance  
**PRIMARY FIELD OF TEACHING** Finance  
**CBT CLASSIFICATION** Full time  
Participating  
Scholarly Academic

**EDUCATION**

**Highest degree earned:** DBA  
**Year conferred:** 2017  
**Institution:** University of Wisconsin-Whitewater  
**Major field of highest degree:** Finance

**Other degree(s) earned:** Masters in Business Administration  
**Year conferred:** 1997  
**Institution:** Western Illinois University  
**Major field:** Finance

**Other degree(s) earned:** Bachelor of Science  
**Year conferred:** 1984  
**Institution:** Western Illinois University  
**Major field:** Agriculture Education

**PROFESSIONAL EXPERIENCE**

**Firm:** A-1 Security Lock Shop  
**Position:** Owner/Operator  
**Dates:** 1999 through 2014

**Firm:** A-1 Security Snow Removal Services  
**Position:** Owner  
**Dates:** 1999 through 2014

**Firm:** A-1 Property Management Services  
**Position:** Owner  
**Dates:** 2005 to Present

**Firm:** Western Snow Products Sub-Dealership  
**Position:** Owner  
**Dates:** 2011 through 2014

## TEACHING EXPERIENCE

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Assistant Professor/August 2017-Present
<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Senior Associate Faculty/August 2005-July 2017
<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Associate Faculty/Fall 1997 to 2005
<b>Institution:</b>	R.O.V.A. Community School District, Oneida, IL
<b>Rank/Dates:</b>	Instructor of Agriculture/1984-1986

## TEACHING

FIN 101 – Financial Health  
FIN 301 – Personal Financial Planning  
FIN 311 – Introduction to Finance  
FIN 321 – Principles of Real Estate  
MGT 349 – Principals of Management  
MGT 448 – Business Organization Structure/Theory

## INTELLECTUAL CONTRIBUTIONS

### Other Intellectual Contributions (Peer-reviewed Conference Presentations)

#### Presentations at academic or professional meetings

- “Motivation in the College Classroom,” presented in conjunction with the Excellence in Teaching Award at the April 2018 Academy of Finance annual, peer-reviewed conference. (P)
- “Transaction-Based Lending and Accrual Quality,” presented at the April 2018 Academy of Finance annual, peer-reviewed conference with Charles Pryor. (A)
- “Lender Pricing of Earnings Components in Response to Differing Levels of Earnings Quality,” presented at the March 2017 North American Accounting Society annual, peer-reviewed conference with Charles Pryor. (A)
- “Transaction-Based Lending and Real Earnings Management,” presented at the March 2017 Academy of Finance annual, peer-reviewed conference with Charles Pryor. Received “Best in Track Award – Financial Markets.” (A)
- “Examining Personal Finance Education in College,” presented at the March 2017 Academy of Finance annual, peer-reviewed conference with Peppi Kenny. (P)
- “Transaction-Based Lending and the Pricing of Information Risk,” presented at the April 2016 Academy of Finance annual, peer-reviewed conference with Charles Pryor. (A)
- “Earnings Quality and Transaction-Based Lending,” presented at the March 2016 Southwestern Finance Association annual, peer-reviewed conference. (A)

## PROFESSIONAL ENGAGEMENT ACTIVITIES

**Professional association positions:** Member of the Editor's Committee for the *Journal of Finance Issues*. Spring 2017-present.  
Academy of Finance Session Chair and Discussant (2017, 2018 meeting)

**Professional association memberships:**  
Alpha Zeta  
Delta Sigma Pi  
ALOA, Active Member since 2002

**Professional Events:**  
Participant, Illinois Association of School Boards, Professional Development Leadership Training, November 2018  
Participant, Illinois Association of School Boards, Performance Evaluation Reform Act Training, November 2018  
Presentation by American Funds - Investing for Growth and Protection, October 2018  
Participant, Illinois Association of School Boards, Open Meetings Act Training, June 2018

**Certifications:**  
Department of Insurance, State of Illinois, Active October 2014 to October 2019  
Original Producer License Issue October 1992  
Casualty April 1992  
Fire June 1992  
Accident/Health December 1997  
Life December 1997  
Locksmith, Department of Financial and Professional Regulations, State of Illinois, Active May 2014-May 2020  
License #191-000786

**Other Activities:**  
WalletHub.com – Responses on credit card comparison published, February 2019

## UNIVERSITY/COMMUNITY SERVICE

**Department:**  
Member, Finance Curriculum Committee (Fall 2014-2019)  
Participant, Finance Advisory Board (October 2017, May 2018, May 2019)

**College:**  
Member, Accreditation Committee (Fall 2017-2019)  
Member, Assistant/Associate Professor of Business Law Search Committee (Fall 2017-Spring 2018)

**University:**

Member, Food Service Request for Proposal Review  
(March 2019-Present)

Member, Council on Intercollegiate Athletics (Fall 2018-2019)

**Community:**

Board Member, Macomb Community Unit School District  
#185 (June 2018-Present)

Finance Committee Member, MCUSD #185 (June 2018-  
Present)

Facilities Committee Member, MCUSD #185 (June 2018-  
Present)

Musician, Macomb Assembly of God (June 2018-Present)



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Peppi Michelle Kenny  
**RANK** Professor  
**DEPARTMENT** Accounting and Finance  
**PRIMARY FIELD OF TEACHING** Finance  
**CBT CLASSIFICATION** Full-time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Ph.D. in Business Administration  
**Year conferred:** 1993  
**Institution:** Oklahoma State University  
**Major field of highest degree:** Finance  
**Minor field of highest degree:** Quantitative Methods, Management Information Systems

**Other degree(s) earned:** Masters in Business Administration  
**Year conferred:** 1987  
**Institution:** Oklahoma State University

**Other degree(s) earned:** Bachelor of Business Administration  
**Year conferred:** 1985  
**Institution:** Texas A and M University  
**Major field:** Accounting

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Professor/2001-present  
Associate Professor/1995-2001; tenure granted 1997  
Assistant Professor /1991-1995

**Institution:** University of Lethbridge  
**Rank/Dates:** Visiting Assistant Professor/Summer 1994

**Institution:** Oklahoma State University  
**Rank/Dates:** Graduate Teaching Assistant/1987-1992

**TEACHING**

FIN 301 Personal Financial Planning  
FIN 331 Financial Management I  
FIN 431 Financial Management II  
FIN 445G Financial Modeling and Statement Analysis  
FIN 496G Options and Futures  
FIN 555 Investment Management

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals

Kenny, Peppi M. "The Wide World of Professional Financial Designations." *Managerial Finance* (as of March 2019 accepted with minor revision)

Kenny, James T. and Peppi M. Kenny. "Leveraging Technology in Your 3PL Marketing Efforts." *3PL Perspectives*, July 2018 (8-11).

Deboeuf, Dave, Peppi M. Kenny, and Hongbok Lee, "An Intuitive Approach to Teaching Financial Forecasting." *Advances in Financial Education*, Vol. 13, 2015 (38-62).

### Other Intellectual Contributions

#### Presentations at academic or professional meetings

"Tips for New Professors to Successfully Write and Review Finance Journal Articles", presented at the 2018 Academy of Finance annual meeting, Chicago, IL with Don T. Johnson.

"Offering Personal Finance Education at the Freshman Level", presented at the Academy of Finance 2017 annual meeting, Chicago, IL with Stephen Gray.

"Should We All Be Fools," presented at the spring 2016 meeting of the Academy of Finance, Chicago with Don Johnson.

## PROFESSIONAL ENGAGEMENT ACTIVITIES

Member of the Editor's Committee for the *Journal of Finance Issues*. Spring 2014-Spring 2018.

Member of editorial review board for *Journal of Business and Economic Perspectives* (Fall 2014-present)

Member of the editorial review board for *Managerial Finance*, (Summer 2014-present).

Member of editorial review board member for *The Journal of Contemporary Business Issues* (Spring 2015-2018).

Outstanding Professor of Finance Award Selection Committee, Academy of Finance Spring 2017.

## UNIVERSITY/COMMUNITY SERVICE

### Department:

Department of Accounting and Finance Strategic Planning Committee (Fall 2014 – present)

Departmental Personnel Committee (2014-2019)

Departmental Criteria Subcommittee (2018)

Curriculum Development Committee (Chair, 2014-2019)

Summer School Rotation Committee (2018)

Honor and Awards Committee (2014-2018)

**College:** Faculty Board of Directors (2018-2019)  
Faculty Excellence Awards Review Committee (2016-2018, Chair)  
Master in Business Administration Committee (2014-2015; Chair 2014, Secretary 2015)

**University:** Faculty/Student Roundtable (Spring 2019)  
Provost's Search Committee (Fall 2018- present)  
President's Faculty Roundtable (Fall 2015- present)  
Provost's Award for Excellence in Teaching Committee (Fall 2018)  
Graduate Research Conference competition judge (Spring 2018, Spring 2016)  
Office of Student Activities Student Leadership Awards Committee (Spring 2014-2016)  
Student Move-In Day Assistant (2016)

**Community:** Loaves and Fishes Food Bank volunteer, 2014-2019  
Macomb Choir Boosters, Secretary 2014-2015

**AWARDS AND OTHER:** Academy of Finance Teaching Excellence Award, Spring 2016  
Provost Award for Excellence in Teaching Fall 2016  
2015 College of Business and Technology Excellence in Teaching Award

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Hongbok Lee
<b>RANK</b>	Professor
<b>DEPARTMENT</b>	Accounting and Finance
<b>PRIMARY FIELD OF TEACHING</b>	Finance
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Scholarly Academic

**EDUCATION**

<b>Highest degree earned:</b>	Ph.D.
Year conferred:	2002
Institution:	University of Missouri, Columbia, Missouri
Major field:	Finance

<b>Other degree(s) earned:</b>	M.S.
Year conferred:	1998
Institution:	University of Illinois-Urbana Champaign
Major field:	Economics

<b>Other degree(s) earned:</b>	B.E.
Year conferred:	1983
Institution:	Kyungpook National University, Daegu, South Korea
Major field:	Economics
Minor field:	Business Administration

**PROFESSIONAL EXPERIENCE**

Firm:	Korea Exchange Bank, Seoul, Korea
Position:	Assistant Manager
Dates:	1983-1996

**TEACHING**

FIN 101	Financial Health
FIN 301	Personal Financial Planning
FIN 331	Financial Management
FIN 371	Investments
FIN 565	Financial Management

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals

- Hongbok Lee and Kwangwoo Park, 2018, “Advances in the Corporate Finance Literature: A Survey of Recent Studies on Korea,” *Managerial Finance*. Vol. 44, No. 1, pp. 5-25. [Indexed by Scopus and Thomson’s Emerging Sources Citation Index; Won an Emerald Literati Award] [B]
- David A. DeBoeuf, Hongbok Lee, Don T. Johnson, and Maksim Masharuev, 2018, “Purchasing Power Return, a New Paradigm of Capital Investment Appraisal,” *Managerial Finance*. Vol. 44, No. 2, pp. 241-256. [Indexed by Scopus and Thomson’s Emerging Sources Citation Index] [B]
- Soon Suk Yoon, Hyo Jin Kim, Hongbok Lee, and Doug Waggle, 2017, “Financing Preferences: Evidence from the Korean Market,” *Applied Economics*, Vol. 49, No. 44, pp. 4501-4520. [Indexed by Social Sciences Citation Index (SSCI) and Scopus] [A]
- Gisung Moon, Hongbok Lee, and Doug Waggle, 2015, “The Effect of Debt Capacity on the Long-Term Stock Returns of Debt-Free Firms,” *Applied Economics*, Vol. 47, No. 4, pp. 333-345. [Indexed by Social Sciences Citation Index (SSCI) and Scopus] [B]
- David A. DeBoeuf, Peppi Kenny, and Hongbok Lee, 2015, “An Intuitive Approach to Teaching Financial Forecasting,” *Advances in Financial Education*, Vol. 13, pp. 38-62. [P]

### Other Intellectual Contributions

#### ○ *Refereed proceedings from scholarly meetings*

- Hongbok Lee, Sekyung Oh, and Kwangwoo Park, “Practice of Corporate Finance: Evidence from the Field on Capital Budgeting and the Cost of Capital Estimation,” Refereed Proceedings of the 2019 Academy of Finance Conference.
- David A. DeBoeuf, Hongbok Lee, and Padmaja Pillutla, “Capital Budgeting Textbook Coverage of Forecasted Multiyear Outflows and Associated Discount Rates,” Refereed Proceedings of the 2019 Academy of Finance Conference.
- David A. DeBoeuf, Hongbok Lee, and Padmaja Pillutla, “Applying Opportunity Cost and Amortization Loan Concepts to the Discounted Payback and MIRR Capital Budgeting Methodologies,” Refereed Proceedings of the 2018 Academy of Finance Conference.
- Hongbok Lee and Soon Suk Yoon, “Financing Choices: Evidence from the Asian and U.S. Markets,” Refereed Proceedings of the 2018 Academy of Finance Conference.

- *Presentations at academic or professional meetings (not panels or posters)*
  - Hongbok Lee and Kwangwoo Park, “Emerging Market Finance: What Do We Know about Korea?,” MBAA International (Academy of Finance) Conference, April 18-20, 2018, Chicago, Illinois.
  - Don T. Johnson and Hongbok Lee, “Does Management’s Communication Change Depending on the Organization’s Ownership Structure?,” MBAA International (Academy of Finance) Conference, March 22-24, 2017, Chicago, Illinois.
  - Hongbok Lee and Don T. Johnson “Are CEOs of Customer-Oriented Lenders More Communicative in the CEO’s Annual Report Letter?,” Academy of Financial Services, October 20-21, 2016, Las Vegas, Nevada.
  - David A. DeBoeuf, Hongbok Lee, and Padmaja Pillutla, “An Alternative Cash Outflow Discount Rate’s Effect on Capital Budgeting Methodologies,” MBAA International (Academy of Finance) Conference, April 13-15, 2016, Chicago, Illinois.
  - Hongbok Lee, Gisung Moon, and Doug Waggle, “How Do Stock Markets React to Restatements of Financial Statements,” MBAA International (Academy of Finance) Conference, March 25-27, 2015, Chicago, Illinois.
- *Serving as an editor for a peer-reviewed publication*
  - Guest Editor: *Managerial Finance*, 2015 – 2018  
  
I served as the Lead Co-Guest Editor (with Dr. Kwangwoo Park from the Korea Advanced Institute of Science and Technology (KAIST)) for a special issue on Korean Financial Markets for *Managerial Finance*. *Serving as an officer in a recognized academic society or association*
  - Program Chair/President-Elect, Academy of Finance, 2019 – 2020 (scheduled to advance to President in 2020 – 2021)
  - Secretary, Academy of Finance, 2018 – 2019
  - Executive Board Member, Academy of Finance, 2017 – 2018
- *Receiving an award for research*
  - Emerald Literati Award: Hongbok Lee and Kwangwoo Park, “Advances in the Corporate Finance Literature: a Survey of Recent Studies on Korea,” *Managerial Finance*. Vol. 44, No. 1, pp. 5-25. Selected as one of the top 4 articles of 86 published in *Managerial Finance* in 2018.
  - The Best-in-Track Award (Corporate Finance) for the 2019 Academy of Finance: Hongbok Lee, Sekyung Oh, and Kwangwoo Park, “Practice of Corporate Finance: Evidence from the Field on Capital Budgeting and the Cost of Capital Estimation.”

○ *Referee service for academic journals*

- *Accounting and Finance*, 2017
- *Applied Economics*, 2015 – 2017
- *Asia-Pacific Journal of Financial Studies*, 2017
- *Emerging Markets Finance and Trade*, 2017 – 2018, 2014 – 2015
- *International Journal of Finance and Economics*, 2019
- *Managerial Finance*, 2016 – 2018, 2014
- *Research in International Business and Finance*, 2018

**UNIVERSITY/COMMUNITY SERVICE** (*The five most recent years*)

<b>Department:</b>	Departmental Assessment Committee (2014 – Present) Departmental Personnel Committee (2014 – Present) Departmental Honors and Awards Committee (2014 – Present) Finance Curriculum Committee (2014 – Present)
<b>College:</b>	College of Business and Technology Faculty Council Board of Directors (2015 – 2018) College of Business and Technology Quality Management Committee (2014 – 2015) College of Business and Technology Computing and Technology Committee (2016 – Present) College of Business and Technology Grade Appeal/Academic Dishonesty Committee (2014)
<b>University:</b>	State Universities Retirement System Members Advisory Committee (SURSMAC) (2014 – Present) University Honors Council (2017 – Present, 2014 – 2016) Finance Curriculum Committee (2014 – Present)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME:** Padmaja Pillutla  
**RANK:** Associate Professor  
**DEPARTMENT:** Accounting and Finance  
**PRIMARY FIELD OF TEACHING:** Finance  
**CBT CLASSIFICATIONS** Full time, Participating, Practice Academic

**EDUCATION**

1994-2000 Washington State University, Pullman, WA  
Ph.D., Finance; Minor: Economics  
1987- 1989 Institute of Rural Management at Anand, Anand, India,  
Post Graduate Diploma in Business  
1983-1987 Osmania University, Hyderabad, India,  
Major: Civil Engineering

**Highest degree earned:** Ph.D  
**Year conferred:** 2002  
**Institution:** Washington State University  
**Major field of highest degree:** Finance  
**Minor field of highest degree:** Economics

**PROFESSIONAL EXPERIENCE**

**Firm:** National Dairy Development Board  
**Position:** Finance Executive  
**Dates:** 1989-1993

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Associate Professor/2007 to date  
Assistant Professor/2000 to 2007  
**Institution:** East Tennessee State University  
**Rank/Dates:** Assistant Professor – 1998 - 2000  
**Institution:** University of Idaho  
**Rank/Dates:** Instructor - Fall 2007



## **TEACHING**

FIN 301	Personal Financial Planning
FIN 311	Intro to Finance
FIN 331	Financial Management
FIN 341	Markets and Institutions
FIN 371	Investments
FIN 555	Investments
FIN 565	Financial Management

## **INTELLECTUAL CONTRIBUTIONS**

### **Intellectual Contributions**

#### Presentations at academic or professional meetings

Padmaja Pillutla, David DeBoeuf and Hongbok Lee (2019), 'Capital Budgeting Textbook Coverage of Forecasted Multiyear Outflows and Associated Discount Rates', presented at the Academy of Finance meetings in Chicago, Illinois in March 2019. This presentation is currently a working paper to be sent for a publication (P)

Pillutla, A., Su G., & Pillutla, P. (2018) Making Better and Lasting Connections. Presented at the Making Connections: Global Impact of Art & Design conference at St. Ambrose University, April 2018.(A)

Padmaja Pillutla, David DeBoeuf and Hongbok Lee (2018), 'Applying Opportunity Cost and Amortized Loan Concepts to the Discounted payback and MIRR Capital Budgeting Methodologies', presented at the Academy of Finance meetings in Chicago, Illinois in April 2018. This presentation is currently a working paper to be sent for a publication (A)

Padmaja Pillutla, David DeBoeuf and Hongbok Lee (2016), 'An Alternative Cash Outflow Discount Rate's Effect on Capital Budgeting Methodologies', presented at the Academy of Finance meetings in Chicago, Illinois in April 2016. This presentation is currently a working paper to be sent for a publication. (A)

Padmaja Pillutla and Arun Pillutla (2015), "Do CSR Practices Lead to Firm Performance? A Review of Theoretical Approaches and Empirical Findings" presented at the Academy of Finance meetings in Chicago, Illinois in March 2015. This presentation is currently a working paper to be sent for a publication. (A)

#### Other Intellectual Contributions

Treasurer of "Academy of Finance" at Midwest Business Administration Association (2016-2021)

Editorial board of "Journal of Finance Issues" (2015-2021)

Serve as a reviewer for "Journal of Financial Issues" (2019-2021)

Served as a chair for a session theme: “Corporate Finance 2” at the Midwest Business Administration Meetings in Chicago, Illinois in March 2019

Served as a reviewer for the journal “Managerial Finance” in 2014

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

### Consulting activities totaling 80 hours or more during the five-year period

#### Family Resources:

I serve as the Board of Director of a local not for profit organization, (~ 9 million in assets) Family Resources (2013 till now). I also serve as Finance Committee member and Transition Committee member for this organization. The board meets six times in a year with a schedule for two possible special meetings. The Board work demands a time commitment of approximately 6 hours per meeting ( $8*6 = 48$  hours/ year). The Finance Committee also meets six times in a year with a time commitment of 6 hours per meeting ( $6*6 = 36$  hours/ year). The Transition Committee that I am a part of, during a disaffiliation process that Family Resources went through, I spent another 30 hours working on it in 2019. Total number of hours committed to this service is approximately 450 hours in the last five years. (450 hours – 2014 to 2019).

#### Board Responsibilities:

The Board of Directors has responsibility for policy formulation, strategic planning and oversight of management of the business and affairs of the Corporation according to the purposes, and powers of the Corporation specified in its Articles of Incorporation.

2. The Board of Directors shall consist of a group of not less than ten nor more than sixteen persons elected as provided in these by laws.

#### Finance Committee Responsibilities:

1. Oversee the preparation of the annual budget and financial statements.
2. Advise the Board and the agency with respect to making significant financial decisions.
3. Oversee the administration, collection, and disbursement of the financial resources of the organization.
4. Review operating cash flows, liquidity position, and performance against budget and projections.
5. Lead Board review of agency’s strategy for long-term financial sustainability.
6. Review and make recommendations to the Board regarding the establishment and termination of banking and similar relationships.

#### Dress for Success – Quad Cities

I serve as the Board of Director to a second local not for profit organization called Dress for Success – Quad Cities (2019 January for a 3-year term). I also serve as Finance and Fund-Raising committee member and Executive Committee member for this organization. I am elected the President-Elect for Fall 2020. The Board meets every month for approximately 2 hours per meeting. The Board work demands a time commitment of approximately 4 hours per meeting ( $12*4 = 48$  hours/ year). The Executive Committee meets six to eight times a year with a time commitment of 4 hours per meeting ( $8*4=32$  hours/year). The Finance Committee also meets six to eight times in a year with a time commitment of 4 hours per meeting ( $8*4 = 32$  hours/ year). Total number of hours committed to this

service every year is approximately 120 hours at the minimum with other Volunteering and Fund-raising activities that are additional to Board, Executive and Finance Committees. (60 hours since January 2019)

The Board, Executive Committee and the Finance Committee have similar responsibilities as Family Resources. In addition, At Dress for Success – Quad Cities, we placed two WIU-QC students to intern in accounting area in the last two years.

## **UNIVERSITY/COMMUNITY SERVICE**

<b>Department:</b>	Departmental assessment, recruitment and curriculum committee
<b>College:</b>	College curriculum committee (2014-2019) College assessment committee (2013-14) Member, Engineering DPC (2014 – 2018) Member Accounting & Finance DPC (2012 – current) Provost Search Committee (2017-18) Member, executive committee, QC faculty council (2013-2021) Chair, executive committee, QC faculty council (2012-2018)
<b>Community:</b>	Board member, Family Resources (2013 – Current) Board Member, Dress for Success – Quad Cities (2019-2022) Treasurer, Scholastic Boosters Club, Pleasant Valley High School, Bettendorf, Iowa

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME:** Zhiqiang Yan  
**RANK:** Associate Professor of Finance  
**DEPARTMENT:** Accounting & Finance  
**PRIMARY FIELD OF TEACHING:** Insurance and Finance  
**CBT CLASSIFICATIONS** Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Ph.D. in Risk Management and Insurance  
**Year conferred:** 2009  
**Institution:** Georgia State University  
**Major field:** Risk Management and Insurance  
**Minor field:** Economics

**Other degree(s) earned:** M.A.  
**Year conferred:** 2004  
**Institution:** University of Oklahoma  
**Major field:** Economics

**Other degree(s) earned:** B.A.  
**Year conferred:** 1999  
**Institution:** Wuhan University (China)  
**Major field:** Economics

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Associate Professor, May 2015 – present  
Assistant Professor, August 2009 – May 2015

**TEACHING**

FIN 101 Financial Health  
FIN 301 Personal Financial Planning  
FIN 311 Introduction to Finance  
FIN 331 Financial Management  
FIN 351 Principles of Risk Management and Insurance  
FIN 451 Foundations of Estate Planning  
FIN 452 Commercial Property and Liability Insurance

**INTELLECTUAL CONTRIBUTIONS** (Include only the 5 most recent years from July 1, 2014 to the present)

**Peer Reviewed Journals**

Yan, Zhiqiang and Charles Pryor, “The Winner’s Curse in Insurance and Underwriting Cycles,” (2018) *The Journal of Finance Issues*, Vol. 17 Issue 2: 44-59. (A)

Charles Pryor, Nicholas C. Lynch, and Zhiqiang Yan, “Financial Planning with Excess Liability Insurance,” (2016) *The CPA Journal*, Vol. LXXXVI, and No.9:34-39. (A).

Yan, Zhiqiang and Liang Hong, “Testing for Asymmetric Information in Reinsurance Markets,” (2015) *The Geneva Papers on Risk and Insurance - Issues and Practice*, Vol. 40 Issue 1: 29-46. [A]

## **Other Intellectual Contributions**

### **Presentations:**

“Firm Size, Market Entry, and Competition in Insurance Industry,” presented at the 2018 MBAA International Conference, Chicago, Illinois, April 2018.

“Market Entry and Competition in the Insurance Industry,” presented at the 2015 MBAA International Conference, Chicago, Illinois, March 2015.

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department:**

Library Committee, 2014 – 2018  
Finance Curriculum Committee, 2014 – 2018  
Finance Honors and Awards Committee, 2014 – 2018  
Department Personnel Committee, 2015-2018

### **College:**

CBT Faculty Council Board of Directors, Alternate Representative, 2017 – 2018  
CBT Faculty Council Board of Directors, 2014 – 2017  
CBT Strategic Planning Committee, 2014 – 2015  
CBT Grade Appeal Committee, 2014 – 2015  
CBT Quality Management Committee, 2015-2018

### **Community:**

Treasurer for Academy of Finance, 2014 – 2016

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME:** J. Jobu Babin  
**RANK:** Assistant Professor  
**DEPARTMENT:** Economics and Decision Sciences  
**PRIMARY FIELD OF TEACHING:** Behavioral & Experimental Economics, Game Theory,  
Applied Microeconomics, Data Collection &  
Econometrics

**CBT CLASSIFICATIONS**

Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy  
**Year conferred:** 2017  
**Institution:** The University of Memphis  
**Major field:** Economics

**Other degree(s) earned:** Advanced Graduate Certificate  
**Year conferred:** 2016  
**Institution:** The University of Memphis  
**Major field:** Cognitive Science

**Other degree(s) earned:** Master of Arts  
**Year conferred:** 2015  
**Institution:** University of Memphis  
**Major field:** Economics

**Other degree(s) earned:** Baccalaureate in Business Administration (Honors)  
**Year conferred:** 2013  
**Institution:** The University of Memphis  
**Major field:** Business Economics  
**Minor field:** Mathematics

## PROFESSIONAL EXPERIENCE (2014-19)

Firm: Hilton Intl.  
Position: Consultant, F&B Group  
Dates: Fall 2015-16

## TEACHING EXPERIENCE

Institution: Western Illinois University  
Rank/Dates: Assistant Professor, Fall 2017-present

Institution: Christian Brothers University  
Rank/Dates: Adjunct Professor, Fall 2016-Summer 2017

Institution: The University of Memphis  
Rank/Dates: Doctoral Fellow, Fall 2015-Summer 2017

## TEACHING

- ECON504 – Advanced Price Theory (graduate microeconomics)
- ECON455g – Game Theory and Economics (graduate/undergrad)
- ECON506 – Introduction to Econometrics (graduate)
- ECON538 -- Economics for Managers (MBA), face to face, online, and hybrid formats
- ECON496 -- Primary Data Collection and Applied Research Methods (Undergraduate Capstone)
- GH302 -- Game Theory/Strategic Analysis in the Social Sciences (Honors)
- ECON330 – Intermediate Microeconomics (undergraduate)
- ECON 420 -- Managerial Microeconomics (undergraduate), online and hybrid formats
- ECON232 -- Principles of Microeconomics, face to face, online, and hybrid formats
- ECON2010 -- Introduction to Macroeconomics

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals:

“Detecting Group Gender Stereotypes: Opinion-Mining vs. Incentivized Coordination.” *Journal of Economic Insight*, 2009, 45(1) 1-24. (cat: applied)

“Can We Do it in Memphis? A Review of Early Childhood Intervention Programs, with a Focus on Lessons for Memphis and Shelby County” (w/Andrew Hussey & Douglas Campbell), *Urban Child Institute*, 2015, Vol. 5(1). (cat: applied)

### Other Intellectual Contributions:

#### Articles Under Review:

1. “Linguistic Signaling, Emojis, and Computer-Mediated Communication in Trust Games” revise and resubmit, *Journal of Economic and Organizational Behavior*
2. “Beauty Premiums Among Academics” (w/ Andrew Hussey, Alex Nikolsko-Rzhevskyy, and David A. Taylor), revise and resubmit, *Journal of Economic and Organizational Behavior*
3. “Do Trust Games Capture Trust? Ask the Subjects” under review, *Journal of the Economic Science Association*
4. “Are There Benefits to Initiating Computer-mediated Communication in Trust Games?” under review, *Journal of Behavioral and Experimental Economics*
5. “Does Economic Inequality Impact Fan Arrests in NFL Stadia?” (w/ Jessica Harriger-Lin and Alice Melkumian), revise and resubmit, *Journal of Economic Insight*
6. “Worthy of Worry? Brand Name Recall as an Indicator of Brand Success (w/ Craig Conrad & Shanna Hess-Breur)
7. “Shielding Behavior, Social Norms, and Reciprocity in Risky Dictator Games” under review, *Southern Economic Journal*
8. “Has the Introduction of Euro Promoted Trade Performance of the Eurozone? Evidence from a Natural Experiment” (w/ Shankar Ghimire & Menaka Samarasinghe), under review
9. “A Structured Comparison of Hybrid and Online Economics Student Outcomes” (w/ Jessica Harriger-Lin, Kayla Mitchell, & Tara Feld), under review
10. “Mostly Cloudy with a Chance of Flu: Influenza Search Trends, Mood, and Market Behavior” under review, *Applied Economics Letters*

#### Working Papers (SSRN Electronic Journal: Economics Elsevier or other)

1. “An Experimental Comparison of Cheating for Self and Cheating for Charity” (w/ David B. Johnson)
2. “Changing Frames in Ultimatum Bargaining with Earned Endowments” (w/ Tara Feld)
3. “A Machine Learning Approach to Communication and Coordination Games”
4. “Waiting, Altruism, Perception of Patience, and Intertemporal Fairness”
5. “You Can’t Hide Your Lyin’ Eyes: Honesty Oaths and Misreporting on mTurk,” (w/ Fenndy Liu and Haritima Chauhan)
6. “Name and Race-based Discrimination in Student Evaluation of Teaching Effectiveness” (w/ Andrew Hussey), under review, *Economics of Education Review*
7. “Linguistic Signaling in Dictator Game Chat Logs”



#### Presentations at Academic or Professional meetings:

- Chair, Presenter and Discussant “Norms and Frames in Ultimatum Bargaining with Earned Endowments,” Economic Science Association North American Meeting, Los Angeles, CA, 2019 (cat: applied)
- Invited Presenter, “Changing Frames in Ultimatum Bargaining with Earned Endowments,” Queens University at Belfast, IR, 2019 (cat: applied)
- Chair, Presenter and Discussant, “Changing Frames in Ultimatum Bargaining with Earned Endowments,” Southern Economic Association North American Meeting, Ft. Lauderdale, FL, 2019 (cat: applied)
- Presenter and Discussant, “Does Economic Inequality Impact Fan Arrests in NFL Stadia?” Midwest Economics Association Conference, 2019, St. Louis, MO (cat: applied)
- Chair, Presenter and Discussant, “Beauty Premiums in Academics,” Southern Economic Association North American Meeting, Washington, DC, Fall 2018 (cat: applied)
- Presenter “Productivity, Beauty Premiums, and Pedagogy: Are Online Instructors at a Disadvantage?” Missouri Valley Economics Association Annual, 2018 (cat: applied)
- Presenter “Changing Frames in Ultimatum Bargaining with Earned Endowments,” Missouri Valley Economics Association Annual, 2018. (cat: applied)
- Presenter “Productivity, Beauty Premiums, and Pedagogy: Are Online Instructors at a Disadvantage?” Southern Economics Association Annual Meeting, 2018 (cat: applied)
- Presenter, “Detecting Group Gender Stereotypes: Opinion Mining vs. Incentivized Coordination Games,” Session Chair, Discussant, Missouri Valley Economics Association Annual, 2017 (cat: applied)
- Chair and Presenter “Are There Benefits to Initiating Communication in Trust Games?” Southern Economics Association Annual Meeting, 2017 (cat: applied)
- Presenter “Detecting Group Gender Stereotypes: Opinion Mining vs. Incentivized Coordination Games,” Session Chair, Economic Science Association NA Meetings, 2017. (cat: applied)
- Presenter, Session Chair, Discussant, “A Picture is Worth a Thousand Words: Emojis, Computer-Mediated Communication, and Trust”, Southern Economics Association, 2016 (cat: applied)
- Presenter “A Picture is Worth a Thousand Words: Emojis, Computer-Mediated Communication, and Trust”, Discussant, Economic Science Association NA Meetings, 2016 (cat: applied)
- Presenter “Linguistics and Economics”, Experimental Psychology & Cognitive Sciences Series, The University of Memphis, 2016 (cat: pedagogical)
- Workshop on Coding, The University of Memphis, 2015, Presenter and Coordinator (cat: pedagogical)
- Presenter “Shielding Behavior, Social Norms, and Reciprocity in Risky Dictator Games”, Economic Science Association NA Meetings, 2015 (cat: applied)

#### PROFESSIONAL ENGAGEMENT ACTIVITIES (July 1, 2014 to present)

- Dissertation Committee member, Mr. David Taylor, The University of Memphis Dept. of Finance, 2019-present
- Participant, U.S. Bureau of Labor Statistics (BLS) Data Users' Conference, Fed Reserve Bank Chicago, 2019
- Adjunct Graduate Faculty status, The University of Memphis, May 2018
- Data Analytics and Business Intelligence advisory member, Fed Ex, 2017-present
- Dissertation Committee member, Dr. Dariya Ainekova, The University of Memphis, 2017-present
- Master's thesis committee member for Mr. Mohammed Aldawsari, WIU, 2018
- Participant, MacMillan EconEd Conference, 2017
- Content developer, CAPS Executive Education program, Christian Brothers University, 2017
- Economic consultant, [Memphis Peer Power Foundation](#), 50 hours, 2016
- Economic consultant, [Memphis Park Commission](#), Greensward study, 30 hours, 2016
- Economic consultant, [Midtown Yoga studio](#), Memphis, TN, 70 hours, 2015
- Summer course participant, “Design of Laboratory Experiments” (w/ Catherine Eckel and Rick Wilson), ICPSR, University of Michigan, 2015
- Lifetime member and Certified Culinary Educator, [American Culinary Federation](#), 2004-present

## UNIVERSITY/COMMUNITY SERVICE

### Department:

- EDS Graduate Committee, 2018-
- EDS Graduate Seminar Coordinator, 2018-
- Invited speaker, “An introduction to text analytics for economic and business research,” WIU, 2019
- EDS Online Best Practices Committee, 2017-
- EDS Undergraduate Program Coordinator, 2017-
- Co-chair, EDS Undergraduate Committee, 2017-
- Co-chair, Departmental Faculty Search Committees, 2017
- Volunteer, *Discover Western* participant, 2017-19

### College:

- CBT MBA Advisory Committee, 2017-
- Invited speaker, “Misbehaving with Statistics,” CBT Analytics and Economics Day, 2018
- CBT Strategic Planning Committee, 2017-
- Invited speaker, “Economics and analytics in everyday practice,” MGMT 125 classes, 2017-19
- ADA and Accessibility Compliance Coordinator, Fogelman College of Business and Economics, The University of Memphis, 2016

### University:

- WIU President’s Round Table, 2018 - 19
- University Judicial Board, term ends Fall 2022.
- University Honors Council, Western Illinois University, term ends Fall 2021
- Judge, WIU University Undergraduate Research Forum, 2019

### Community:

- Judge and Moderator, National Conference for Undergraduate Research, April 2017
- Seminar Coordinator for Community Engagement, Le Bonheur Children’s Hospital, Memphis, TN, 2016
- Mathematics mentor, [Memphis Peer Power Foundation](#), 2016
- Mentor, “STEM for Kids” Program, City of Memphis, TN, 2014-17

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Arathi Sharada Balagangadharan  
**RANK** Instructor  
**DEPARTMENT** Economics and Decision Sciences  
**PRIMARY FIELD OF TEACHING** Economics, Decision Sciences  
**CBT CLASSIFICATIONS** Full time, Participating, Other

**EDUCATION**

**Highest degree earned:** Master of Arts  
**Year conferred:** 2016  
**Institution:** Western Illinois University  
**Major field:** Economics  
**Minor field:** Business Analytics

**Other degree(s) earned:** Post Baccalaureate Certificate  
**Year conferred:** 2016  
**Institution:** Western Illinois University  
**Major field:** Business Analytics

**Other degree(s) earned:** Master of Business Administration  
**Year conferred:** 2001  
**Institution:** Bharathidasan University  
**Major field:** General Management

**Other degree(s) earned:** Bachelor of Commerce  
**Year conferred:** 1998  
**Institution:** University of Madras  
**Major field:** Business  
**Minor field:** Accounting

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Instructor (August 2016-present)

**Institution:** Western Illinois University  
**Rank/Dates:** Graduate Teaching Assistant (August 2015- May 2016)

**TEACHING**

ECON 231: Principles of Macroeconomics

ECON 232: Principles of Microeconomics

ECON 170: Global Economic Environment

ECON 351: Global Poverty

DS 303: Applied Regression Analysis and Business Forecasting

**UNIVERSITY/COMMUNITY SERVICE****University**

CBT QC faculty council committee representative (May 2018- present).

**Community**

FIRST (not-for profit STEM engagement for kids worldwide) volunteer (2017- present).

Robotics volunteer at Riverdale Heights Elementary School, Bettendorf, Iowa (2014).

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Haritima S Chauhan  
**RANK** Assistant Professor  
**DEPARTMENT** Economics and Decision Sciences  
**PRIMARY FIELD OF TEACHING** Microeconomics, Macroeconomics, Applied Econometrics and Statistics, Data Analytics

**CBT CLASSIFICATIONS** Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy

**Year conferred:** 2018  
**Institution:** Northern Illinois University, IL, USA  
**Major field:** Economics  
**Dissertation title:** “Sentiments and Asset Markets”

**Other degree(s) earned:** Master of Arts  
**Year conferred:** 2012  
**Institution:** Northern Illinois University, IL, USA  
**Major field:** Economics

**Other degree(s) earned:** Master in Business Administration  
**Year conferred:** 2005  
**Institution:** ICFAI Business School, Mumbai, India  
**Major field:** Business Administration - Finance

**TEACHING EXPERIENCE**

**Institution:** Northern Illinois University, IL, USA  
**Rank/Dates:** Instructor/08.2017-05.2018;  
Graduate Assistant/08.2012-05.2015

**TEACHING**

Primary Instructor – DS 533: Applied Business Forecasting and Planning  
DS 303: Applied Business Forecasting and Regression Analysis  
DS200: Introduction to Business Analytics  
ECON 408G: Economics for Decision-Makers  
ECON 361: Intermediate Macroeconomics  
ECON 260: Principles of Microeconomics  
ECON 231: Principles of Macroeconomics

Graduate Assistant – ECON 370: Current Issues in Economics – Financial Economics  
ECON 390: Econometrics and Economic Applications  
ECON 490/590: Econometrics I  
ECON 740: Financial Economics I  
ECON 790: Economic Statistics and Econometrics

## **INTELLECTUAL CONTRIBUTIONS**

### **Other Intellectual Contributions**

#### **Presentations at academic or professional meetings:**

1. 2019 – Presenter,  
Title – ‘Does Economies of Scale and Productivity Growth Exist in Indian Banking Industry?’  
Southern Economic Association, Fort Lauderdale FL
2. 2018 – Presenter,  
Title – ‘Is Collective Real-time Sentiment of Individual Investors Influential?’  
Financial Management Association, San Diego CA
3. 2017 – Presenter and Session chair,  
Title – ‘Is Collective Real-time Sentiment of Individual Investors Influential?’  
Western Economic Association, San Diego CA
4. 2017 – Presenter and Discussant,  
Title – ‘Is Collective Real-time Sentiment of Individual Investors Influential?’  
Midwest Economic Association, Cincinnati OH
5. 2016 – Presenter, Session Chair and Discussant,  
Title – ‘Effects of Risks to Changes in Preferences on Asset Markets and Macroeconomy’  
Southern Economic Association, Washington DC

#### **Professional Consulting**

Independent Consultant, Soothsayer Analytics, Livonia Michigan

#### **Working Papers**

1. Is Collective Real-time Sentiment of Individual Investors Influential?
2. Effects of Risks to Changes in Preferences on Asset Markets and Macroeconomy
3. Does Economies of Scale and Productivity Growth Exist in Banking Industry?
4. Risk and Return Tradeoff in a Mixed Data Regressions. (with Dr. Evan Anderson and Dr. Ai-Ru Cheng)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Haritima S Chauhan  
**RANK** Assistant Professor  
**DEPARTMENT** Economics and Decision Sciences  
**PRIMARY FIELD OF TEACHING** Microeconomics, Macroeconomics, Applied Econometrics and Statistics, Data Analytics

**CBT CLASSIFICATIONS** Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy

**Year conferred:** 2018  
**Institution:** Northern Illinois University, IL, USA  
**Major field:** Economics  
**Dissertation title:** “Sentiments and Asset Markets”

**Other degree(s) earned:** Master of Arts  
**Year conferred:** 2012  
**Institution:** Northern Illinois University, IL, USA  
**Major field:** Economics

**Other degree(s) earned:** Master in Business Administration  
**Year conferred:** 2005  
**Institution:** ICFAI Business School, Mumbai, India  
**Major field:** Business Administration - Finance

**TEACHING EXPERIENCE**

**Institution:** Northern Illinois University, IL, USA  
**Rank/Dates:** Instructor/08.2017-05.2018;  
Graduate Assistant/08.2012-05.2015

**TEACHING**

Primary Instructor – DS 533: Applied Business Forecasting and Planning  
DS 303: Applied Business Forecasting and Regression Analysis  
DS200: Introduction to Business Analytics  
ECON 408G: Economics for Decision-Makers  
ECON 361: Intermediate Macroeconomics  
ECON 260: Principles of Microeconomics  
ECON 231: Principles of Macroeconomics

Graduate Assistant – ECON 370: Current Issues in Economics – Financial Economics  
ECON 390: Econometrics and Economic Applications  
ECON 490/590: Econometrics I  
ECON 740: Financial Economics I  
ECON 790: Economic Statistics and Econometrics

## **INTELLECTUAL CONTRIBUTIONS**

### **Other Intellectual Contributions**

#### **Presentations at academic or professional meetings:**

1. 2019 – Presenter,  
Title – ‘Does Economies of Scale and Productivity Growth Exist in Indian Banking Industry?’  
Southern Economic Association, Fort Lauderdale FL
2. 2018 – Presenter,  
Title – ‘Is Collective Real-time Sentiment of Individual Investors Influential?’  
Financial Management Association, San Diego CA
3. 2017 – Presenter and Session chair,  
Title – ‘Is Collective Real-time Sentiment of Individual Investors Influential?’  
Western Economic Association, San Diego CA
4. 2017 – Presenter and Discussant,  
Title – ‘Is Collective Real-time Sentiment of Individual Investors Influential?’  
Midwest Economic Association, Cincinnati OH
5. 2016 – Presenter, Session Chair and Discussant,  
Title – ‘Effects of Risks to Changes in Preferences on Asset Markets and Macroeconomy’  
Southern Economic Association, Washington DC

#### **Professional Consulting**

Independent Consultant, Soothsayer Analytics, Livonia Michigan

#### **Working Papers**

1. Is Collective Real-time Sentiment of Individual Investors Influential?
2. Effects of Risks to Changes in Preferences on Asset Markets and Macroeconomy
3. Does Economies of Scale and Productivity Growth Exist in Banking Industry?
4. Risk and Return Tradeoff in a Mixed Data Regressions. (with Dr. Evan Anderson and Dr. Ai-Ru Cheng)



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Jonathan E. Devereueawax  
**RANK** Instructor  
**DEPARTMENT** Department of Economics and Decision Sciences  
**PRIMARY FIELD OF TEACHING** Economics

**CBT CLASSIFICATIONS**

Full Time, Participating, Other

**EDUCATION**

**Highest degree earned:** Master of Arts in Economics

**Year conferred:** (May 2014)

**Institution:** Western Illinois University – Macomb, IL

**Major field of highest degree:** Economics

**Other degree(s) earned:** Bachelor of Business

**Year conferred:** (May 2012)

**Institution:** Western Illinois University, Macomb, IL

**Major field:** Economics

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University, Macomb IL

**Rank/Dates:** Instructor (2014-present)

**TEACHING**

**Course# and Title**

Econ 100 Intro to Economics

Econ 231 Principles of Macroeconomics

Econ 232 Principles of Microeconomics

Econ 351G Economics of Poverty

**UNIVERSITY/COMMUNITY SERVICE**

Department Level

EDS Student Engagement and Marketing Committee (Fall 2018)

EDS Best Practices Committee (Fall 2018)

Economic Student Association Co-advisor (Fall 2014 - Present)

Assistant Director, Center for Economic Education (Fall 2016 – Spring 2018)

Assisted in the preparation of Economics Day (Spring 2017)

College Level

CBT Professional Development Week Presenter (Fall 2016 & Fall 2017)

Quality Management Committee (Fall 2015 & Spring 2016)

CBT Strategic Planning Committee (Spring 2015)

University Level

Committee for Student Activity Funds (Fall 2015 – Spring 2017)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Tara N. Feld
<b>RANK</b>	Associate Professor
<b>DEPARTMENT</b>	Economics and Decision Sciences
<b>PRIMARY FIELD OF TEACHING</b>	Microeconomics

**CBT CLASSIFICATIONS**

Full-Time, Participating, Practicing Academic (PA)

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy

**Year conferred:** (December 1998)

**Institution:** The University of South Carolina

**Major field of highest degree:** Economics/Applied Microeconomics

**Minor field of highest degree:** Economics/International Trade

**Dissertation title:** Efficiency and Equity Considerations of Government Contracts

**Other degree(s) earned:** Bachelor of Science

**Year conferred:** (December 1990)

**Institution:** Jacksonville University

**Major field:** Economics and International Business

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Associate Professor (2004-present)

Assistant Professor (1998-2004)

**Institution:** University of South Carolina

**Rank/Dates:** Instructor (1995-1998)

**TEACHING**

ECON 100: Introduction to Economics (traditional and online format)

ECON 232: Principles of Microeconomics (traditional and online format)

ECON 330: Intermediate Microeconomics

ECON 332: Managerial Economics

ECON 381: Economic Problem Solving (traditional and online format)

ECON 432G: Public Finance

ECON 497: Senior Assessment

ECON 538: MBA Economics for Managers (online and hybrid format)

## INTELLECTUAL CONTRIBUTIONS

### Presentations:

“Giving and Taking Frames in Ultimatum Bargaining with Earned Endowments with Dr. Jobu Babin, Midwest Economic Association Meeting, March 2019. [A]

“Giving and Taking Frames in Ultimatum Bargaining with Earned Endowments with Dr. Jobu Babin, Missouri Valley Economic Association, October 2018. [A]

“Online and Hybrid Classroom Outcomes” with Dr. Jobu Babin, Dr. Jessica Lin, and Mrs. Kayla Mitchell, Missouri Valley Economic Association, October 2018. [P]

“Apps for Academics” with Dr. Mandeep Singh and Dr. Justin Ehrlich at American Society for Business and Behavioral Sciences Program 22<sup>nd</sup> Annual Conference” February 2015. [P]

“Understanding the Phenomena: ALS Bucket Challenge” with Dr. Mandeep Singh and Dr. Joseph Dobson at American Society for Business and Behavioral Sciences Program 22<sup>nd</sup> Annual Conference” February 2015. [A]

### Works in Progress (SSRN Electronic Journal: Economics Elsevier or other)

Giving and Taking Frames in Ultimatum Bargaining with Earned Endowments with Dr. Jobu Babin

Online and Hybrid Classroom Outcomes with Dr. Jobu Babin, Dr. Jessica Lin, and Mrs. Kayla Mitchell

### Federal Grant Awards:

Co-principal investigators: Dr. Jessica Lin and Dr. Tara Feld with Lori Sutton, Executive Director of EagleView Community Health. Project title: “*Henderson County Rural Health Center, Inc. (d.b.a Eagleview Community Health) Quality Improvement Program*”, from US Department of Health and Human Services, Federal Office of Rural Health Policy Community-Based Division. Grant amount \$209,000 renewable for three years [A]

## PROFESSIONAL ENGAGEMENT ACTIVITIES

### Administrative Roles within the College

Interim Associate Dean and MBA Director (June 2019-present)

Member, President’s Executive Institute (March 2019-present)

Interim Chair, Economics and Decision Sciences (January 2018- June 2019)

### Professional association positions

Member, Editorial Board for the Journal of Financial and Economic Practice (2010-2014)

**Professional association memberships**

Southern Economic Association  
Midwest Economic Association  
Missouri Valley Economic Association  
Illinois Economic Association

**Other Professional Activities**

Economics Honors Thesis, Chair, Mr. Patrick Quinlan (2017)

**UNIVERSITY/COMMUNITY SERVICE****Department**

Interim Chair, Economics and Decision Sciences (2018-2019)  
Undergraduate Program Coordinator (4 ACES per year: 2010-2019)  
Chair, Faculty Search Committee (2003-2019)  
Department Personnel Committee (2004-2019)  
Chair, Undergraduate Curriculum Committee (2008-2019)  
Chair, Department Assessment Committee (2011-2019)  
General Education Assessment Coordinator (2011- present)  
EDS Committee on Online Distance Education and Best Practices (2011-2019)  
EDS Internship Coordinator (2013-present)  
EDS Seminar Series Coordinator (2016-2018)  
Chair, Economics and Decision Sciences Chair Review (2015)

**College**

Interim Associate Dean and MBA Director (June 2019-present)  
AACSB Committee (2018-present)  
CBT Strategic Planning Committee (2018-present)  
CBT Assessment Coordinator (2016-2017)  
CBT Assessment Committee (2014-2017; Co-Chair 2014-2016).

**University**

President's Executive Institute (2019-present)  
Social Responsibility Task Force (2019-present)  
Student Learning Assessment Committee (2019-present)  
President's Roundtable Advisory Board (2016-2018)  
Faculty Senate, Vice-Chair (2014-15) member (2013-2016); member (2017).  
Member, President and Provost Performance Evaluation Committee (2015).  
Illinois Articulation Initiative, WIU Representative on the Business Panel (2009-2014)

**Community** (local, state, national, international)

Macomb Chamber of Commerce (2012-current)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	<b>Shankar Ghimire</b>
<b>RANK</b>	Assistant Professor
<b>DEPARTMENT</b>	<b>Economics and Decision Sciences</b>
<b>PRIMARY FIELD OF TEACHING</b>	Economics
<b>CBT CLASSIFICATIONS</b>	
Full time or Part time	Full Time
Participating or Supporting	Participating, Scholarly Academic (SA)

**EDUCATION**

<b>Highest degree earned:</b>	<b>Ph.D.</b>
Year conferred	21013
Institution:	<b>Western Michigan University</b>
Major field:	<b>Applied Economics</b>
Minor field:	

<b>Other degree(s) earned:</b>	<b>M.A.</b>
Year conferred:	<b>2010</b>
Institution:	<b>Western Michigan University</b>
Major field:	<b>Economics</b>

<b>Other degree(s) earned:</b>	<b>B.A.</b>
Year conferred:	2007
Institution:	<b>Saint Cloud State University</b>
Major field:	<b>Community Development</b>
Minor field:	<b>Economics</b>

**TEACHING EXPERIENCE**

<b>Institution:</b>	<b>Western Illinois University</b>
<b>Rank/Dates:</b>	<b>Assistant Professor of Economics, 2015 – Present</b>
<b>Institution:</b>	<b>Maryville College</b>
<b>Rank/Dates:</b>	<b>Visiting Assistant Professor of Economics, 2013-2015</b>

**TEACHING**

- ECON 507 –Econometrics II
- ECON 500 – Macroeconomic Theory and Policy
- ECON 487G – Econometrics
- ECON 470G – International Trade (Both Online and Face-to-Face)
- ECON 420G – Economic Development (Both Online and Face-to-Face)
- ECON 351 – Global Poverty
- ECON 231 – Principles of Macroeconomics
- ECON 379/679: Study Abroad: Economics of Developing Countries

## INTELLECTUAL CONTRIBUTIONS

### ○ Peer Reviewed Journals:

- Ghimire, S. & Tomasik, R. (2019). Globalization and the US Economy: An Analysis of Outsourcing and Labor Restructuring. *Journal of Economic Insight, (Forthcoming)*.
- Ghimire, S., Kapri, K., & Rahman, M.R. (2018). Imitate or Innovate? FDI, Technology, and Income Levels in Middle Income Countries. *Journal of Development Innovations, 2(1): 1-13*.
- Walia, B. & Ghimire, S. (2018). Rating Sport Business and Sport Human Development Journals: Transforming Standard Ratings to Capture Two-Dimensionality. *Academy of Economics and Finance Papers and Proceedings, Spring 2018*.
- Ghimire, S., Rigatti, T. & Sexton, N. (2017). Effect of Credit Cooperative in Employment Generation: Evidence from Rural Nepal. *Journal of Development Innovations, 1(1): 29-44*.
- Ghimire, S., Mukherjee, D. & Alvi, E. (2016). Aid-for-Trade and Export Performance of Developing Countries. *Applied Econometrics and International Development, 16(1): 23-34*

### ○ Papers Under Review:

- Devkota, S., & Ghimire, S., Upadhyay, M. (2019). Rural-Urban Difference in Human Capital: Does Access to Education Infrastructure Matter? *European Journal of Dev. Res.*
- Ghimire, S. & Kapri, K. (2019). Migration, Remittance, and Agricultural Productivity: Evidence from the Nepal Living Standard Survey. *World Development Perspectives*.
- Ghimire, S. & Kapri, K. (2019). Does the Source of Remittance Matter? Differentiated Effects of Earned and Unearned Remittances on Agricultural Productivity. *Economies*.
- Ghimire, S. & Paudel Sharma, N. (2019). R&D, FDI, and Innovation: An Analysis of Patent Applications in the OECD Countries. *Journal of Development Innovations*.
- Ghimire, S., Clifford, D., & Costa, G. (2019). Do Microfinance Institutions Help with Business Expansion? Evidence from Rural Nepal. *Academy of Econ. and Finance Journal*.

## Conference Presentations:

2019

- “Globalization and the US Economy: An Analysis of Outsourcing and Labor Market Restructuring”, *Global Studies Association, Annual Conference, Chicago, IL*.
- “Microfinance and Business Expansion: Evidence from Nepal”, *Academy of Economics and Finance, Annual Conference, St. Petersburg, FL*.
- “Outsourcing and Labor Market Structure”, *Missouri Valley Economic Association, Annual Conference, Memphis, TN*
- “Agricultural Productivity: Contrasting Effects of Earned and Unearned Remittances”, *Illinois Economic Association, Annual Conference, Chicago, IL*
- Invited Talk: “Potential Investment Sectors in Nepal with High Rates of Return”, *Association of Nepalese in Midwest America, Annual Conference, Chicago, IL*.

2018:

- “Agricultural Productivity: Contrasting Effects of Earned and Unearned Remittance”, *Illinois Economics Association Conference, October 2018, Chicago, IL*.
- “Outsourcing and Labor Market Structure”, *Missouri Valley Economics Association Conference, October 2018, Memphis, TN*.

- “Impact of Remittances and Microcredit on Household Income”. *Midwest Economic Association Conference, March 2018, Evanston, IL.*
- 2017:
  - “Effect of Credit Cooperatives in Employment Generation and Business Expansion: Case Study of Nepal”. *ASIANetwork Annual Conference, April 2017, Oak Brook, IL.*
  - “Rural-Urban Differences in Human Capital: Does Access to Infrastructure Matter?” *Midwest Economic Association Annual Conference, March 2017, Cincinnati, OH.*
- 2016:
  - “Globalization and the US Economy: An Analysis of Outsourcing and Labor Restructuring”. *Missouri Valley Economic Association Annual Conference, November 2016, St. Louis, MO.*
  - “Innovation, Technology and Economic Growth”. *Illinois Economic Association Conference, October 2016, Chicago, IL.*
  - “Remittance and Structural Transformation: An Analysis of Nepal Living Standard Survey”. *Midwest Economic Association Conference, April 2016, Evanston, IL.*
  - “Aid-for-Trade, High-Technology Exports, and Economic Growth”. *Midwest Economic Association Conference, April 2016, Evanston, IL.*
- 2015:
  - “Effectiveness of Aid-for-Trade on Reducing Export Volatility: Searching for Best Predictors Using LARS”. *Illinois Economic Association Conference, October 2015, Chicago, IL.*
- 2014:
  - “Aid, Aid-for-Trade, and Nepal”. *Annual Kathmandu Conference on Nepal and the Himalaya, July 2014, Kathmandu, Nepal.*
- **Grants and Awards:**
  - 2019 - Course Enhancement Grant, Puerto Rico and Ecuador, Western Illinois University
    - Communities and Agents: Language and Area Studies for a Sustainable Future.
  - 2018 - Course Enhancement Grant, Puerto Rico (\$3,000), Western Illinois University
    - Communities and Agents: Language and Area Studies for a Sustainable Future.
  - 2017 - Course Enhancement Grant, Ecuador (\$3,000), Western Illinois University
    - Communities and Agents: Language and Area Studies for a Sustainable Future.
  - 2016 - Research Grant (\$4,883), Western Illinois University
    - Panel Study of Poverty Dynamics: Impact of Microfinance on Rural Household Income in Nepal
  - 2015 - Research Grant (\$24,200), ASIANetwork Student-Faculty Fellowship
    - Microfinance and Rural Development: The Importance of Credit Cooperatives to Small Scale Entrepreneurs in Rural Nepal



## PROFESSIONAL ENGAGEMENT

- **International Research Projects:**
  - Study Abroad Course to Peru: May 15, 2019 – May 30, 2019
    - Took a group of students to study the economics of developing countries.
  - Study Abroad Course to Peru: May 19, 2018 – June 3, 2018
    - Took a group of students to study the economics of developing countries.
  - Research trip to Ecuador: August 4 – August 13, 2017
    - To study the impact of microfinance activities by Pan de Vida in Quito, Ecuador.
  - Study Abroad Trip to Nepal: May 15, 2017 – May 31, 2017
    - Taking a group of students to study the economics of developing countries.
  - Research Trip to Nepal: December 25, 2016 – January 20, 2017
    - Received a competitive University Research Council grant in the amount \$4,843 for the research project to be completed in 2016/2017: “Panel Study of Poverty Dynamics: The Impact of Microfinance on Rural Household Income in Nepal”.
  - Research Trip to Nepal: May 15, 2016 – January 20, 2017
    - Received a competitive ASIANetwork grant in the amount \$24,200 to study the impact of credit cooperatives in the Dolakha region of Nepal. The project was conducive to producing two research papers.
- **Affiliations in Professional Organizations:**
  - Research Fellow, KarmaQuest International, Canada
    - Serving as a volunteer research fellow for KarmaQuest International to promote and facilitate leading-edge research, including collaborative and interdisciplinary research in areas of economic growth and development.
  - Editor, Journal of Development Innovations (JDI), published by KarmaQuest International
    - As an editorial board member, I am responsible for recommending high quality papers for publication in JDI and supporting to the quality control of the journal.
  - President, Voice of Children USA
    - As the President of the non-profit organization, I lead the Board of Directors in performing its duties and responsibilities in helping the economically disadvantaged children in Nepal, especially in the health, education, and economic status of the children and their families.

## **UNIVERSITY/COMMUNITY SERVICE**

### **Departmental Committee:**

- 2018 – present: Graduate Committee, Economics and Decision Science
- 2018 – present: Student Engagement and Marketing Committee, Chair
- 2016 – 2018: Grade Appeals Committee, Chair
- 2016 – 2018: Undergraduate Committee on Curricular and Program Instruction
- 2016 – 2018: Undergraduate Assessment Committee
- 2016 – 2018: Undergraduate Admissions, Retention, and Recruitment Committee
- 2016 – 2018: Marketing and Image Committee
- 2015 – 2016: EDS Library Representative
- 2015 – 2016: EDS Committee on Teaching with Technology

### **College of Business and Technology Committees:**

- 2017 – present: AACSB Re-Accreditation Committee, Member
- 2015 – 2018: Computing and Technology Committee, Chair

### **University Committees:**

- 2018 – present: Council for International Education
- 2016 – present: Lincoln Laureate Selection Committee
- 2016 – 2017: University Honors Council, CBT Representative
- 2016 – 2017: Provosts Awards of Excellence Committee

### **Community:**

- 2015-present: Voice of Children USA, President**

### **Involvement with Student Organizations:**

- 2015 – present: Nepalese Student Association, Faculty Adviser

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Dr. Jessica Harriger-Lin  
**RANK** Associate Professor of Economics  
**DEPARTMENT** Economics & Decision Sciences  
**PRIMARY FIELD OF TEACHING** Economics

**CBT CLASSIFICATIONS**

Full time  
Participating  
Scholarly Academic

**EDUCATION**

**Highest degree earned:** Ph.D., Economics

**Year conferred:** 2010  
**Institution:** Binghamton University, 2010  
**Major field:** Economics  
**Minor field:** NA

**Dissertation title:** Conspicuous Consumption & Inequality: Theory and Evidence

**Other degree(s) earned:** Master of Arts, Economics

**Year conferred:** 2006  
**Institution:** Western Illinois University  
**Major field:** Economics

**Other degree(s) earned:** Bachelor of Business, Economics

**Year conferred:** 2005  
**Institution:** Western Illinois University  
**Major field:** Economics

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Associate Professor/2016-current

**Institution:** Western Illinois University  
**Rank/Dates:** Assistant Professor/2010-2016

**Institution:** Western Illinois University  
**Rank/Dates:** Instructor/2009-2010

**TEACHING** Econ 100, Introduction to Economics  
Econ 232, Principles of Microeconomics  
Econ 310, Law and Economics  
Econ 325, Money, Banking, & Credit  
Econ 351, Global Economic Poverty Issues  
Econ 381 Math Techniques I  
Econ 390 Health Economics  
Econ 410G Economics of Crime and Punishment  
Econ 481G Mathematical Techniques II  
Econ 504, Price Theory  
Econ 509, Fundamentals of Economic Theory  
Econ 581, Advanced Mathematical Economics  
DS 490G, Statistical Software for Decision Making (R)  
Univ 100, Personal Growth/Well-being

## **INTELLECTUAL CONTRIBUTIONS**

### **Peer Reviewed Journals**

*“The Value of Environmental Status Signaling”* with Michael Delgado & Neha Khanna. Published in *Ecological Economics*, Vol. 111, March 2015, .pgs. 1-11

*“Graduate Marketing Students’ Satisfaction in the Caribbean: A Longitudinal Case Study”* with Nazareen Muhammed, Raghava Gundala, and Mandeep Singh. Published in *Quality Approaches in Higher Education*, Vol. 6, No. 1, pgs. 17-25.

*Accepted for Publication* *“Conspicuous Consumption & Inequality”* with Neha Khanna & Andreas Pape. *R&R with Journal of Economic Inequality*.

*R&R Submission* *“Does Economic Inequality Impact the Number of Arrests in NFL Stadia?”* with Jobu Babin and Allah Melkumian. *R&R with Journal of Economic Insight*

### **Other Intellectual Contributions**

*“Does Inequality Affect NFL Stadia Arrests?”* with Jobu Babin and Alla Melkumian. 2019 MEA, March 14-17.

*“Approaching Gen Z: Media’s Complex Contemplation of Body Shaming”* with Shanna Bruer-Hess and Joe Dobson. 2019 ASBBS, March 8-10.

*“Does Income Inequality Affect Arrests in NFL Stadia?”* with Jobu Babin & Alla Melkumian. 2018 MVEA November 1-3.

*“The Relevance of Student Expectations Across Hybrid and Online Learning Environments”* with Jobu Babin, Kayla Mitchell, and Tara Feld, 2018 MVEA November 1-3.

*“Teaching & Technology: Measuring Student Learning”* with Kayla Mitchell, 2017 MEA, March 31-April 2.

“Body Shaming: Body Type Preference by Race, and Implication for Marketers” with Shanna Bruer-Hess and Joe Dobson, 2017 ASBBS, March 23-25.

“Teaching & Technology Measuring Student Learning” with Kayla Mitchell, 2016 MVEA October 27-29.

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

**Economics Student Association, Advisor, 2012-current**  
**Curriculum Committee, 2012-current**  
**Faculty Search Committee, 2016-2017**  
**Undergraduate Assessment Committee, 2012-current**  
**Economics Tutoring Center Coordinator and TSA Supervisor, 2012-current**  
**Teaching and Technology Committee, Chair, 2012-current**  
**Economics Day Coordinator, 2012-current**  
**Center for Economic Education, Director, 2016-current**  
**Graduate Advisor, Economics & PBC in Business Analytics, 2014-current**

### **College**

**Delta Sigma Pi (Student Group), Advisor, 2012-current**  
**Curriculum Committee, Secretary, 2012-current**

### **University**

**Council on Curricular, Planning, and Instruction (CCPI) 2014-2017, 2018-current**  
**Committee on Medical Absences, Chair, 2012-2016**  
**Council on Student Activity Funds, Spring 2015**  
**Council on Admissions, Graduation, & Academic Standards (CAGAS), Chair 2013-2014**

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME:** Feng Liu  
**RANK:** Assistant Professor  
**DEPARTMENT:** Economics and Decision Science  
**PRIMARY FIELD OF TEACHING:** Regression Analysis, Management Science, Principle of Macroeconomics

**CBT CLASSIFICATIONS**

Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy  
**Year conferred:** 2018  
**Institution:** The University of Mississippi  
**Major field:** Economics  
**Dissertation title:** Essays on Econometrics and Macroeconomics

**Other degree(s) earned:** Master  
**Year conferred:** 2011  
**Institution:** Shanghai University of Finance and Economics  
**Major field:** Finance

**Other degree(s) earned:** Bachelor  
**Year conferred:** 2008  
**Institution:** Qingdao University  
**Major field:** Statistics

**PROFESSIONAL EXPERIENCE**

**Firm:** Western Illinois University  
**Position:** Assistant Professor of Economics  
**Dates:** Fall 2018 - present

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Assistant Professor, Fall 2018 - present

**Institution:** The University of Mississippi  
**Rank/Dates:** Graduate Instructor, Fall 2015 – Spring 2018

## TEACHING:

- Econ 231 – Principle of Macroeconomics (undergrad) (Western Illinois University)
- DS 303 – Regression Analysis (undergrad) (Western Illinois University)
- DS 523 – Management Science (graduate) (Western Illinois University)
- Econ/Bus 230 – Statistics I (Econ and Business undergrad) (University of Mississippi)
- Econ/Bus 302 – Statistics II (Econ and Business undergrad) (University of Mississippi)
- Econ 202 – Principle of Microeconomics (undergrad) (University of Mississippi)

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals (PRJ)

1. “The Simplest Rational Greater-Fool Bubble Model,” *Journal of Economic Theory*, 2018, 175, 38-57. (B)
2. “Improving the Power of the Diebold-Mariano-West Test for Least Squares Predictions,” *International Journal of Forecasting*, 2017, 33(3), 618-626. (B)

### Other Intellectual Contributions

#### Presentations at Academic or Professional meetings:

- “Improving the Power of the Giacomini-White Test for Applications with Covariance-Stationary Data,” Midwest Econometrics Group 28th Annual Meetings, Madison, Wisconsin, Oct 2018.
- “A Three-State Rational Greater-Fool Bubble with Intertemporal Consumption Smoothing,” Midwest Economic Theory and International Trade Conference, Vanderbilt University, Nashville, Tennessee, Oct 2018.
- “Improving the power of Predictive Accuracy Tests,” Southern Economic Association 87<sup>th</sup> Annual Meetings, Tampa, Florida, Nov 2017
- “Improving the Power of the Diebold-Mariano-West Test for Least Squares Predictions,” Midwest Econometrics Group 27<sup>th</sup> Annual Meetings (session chair), College Station, Texas, Oct 2017
- “The Simplest Rational Greater-Fool Bubble model,” Southern Economic Association 86<sup>th</sup> Annual Meetings, Washington, D.C., Nov 2016
- “Improving the Power of the Diebold-Mariano-West Test for Least Squares Predictions,” Southern Economic Association 85<sup>th</sup> Annual Meetings, New Orleans, Louisiana, Nov 2015

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

- EDS Undergraduate Committee, 2018 - present
- EDS Best Practices Committee. 2018 - present

### **College**

- CBT Scholarship Committee, 2019 - present



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME:** Kasing Man  
**RANK:** Professor  
**DEPARTMENT:** Economics and Decision Sciences  
**PRIMARY FIELD OF TEACHING:** Decision Sciences

**CBT CLASSIFICATIONS**

Full time  
Participating  
Scholarly Academics

**EDUCATION**

**Highest degree earned:** Ph. D  
**Year conferred:** 1996  
**Institution:** University of Chicago  
**Major field:** Statistics  
**Minor field:** Finance  
  
**Dissertation title:** Three issues of temporal aggregation

**Other degree(s) earned:** MBA  
**Year conferred:** 1989  
**Institution:** University of Chicago  
**Major field:** Finance

**Other degree(s) earned:** M. Phil.  
**Year conferred:** 1984  
**Institution:** Chinese University of Hong Kong  
**Major field:** Statistics

**Other degree(s) earned:** B.B.A.  
**Year conferred:** 1982  
**Institution:** Chinese University of Hong Kong  
**Major field:** Marketing

**PROFESSIONAL EXPERIENCE**

**Firm:**  
**Position:**  
**Dates:**

## TEACHING EXPERIENCE

**Institution:** Western Illinois University, College of Business and Technology

**Rank/Dates:** Associate Professor / August 2006 - July 2011; Professor / August 2011 – present

**Institution:** Syracuse University, Whitman School of Management

**Rank/Dates:** Assistant Professor / July 1999 - May 2005; Associate Professor / June 2005 - May 2006

**Institution:** Georgetown University, The McDonough School of Business

**Rank/Dates:** Instructor / August 1993 – May 1996; Assistant Professor / June 1996 – May 1999

## TEACHING

DS 303: APPLIED BUSINESS FORECASTING AND REGRESSION ANALYSIS

DS 435(G): APPLIED DATA MINING FOR BUSINESS DECISION-MAKING

DS 501: INDEPENDENT RESEARCH

DS 533: APPLIED BUSINESS FORECASTING AND PLANNING

DS 535: ADVANCED DATA MINING FOR BUSINESS

ECON 506: ECONOMETRICS I

DS 540: APPLIED STOCHASTIC MODELS IN BUSINESS ANALYTICS (substitute to teach for the first half of the course in Fall 2015)

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals

- Lin, H., Man, K., Wang, J., and Wu, C., (2019) “Price Discovery and Persistent Arbitrage Violations in Credit Markets,” *Financial Management*, accepted 2018, Available online <https://doi.org/10.1111/fima.12261> on February 2019. (Basic category)
- Chen, P., Man, K., Wang, J., and Wu, C., (2019) “The Role of Duration and Trades in the Information Assimilation Process of the U.S. Treasury Market,” accepted 2018. *Advances in Pacific Basin Business, Economics and Finance*, Vol. 7, Emerald Publishing Limited, pp. 155-200. (Basic category)  
<https://www.emerald.com/insight/content/doi/10.1108/S2514-465020190000007007/full/html>
- Elfrink, J., Man, K., and Mangalaraj, G., "Financial Literacy and the Sociodemographics of College Students: Implication for Business Education," *Journal of Contemporary Business Issues - Special NAAS Issue (Fall 2014)*, 70-82. (Pedagogical category)

## **Other Intellectual Contributions**

### **Presentation**

Presentation: one of my co-author Tao, X presented an early version of this paper “Effects of Search Frictions on Quality and Integration of Markets: Evidence from Treasury Securities Going Off the Run” in two conferences:

2016 Financial Management Association (FMA) annual meeting, October 2016, Las Vegas;

2016 China International Conference in Finance (CICF), July 2016, Xiamen, China.

(Both in basic category)

### **Presentation and grant from the Lin, Man, Wang and Wu (2019) Financial Management paper:**

This paper was presented by my co-authors in a few places, and one of my co-author received research grant for this project. In the Acknowledgement section, we state:

“We thank Bing Han (Editor) and an anonymous referee for their extremely helpful suggestions and comments. We thank Jack Bao, Efraim Benmelech, Sheng-Syan Chen, San-Lin Chung, Toby Daghish, Jefferson Duarte, Thierry Foucault, Marcin Kacperczyk, Dongmei Li, Kai Li, Gustavo Manso, and Jack Robles for their insightful critiques. We also thank the participants at the 2014 Conference of the European Financial Management Association, the International Conference on Corporate Finance and Financial Markets at City University of Hong Kong, seminars at Victoria University of Wellington and National Taiwan University, and colleagues at SUNY Buffalo for helpful comments. Junbo Wang acknowledges financial support from City University of Hong Kong (Project 7004979 and 9220087) and a research grant from the National Science Foundation of China (No. 71720107002).”

Presentation: one of my co-author Wang, J. presented an early version of this paper entitled “Limited Arbitrage and Pricing Discrepancies in Credit Markets” at the International Conference on Corporate Finance and Financial Markets at City University of Hong Kong in June 2015.

(Basic category)

### **Working papers**

Liu, Sheen, Man, K., Tao, X., and Wu, C., “Search Frictions, Market Quality and Equilibrium: Theory and Evidence

### **Editorial Service and Grant Review:**

#### *External reviewer:*

1. Reviewed the proposal “On Threshold Single-Index Time Series Models: Testing and Estimation” (RGC Ref No. 16500117) submitted to the Research Grants Council (RGC), Hong Kong, China. The amount requested was HK\$1,365,000 (roughly US\$170,000). Reviewer report was submitted through the RGC website on April 21, 2017.

*Referee for peer-reviewed journals:*

1. “Time-Varying Price Discovery and Autoregressive Loading Factors: Evidence from S&P 500 Cash and E-Mini Futures Markets” submitted to *Economic Modelling*. Referee report was submitted to the Editor Prof. Sushanta Mallick on June 12, 2018.
2. “Security Design, Market Risk and Round Quotes in the Treasury Bond Market” submitted to *Applied Economics*. Referee report was submitted to the Editor on March 26, 2018.
3. “Empirical model neural network method for chaotic time series prediction” submitted to *Expert Systems*. Referee report was submitted to the Editor Prof. Paulo Cortez on September 23, 2016.
- 4 “Asymmetric risk and return: Evidence from the Australian Stock Exchange” submitted to *Pacific-Basin Finance Journal*. Referee report was submitted to the Editor Prof. Charles Cao on April 11, 2015; and another report for the revised manuscript on July 31, 2015.
5. “The Informational Role of Individual Investors in Stock Pricing: Evidence from Large Individual and Small Retail Investors” submitted to *Pacific-Basin Finance Journal*. Referee report was submitted to the Editor Prof. Charles Cao on October 19, 2014; and another report for the revised manuscript on November 29, 2014.
6. “Investor Characteristics and the Disposition Effect” submitted to *Pacific-Basin Finance Journal*. Referee report was submitted to the Editor Prof. Charles Cao on July 11, 2014; and report for revision on October 16, 2014.
7. “A State-Price Volatility Index for China's Stock Market” submitted to *Pacific-Basin Finance Journal*. Referee report was submitted to the Editor Prof. Charles Cao on May 10, 2014; and report for revision on August 2014.

## UNIVERSITY/COMMUNITY SERVICE

### Department

- Graduate Advisor, *Applied Statistics and Decision Analytics* program, Spring 2018 – present.
- Department Personnel Committee, faculty search, and a number of dept. committees.
- Highly involved in developing several new programs related to Business Analytics, including a post-baccalaureate certificate program in Business Analytics, a Master of Science in Applied Statistics and Decision Analytics, and a new undergraduate major in Business Analytics.
- one of the two members in the EDS Department Chair Review committee. The report is submitted to the Dean in December 2015.
- DS 303 coordinator for a few semesters.

### **College**

- College's Assessment Committee, member, from 2008 to now. Involved in re-accreditation and various assessment activities; reviewed student projects for assessment purpose.
- CBT Board of Director, 2017 academic year
- MBA Committee, 2015 Spring

### **University**

- University Research Council (University), 2016 – 2018 and 2019-2021
- I served as a judge in the Research Posters session at the 2017 and 2018 WIU Graduate Research Conference.
- Full member in the Graduate Faculty since November 2006.

### **Community**

Served as the Treasurer of the *Central Illinois Chapter of the American Statistical Association* (CIASA), December 2007 – Present.

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Alice A. Melkumian  
**RANK** Professor  
**DEPARTMENT** Economics and Decision Sciences  
**PRIMARY FIELD OF TEACHING** Macro Economics, Monetary Economics  
**CBT CLASSIFICATIONS** Full Time  
Participating  
Other

**EDUCATION**

**Highest degree earned:**

**Year conferred:** 2003  
**Institution:** West Virginia University  
**Major field of highest degree:** Financial Economics  
**Minor field of highest degree:** Monetary Economics

**Dissertation title:** Essays on the Opportunity Cost of Constrained Portfolio Strategies  
The Opportunity Cost of Being Constrained by the Mean-Variance Framework  
The Opportunity Cost of Being Constrained by the Number of Assets in One's Portfolio  
The Opportunity Cost of Being Restricted from Short-Selling

**Other degree(s) earned:** M.A., Economics  
**Year conferred:** 2002; **Institution:** West Virginia University  
**Major field:** Macroeconomics

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Assistant Professor/Fall 2003 – May 2009  
Associate Professor/June 2009 – May 2014  
Professor/June 2014 – present

**Institution:** West Virginia University  
**Rank/Dates:** Graduate Assistant /Fall 2000-Fall 2002

**TEACHING**

**SPRING 2019**

<u>Course# and Title</u>	<u>Credit Hrs.</u>	<u>Special Characteristics</u>
Econ 170 (Global Economics)	3	CBT Core Course
Econ 331 (Intermediate Macroeconomics)	3	Upper-Level Elective
Econ 500 (Macroeconomic Theory and Policy)	3	Cap-stone Master Level Course

**FALL 2018**

<b><u>Course# and Title</u></b>	<b><u>Credit Hrs.</u></b>	<b><u>Special Characteristics</u></b>
Econ 170 (Global Economics)	3	CBT Core Course
Econ 231 (Principles of Macroeconomics)	3	General Education Course
Econ 231 (Principles of Macroeconomics)	3	General Education Course
Econ 500 (Macroeconomic Theory and Policy)	3	Cap-stone Master Level Course

**SPRING 2018**

<b><u>Course# and Title</u></b>	<b><u>Credit Hrs.</u></b>	<b><u>Special Characteristics</u></b>
Econ 170 (Global Economics)	3	CBT Core Course
Econ 331 (Intermediate Macroeconomics)	3	Upper-Level Elective
Econ 500 (Macroeconomic Theory and Policy)	3	Cap-stone Master Level Course

**FALL 2017**

<b><u>Course# and Title</u></b>	<b><u>Credit Hrs.</u></b>	<b><u>Special Characteristics</u></b>
Econ 170 (Global Economics)	3	CBT Core Course
Econ 471 (International Monetary Economics)	3	Upper-Level Elective
Econ 325 (Money, Banking, and Credit)	3	Upper-Level Elective

**SPRING 2017**

<b><u>Course# and Title</u></b>	<b><u>Credit Hrs.</u></b>	<b><u>Special Characteristics</u></b>
Econ 425 (Money Markets, Capital Markets)	3	Upper-Level Elective
Econ 331 (Intermediate Macroeconomics)	3	Upper-Level Elective
Econ 170 (Global Economics)	3	Upper-Level Elective

**FALL 2016**

<b><u>Course# and Title</u></b>	<b><u>Credit Hrs.</u></b>	<b><u>Special Characteristics</u></b>
Econ 231 (Principles of Macroeconomics)	3	General Education Course
Econ 231 (Principles of Macroeconomics)	3	General Education Course
Econ 325 (Money, Banking, and Credit)	3	Upper-Level Elective

**SPRING 2016**

<b><u>Course# and Title</u></b>	<b><u>Credit Hrs.</u></b>	<b><u>Special Characteristics</u></b>
Econ 170 (Global Economics)	3	Upper-Level Elective
Econ 231 (Principles of Macroeconomics)	3	General Education Course
Econ 331 (Intermediate Macroeconomic Theory)	3	Upper-Level Course
Econ 433 (Honors Reading in Economics)	1	Independent Study
Econ 509 (Fundamentals of Economic Theory)	3	Master Level Deficiency Course

**FALL 2015**

<b><u>Course# and Title</u></b>	<b><u>Credit Hrs.</u></b>	<b><u>Special Characteristics</u></b>
Econ 231 (Principles of Macroeconomics)	3	General Education Course
Econ 325 (Money, Banking, and Credit)	3	Upper-Level Elective
Econ 471 (International Monetary Economics)	3	Upper-Level Course

## **SPRING 2015**

<b><u>Course# and Title</u></b>	<b><u>Credit Hrs.</u></b>	<b><u>Special Characteristics</u></b>
Econ 231 (Principles of Macroeconomics)	3	General Education Course
Econ 331 (Intermediate Macroeconomic Theory)	3	Upper-Level Course
Econ 425 (Money Markets, Capital Markets)	3	Upper-level Elective
Econ 509 (Fundamentals of Economic Theory)	3	Master Level Deficiency Course

## **FALL 2014**

<b><u>Course# and Title</u></b>	<b><u>Credit Hrs.</u></b>	<b><u>Special Characteristics</u></b>
Econ 231 (Principles of Macroeconomics)	3	General Education Course
Econ 231 (Principles of Macroeconomics)	3	General Education Course
Econ 325 (Money, Banking, and Credit)	3	Upper-Level Elective

## **INTELLECTUAL CONTRIBUTIONS**

### **Peer Reviewed Journals**

1. "A note on the Demographics of UK Referendums on "Staying or Leaving the European Union", accepted for publication in peer-reviewed Journal of Applied Business and Economics, Fall 2018 [A]

### **Work in Process**

1. "Does Economics Inequality Impact the Number of Arrests in NFL Stadia", invited to Revise and Resubmit for a publication to Journal of Economic Insight, February 2019

### **Presentations**

1. "Does Economic Inequality Impact the Number of Arrests in NFL Stadia" – final draft of the paper with comments incorporated, at Midwest Economics Association Annual meeting in St. Louis, MO, March 2019 [A]
2. "Does Economic Inequality Impact the Number of Arrests in NFL Stadia" – first draft of the paper, at Missouri Valley Economic Association meeting, Memphis, TN, November 2018 [A]
3. "A note on the Demographics of UK Referendums on "Staying or Leaving the European Union" at Midwest Economics Association's Annual Meeting, Evanston, Illinois, IL, March 2018, [A]
4. "How Flat is the Financial World? – Evidence from Investors' Portfolios" at Missouri Valley Economic Association meeting, October 2014, St. Louis, MO. [A]



### **Reviews Conducted for Peer Reviewed Journals or**

1. Serving as a referee for the Journal of Economic Development and Business Policy. July 2014 – June 2019

## **PROFESSIONAL ACTIVITIES**

### **Professional association memberships**

1. Missouri Valley Economic Association
2. Midwest Economic Association

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

1. Chair of Marketing and Image Committee, August 2014 – August 2015
2. Member of Departmental Personal Committee, August 2014 – June 2019
3. Best Practices Committee, August 2018 – June 2019
4. Departmental representative at Undergraduate and Graduate graduation ceremonies in December of 2014, 2016, 2018

### **College**

1. Member of Strategic Planning Committee, July 2014 – June 2019

### **University**

1. Member of the Summer School Committee, August 2014 – August 2015
2. Member of University Sick Leave Bank Committee, August 2014 – June 2019

### **Community (local)**

1. Serving on Board of Unitarian Universalists Fellowship, Macomb, IL, August 2014 – August 2016
2. Volunteering for performance events in-town and out-of-town for Macomb High School Marching Band (Fall 2017 – June 2019)
3. Volunteering for sporting events for Macomb High School cross country team and for track and field team (Fall 2017 – June 2019)
4. Serving as a judge in Spelling Bee at St. Paul Catholic Church, January 2019

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Steven M. Rock
<b>RANK</b>	Professor Emeritus/Adjunct
<b>DEPARTMENT</b>	Economics
<b>PRIMARY FIELD OF TEACHING</b>	Managerial Economics
<b>CBT CLASSIFICATIONS</b>	Part time, Supporting, Practice Academic

**EDUCATION**

**Highest degree earned:** Ph.D.

**Year conferred:** 1975

**Institution:** Northwestern University

**Major field of highest degree:** Economics

**Dissertation title:** Redistributive Effects of Mass Transit in the Chicago Area

**Other degree(s) earned:** M.A.

**Year conferred:** 1972

**Institution:** Northwestern University

**Major field:** Economics

**Other degree(s) earned:** B.A.

**Year conferred:** 1971

**Institution:** Case Western Reserve University

**Major field:** Economics

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Professor (1993-2018) Adjunct (fall 2018, spring 2019)  
Associate Professor (1990-3)

**Institution:** Northern Illinois University

**Rank/Dates:** Associate Professor (1986-1990)

**Institution:** Illinois Institute of Technology

**Rank/Dates:** Associate Professor (1982-6)  
Assistant Professor (1978-82)

**Institution:** University of Illinois-Chicago

**Rank/Dates:** Visiting Assistant Professor (1975-8)

## **TEACHING** (Courses taught during the 5 most recent years)

### **Course# and Title**

Econ 350 (Economics of Poverty & Discrimination)

Econ 538 (Economics for Managers)

Econ 503 (Applied Price Theory)

## **INTELLECTUAL CONTRIBUTIONS**

Panel Moderator, 6<sup>th</sup> annual Market Groups Midwest Institutional forum, “Recent Developments in Opportunistic High Yield Bonds”, Chicago, June 2019.

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

### **Board member**

Trustee of the State Universities Retirement System of Illinois which oversees a \$19 billion portfolio (2015-present)

### **Professional association memberships**

American Economic Association

Honor Society of Phi Kappa Phi

### **Consulting**

AARP Tax Aide Program, volunteer tax preparation for seniors, Local Coordinator (2014-present)

### **Certifications**

AARP Tax Aide (IRS certified at the advanced levels)

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

Department Personnel Committee, Chair (2014-2018)

Graduate Coordinator (2014-2018)

Scholarship and Awards Committee, Chair (2014-2018)

### **College**

MBA Committee (2014-2018)

College Personnel Committee (2014-2018)

### **University**

Faculty Senate, 2017-2018, Chair.

Provost Search Committee, 2017-2018, Chair

Council on Admissions, Graduation, and Academic Standards, 2014-2017, Chair

Honor Society of Phi Kappa Phi, Membership Coordinator, WIU Chapter (2014-2018)

Faculty Advisory Council of the Illinois Board of Higher Education,  
WIU representative, Secretary (2014-2018)

**Community**

Honor Society of Phi Kappa Phi, National Vice President for Finance (2014-2016), National Board of Directors (2016-2018).

Alternatives for the Older Adult, volunteer money manager (2014-present)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITA**

<b>NAME</b>	Thomas R. Sadler
<b>RANK</b>	Professor
<b>DEPARTMENT</b>	Economics and Decision Sciences
<b>PRIMARY FIELD OF TEACHING</b>	Environmental Economics
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned: Ph.D.**

<b>Year conferred:</b>	1998
<b>Institution:</b>	University of Tennessee – Knoxville
<b>Major field:</b>	Environmental Economics
<b>Minor field:</b>	Public Finance

**Other degree(s) earned:**

<b>Year conferred:</b>	1993
<b>Institution:</b>	University of Missouri – Columbia
<b>Major field:</b>	Economics

**Other degree(s) earned:**

<b>Year conferred:</b>	1991
<b>Institution:</b>	Western Illinois University
<b>Major field:</b>	Economics

**TEACHING EXPERIENCE**

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Professor, 2016 – Present Associate Professor, 2010 – 2016 Assistant Professor, 2005 – 2010

**TEACHING**

ECON 465 – Economics of Energy  
ECON 440 – Labor Economics  
ECON 430 – Environmental Economics  
ECON 350 – Economics of Poverty and Discrimination  
ECON 232 – Principles of Microeconomics  
ECON 231 – Principles of Macroeconomics  
ECON 170 – Global Economic Environment  
ECON 100 – Introduction to Economics  
GH 302 – Economics of Sustainable Food Networks

**INTELLECTUAL CONTRIBUTIONS**

## Peer Reviewed Journals

“The 2011-2021 NBA collective bargaining agreement: Asymmetric information, bargaining power and the principal agency problem,” with Shane Sanders, 2016, *Managerial Finance*, 42(9), 891-901.

“Institutional Pressures and Organizational Characteristics: The Case of Polluting Emissions and the Toxics Release Inventory,” *Journal of Interdisciplinary Economics*, January 2016, 28(1), 1 – 23.

## Other Intellectual Contributions

Conference Presentations:

2018 “Climate Change and Conflict: An Economic Approach,” 82<sup>nd</sup> Annual Midwest Economics Association Conference, Evanston, Illinois (March 23)

2015 “Why Firms May Adopt Proactive Environmental Management Strategies: The Case of Polluting Emissions,” 45<sup>th</sup> Annual Illinois Economics Association Conference, Chicago, Illinois (October 16)

“Economics, Climate Change and Conflict” 51<sup>th</sup> Annual MBAA International Conference, Academy of Business Economics, Chicago, Illinois (March 26)

2014 “The 2011 NBA Lockout: Bargaining Power, Asymmetric Information, and the Principal Agency Problem,” 51<sup>st</sup> Annual Missouri Valley Economic Association Conference, St. Louis, Missouri (October 23)

## PROFESSIONAL ENGAGEMENT ACTIVITIES

Director: Center for Economic Education, 2011 – 2016

## UNIVERSITY/COMMUNITY SERVICE

### Department

Chair: Department Personnel Committee, Spring 2015, 2018–2019

Chair: Undergraduate Admissions, Retention and Recruitment Committee, Department of Economics and Decision Sciences, 2011–2017

Member: Department Search Committee, 2011–2012, 2016–2017

Member: Department Personnel Committee, 2012–2019

Member: Department Scholarship Committee, 2013–2019

Member: Department Graduate Committee, 2015–2019

Member: Department Curriculum Committee, 2018–2019

**College**

Chair: CBT Faculty Council Board of Directors, 2014–2016

Chair: CBT Academic Integrity Appeals Committee, Spring 2015, Fall 2018

Member: CBT Dean Search Committee, 2014 – 2015

Member: CBT Faculty Council Board of Directors, 2014 – 2017, 2018 – 2019

Member: CBT College Personnel Committee, 2018 – 2019

**University**

Member: University Council on Campus Planning and Usage, 2018 – 2019

Treasurer: UPI Executive Board, 2015 – 2018

Senator: Faculty Senate, 2014 – 2017

Member: Faculty Senate Nominating Committee, 2015 – 2016

Member: Provost's Advisory Council, 2014 – 2016

Mentor: Building Connections Mentoring Program, 2012 – 2014, 2015 – 2016

**Community**

Speaker, Unitarian Universalist Fellowship of Macomb, "American Narratives," August 27, 2017

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Anna K. Valeva  
**RANK** Associate Professor  
**DEPARTMENT** Economics and Decision Sciences (EDS)  
**PRIMARY FIELD OF TEACHING** Decision Sciences/Statistics

**CBT CLASSIFICATIONS**

Full time  
Participating  
Other

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy in Statistics and Applied Probability

**Year conferred:** December 2002

**Institution:** University of California Santa Barbara

**Major field of highest degree:** Statistics and Applied Probability

**Minor field of highest degree:** Finance

**Dissertation title:** On the Bid-Ask Spread in Asymmetric Information Models

**Other degree(s) earned:** MS in Statistics

**Year conferred:** December 1997

**Institution:** University of California Santa Barbara

**Major field:** Statistics

**Other degree(s) earned:** MS in Mathematics

**Year conferred:** July 1995

**Institution:** Sofia University, Sofia, Bulgaria

**Major field:** Probability and Statistics

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Associate Professor, EDS, 2013 – present

Assistant Professor, EDS, 2010 – 2013

Assistant Professor, ISDS, 2006 – 2010

Assistant Professor, Department of Mathematics, 2003 – 2006

**Institution:** Duke University

**Rank/Dates:** Visiting Assistant Professor, 2002-2003



**Institution:** University of California Santa Barbara  
**Rank/Dates:** Teaching Associate, Summer 1998, 2000, 2001  
Teaching Assistant, 1997-2002

## TEACHING

**DS 303** Applied Business Forecasting and Regression Analysis  
**DS 500** Introduction to Business Analytics  
**DS 521** Data Visualization for Analytics  
**DS 540** Applied Stochastic Models in Business Analytics  
**DS 580** Predictive Analytics and Time Series Forecasting  
**GH 299** Visualizing Quantitative Information  
**GH 303** Applications of Bayesian Quantitative Reasoning and Computation

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals

- None.

### Other Intellectual Contributions

- (A) Co-author of peer-reviewed presentation at the Midwest Political Science Association 76<sup>th</sup> Annual Conference, Chicago, IL, April 5-8, 2018, *The Effect of Hostile and Benevolent Sexism on Political Participation among Latinas*, jointly with Julia Albarracin and Chantal Kitchen, Department of Political Science, WIU.
- (A) Peer-reviewed presentation at the Joint Statistical Meetings, Chicago, IL, July 30-August 4, 2016, *Bayesian Networks Based Usable Access Control*, jointly with Bintu George, School of Computer Sciences, WIU.
- (P) Presented peer-reviewed paper at the Annual Meeting of the Illinois State Academy of Science, held at SIU Edwardsville, April 15-16, 2016: *Teaching Undergraduate Statistics: What is a P-Value Truly Worth?*
- (P) Presented a peer-reviewed paper at the annual meeting of the Illinois State Academy of Science, held at WIU April 10-11, 2015: *A Change Long Overdue: Moving the Statistics Curriculum from a Classical Frequentist to a Bayesian Approach.*

## PROFESSIONAL EXPERIENCE

- Unpaid consulting, 80 hours, for a team of orthopedic doctors, Mayo Clinic, Rochester, MN. The work resulted in acknowledgements for contribution to the statistical analysis in Vasileiadis, G., et al (2018), *Loss of Pronation-Supination in Patients with Heterotopic Ossification around the Elbow*, Journal of Shoulder and Elbow Surgery, <https://doi.org/10.1016/j.jse.2018.10.029>
- Delivered a workshop on Statistical Inference for the graduate students in the Department of Chemistry, Jan 25, 2019.

## UNIVERSITY/COMMUNITY SERVICE

### Department

- Undergraduate Curriculum Committee, member (Fall 2014 – present)
- Grade Appeals Committee, member (Fall 2014 – Spring 2018)
- Online Teaching Committee, member (Fall 2016 – Spring 2018)
- Department Personnel Committee (Spring 2018 – present)
- Co-organized the participation of graduate students in the annual team competition ASA DataFest at Loyola University Chicago, 2018 and 2019.

### College

- Quality Management Committee, member (Fall 2014 – Spring 2017)
- CBT Computing and Technology Committee, member (Fall 2017 – present)
- CBT Undergraduate Curriculum Committee (Fall 2018 – present)
- Organized the presentation table for Business Analytics for the Western Illinois Regional Future Business Leaders in America Winter Conference at WIU, Feb 1, 2019.

## **University**

- Writing Instruction in the Disciplines Committee (Fall 2017 – present).
- CITR Advisory Group (Fall 2015 – Spring 2018).
- CCPI, (Fall 2015-Spring 2017).
- Council on Instructional Technology (CIT), chair (Fall 2014-Spring 2015).
- Instructional/Scholarly Alliance, IT Governance (Spring 2014 – Spring 2015)
- Web Accessibility Committee (Fall 2014-Spring 2015)
- FYE Classes (Fall 2014 – Fall 2015)
- Volunteer for the Building Connections program for mentoring incoming freshmen, Fall 2014 - present.

## **Community**

- President of the Macomb Area Community Tennis Association. The main purpose of the organization is educational: it runs a Quick Start tennis program for children 4-10 years, and tennis clinics for children 11-18).

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Rong Zheng  
**RANK** Assistant Professor  
**DEPARTMENT** Economics and Decision Sciences  
**PRIMARY FIELD OF TEACHING** Decision Sciences  
**CBT CLASSIFICATIONS** Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy  
**Year conferred:** 2017  
**Institution:** The University of Alabama  
**Major field:** Applied Statistics  
**Minor field:**

**Other degree(s) earned:** Master of Sciences  
**Year conferred:** 2014  
**Institution:** The University of Alabama  
**Major field:** Applied Statistics

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Assistant Professor 08/2017 – Present  
Teaching Assistant

**Institution:** The University of Alabama  
**Rank/Dates:** Instructor 05/2015-06/2015  
Instructor 05/2016-06/2016

**TEACHING**

**DS490(G)** Data Management with Statistical Software – R programming  
**DS490(G)** Data Management with Statistical Software – SAS programming  
**DS560** Categorical Data Analysis  
**DS533** Applied Business Forecasting and Planning  
**DS503** Business Statistics for Managerial Decision Making  
**DS303** Applied Business Forecasting and Regression Analysis  
**Stat260** Introductory Statistical Methods

**INTELLECTUAL CONTRIBUTIONS**

**Peer Reviewed Journals**

- Zheng, R. and Chakraborti, S. (2016): A Phase II Distribution-free Adaptive Exponentially Weighted Moving Average Chart. Published in *Quality Engineering*.

- Melnykov, V., Sarkar, S., Zheng, R., (2019): Gaussian Mixture Modeling and Model-based Clustering under Measurement Inconsistency. R&R in *Advances in Data Analysis and Classification*.

### **Other Intellectual Contributions**

- Proceedings from scholarly meetings
  - Zheng, R. and Chakraborti, S. (2015): A Robustness Study of the Adaptive EWMA Control Chart. *The Joint Statistical Meetings, American Statistical Association Proceedings*
  - Zheng, R. and Chakraborti, S. (2014): A Study of the Quantile Control Chart. *The Joint Statistical Meetings, American Statistical Association Proceedings*
- Presentations at academic or professional meetings
  - 2018: Model Based Clustering and Classification in Catania, Italy.  
Topic: Gaussian Mixture Modeling and Model-based Clustering under Measurement Inconsistency
  - 2016: Joint Statistical Meetings in Chicago, Illinois.  
Topic: A robustness study of the Kruskal Wallis Test.
  - 2015: Joint Statistical Meetings in Seattle, Washington.  
Topic: A robustness study of the AEWMA control chart.
  - 2015: Southern Regional Council on Statistics at Carolina Beach, North Carolina  
Topic: A robustness study of the AEMWA control chart.
  - 2014: Joint Statistical Meetings in Boston, Massachusetts.  
Topic: A study of the quantile control chart.

### **PROFESSIONAL ENGAGEMENT ACTIVITIES**

- Obtaining or maintaining professional certifications or licenses  
SAS Programming Base Certificate

### **UNIVERSITY/COMMUNITY SERVICE**

#### **Department**

EDS Departmental Search committee for new faculty candidate 2017-2018

PBC and MS graduate Curriculum and Program Committee 2017-2019

Departmental Undergraduate Committee on Curricular and Program Instruction (undergraduate Major and Minor) 2017-2019

EDS Committee on Teaching with Technology 2017-2018

#### **College**

MBA curriculum committee 2018-2019

CBT curriculum committee 2017-2018

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Joan Baril
<b>RANK</b>	Associate Instructor
<b>DEPARTMENT</b>	Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Marketing and Operations Management
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Instructional Practitioner

**EDUCATION**

<b>Highest degree earned:</b>	MBA
<b>Year conferred:</b>	1986
<b>Institution:</b>	Marquette University
<b>Other degree(s) earned:</b>	B.A.
<b>Year conferred:</b>	1982
<b>Institution:</b>	Augustana College

**PROFESSIONAL EXPERIENCE**

**Twin State Technical Services, Davenport, IA**  
*Project Manager* (2014 – Present)

- Responsible for consulting engagements including;
- ERP selection for manufacturing company
    - Evaluated business requirements of departments
    - Suggested approach for developing a common database
    - Recommended appropriate software vendors
  - ERP implementation for logistics company
    - Determined requirements for merging systems following acquisition of company
    - Suggested approach for developing a common database
  - Developed project plan for non-profit
    - Developed departmental goals for IT
    - Developed cost/benefit analysis for each goal
    - Tracked project implementation

**The Sedona Group, Moline, IL**  
*Director of Business Development* (2003 – 2011)

**Figge Art Museum, Davenport, IA**  
*Director of Development* (2001 – 2003)

**Solution Technology, Inc.**, Naperville, IA  
*Sales and Service* (1999 – 2001)

**The Sedona Group**, Moline, IL  
*Marketing Development Manager* (1993 – 1999)

**IBM Corporation**, Milwaukee, WI and Moline, IL  
*Advisory Marketing Representative (final position)* (1982 – 1993)

## **TEACHING EXPERIENCE**

**Institution:** St. Ambrose University  
**Rank/Dates:** Adjunct Faculty/2001-2011

**Institution:** Western Illinois University  
**Rank/Dates:** Associate Faculty/2011-2019

**Institution:** Western Illinois University  
**Rank/Dates:** Associate Instructor/2019 - Present

## **TEACHING**

MKTG 327 - Marketing Principles  
MKTG 335 - Professional Selling  
MGT 455 - Total Quality Management  
MGT 352 - Operations Management  
SCM 457(G) - Project Management  
ENG 331 – Engineering Project Planning

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

John Deere, Global Project Management Forum, (2016). *Presenter*, Developed a presentation on the application of project management at the university.

MBA Certificate Program, Western Illinois University (2014). Developed course materials and taught Operations Management portion of the program based on “*The Ten Day MBA*” by Steven Silbiger.

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

Management Curriculum Committee, *Member* (2014-2016)  
SCM/OM Curriculum Committee, *Member* (2016-Present)  
Management and Marketing Outreach Committee, *Member* (2014-Present)

## **University**

QC Scholarship Award Committee, *Member* (2014, 2017, 2018)

QC Faculty Council, *Executive Committee Member* (2014 to 2015)

QC Director of Development Search Committee, *Member* (2014)

## **Community**

Snowstar Ski Team, Andalusia, IL, *Board Member* (2014-15), *Treasurer* (2014-2015)

St. Paul Lutheran Church, Davenport, IA, *Council* (2014-2017)



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Mariya Bobina
<b>RANK</b>	Assistant Professor
<b>DEPARTMENT</b>	Management
<b>PRIMARY FIELD OF TEACHING</b>	Management
<b>CBT CLASSIFICATION</b>	Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Ph.D.  
**Year conferred:** 2015  
**Institution:** University of Illinois at Chicago  
**Major field of highest degree:** Business Administration

**Other degree earned:** Ph.D. (*kandidat nauk*)  
**Year conferred:** 2002  
**Institution:** Russian Academy of Sciences  
**Major field:** International Economics

**Other degree(s) earned:** M.A.  
**Year conferred:** 2010  
**Institution:** University of Illinois at Chicago  
**Major field:** Economics

**Other degree(s) earned:** M.A., B.A.  
**Year conferred:** 1996  
**Institution:** Russian Plekhanov Academy of Economics  
**Major field:** Finance

**Other degree(s) earned:** M.A., B.Sc.  
**Year conferred:** 1993  
**Institution:** Moscow Institute of Electronics and Mathematics (MIEM)  
**Major field:** Applied Mathematics

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Visiting Professor/Spring 2019

**Institution:** Western Illinois University  
**Rank/Dates:** Assistant Professor /Fall 2019

## **TEACHING**

MGT 349 Principles of Management  
MGT 485 International Management  
MGT 490 Bus Strat & Policy

## **INTELLECTUAL CONTRIBUTIONS (2014-2019)**

Bobina, M. (2018) Bulgaria and the European Union: Cultural Differences and Similarities, *Bulgarian Studies Journal*, 2: 55-75

Grachev, M. & Bobina, M. (2017) The Role of Non-Market Factors in Cross-Border Trade Flows: a Case of Southern Africa. *Journal of International Business and Economy*, 18 (2): 1-24

Bobina, M. Sabotina, D. & Grachev, M. (2017) Women in Bulgarian Management: Cultural Perceptions, *Journal of Business Diversity*, 17 (3/4): 10-22

Bobina, M. & Sabotina, D. (2017) Bulgarian Management in a Cross-Cultural Space. *Journal of East European Management Studies*, 22 (1), 105-127

Bobina, M. & Grachev, M. (2016) Cross-Cultural Management Theories as Resource for Management Development in Sub-Sahara Africa. *Management Development in Africa: Building Capabilities to Serve African Organizations* (Kazeroony, H., Puplampu, B. & Du Plessis, Y., eds.), Abingdon: Routledge, 99-122

Bobina, M. and Sabotina, D. (2015) The Role of Women in Bulgarian Business: Cultural Perceptions. *Бизнес посоки*, 2, 106-109

Bobina, M. & Sabotina, D. (2015) Cultural Attributes of Bulgarian Management. *Economic Studies*, 2, 106-130 [in Bulgarian]

### **Proceedings**

Bobina, M. & Sabotina, D. Cultural Attributes of Bulgarian Management, In: *Proceedings, 4<sup>th</sup> International Conference on Governance and Strategic Management “The Circular Economy”* Burgas: BFU, 178-205

### **Presentations**

Bobina, M., Sully de Luque, M. & Grachev, M. (2018, June 26), The Differential Effects of Culture on International Trade: Inhibitor or Contributor? 2018 Annual Academy of International Business Meeting (Minneapolis, MN)

Bobina, M. & Sabotina, D. (2017, May 11), Cultural Attributes of Bulgarian Management, 4<sup>th</sup> International Conference on Governance and Strategic Management “The Circular Economy” (Burgas, Bulgaria)

Bobina, M. & Sabotinova, D. (2016, August 9), Cross-Cultural Comparisons of Bulgarian Management, 2016 Annual Academy of Management Meeting (Anaheim, CA)

Bobina, M. & Grachev M. (2015, August 11), Cultural Predictors of Effective Leadership: a Cross-Pollination of GLOBE Phase II and Phase III, 2015 Annual Academy of Management Meeting (Vancouver, Canada)

Bobina, M. & Grachev M. (2015, August 11), Cultural Predictors of Effective Leadership: a Cross-Pollination of GLOBE Phase II and Phase III, 2015 Annual Academy of Management Meeting

Bobina, M. (2015, March 6), Cultural Attributes of Bulgarian Management, Burgas Free University Research Conference (Burgas, Bulgaria)

Bobina, M. (2014, December 6), Cultural Effects in International Trade (the Case of Bulgaria), Bulgarian-American Commission Annual Forum (Sofia, Bulgaria)

### **PROFESSIONAL ENGAGEMENT ACTIVITIES (2014-2019)**

#### **Professional Memberships**

Member, Academy of Management (IM, BPS)

Associate Member, Center for East European, Russian and Eurasian Studies, University of Chicago

Research Scholar, Woodrow Wilson Center for International Scholars

U.S. Fulbright Scholar

U.S. Fulbright Researcher

### **UNIVERSITY/COMMUNITY SERVICE (2014-2019)**

#### **Department**

Curriculum Committee

Grade Appeal Committee

#### **College**

MBA Committee

**THE COLLEGE OF BUSINESS AND TECHNOLOGY**  
**WESTERN ILLINOIS UNIVERSITY**  
**FACULTY VITA**

<b>NAME</b>	Vitaly Brazhkin
<b>RANK</b>	Assistant Professor
<b>DEPARTMENT</b>	Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Supply Chain Management
<b>CBT CLASSIFICATIONS</b>	Full-time, Participating, Scholarly Academic

**EDUCATION**

<b>Highest degree earned:</b>	PhD
<b>Year conferred:</b>	December 2014
<b>Institution:</b>	University of Arkansas
<b>Major field:</b>	Supply Chain Management
<b>Dissertation title:</b>	“Managing Warehouse Utilization: An Analysis of Available Resources”

<b>Other degree(s) earned:</b>	MBA
<b>Year conferred:</b>	May 1995
<b>Institution:</b>	University of Arkansas
<b>Major field:</b>	Business Administration
<b>Minor field:</b>	Emphasis on Transportation and Logistics

<b>Other degree(s) earned:</b>	Diploma in Foreign Languages (an equivalent of an MAT degree)
<b>Year conferred:</b>	June 1987
<b>Institution:</b>	Moscow State Pedagogical College of Foreign Languages
<b>Major field:</b>	English
<b>Minor field:</b>	German

**TEACHING EXPERIENCE**

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Assistant Professor of Supply Chain Management, 2014 – present
<b>Courses:</b>	SCM 211 – Supply Chain Management SCM 330 – Warehouse Management SCM 340 – Transportation Management SCM 400 – Supply Chain Management Internship SCM 411 – Global Supply Chain Management SCM 531 – Supply Chain Management

**Institution:** University of Arkansas  
**Rank/Dates:** Senior Graduate Teaching Assistant, 2011 – 2014  
Adjunct Instructor (summer teaching only), 2015 – 2018  
**Courses:** TLOG 3443 – Principles of Transportation  
SCMT 3443 – Transportation and Distribution Management  
SCMT 2103 – Introduction to Supply Chain Management

## INTELLECTUAL CONTRIBUTIONS

### Peer-reviewed journal publications

- Brazhkin, Vitaly. 2018. "An Analysis of Key Warehouse Resources," *Journal of Contemporary Business Issues*, 23(1), <http://www.wiu.edu/cbt/jcibi/>.
- Brazhkin, Vitaly. 2018. "Outside the Box Warehousing: When Thinking of Inputs as Outputs Makes Sense," *Transportation Journal*, 57(2): 219-232.
- Fawcett, Amydee M., Yao Henry Jin, Christian Hofer, Matthew A. Waller, and Vitaly Brazhkin. 2016. "Sweating the Assets: Asset Leanness and Financial Performance in the Motor Carrier Industry," *Journal of Business Logistics*, 37(1):43-58.

### Presentations at academic and professional meetings

- Brazhkin, Vitaly. "Students' Perceptions of Learning in a Multi-Round Business Simulation Game." *Decision Sciences Institute (Annual Meeting)*, Washington, DC, November 2017.
- Brazhkin, Vitaly. "Application of Theory of Constraints to Warehousing." *Decision Sciences Institute (Annual Meeting)*, Washington, DC, November 2017.
- Fawcett, Amydee M., Henry Jin Yao, Christian Hofer, Matthew A. Waller, and Vitaly Brazhkin. "Sweating the Assets: Asset Leanness and Financial Performance in the Motor Carrier Industry," *Council of Supply Chain Management Professionals Edge Conference (Annual Meeting)*, Atlanta, GA, September 2017. Invited presentation of the paper nominated for the LaLonde Best Paper Award.
- Brazhkin, Vitaly, "I Have Just Returned from the Moon: Respondents' Fraud in Online Surveys," *Decision Sciences Institute (Annual Meeting)*, Austin, TX, November 2016.
- Brazhkin, Vitaly, "Outside the Box Warehousing: When Thinking of Inputs as Outputs Makes Sense," *Council of Supply Chain Management Professionals European Research Seminar*, Vienna, Austria, May 2016.

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

### **Consulting activities totaling 80 hours or more during the five year period**

2014                      Consulted a regional furniture retailer on matters of supply chain management and warehousing.

### **Developing and presenting professional education programs**

February 2016        “Using Theory of Constraints in a Warehouse,” a half-day training seminar for Institute of Supply Management, QC Chapter,

## **UNIVERSITY/COMMUNITY SERVICE**

### **Western Illinois University**

#### **University**

2017 – Present        Center for Innovation in Teaching and Research (CITR) Advisory Committee

#### **College**

2016 – Present        College of Business and Technology MBA Advisory Committee

#### **Department**

2014 – Present        Departmental SCM Curriculum Subcommittee

2015 – Present        Advisor to Supply Chain Management Student Association, QC Chapter

2016 – Present        Advisor to student teams for SCM competitions

#### **Community**

April 2016            Organized and participated in a 2-day hazmat training seminar for the business community in the area

### **University of Arkansas**

#### **University**

2014                      Key figure in a partnership project between the University of Arkansas and the St. Petersburg State University of Economics (Russia)

#### **Department**

2014                      Organizer of an annual “Pizza and Logistics” recruiting event for SC majors

## **MEMBERSHIPS AND AWARDS**

- 2010 – Present Member of CSCMP – Council of Supply Chain Management Professionals
- 2013 – Present Member of DSI – Decision Sciences Institute
- 2011 – 2016 Member of WERC – Warehousing Education and Research Council
- 2016 – Present Member of APICS – American Production and Inventory Control Society
- 2010 – 2014 University of Arkansas Doctoral Academy Fellow
- 2014 Walton College Graduate Student Outstanding Teaching Award

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Samit Chakravorti
<b>RANK</b>	Associate Professor
<b>DEPARTMENT</b>	Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Marketing
<b>CBT CLASSIFICATION</b>	Full time, Participating, Other

**EDUCATION**

**Highest degree earned:** Ph.D.

**Year conferred:** 2006

**Institution:** Florida International University

**Major field of highest degree:** Business Administration

**Minor field of highest degree:** Marketing

**Dissertation title:** Customer Relationship Management: A Content Analysis of Issues and Best Practices

**Other degree(s) earned:** Masters of Business Administration

**Year conferred:** 2000

**Institution:** Binghamton University, Binghamton, NY

**Major field:** Business Administration

**Other degree(s) earned:** Bachelors of Science

**Year conferred:** 1993

**Institution:** Banaras Hindu University, Varanasi, India

**Major field:** Chemistry

**PROFESSIONAL EXPERIENCE**

**Firm:** Pidilite Industries, Mumbai, India

**Position:** Sales Officer

**Dates:** Jan 1996 – Dec 1998

**Firm:** Hardcastle and Waud Manufacturing Co, Mumbai India

**Position:** Sales Officer

**Dates:** Jan 1995 – Dec 1995

**Firm:** Glaxo India Ltd. Qualigens Fine Chemicals

**Position:** Sales Representative

**Dates:** Feb 1994 – Dec 1994

**Firm:** Mesco Laboratories Ltd, New Delhi India

**Position:** Project Officer



**Dates:** Sept 1993 – Jan 1993

## **TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Associate Professor/ Fall 2012-Current

**Institution:** Western Illinois University

**Rank/Dates:** Assistant Professor/ Fall 2006-Spring 2012

**Institution:** Florida International University

**Rank/Dates:** Graduate Instructor/Summer 2002-Spring 2006

## **TEACHING**

MKTG 317 International Business

MKTG 327 Marketing Principles

MKTG 441 Customer Relationship Management

MKTG 431 Direct Marketing

MKTG 497 Marketing Management

## **INTELLECTUAL CONTRIBUTIONS**

### **Peer Reviewed Journals**

Chakravorti, Samit (2019), “Market Orientation and country markets: A search for its globalness and role in competitive advantage of firms”, Accepted by Marketing Management Journal, Forthcoming 2<sup>nd</sup> (Fall) issue. (B)

### **Other Intellectual Contributions**

#### ***Conference Proceedings***

Chakravorti, Samit (2019), “Positioning and Branding of Wine: Role of Wines Spectator Magazine”, Academy of Marketing Annual Conference, London, England, 2<sup>nd</sup>-4<sup>th</sup> July. (A)

Chakravorti, Samit (2019), “Student Satisfaction and Learning in Online Classes: The Case of a US Midwestern University”, Association of Marketing Theory and Practice (AMTP) Annual Conference, Charleston, SC, March. (P)

Bauerly Ron, and Chakravorti, Samit (2018), “Marketing Doctoral Programs: Contribution to International Marketing”, *MMA Spring Conference*, April. (B)

Chakravorti, Samit (2015), “Technology Facilitated Learning and Teaching: A Holistic Discussion, *MMA Educator’s Fall Conference*, September 2015 (P)

Chakravorti, Samit (2014), “Best Practices in Global Marketing” position paper in “Effectiveness of Simulations as a Learning Tool” panel. *MMA Educator’s Fall Conference*, September 2014 (P)

## **PROFESSIONAL ENGAGEMENT**

### **Professional Certifications:**

Spring 2019: Content Marketing Certification: Hubspot Inc

Summer 2019: Email Marketing Certification: Hubspot Inc

Hubspot Inc is a leading provider of packaged customer relationship, marketing and sales software platform.

### **Sabbatical Leave:**

Spring Semester 2016: Developed a database of global wine consumer behavior for preparation for a journal article on consumer behavior and branding.

### **Other activities that place faculty in direct contact with business or other organizational leaders**

Spring 2019: Engaged with local business leaders for collaboration on research project on knowledge management and exploring avenues for student engagement (Ongoing)

## **UNIVERSITY/COMMUNITY SERVICE**

### **Community:**

#### **Department:**

Marketing Curriculum Committee (Fall 2014 to Current)

Scholarship Committee (Fall 2014-Spring 2018)

Department Personnel Committee (2016-2017; 2018-2019)

#### **College of Business and Technology**

Curriculum Committee (Fall 2014-Fall 2015)

#### **University**

Writing in the Discipline (Fall 2014- Spring 2016)

Honors Council (Fall 2016- Spring 2019)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Craig A. Conrad
<b>RANK</b>	Professor
<b>DEPARTMENT</b>	Management & Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Marketing
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Practicing Academic

**EDUCATION**

**Highest degree earned:** DBA  
**Year conferred:** May 1994  
**Institution:** Louisiana Tech University  
**Major field:** Marketing  
**Minor field:** Quantitative Analysis  
**Dissertation title:** Marketing Culture and Strategy: An Assessment of the Effect of Coalignment on Performance

**Other degree(s) earned:** MBA  
**Year conferred:** May 1991  
**Institution:** Western Illinois University  
**Major field:**

**Other degree(s) earned:** B.S.  
**Year conferred:** May 1989  
**Institution:** Western Illinois University  
**Major field:** Chemistry

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Professor, September 2012 to Present  
Associate Professor, September 2005 to 2012.  
Assistant Professor of Marketing, January 2001 to September 2005

**Institution:** University of Tennessee at Martin  
**Rank/Dates:** Assistant Professor of Marketing, 1998-2000

**Institution:** Wingate University  
**Rank/Dates:** Assistant Professor of Marketing, 1994 to 1998

## TEACHING

BAT 490 – Undergraduate Business Assessment  
BAT 611 – MBA Assessment  
MKTG 327 – Marketing Principles  
MKTG 497 – Marketing Management  
MKTG 600 – Independent Study in Marketing  
HRM 400 – Human Resource Management Internship  
HRM 620 - Human Resource Management Internship  
MGT 400 - Management Internship  
MGT 620 - Management Internship  
MKTG 400 – Marketing Internship  
MKTG 620 – Marketing Internship  
SCM 400 – Supply Chain Management Internship  
SCM 620 - Supply Chain Management Internship

## INTELLECTUAL CONTRIBUTIONS

### Other Intellectual Contributions

#### Presentations at academic or professional meetings

“Understanding and Appealing to the Military Educational Market” (2018) American Society of Business and Behavioral Sciences (24th Annual Conference) with M. Singh and L. Pickett.

“Marketing in a World of Augmented Reality” (2018) American Society of Business and Behavioral Sciences (24th Annual Conference) with M. Singh, E. Kulmer, and K. Beall (**Best Paper: Marketing Track**)

“The Mandela Effect: From Fringe to Brand Implications” (2017) American Society of Business and Behavioral Sciences (24th Annual Conference) with Shanna Bruer-Hess (**Best Paper: Marketing Track**)

“Synchronous Learning: A Case Study for Designing the Virtual Business Classroom on a Budget” (2017) American Society of Business and Behavioral Sciences (24th Annual Conference) with Ryan Hunt.

“Mobile Application Privacy: The Question of Consumer Choice and Misplaced Trust” (2015) American Society of Business and Behavioral Sciences (22nd Annual Conference) with Anthony Ricco.

“Disintermediation in the 3PL Industry: Threat or Myth?” (2014) *American Society of Business and Behavioral Sciences (21st Annual Conference)* with James Kenny and Bill Westerhold.

#### Publications in trade journals

“Is Your Sales Force Part of the Process: Optimizing Sales Force Design for 3PLs,” *The Logistics Journal*, August 2017, 1-4 with James Kenney.

## **External or internal grants**

Veteran Educational Engagement Program (2019) - \$40,000 in funding directed towards Supply Chain and Data Analytics programs to support promotional activities and equipment acquisition to support synchronous learning classrooms for delivery to military students

Next Generation Program 2.0 (2019) - The NextGen 2.0 initiative thus focuses on expanding career choice education to both business and mathematics educators. The primary goal is to provide live educational exercises that demonstrate the importance of each of the fields to business success and to provide high school educators with knowledge of career opportunities (\$10,000).

“Virtual Tour and Applications Project” (2017) Student oriented project to acquire 360 degree spherical video equipment for use in multiple experiential classroom settings.

“Think Big, Act Bigger with Jeffrey Hayzlett” (2016): Fundraising event centered on three primary activities including 1) High School Leadership Development, 2) Regional Business Engagement, and Keynote address. The event engaged over 30 high school age students, 100 representatives from local and regional businesses, had over 600 Business and Technology Majors in attendance, and generated \$19,000 in external funding.

“Veterans in Transition Program” (2015): Multiple branches of the military provide some form of SCM training, but that training generally focuses tightly on the logistics portion of a much broader field. The SCM program at Western Illinois University provides a comprehensive “purchase to delivery” perspective that significantly aids in retraining veterans to prepare for a civilian career. Program funding designed to engage veterans in the Supply Chain Management Field to produce highly trained individuals in the SCM discipline that bring real world knowledge to this region’s workforce. Approximately \$63,000 in funding secured from industry partners.

## **Serving as an officer in a recognized academic society or association**

Marketing Education Track Chair for the 2015-19 *American Society of Business and Behavioral Sciences* Conference

Professional Selling Track Chair for the 2014 *American Society of Business and Behavioral Sciences* Conference

## **Receiving an award for research**

“Marketing in a World of Augmented Reality” (2018) *American Society of Business and Behavioral Sciences* (24th Annual Conference) with M. Singh, E. Kulmer, and K. Beall (Best Paper: Marketing Track).

“The Mandela Effect: From Fringe to Brand Implications” (2017) *American Society of Business and Behavioral Sciences* (24th Annual Conference) with Shanna Bruer-Hess (Best Paper: Marketing Track)

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

**Consulting activities totaling 100 hours or more during the five year period**

DesMoines Truck Brokers, Inc., (2010 To present), Electronic Marketing Communications Consultant - Implemented a mobile WAP solution optimized for Android & IOS (Apple) operating systems.

VitalSigns, Inc., (2013 To present), Electronic Marketing Communications Consultant - Implemented integrated online communications platform using the open source WordPress Content Management System.

Illinois Agricultural Leadership Foundation, (2010 To 2019), Electronic Marketing Communications Consultant Implemented integrated online communications platform using the open source WordPress Content Management System coupled with the implementation of an online learning environment using the open source ATutor Learning Management System.

StoneArch Logistics, Inc., (2010 To 2017), Electronic Marketing Communications Consultant - Implemented integrated online communications platform using the open source WordPress Content Management System.

#### **Developing and presenting executive education programs**

“The Sales Process in the 3PL Industry” (October 2014), Sales Training Seminar for Pioneer Transfer, Inc.

#### **Participation in professional events that focus on the practice of business, management, and related Issues**

Successful Marketing Strategies: What works, what doesn't? (2017) **2017 Business Institute** sponsored by The Macomb Area Economic Development Corporation, Macomb Downtown Development and the SRC Outreach Center, Multi-member panel.

Marketing Myths. (2017) **2017 Business Institute** sponsored by The Macomb Area Economic Development Corporation, Macomb Downtown Development and the SRC Outreach Center.

#### **Administrative roles in the college**

Interim Associate Dean and MBA Director, College of Business and Technology, 2018-2019

Chair, Department of Management & Marketing, 2013-2019

Interim Chair, Department of Management & Marketing, 2012-2013

#### **UNIVERSITY/COMMUNITY SERVICE**

## **Department**

### **College**

CBT Assessment Committee, Ex Officio Member (2018-2019)

MBA Committee, Ex Officio Member (2018-2019)

AACSB Accreditation Committee (2018-2019)

AACSB Accreditation Committee (2017-2018)

### **University**

Military Task Force (2016-2017)

### **Community**

Member - Macomb City Fire & Police Commission (2008-2019)

Chairman - Macomb City Fire & Police Commission (2007-2018)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Susan R. Creasey
<b>RANK</b>	Assistant Professor
<b>DEPARTMENT</b>	Management & Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Marketing
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Instructional Practitioner

**EDUCATION**

<b>Highest degree earned:</b>	MBA
<b>Year conferred:</b>	May 1992
<b>Institution:</b>	Western Illinois University
<b>Major field:</b>	Business Administration
<b>Minor field:</b>	

<b>Other degree(s) earned:</b>	B.S.
<b>Year conferred:</b>	May 1991
<b>Institution:</b>	Western Illinois University
<b>Major field:</b>	Home Economics
<b>Minor filed:</b>	Business

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Assistant Professor of Marketing, August 2016- Present

**Institution:** Western Illinois University  
**Rank/Dates:** Assistant Professor of Dietetics, Fashion Merchandising and Hospitality, August 2001 – May 2016

**TEACHING**

MKTG 327 – Marketing Principles  
MKTG 333 – Consumer Behavior  
MKTG 337 – Services and Product Marketing  
MKTG 343 – Retailing Management  
MGT 125 – Business & Technology in a Global Society

**PROFESSIONAL ENGAGEMENT ACTIVITIES**

**Consulting activities during the five-year period**

Lil Stitches, Macomb Retailer, (2014 To 2017), Marketing Consultant for Marketing, Space Planning, Store Layout and Design Visual Merchandising and Retail Management

Consulting and Academic Classroom Projects – Includes Redesign of store layout and visual merchandising, total time 85 hours



Melrose International, Inc, (2014-2017), Marketing Consultant for Product evaluation and customer strategy, Consulting time annually = 10-15 hours

Nostalgia, Macomb Retailer, (2014 To 2016), Marketing Consultant for Marketing, Space Planning, Store Layout and Design, Visual Merchandising and Retail Management

Consulting and Academic Classroom Projects – Includes Design and Layout of new store, Visual merchandising, total time 75 hours

Christine's Equestrian Designs – (2017), Marketing Consultant for new business, Product Design and Production Sourcing, Website Management

Consulting time approximately 10 hours

Heartfelt Gifts, Inc. – (2017-2018), Marketing Consultant for Marketing, Store Design, Visual Merchandising, Product Sourcing, Pricing and Packaging, Consulting time 10 hours/month

**Participation in professional events that focus on the practice of business, management, and related issues**

Macomb Chamber of Commerce-Dickens on the Square – Designed marketing activities, developed promotional plan, sourced and reviewed product assortment for specific retailers. Developed and implemented a visual merchandising plan and suggested staffing needs. (2014-Present)

**UNIVERSITY/COMMUNITY SERVICE**

**Department**

Departmental Outreach Committee (2016-2019)

Marketing Club Advisor (2017-2019)

**Community**

Macomb Bomber Boosters-Merchandise Coordinator – Merchandise Management, Sourcing, Buying, Pricing and Selling (2014-Present)

Macomb Bomber Boosters – Marketing – Create and update social media (2018-Present)

McDonough District Hospital- Festival of Trees – Work with local community on development and promotion of Trees in Annual Festival (2014-Present)

Small Business and Development Retail Competition – Macomb – 2018 – Judged prospective retail entrepreneurs on viability of business concept.

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Janice Gates
<b>RANK</b>	Senior Instructor
<b>DEPARTMENT</b>	Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Management
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Instructional Practitioner

**EDUCATION**

**Highest degree earned:** MBA

**Year conferred:** 1992

**Institution:** Western Illinois University

**Major field of highest degree:** Business Administration

**Minor field of highest degree:** None

**Other degree(s) earned:** BS in Education

**Year conferred:** 1973

**Institution:** Western Illinois University

**Major field:** Business Education

**PROFESSIONAL EXPERIENCE**

**Firm:** Western Illinois University

**Rank/Dates:** Records/Admissions Officer I and II March 1990-August 1996

Primary responsibilities: Transcript evaluations, CAGAS file preparation, application compliance verification.

**Firm:** Wal-Mart

**Rank/Dates:** Part-time Associate November 1989-June 1998

Primary responsibilities: Cashier, Layaway, Customer Service Manager, Service Desk, and Cash office

**Firm:** Farm Credit Services

**Rank/Dates:** Multiple Positions (see below) October 1974-April 1989

Primary Responsibilities: Accounting Assistant; journalizing, and reconciling functions(1974-1976), Farm Records Coordinator; developed and maintained computerized farm records with our farming clients (1976-1979), Controller; responsible for all data and accounting functions including all loan related accounting, operating expenses accounting, data processing activities, payroll and benefits administration and budgeting and budgeting control (1979-1986) supervised three people directly in our central office and 14 people indirectly in our branch offices, was part of the executive planning team for a seven office central office, worked on budgets and developed internal controls for all the offices, presented reports to the Board of Directors at their monthly meetings, developed a cash flow management system; Vice-President of Accounting for the Western Illinois Region; responsible for all

regional accounting functions (1986-1989), supervised three people directly in our central office and 30 people indirectly in our branch offices, in charge of training all clerical personnel, developed a record retention/destruction system, member of the executive planning team, developed a communication flow chart between the offices.

## **TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Instructor/1997-Present

**Institution:** Spoon River College

**Rank/Dates:** Adjunct/Fall 2001

**Institution:** Dallas City High School

**Rank/Dates:** Business Teacher, 1996-1997

## **TEACHING**

MGT 349 Principles of Management

MGT 350 Organizational Behavior

MGT 352 Operations Management

MGT 474G Small Business Management

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

### **Presentations**

“Marketing, Creating Demand, Small Business Startup”, Personal Training Majors and Group Fitness Instructors, WIU, 2017 P

“Starting a Small Business”, Exercise Science Student Association, WIU, 2015 P

“Preparing for Your Professional Life,” Delta Sigma Phi Fraternity, WIU, 2014 P

### **Professional association memberships**

Phi Eta Epsilon, Faculty Member, 2011-Present

Delta Sigma Pi, Faculty Member, 2007-Present.

American Society for Quality, 1997-Present

Phi Kappa Phi, 1992 – Present

Beta Gamma Sigma, 1992-Present

### **Certifications**

American Society for Quality, Senior Member Certification, 2005-Present

### **Consulting**

- Cupcake/Cookie Business, Macomb IL---12 hours—moving from out of the home to a storefront, looking at pros and cons of such a move, effect on product lines, time management, costs, Custom

made furniture business, Aiken SC—10 hours---move from word of mouth advertising to a social media presence, what product lines to add, keeping better records of costs, creating a portfolio of jobs that have been done Total 22 hours January to June 2019

- Boutique, Quincy IL---21 hours---setting up the capability to sell products online, analysis of the pros and cons of such activity, helping get sales on line up and running, looking at impact on inventory levels of online sales, Custom made furniture business, Aiken SC----30 hours---getting a name chosen and considering a social media presence for the future, looking at pricing, making a decision about creating pieces to sell or making customer orders or doing both, time management of this business with also having a full-time job, deciding whether to deliver all items or to have the customer come and pick them up, deciding about whether to require down payments on custom orders, getting the financial side of the business up and going well, Primitive decorating gift shop, Quincy IL---24 hours---Effective use of Facebook, making a decision on whether or not to ship products out, how to charge for shipping, will we start doing custom orders, what percentage of our business will be custom orders, setting up a better system to capture cost of goods sold, marketing remote location in the country, building upon customers who were familiar with the business when it was in Pittsfield and how to reach out to them, Potential Bakery, Macomb, IL---10 hours—was in the Business Plan competition, talked about locations pros and cons, what products and services to offer at first, looking at breakfast and typical bakery goods but some people felt they should add lunch menu items, looked at the feasibility of these moves, how expansive a product line to make, looking at capacity to help us manage quantity of orders that can be handled realistically, getting finances in order to open at some point Total 85 hours 2018
- Apparel/Teeshirt Business, Chillicothe IL---12 hours---creating demand in a large scope area, how to get contacts, marketing to schools, Boutique, Quincy IL---16 hours---moving to a different location, how to layout new building, getting involved in Downtown Quincy cutting edge initiatives, lease agreement overview, Music/craft business, Avon IL---10 hours---deciding on mix of services to offer, pricing, how big of target market, marketing the business, Home based chicken/egg business, Aiken SC---20 hours---checking city permits, looking at chicken house styles, how to market eggs, places to dress chickens, what will be the capacity with a certain number of chickens, what number to start out with, Flipping Houses, St. Louis MO---10 hours---researching mortgage rates, housing price trends in various areas of the metro area, who will want to be a customer, how to find a customer, developing relationships with vendors, Flower Shop, Florida----16 hours---change in ownership—bringing granddaughter in as partner, adding some product lines, to sell or not sell homemade fudge from another individual, changing customer base due to several major employers coming to the area, reaching new customer base members Total 84 hours 2017
- Apparel/Teeshirt Business, Chillicothe IL---18 hours—social media, enlarging customer base area, imprinting business name inside shirts, Boutique, Quincy IL---14 hours---direct competition moved in building developing strategies of how to compete, broadening customer base, regular use of social media, Ski apparel business in Colorado---20 hours—move to new location in town, financials regarding move, customer relationship management software implementation Total 52 hours 2016
- Apparel/Teeshirt Business, Chillicothe IL—10 hours---marketing, merchandise mix, Boutique, Quincy IL---12 hours—merchandising, competition plans, Craft Business, Macomb IL—8 hours—pricing, exposure, social media, records, Flower Shop, Florida—32 hours—social media, merchandising, different promotions, vendor changes Total 62 hours 2015

- Flower Shop, Florida---20 hours---increasing sales, looking at merchandise mix, recordkeeping, pricing, what advertising mechanisms to use, Boutique, Quincy IL---16 hours---how many vendors to use, developing personal relationships with customers, special order for customers or not, adding local products to sell, Construction Company, Newark Delaware---10 hours----Changing business from father to son, time frame of change, communicating the change, role of father if sold on contract Total 46 hours July-December 2014

### **Active Service on Boards of Directors Relevant to the Primary Teaching Area**

McDonough District Hospital Auxiliary Gift Shop Chairman, 2018-Present

In charge of the total operations of the Hospital Gift Shop including purchasing merchandise for the shop except clothing and jewelry, preparing an annual budget by merchandise departments and monitoring spending, setting up an inventory control system to know what is in inventory and dating the inventory to be aware of slow moving inventory, planning and preparing for sales throughout the year, planning promotional events like Boss's Day, National Popcorn Day, Administrative Assistant Day, etc., keeping the shop fully merchandised and making sure new items are included on a regular basis, moving merchandise around frequently, planning upgrades to fixtures, carpet and cash register in the shop, maintaining three display cabinets in other areas of the hospital, dealing with vendor representatives, making sure regular merchandise is in stock, making sure all invoices have been reviewed and checked for accuracy, coming up with ideas to streamline operations, creating a new standard markup percentage policy for various categories of items to increase profits and take into consideration sale prices, doing ongoing training with volunteers, working closely with the Director of Volunteers

McDonough District Hospital Auxiliary Board Member and Secretary 2017-Present

Attend Board meetings, take notes at all Board meetings and the Annual Membership meeting, help prepare the operating budget for the Auxiliary, help determine the level of scholarship and loan funds that are needed each year, help plan promotional and fundraising events for the Auxiliary, make decisions regarding gifts from estates and how to use those funds, work with hospital administration regarding concerns of the auxiliary or new services we wish to provide

### **Professional Interaction**

- Conference—Midwest Educator's Forum on Entrepreneurship, Mason City, IA 2015
- Workshops—Merrill Lynch new interns, Savannah GA 2015
- Workshops---What type of Advisor are You? How, What, Why of Student Organizations, Classroom Management and Etiquette? 2015
- Workshop—Flipping Classrooms, 2014

### **UNIVERSITY/COMMUNITY SERVICE**

#### **Department**

Management Curriculum Committee, 2012-Present

Outreach Committee, 2012-Present

Management Assessment Committee, 2005-Present

SIE Advisor, 1998-Present

**College**

Delta Sigma Pi Faculty Member, 2007 – Present.

CBT/SOC (College of Business and Technology Student Organization Council Advisor, 2007 – Present

**University**

Brattain, Taylor, Johnson Student Leadership Awards Selection Committee, 2019

FYE Award Selection Committee, 2018-2019

National Association of Leadership and Success Advisor, 2018-Present

CITR Advisory Board, 2017-

Interdisciplinary Studies Advisory Council, 2016-Present

Social Responsibility Committee, 2016-2017

Faculty Task Force for Social Responsibility Committee, 2016-2017

FYE Experience Committee, 2015-2018

CCPI, 2015-2016

Office of Student Activities General Award Selection Committee, 2015

BGS Advisory Committee, 2013-Present

Building Connections Mentor for freshmen, 2013-2019

Faculty Advisor, Pi Kappa Phi Fraternity, 2012-Present

**Community**

McDonough District Hospital, Gift Shop Committee Member, 2011-Present

McDonough County Genealogy Center, Volunteer, 2010-Present

Preschool/Toddler Coordinator, Maple Avenue Christian Church, 2004-Present

College Encouragement Ministry Leader, Maple Avenue Christian Church, 2004-Present

McDonough District Hospital, Active Volunteer, 1971-Present

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Mikhail Gorshunov
<b>RANK</b>	Assistant Professor
<b>DEPARTMENT</b>	Management & Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Management
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Scholarly Academic

**EDUCATION**

<b>Highest degree earned</b>	Ph.D.
<b>Year conferred</b>	2018
<b>Institution</b>	Auburn University
<b>Major field</b>	Management

<b>Other degree(s) earned</b>	M.B.A.
<b>Year conferred</b>	2011
<b>Institution</b>	University of Alaska Anchorage
<b>Major field</b>	Management

<b>Other degree(s) earned</b>	B.B.A.
<b>Year conferred</b>	2009
<b>Institution</b>	University of Alaska Anchorage
<b>Major field</b>	Finance

**TEACHING EXPERIENCE**

<b>Institution</b>	Western Illinois University
<b>Rank/Dates</b>	Assistant Professor, August 2018 to present

<b>Institution</b>	Auburn University
<b>Rank/Dates</b>	GTA/Instructor, August 2012 to August 2018

**TEACHING**

MGT 349 – Principles of Management  
MGT 350 – Organizational Behavior  
MGT 490 – Business Strategy & Policy

MNGT 3100 – Principles of Management  
MNGT 3460 – Organizational Behavior  
MNGT 4800 – Strategic Management

## INTELLECTUAL CONTRIBUTIONS

### Proceedings from scholarly meetings

Gorshunov, M.A., Armenakis, A. A., Harris, S. G., & Walker, H. J. (2019). *Audit Committee Directors' Characteristics: Implications for Reducing Financial Corruption*. Manuscript was presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management in Boston, Massachusetts, USA. <https://doi.org/10.5465/AMBPP.2019.12265abstract>. **Applied (A) research**

Gorshunov, M. A., Armenakis, A. A., & Feild, H. S. (2016). *Toward detection of deception in fraudulent annual reports*. Manuscript was presented at the 76<sup>th</sup> Annual Meeting of the Academy of Management in Anaheim, California, USA. <https://doi.org/10.5465/ambpp.2016.12422abstract>. **Applied (A) research**

### Presentations at academic or professional meetings

Gorshunov, M.A., Armenakis, A. A., Feild, H. S., Song, R., & Vansant, B. A. (2018). *The Sarbanes-Oxley Act of 2002: Relationship to magnitude of financial corruption and corrupt organizational cultures*. Manuscript was presented at the Society for Business Ethics 2018 Annual Conference, Chicago, Illinois, USA. **Applied (A) research**

Gorshunov, M.A. (2017). *Monitoring of financial corruption by boards of directors*. Manuscript was presented at the Society for Business Ethics 2017 Annual Conference, Atlanta, Georgia, USA. **Applied (A) research**

Gorshunov, M. A., Armenakis, A. A., & Feild, H. S. (2014). *Loss minimizer and gain maximizer: The mindset of executives in escalating corruption*. Manuscript was presented at the 6<sup>th</sup> Medici Summer School in Management Studies in Florence, Tuscany, Italy. Held jointly by NYU Stern School of Business, HEC Paris, University of Bologna, and the Society for the Advancement of Management Studies. **Applied (A) research**

### Receiving an award for research

Finalist of 2018 Society for Business Ethics Best Dissertation Award

## UNIVERSITY/COMMUNITY SERVICE

### Department

Chair, Management Curriculum Development Committee (2019-2020)  
Member, Management Curriculum Development Committee (2018-2019)  
Member, Outreach Committee (2019-2020)



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Mikhail Grachev
<b>RANK</b>	Professor
<b>DEPARTMENT</b>	Management
<b>PRIMARY FIELD OF TEACHING</b>	Management
<b>CBT CLASSIFICATION</b>	Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** D. Hab. (Post-Doctorate)  
**Year conferred:** 1998  
**Institution:** Russian Academy of Sciences  
**Major field of highest degree:** Business Administration/International Economics

**Other degree earned:** Ph.D.  
**Year conferred:** 1982  
**Institution:** Russian Academy of Sciences  
**Major field:** International Economics

**Other degree(s) earned:** M.A.  
**Year conferred:** 1976  
**Institution:** Moscow State University  
**Major field:** Business Economics

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Professor/

**Institution:** Western Illinois University  
**Rank/Dates:** Associate Professor/Fall 2002

## **TEACHING**

MGT 349 Principles of Management  
MGT 350 Organizational Behavior  
MGT 485 International Management  
MGT 490 Bus Strat & Policy  
MGT 590 Strategic Management  
HRM 444 International Human Resource Management

## **INTELLECTUAL CONTRIBUTIONS (2014-2019)**

Bobina, M., Sabotnova, D. & Grachev, M. (2017) Women in Bulgarian Management: Cultural Perceptions. *Journal of Business Diversity*, 17 (3/4), 10-22

Grachev, M. & Bobina, M. (2017) The Role of Non-Market Factors in Cross-Border Trade Flows: a Case of Sub-Sahara Africa. *Journal of International Business and Economy*, 18 (2), 1-24

Bobina, M. & Grachev, M. (2016) Cross-Cultural Studies as Resource for Management Development in Africa. *Management Development in Africa: Building Capabilities to Serve African Organizations* (Kazeroony, H., Puplampu, B. & du Plessis, Y., eds.), Abingdon: Routledge, 99-122

## **Presentations**

Sully de Luque, M., Bobina, M. & Grachev M. (2018, June 28), The Differential Effects of Cultural Distance in International Trade: Inhibitor or Contributor, 2018 Annual Academy of International Business Meeting (Minneapolis, MN)

Grachev, M. (2018, January 20), Seven Things Managers May Not Know About Strategy, Hong Kong Management Association, Public Lecture (Hong Kong, China)

Bobina, M. & Grachev M. (2015, August 11), Cultural Predictors of Effective Leadership: a Cross-Pollination of GLOBE Phase II and Phase III, 2015 Annual Academy of Management Meeting (Vancouver, Canada)

## **PROFESSIONAL ENGAGEMENT ACTIVITIES (2014-2019)**

### **Professional Memberships**

Member, Academy of Management (IM, BPS)

Associate Member, Center for East European, Russian and Eurasian Studies, University of Chicago

## **UNIVERSITY/COMMUNITY SERVICE (2014-2019)**

### **Department**

Management Curriculum Subcommittee  
Departmental Personnel Committee  
Grade Appeal Committee

### **University**

Faculty Council

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Nicole L. Humbert
<b>RANK</b>	Instructor
<b>DEPARTMENT</b>	Marketing and Finance
<b>PRIMARY FIELD OF TEACHING</b>	Business Law
<b>CBT CLASSIFICATIONS</b>	Part time, Supporting, Instructional Practitioner

**EDUCATION**

<b>Highest degree earned:</b>	Juris Doctor
<b>Year conferred</b>	2014
<b>Institution:</b>	Western Michigan University Thomas Cooley Law School
<b>Major field:</b>	Law

<b>Other degree(s) earned:</b>	Bachelor of Science
<b>Year conferred:</b>	2010
<b>Institution:</b>	Western Illinois University
<b>Major field:</b>	Law enforcement and Justice Administration
<b>Minor field:</b>	Spanish and Recreation, Park, and Tourism Administration

**PROFESSIONAL EXPERIENCE**

<b>Firm:</b>	March, McMillan, Hennenfent, DeJoode, Duvall James & Humbert
<b>Position:</b>	Partner

**TEACHING EXPERIENCE**

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Instructor/

**TEACHING**

BL 432 – Law of Business Organizations

## **UNIVERSITY/COMMUNITY SERVICE**

### **Community**

- McDonough County Bar Association, Member.
- Kiwanis Club of Macomb, Board Member
- Humane Society of McDonough County, Board Member

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Ryan Hunt
<b>RANK</b>	Associate Professor
<b>DEPARTMENT</b>	Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Business Law
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Practice Academic

**EDUCATION**

<b>Highest degree earned:</b>	J.D.
<b>Year conferred:</b>	1996
<b>Institution:</b>	Drake University
<b>Major field:</b>	Law

<b>Other degree(s) earned:</b>	B.A.
<b>Year conferred:</b>	1993
<b>Institution:</b>	Knox College
<b>Major field:</b>	Political Science

**TEACHING EXPERIENCE**

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Associate Professor, 2011-present

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Assistant Professor, 2005-2011

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Adjunct Professor, 1999-2005

**TEACHING**

B L 230 Legal Environment of Business, online and traditional  
B L 431 Law of Commercial Transactions, online and traditional  
B L 432 Law of Business Organizations, online and traditional

**INTELLECTUAL CONTRIBUTIONS**

**Peer Reviewed Journals**

Hunt, Ryan J., and Kessler, Lara L., "Wanna Be Friends: The Potential Impact of Lifestyle Discrimination Statues on Employer Facebook Policies." Journal of Legal Studies in Business, 2014.

### **Presentations**

Hunt, Ryan J., "What's In a Name? A Survey of the Topics Included in Legal Environment of Business Courses," Midwestern Academy for Legal Studies in Business, Chicago, IL, March 29, 2019.

Hunt, Ryan J., "Are you 'Receiving?' Constructive Receipt and the 20-day Goods Priority Upgrade Under Bankruptcy Code 503(b) (9)," Midwestern Academy for Legal Studies in Business, Chicago, IL, April 20, 2018.

Hunt, Ryan J. and Conrad, Craig A., "Synchronous Learning: A Case Study for Designing the Virtual Business Classroom on a Budget," American Academy Society of Business and Behavioral Sciences, Las Vegas, NV, March 23-25, 2017.

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

### **Professional Association Memberships**

Academy of Legal Studies in Business  
Southern Academy for Legal Studies in Business  
Midwest Academy for Legal Studies in Business  
Illinois Bar Association  
Illinois Public Defender Association  
McDonough County Bar Association

### **Consulting Activities**

Ryan J. Hunt, Attorney at Law, legal consulting and legal representation of not-for-profit and private entities totaling more than 100 hours (2014-present).

### **Professional Certifications or Licenses**

Illinois State License to Practice Law (1996-present)  
Iowa State License to Practice Law (1996-present)

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

Chair, Business Law Curriculum Committee, 2009-present  
Chair, Grade Appeals Committee, 2011-present  
Chair, Business Law Faculty Search Committee, 2015-16, 2016-17  
Member, Department Scholarship Committee, 2015 – present  
Member, Human Resource Management Curriculum Committee, 2017-present

**College**

Chair, CBT Computing and Technology Committee, 2018-present

Member, Dean of College of Business and Technology Search Committee, 2019-present

Member, College Computing and Technology Committee, 2017-18

**University**

Provost's Awards for Academic Excellence Committee, 2018



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE  
JULY 1, 2014 - JUNE 30, 2019**

<b>NAME</b>	<b>Barton Jennings</b>
<b>RANK</b>	<b>Professor</b>
<b>DEPARTMENT</b>	<b>Management and Marketing</b>
<b>PRIMARY FIELD OF TEACHING</b>	<b>Supply Chain Management</b>

**CBT CLASSIFICATIONS**

Full time  
Participating  
Practice Academic (PA)

**Highest degree earned:** Doctor of Philosophy

**Year conferred:** December, 1994

**Institution:** University of Tennessee

**Major field of highest degree:** Business Administration - Logistics and Transportation

**Minor field of highest degree:** Civil Engineering (Transportation)

**Dissertation title:** *An Investigation of Transload: The Use of Non-Containerized Multimodal Bulk Freight Shipments within the United States Freight Carrier Industry*

**Other degree(s) earned:** Master of Science

**Year conferred:** January, 1984

**Institution:** University of Virginia

**Major field:** Civil Engineering (Transportation)

**Other degree(s) earned:** Bachelor of Science

**Year conferred:** January, 1982

**Institution:** University of Arkansas

**Major field:** Construction Engineering Technology

**PROFESSIONAL EXPERIENCE**

**Firm:** Arkansas Shortlines  
**Position:** Manager of Engineering, General Manager  
**Dates:** March 1990 - December 1991

**Firm:** Arkansas & Missouri Railroad  
**Position:** Manager of Engineering  
**Dates:** October 1989 - March 1990

**Firm:** Union Pacific Railroad  
**Position:** Staff Engineer, Roadmaster, Manager of Track Maintenance  
**Dates:** September 1983- October 1989

## TEACHING EXPERIENCE

**Institution:** Western Illinois University

**Rank/Dates:** Professor (August 2010 to Present)

**Rank/Dates:** Associate Professor (August 2004 - August 2010)

**Institution:** University of Tennessee

**Rank/Dates:** Adjunct Professor/Senior Research Associate (January 1992 - August 2004)

## TEACHING

SCM 211 - Supply Chain Management

SCM 340 - Transportation Management

SCM 465G - Supply Chain Risk Management (In-Class and On-Line)

SCM 470G - Inventory Strategies

SCM 539 - Transportation & Warehouse Management (On-Line)

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journals (PRJ)

none

### Textbook

Jennings, Barton *The Basics of Transportation: Policies, Practices and Pricing – An Applied Perspective*, Kona Publishing & Media Group, 2019.

### Other Intellectual Contributions - Proceedings from scholarly meetings

Jennings, Barton, and Honey Zimmerman “Mass Customization: It’s Practice in the Academic Environment,” at the 53rd MBAA International Conference, March 22-24, 2017, Chicago, Illinois.

Jennings, Barton, and Shanna Bruer “Video Marketing: Meeting Program Needs Through Interdisciplinary Outreach: A Case Example,” at the 53rd MBAA International Conference, March 22-24, 2017, Chicago, Illinois.

### Other Intellectual Contributions – Invited articles for professional publications

Jennings, Barton “Letting Millennials Talk to Millennials...A Possible Workforce Solution” *MHI Solutions*, Q3 2018 - Volume 6, Number 3, pp 88-89.

Jennings, Barton “The Talent Crisis - The Solution is a Supply Chain Thing...” *MHI Solutions*, Q1 2017 - Volume 5, Number 1, pp 53-54.

## **Other Intellectual Contributions - Presentations at academic or professional meetings**

“Closing the Skills Gap” at MHI Annual Executive Conference, Orlando, Florida, October 16, 2018.

“How Effective Is Your Program Advisory Board?” at National Careers Pathways Network Conference, with Brian Rogers, St. Louis, Missouri, October 27, 2017.

“On a Scale from 1-10.....How Effective Is Your Advisory Board?” at MHI Career & Technical Education Conference, with Frances Beauman, Vicki Phillips, Philip Alfano, and James Dolan, Chicago, Illinois, April 6, 2017.

“What is Supply Chain Management?” at SCM Educational Conference, Decatur, Illinois, April 29, 2016.

“The Supply Chain Management Talent Search – Making It Mutually Beneficial to Company and University” at MODEX 2016 Supply Chain Education Summit, Atlanta, Georgia, April 4, 2016.

“Five Trends in the Transportation World” at the Peoria Transportation Club Annual Meeting and Dinner, Peoria, Illinois, November 12, 2015.

“A University-Business Example – WIU and Knapheide” at Council of Supply Chain Management Professionals Global Conference, with Mike Francis, San Diego, California, September 29, 2015.

“Academic Roundtable with WIU Professors” at ISM Quad Cities Roundtable, with James Patterson and Vitaly Brazhkin, Rock Island, Illinois, May 12, 2015.

“What is Supply Chain Management?” at the “High School Counselor Academy”, Western Area Career System, Macomb (IL), April 14, 2015.

“Partnering with Industry” at the ProMat 2015 Workforce Summit Educators Track, with Elif Akcali and William Ferrell, Chicago, Illinois, March 26, 2015.

“Teaching Supply Chain Management - The Toaster Game” at the MHI Career & Technical Education Advisory Session, Chicago, Illinois, March 25, 2015.

“Supply Chain Management - Career Opportunities” at the “Business Education Teacher Updates Workshop, Western Area Career System, Macomb, Illinois, October 8, 2014.

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

### **Consulting activities totaling 80 hours or more during the five year period**

Created new safety training program on turnout and switch inspection and maintenance for Bay Area Rapid Transit, 2018. This work required 120 hours, over three months, of research and writing a 250-page manual, plus two weeks of field training of employees.

Conducted a small business valuation for a business closure, March 2016. Billed 30 hours.

National Railway Historical Society (2013-2015) - Evaluate convention mission and goals based upon changes in organizational structure and past financial results. The consulting happened between 2013 and 2015 and included attendance at multiple board of director meetings, conventions, and other events. The project resulted in significant changes in convention planning, taking the event from a financially neutral to negative event to record financial contribution for the Society. I also served as convention chair in 2014, and as railroad industry liaison 2013-2015 as a part of the consulting. This involved working on railroad contracts with a value exceeding \$500,000 for special passenger train operations. Estimated time spent during the four years was more than 1000 hours.

### **Developing and presenting executive education programs**

“Railroad Track Inspection and Safety Standards” five-day/34-hour seminar. Workshop average attendance is 25 to 50 professionals from the railroad and rail shipper industries. This program is currently one of only a few that have met the new Federal Railroad Administration industry training standards that can be used for employee qualification.

March 12-16, 2018 – Moline, IL  
March 13-17, 2017 - Moline, IL  
January 2-6, 2017 - Trona, CA  
August 8-12, 2016 - Oakland, CA  
March 14-18, 2016 - Chattanooga, TN  
March 16-20, 2015 - Chattanooga, TN  
May 12-16, 2014 - Waterloo, IA

### **Other activities that place faculty in direct contact with business or other organizational leaders**

Attendance at John Deere Internship Presentations

August 3, 2017  
August 3, 2016  
August 5, 2015  
August 6, 2014

Planning and participation in Supply Chain Management Day with students, company representatives, and Supply Chain Management Advisory Board

SCM Day at Macomb on Wednesday, September 20, 2017  
SCM Day at Macomb on Wednesday, September 21, 2016.  
SCM Day at Macomb on Wednesday, September 16, 2015.  
SCM Day at Macomb on Wednesday, September 10, 2014.

Supply Chain Management Advisory Board meetings in addition to SCM Day events

Macomb on April 6, 2018  
Macomb on March 28, 2017  
Macomb on March 29, 2016  
Macomb on April 7, 2015

Leading student tours of facilities involving the supply chain management field

-Dot Foods Facility Tour - Mt. Sterling, Illinois - May 2, 2018.  
-J. B. Hunt and BNSF Intermodal Facility Tour – Chicago, Illinois – February 12, 2018.  
- John Deere C&F Factory - Davenport, Iowa, and Von Maur E-Commerce and Distribution Center facility tour - October 25, 2017.  
-Dot Foods Facility Tour - Mt. Sterling, Illinois - May 3, 2017.  
-Walmart Distribution Center - Mt. Pleasant, Iowa - November 15, 2016.  
-Dot Foods Facility Tour - Mt. Sterling, Illinois - May 3, 2016.  
-John Deere C&F Factory - Davenport, Iowa, and Von Maur E-Commerce and Distribution Center facility tour - October 16, 2015.  
-Dot Foods Facility Tour - Mt. Sterling, Illinois - April 30, 2015.  
-John Deere Harvester Factory and Integrated Logistics Distribution Center - East Moline, Illinois - February 12, 2015.  
-Titan Wheel Corporation - Quincy, Illinois - December 1, 2014  
-John Deere Seeding Factory at Rock Island, Illinois, and Parts Distribution Center at Milan, Illinois - October 28, 2014  
-Caterpillar Distribution Center at Morton, Illinois, and KK Tractor Plant at East Peoria, Illinois - September 17, 2014

Taking student groups to professional meetings involving the supply chain management field

-Modex International Expo and Trade Show, Classroom Day and MHI Student Tour Day - Atlanta, Georgia - April 8-12, 2018.  
-Council of Supply Chain Management Professionals St. Louis Roundtable Business-Education Conference - St. Louis, Missouri - February 15, 2018.  
-Promat International Expo and Trade Show Classroom Day and MHI Student Tour Day - Chicago, Illinois - April 5-6, 2017.  
-Council of Supply Chain Management Professionals St. Louis Roundtable Business-Education Conference - St. Louis, Missouri - February 23, 2017.

- Modex International Expo and Trade Show, Classroom Day and MHI Student Tour Day - Atlanta, Georgia - April 4-7, 2016.
- QC ISM/APICS Night of Networking, Moline, Illinois - March 9, 2016.
- Council of Supply Chain Management Professionals St. Louis Roundtable Business-Education Conference - St. Louis, Missouri - February 18, 2016.
- Promat International Expo and Trade Show Classroom Day and MHI Student Tour Day - Chicago, Illinois - March 25-26, 2015.
- NAPM/ISM Roundtable Annual Business-Education SCM Networking Event - Moline, Illinois - March 11, 2015.
- Council of Supply Chain Management Professionals St. Louis Roundtable Business-Education Conference - St. Louis, Missouri - February 19, 2015.

#### Job shadowing and meetings with company management

- Rural King – Mattoon, Illinois – July 20, 2018
- Archer Daniels Midland - Comanche, Iowa – June 28, 2018
- Archer Daniels Midland - Decatur, Illinois – April 19, 2018
- Archer Daniels Midland - Decatur, Illinois - March 27, 2018
- Archer Daniels Midland - Decatur, Illinois – October 10, 2017
- RR Donnelley - Bolingbrook, Illinois - April 3, 2017
- C.H. Robinson - Woodridge, Illinois - March 22, 2017
- Dot Foods - Mt. Sterling, Illinois - February 16, 2017
- Caterpillar - Decatur, Illinois - January 26, 2017
- Archer Daniels Midland - Decatur, Illinois - September 9, 2016
- J.B. Hunt - Chicago, Illinois - August 16, 2016
- Archer Daniels Midland - Decatur, Illinois - March 4, 2016
- C.H. Robinson - Chicago, Illinois - January 4, 2016.
- John Deere Reman - Springfield, Missouri - July 2, 2015.
- Anixter - Glendale, Illinois - March 24, 2015
- Hub Group - Oak Brook, Illinois - March 5, 2015.
- Archer Daniels Midland - Decatur, Illinois - February 24, 2015
- Ace Hardware - Oak Brook, Illinois - February 10, 2015
- Menlo Logistics - Oak Brook, Illinois - February 10, 2015
- Unigroup - St. Louis, Missouri - September 19, 2014
- Roquette - Keokuk, Iowa - August 14, 2014
- Maverick Transportation - North Little Rock, Arkansas - July 23, 2014
- Vermont Railway - Burlington/Rutland, Vermont - July 14, 2014
- Archer Daniels Midland - Decatur, Illinois - July 8, 2014

#### **Other activities that place faculty in indirect contact with business or other organizational leaders**

Invited editorial for MHI Solutions (Q3 2018 - Volume 6, Number 3), “Letting Millennials talk to Millennials...a possible workforce solution.”

WSOY Radio, Decatur, Illinois – Talk show on Supply Chain Management issues, April 19, 2018.

WSOY Radio, Decatur, Illinois – Talk show on Supply Chain Management issues, March 27, 2018.

WSOY Radio, Decatur, Illinois – Talk show on Supply Chain Management issues, October 10, 2017.

Invited editorial for MHI Solutions (Q1 2017 - Volume 5, Number 1), “The Talent Crisis - The Solution is a Supply Chain Thing...”

WSOY Radio, Decatur, Illinois – Talk show on Supply Chain Management issues, January 26, 2017.

WSOY Radio, Decatur, Illinois – Talk show on Supply Chain Management issues, September 9, 2016.

WSOY Radio, Decatur, Illinois – Talk show on Supply Chain Management issues, April 29, 2016.

“Big Rail’s little cousins find boon in U.S. oil-by-rail bust,” by Jarrett Renshaw, Reuters News, September 1, 2015. Quoted as source.

“Crude oil joins rail industry staples as key revenue producer,” by Jarrett Renshaw, Reuters News, March 16, 2015. Quoted as source.

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

- Department of Management & Marketing Department Personnel Committee (Fall 2013-Spring 2014, Fall 2016-current)  
Chair (Fall 2013-Spring 2014, Fall 2017-current)
- Department of Management & Marketing Department Outreach Committee (Fall 2015-Current)
- Supply Chain Management Assessment Committee (Fall 2005-Current)
- Supply Chain Management Curriculum Committee (Fall 2005-Current)  
Chair (Fall 2005-Spring 2011)
- Supply Chain Management Day Committee (Fall 2004-Current)
- Supply Chain Management Faculty Unit A Search Committee - Chair (Fall 2016-Spring 2018)
- Supply Chain Management Faculty Unit A Search Committee (Fall 2013)
- Supply Chain Management Student Association Advisor (Fall 2004-Current)

### **University**

- Academic Program Elimination Review (APER) Committee (Spring 2016 – Spring 2018)
- Career Development Advisory Committee (Fall 2013 - Fall 2016)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Wanmo Koo
<b>RANK</b>	Assistant Professor
<b>DEPARTMENT</b>	Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Marketing; Apparel and Textile Merchandising
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Scholarly Academic (SA)

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy

**Year conferred:** August, 2014

**Institution:** University of Tennessee, Knoxville, TN

**Major field of highest degree:** Retail and Consumer Sciences

**Minor field of highest degree:** Statistics

**Dissertation title:** Online store atmospherics: Development of a gender-neutral measure

**Other degree(s) earned:** Master of Science

**Year conferred:** August, 2010

**Institution:** University of North Texas, Denton, TX

**Major field:** Merchandising

**Thesis title:** Generation Y attitudes toward mobile advertising: Impacts of modality and culture

**Other degree(s) earned:** Bachelor of Science

**Year conferred:** February, 2008

**Institution:** Chungbuk National University, South Korea

**Major field:** Fashion Design and Information

**Other degree(s) earned:** Bachelor of Arts

**Year conferred:** February, 2008

**Institution:** Chungbuk National University, South Korea

**Major field:** English Language and Literature

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Assistant Professor, September 2014 to Present

**Institution:** University of Tennessee, Knoxville, TN

**Rank/Dates:** Teaching and Research Assistant, 2010 to 2014

**TEACHING**

MKTG 329 – Marketing Research

MKTG 331 – Promotional Concepts



RCS 421 – International Retailing  
RCS 425 – Retail Category Management  
ATM 170 – Introduction to Fashion Merchandising  
ATM 274 – Fashion Merchandising Systems  
ATM 276 – Apparel Forecasting  
ATM 331 – Consumer and Professional Practice  
ATM 374 – Buying  
ATM 470 – Apparel Brand Management  
ATM 474 – Fashion Multi-Channel Retailing  
ATM 476 – Global Issues Affecting Fashion Merchandising  
ATM 478 – Apparel Merchandising Pre-Internship  
ATM 479 – Internship in Apparel Merchandising

## **INTELLECTUAL CONTRIBUTIONS**

### **Peer Reviewed Journals**

Park, H., Lee, M-Y, & **Koo, W.** (2017). The four faces of apparel consumers: Identifying sustainable consumers for apparel. *Journal of Global Fashion Marketing*, 8(4). 298-312

**Koo, W.** & Park, H. (2017). Critical atmospheric cues in designing online stores: The case of Amazon.com. *International Journal of Marketing Studies*, 9(1), 37-45.

**Koo, W.** (2016). Usage of smartphone applications: A descriptive study of top 100 U.S. retailers. *International Journal of Interactive Mobile Technologies*, 10(3), 54-68.

**Koo, W.**, Cho, E., & Kim, Y-K. (2014). Actual and ideal self-congruity affecting consumers' emotional and behavioral responses toward an online store. *Computers in Human Behavior*, 36, 147-153. [SSCI Impact factor: 1-year: 2.067; 5-year: 2.489]

### **Manuscripts Under Review**

**Koo, W.** (Revise and Resubmit, revision submitted). Critical omni-channel service elements affecting satisfaction and loyalty. *International Journal of E-Business Research*.

## **OTHER CONTRIBUTIONS**

### **Presentations at academic meetings**

**Koo, W** & Kim, Y-K. (2017). A classification of online store atmospheric cues, *American Collegiate Retailing Association Annual Conference*, Bloomington, MN, March 29-April 1.

**Koo, W** & Kim, E. Y. (2015). Predicting consumer adoption of QR code stores for apparels across times of use experience, *International Textile and Apparel Association Annual Conference*, Santa Fe, NM, November, 10-13.

Cho, E., Fu, W., **Koo, W.**, & Kim, Y-K (2014). Ethnic-inspired products: From the experiential consumption view\*. *International Textile and Apparel Association Annual Conference*, Charlotte, NC, November 12-16.

**\*Selected for 2014 Paper of Distinction – Culture Track**

### **Proceedings publication**

**Koo, W.** & Kim, E. Y. (2015, published in Fall 2016). Predicting consumer adoption of QR code stores for apparel across times of use experience. *International Textile and Apparel Association Annual Conference*, Santa Fe, NM, November 10-13.

Cho, E., Fu, W., **Koo, W.**, & Kim, Y-K (2014, published in Fall 2015). Ethnic-inspired products: From the experiential consumption view. *International Textile and Apparel Association Annual Conference*, Charlotte, NC, November 12-16.

### **Serving as a reviewer for peer reviewed journals**

Reviewer of *International Journal of Marketing Studies*

Reviewer of *International Business Research*

Reviewer of *International Journal of Interactive Mobile Technologies*

Reviewer of *Journal of Global Fashion Marketing*

Reviewer of *International Journal of E-Business Research*

### **Serving as a reviewer for academic conferences**

International Textile and Apparel Association

Global Fashion Management

### **Serving as a presider for academic conferences**

Session 1: Construct conceptualization/Scale development. *American Collegiate Retailing Association Annual Conference*, Bloomington, MN, March 29-April 1, 2017

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

### **Invited presentation at educational or professional events**

Presenting fashion merchandising at the Career Fair at John Wood Community College – Mar 21, 2017

Providing a special lecture titled “Issues in retail technologies: Required competencies in buying and merchandising fields” at Chungbuk National University, South Korea (June 3, 2015)

### **Taking student groups to professional meetings**

Von Maur field trip (April 17, 2015)

**Membership in state, national, or multi-national professional association**

International Textile & Apparel Association (ITAA), member, 2014 - Present

American Collegiate Retailing Association (ACRA), member, 2014 - Present

**UNIVERSITY/COMMUNITY SERVICE****Department**

Chair of Scholarship and Awards Committee (2018 – 2019)

Assessment Committee (2014 – 2018)

Chair of Recruitment & Retention Committee (2015 – 2018)

Recruitment & Retention Committee (2014 – 2015)

Student Ambassador (2014 – 2018)

Visual and Apparel Merchandising Organization Faculty Advisor (2015 – Present)

**College**

Honors Task Force (2015 – 2017)

**University**

First Year Experience Classes Committee (2015 – Present)

University Technology Advisory Group (2015 – 2018)

Council for Instructional Technology (2017 – 2018)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Laura Swanson Leezer
<b>RANK</b>	Instructor
<b>DEPARTMENT</b>	Marketing and Finance
<b>PRIMARY FIELD OF TEACHING</b>	Marketing (Professional Selling)
<b>CBT CLASSIFICATION</b>	Part time, Supporting, Instructional Practitioner

**EDUCATION**

**Highest degree earned:** Master of Science in Education

<b>Year conferred:</b>	1998
<b>Institution:</b>	Western Illinois University
<b>Major field of highest degree:</b>	Education
<b>Minor field of highest degree:</b>	Adult Learners

**Other degree(s) earned:** Bachelor's of Science

<b>Year conferred:</b>	1984
<b>Institution:</b>	
<b>Major field:</b>	Dietetics, Hospitality, and Fashion Merchandising

**PROFESSIONAL EXPERIENCE**

**Citizens Bank**, Macomb, IL

Vice President and Director of Marketing – 1995 to present

Sales, Professional Development and Training officer, advertising and public relations coordinator  
Market research and Sales Development, Bank Referral Program Monitor

**TEACHING EXPERIENCE**

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Instructor/ 1996-Present

<b>Institution:</b>	Spoon River College
<b>Rank/Dates:</b>	Instructor/1984-2007

**TEACHING**

MKTG 333 – Consumer Behavior  
MKTG 335 – Professional Selling

## PROFESSIONAL ENGAGEMENT ACTIVITIES

### Professional association positions

- Professional Woman's Network International Board Member, 2000-Present

### Professional association memberships

- Macomb Chamber of Commerce, 1985-Present
- National Association of Female Executives, 1997-Present
- Illinois Bankers Association, Member, 1995-Present
- Professional Woman's Network International Board Member, 2000-Present
- **Swanson Consulting**, 10680 East 1000<sup>th</sup> Street, Macomb, IL  
*Owner and Manager* – 1984 – present
- Consulting and professional development business
- Conduct Workshops and Seminars for businesses and organizations
- Provide product and services to individual and business clients
- Instruct clients on individual professional growth and development plans
- Specialize in Sales, Customer Service, Marketing, and Communication skills
- Contributing Author in three books: *Becoming The Professional Woman; Customer Service and Professionalism; and The Young Woman's Guide for Personal Success.*

## DEVELOPMENTAL WORKSHOPS ATTENDED

- BAI-Bank Administration Institute, Ongoing monthly Training and Compliance, 2010-Present

## UNIVERSITY/COLLEGE/DEPARTMENT/COMMUNITY SERVICE

### University/College

- Performing Arts Society, Board Member, 2018-2019
- Performing Arts Society, Board Member, 2017-2018
- Performing Arts Society, Board Member, 2016-2017
- Performing Arts Society, Board Member, 2015-2016
- Performing Arts Society, Board Member, 2014-2015
- Bureau of Cultural Affairs, Board Member, 2018-2019
- Bureau of Cultural Affairs, Board Member, 2017-2018
- Bureau of Cultural Affairs, Board Member, 2016-2017
- Bureau of Cultural Affairs, Board Member, 2015-2016
- Bureau of Cultural Affairs, Board Member, 2014-2015

### Community

- Macomb Area Chamber of Commerce, Education Committee Ambassador, 2018-2019
- Macomb Area Chamber of Commerce, Education Committee Ambassador, 2017-2018
- Macomb Area Chamber of Commerce, Education Committee Ambassador, 2016-2017

- Macomb Area Chamber of Commerce, Education Committee Ambassador, 2015-2016
- Macomb Area Chamber of Commerce, Education Committee Ambassador, 2014-2015
- Wesley Village Retirement Center Development Committee, Member, 2018-2019
- Wesley Village Retirement Center Development Committee, Member, 2017-2018
- Wesley Village Retirement Center Development Committee, Member, 2016-2017
- Wesley Village Retirement Center Development Committee, Member, 2015-2016
- Wesley Village Retirement Center Development Committee, Member, 2014-2015
- Youth Assistance Programs Fund Board, Member, 2018-2019
- Youth Assistance Programs Fund Board, Member, 2017-2018
- Youth Assistance Programs Fund Board, Member, 2016-2017
- Youth Assistance Programs Fund Board, Member, 2015-2016
- Youth Assistance Programs Fund Board, Member, 2014-2015
- Community and Quality of Life Committee, Board Member, 2018-2019
- Community and Quality of Life Committee, Board Member, 2017-2018
- Community and Quality of Life Committee, Board Member, 2016-2017
- Community and Quality of Life Committee, Board Member, 2015-2016
- Community and Quality of Life Committee, Board Member, 2014-2015
- Big Brother Big Sister, Board Member, 2018-2019
- Big Brother Big Sister, Board Member, 2017-2018
- Big Brother Big Sister, Board Member, 2016-2017
- Salvation Army, Advisory Board Member, 2018-2019
- Salvation Army, Advisory Board Member, 2017-2018
- Salvation Army, Advisory Board Member, 2016-2017
- Macomb Convention and Visitors Bureau, Advisory Board Member, 2018-2019
- Macomb Downtown Residential Development Corporation, Marketing and Public Relations Coordinator, 2018-2019

## **AWARDS**

- City of Macomb Downtown Development Corporation, Downtowner Award, 2018
- WIU College of Education and Human Services, distinguished Alumni Awards, 2018
- WIU Performing Arts Society, Ruth Watts Distinguished Service Award, 2019

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Yin-Chi Liao
<b>RANK</b>	Associate professor
<b>DEPARTMENT</b>	Management & Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Management
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Ph.D.

**Year conferred:** 2010

**Institution:** Rensselaer Polytechnic Institute

**Major field:** Strategic Management

**Minor field:** Entrepreneurship

**Dissertation title:** Internal capabilities, external network positions, and knowledge creation

**Other degree(s) earned:** M.S.

**Year conferred:** 1999

**Institution:** National Taiwan University

**Major field:** Urban and Regional Planning

**Other degree(s) earned:** B.A.

**Year conferred:** 1996

**Institution:** National Taiwan University

**Major field:** Economics

**PROFESSIONAL EXPERIENCE**

**Firm:** Science and Technology Information Center,  
National Science Council, the Executive Yuan, Taiwan

**Position:** Research Assistant

**Dates:** 2002-2004

**Firm:** EDS International Inc.

**Position:** Urban and Regional Planner, Project Manager

**Dates:** 1999-2001

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Associate professor (2018 to Present)

Assistant professor (2011-2018)

## TEACHING

MGT 590: Strategic Management (MBA), face-to-face and online

MGT 490: Business Strategies and Policies, face-to-face, online, and hybrid

MGT 349: Principles of Management

## INTELLECTUAL CONTRIBUTIONS

### Peer Reviewed Journal Articles

**Liao, Yin-Chi**, Yi, Xiang, & Jiang, Xu. 2019. Unlock the full potential of absorptive capacity: The systematic effects of high commitment work systems. *International Journal of Human Resource Management* (Forthcoming). DOI: 10.1080/09585192.2018.1522655. (Applied research)

Lin, Chih-Yung, **Liao, Yin-Chi**, Chen, Hung-Kun, & Yen, Ju-Fang. 2018. How does political connection of bank CEO affect government bank performance during the financial crisis? *Journal of Financial Stability*, 36: 130-143. (Applied research)

Yang, T.S., Pandey, A., & **Liao, Yin-Chi**, & Dobson, J. 2017. Path from job autonomy to organizational citizenship behavior: The role of perceived organizational politics as mediator. *Journal of Business and Behavioral Sciences*, 29 (2): 44-56. (Applied research)

**Liao, Yin-Chi**, Francis, Bill, Hasan, Iftekhara, & Wang, Haizhi. 2017. Managerial stability and the pricing of new equity issuances: The effects of state enforcement of noncompetition agreements. *International Review of Entrepreneurship*, 15 (2): 131-150. (Applied research)

Uzuegbunam, I., **Liao, Yin-Chi**, Pittaway, Luke, & Jolley, G. Jason. 2017. Human capital, intellectual capital, and government venture capital. *Journal of Entrepreneurship and Public Policy*, 6 (3): 359-374. (Applied research)

**Liao, Yin-Chi** & Phan, P. 2016. Internal capabilities, external structural holes network positions, and knowledge creation. *Journal of Technology Transfer*, 41 (5): 1148-1167. (Applied research)

### Other Intellectual Contributions

*Presentations at academic or professional meetings*

**Liao, Yin-Chi**, Jin, Dawei, Hasan, Iftekhara, & Wang, Haizhi. The economic worth of the firm's interorganizational relationships in acquisitions. Academy of Management Annual Conference, Chicago, Illinois. August 10-14, 2018.

Yang, T.S., Pandey, A., & **Liao, Yin-Chi**. Job autonomy and citizenship behavior: A moderated mediation model. Midwest Academy of Management Annual Conference, Chicago, Illinois, October 19-21, 2017.



Yang, T.S., **Liao, Yin-Chi**, & Pandey, A. How perceived organizational politics mediates the relationship between job autonomy and citizenship behaviors. Midwest Academy of Management Annual Conference, Chicago, Illinois, October 19-21, 2017.

**Liao, Yin-Chi**, Sun, Xian, & Phan, Phillip. Beyond the ivory tower: The impacts of university-business partnerships on competitive rivalry. Academy of Management Annual Meeting, Atlanta Georgia, August 4-8, 2017.

Yang, Tae Seok & **Liao, Yin-Chi**. Exploring the impact of results-oriented culture on organizational citizenship behaviors: The mediation role of perceived organizational politics and commitment. Annual MBAA International Conference, Chicago, Illinois. March 22-24, 2017

**Liao, Yin-Chi**, Wang, Haizhi, & Hasan, Iftekhhar. 2015. How much are the firm's interorganizational relationships worth? A social network perspective. Academy of Management Annual Meeting, Vancouver, Canada, August 7-11, 2015.

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

**Reviewer**, STR, TIM, Academy of Management Annual Meeting, 2008 – present

**Reviewer**, IEEE Transactions on Engineering Management, 2019

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

Chair, Management Faculty Search Committee, 2017 - 2018

Chair, Strategic Planning Committee, 2017 - 2018

Member, Management Curriculum Committee, 2015 - Present

### **College**

Member, CBT Board of Directors, 2019

Member, MBA Advisory Committee, 2016 - 2017, 2018 - 2019

Member, Computer and Technology Committee, 2015 - 2017

Member, Assessment Committee, 2012 - 2014, 2015 - 2016

Member, Faculty Awards Committee, 2013 - 2016

### **University**

Mentor, New Faculty Mentor Program, Western Illinois University, 2018 – 2019

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	James L. Patterson
<b>RANK</b>	Associate Professor
<b>DEPARTMENT</b>	School of Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Supply Chain Management
<b>CBT CLASSIFICATION</b>	Full time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Ph.D.

**Year conferred:** 1999

**Institution:** Michigan State University

**Major field of highest degree:** Operations and Sourcing Management

**Dissertation title:** "Conflict Potential in Strategic Buyer-Supplier Relationships"

**Other degree(s) earned:** M.B.A.

**Year conferred:** 1982

**Institution:** Western Michigan University

**Major field:** Marketing Management

**Other degree(s) earned:** M.S.

**Year conferred:** 1979

**Institution:** University of Southern California

**Major field:** Systems Management (Research and Development option)

**Other degree(s) earned:** B.S.

**Year conferred:** 1973

**Institution:** Western Kentucky University

**Major field:** Accounting

**PROFESSIONAL EXPERIENCE**

**Firm:** Nestlé Foods Corporation, City of Industry, CA

**Position:** Director of Manufacturing and Factory Manager

**Dates:** 1988 – 1990

**Firm:** Coca-Cola Foods, Houston, TX

**Position:** Manager, Contract Packing

**Dates:** 1986 – 1988

**Firm:** Coca-Cola Foods, Paw Paw, MI

**Position:** Production Superintendent

**Dates:** 1983 – 1986

**Firm:** Coca-Cola Foods, Paw Paw, MI

**Position:** Production Supervisor

**Dates:** 1981 – 1983

**Firm:** Tri-County Fence & Supply, Inc., Kalamazoo, MI

**Position:** Sales Manager

**Dates:** 1980 – 1981

**Firm:** Avon Products, Inc., Rye, NY

**Position:** Merchandise Distribution Supervisor

**Dates:** 1979 – 1980

**Firm:** Avon Products, Inc., Rye, NY

**Position:** Order Assembly Supervisor

**Dates:** 1978 – 1979

**Firm:** United States Marine Corps, Quantico, VA; Athens, GA; Cherry Point, NC; Kaneohe, HI; U.S.S. Tripoli

**Position:** Aviation Supply Officer; Captain, U.S.M.C.R. (Ret.)

**Dates:** 1971 – 1978

## **TEACHING AND ACADEMIC EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Assistant Dean – Quad Cities, College of Business and Technology (2012 – 2018)

**Rank/Dates:** Founding Director, Quad Cities Executive Studies Center (2005 – 2007)

**Rank/Dates:** Associate Professor (2000 – present)

**Rank/Dates:** Assistant Professor (1995 – 2000)

**Institution:** Michigan State University

**Rank/Dates:** Instructor (1991 – 1994)

**Rank/Dates:** Course Coordinator (1991 – 1992)

**Rank/Dates:** Teaching Assistant (1990 – 1994)

**Institution:** Institute of Agricultural Technology, Michigan State University

**Rank/Dates:** Instructor (1993 – 1994)

**Institution:** Industrial Development Institute, Michigan State University

**Rank/Dates:** Associate Director (1990 – 1992)

## **TEACHING**

SCM 211 – Supply Chain Management

SCM 400 – Supply Chain Management Internship

SCM 411 – Global Supply Chain Management

SCM 451 – Supply Chain Negotiation  
SCM 453 – Supply Management  
SCM 460 – Independent Study in Supply Chain Management I  
SCM 499 – Supply Chain Management Knowledge Assessment  
SCM 600 – Independent Research  
MGT 349 – Principles of Management  
MGT 352 – Operations Management  
MKTG 327 – Marketing Principles

## **INTELLECTUAL CONTRIBUTIONS**

### **Journal Articles**

James L. Patterson and Marijana Nedic, “Incorporating Force Field Analysis into Effective Negotiation Planning: A Systems Approach,” *Journal of Contemporary Business Issues*, Vol. 24, No. 1, 2019. [A]  
James L. Patterson, Kimberly N. Goodwin, and Jennifer L. McGarry, “Understanding and Mitigating Supply Chain Fraud,” *Journal of Marketing Development and Competitiveness*, Vol. 12, No. 1, 2018, pp. 70-83. [A]  
James L. Patterson, “Collaborate with Supply Chain Management Programs to Solve the Workforce Shortage,” *MHI Solutions*, Q2, 2015, pp. 92-93. [A]

### **Conference Proceedings and Presentations**

Kimberly N. Goodwin and James L. Patterson, “Detecting and Mitigating Fraud Risk in the Supply Chain,” *Midwest Business Administration Association*, Chicago, IL, March 26, 2015. [A]  
Kimberly Goodwin and James Patterson, “Detecting Fraud in the Supply Chain,” *Quad Cities Research & Scholarship Fall Symposium*, Moline, IL, November 12, 2014. [A]

### **Books and Chapters**

Robert M. Monczka, Robert B. Handfield, Larry C. Giunipero, and James L. Patterson, *Purchasing & Supply Chain Management*, 6th edition, Mason, OH: Cengage Learning (2016). [A]  
James L. Patterson, *Instructor's Resource CD for Purchasing & Supply Chain Management*, 6th edition, Mason, OH: Cengage Learning (2016). [P]

### **Invited Presentations**

“Using Analytics to Help Prevent and Detect Fraud within Supply Chains,” *Institute of Management Accountants-Quad Cities*, Moline, IL (2018). [A]  
“My Experience in JA – ‘Jump-Starting’ My Career,” *Junior Achievement of the Heartland*, Davenport, IA (2018). [A]  
“Manufacturing Innovation Hub Working Group Update,” *Q2030 Delegate Summit*, Moline, IL (2017). [A]  
“Academic Expectations of an Internship Program,” *Quad Cities Chamber of Commerce*, Davenport, IA (2017). [P]  
“Detecting and Mitigating Fraud Risk in Global Supply Chains,” *Young African Leaders, 2017 Mandela Fellowship Program*, Moline, IL (2017). [A]  
“The Leadership Role of Beta Gamma Sigma,” *Beta Gamma Sigma Honor Society Annual Member Initiation*, Western Illinois University, College of Business and Technology, Macomb, IL (2017). [A]  
“Writing Good Specifications,” *Iowa Public Procurement Association*, Davenport, IA (2016). [A]  
“Driving Business Success – An Interactive Dinner,” *ISM-Quad Cities*, Davenport, IA (2016). [A]  
“Current Issues in U.S. Import-Export in Supply Chain Management,” *Shanghai Customs College and*

WIU Center for International Studies, Macomb, IL (2016). [A]  
 “Detecting and Mitigating Fraud Risk in Global Supply Chains,” Young African Leaders, 2016 Mandela Fellowship Program, Tippie College of Business, University of Iowa, Moline, IL (2016). [A]  
 “Managing Conflict,” Modern Woodmen Academy and Quad Cities Executive Studies Center, Moline, IL (2016). [A]  
 “Leadership Lessons from an Old Vietnam-Era Marine,” U. S. Army Sustainment Command, Non-Commissioned Officer Professional Development Series, Rock Island Arsenal, IL (2016). [A]  
 “Managing Conflict,” Modern Woodmen Academy and Quad Cities Executive Studies Center, Moline, IL (2015). [A]  
 “Personality Styles for Effective Negotiation,” ISM-Quad Cities, Moline, IL (2015). [A]  
 “Providing Digital Talent,” (with Dr. Don Doucette, Chancellor, Eastern Iowa Community Colleges) Digital Manufacturing & the Next Revolution Conference, Quad Cities Advanced Manufacturing Innovation Hub, Moline, IL (2015). [A]  
 “SCM Faculty Roundtable,” ISM-Quad Cities, Moline, IL (2015). [A]

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

Ambassador, Elevate Iowa Advanced Manufacturing Program (2018 – present).  
 Q2030 Co-Champion, Quad Cities Manufacturing Innovation Hub, Quad Cities Chamber of Commerce, Davenport, IA (2017 – present).  
 Member, Center of Excellence for Additive Manufacturing Center Working Group, Joint Manufacturing and Technology Center, Rock Island Arsenal, IL (2018 – present).  
 Member, Q2030 Steering Committee, Quad Cities Chamber of Commerce, Davenport, IA (2017 – present).  
 Board of Directors, Rock Island High School INCubator Entrepreneurship Program, Rock Island, IL (2017 – 2018).  
 Textbook reviewer, Supply Chain Logistics Management, McGraw-Hill Higher Education, Chicago, IL (2017).  
 Instructor, JA Global Marketplace, United Township High School, East Moline, IL (2016).  
 Panelist, 3rd Annual Regional Economic Summit – U.S. Representative Cheri Bustos (IL-17), Augustana College, Rock Island, IL (2016).  
 Team Mentor, Drs. David and Agnes Palmer JA Titan Competition, Orion High School, Orion, IL (2015).  
 American Apprenticeship Initiative Grant Partners Organizational Committee, Illinois Manufacturers Association (2015).  
 Advisory Board, Institute for International Business, Tippie College of Business, University of Iowa (2014 – 2018).  
 Member, Quad Cities Advanced Manufacturing Innovation Hub Implementation Advisory Committee, Quad Cities Chamber of Commerce, Davenport, IA (2014 – 2017).  
 President, Quad-City Foreign Trade Zone #133, Inc., Quad Cities Chamber of Commerce, Davenport, IA (2012 – present).  
 Member, Supply Chain Risk Management Group, Institute for Supply Management, (2011 – present).  
 Member, MRO Group, Institute for Supply Management (2011 – present).  
 Member, Evaluation Committee, Phase I – Institute for Supply Management and Michigan State University Awards for Excellence in Supply Management (2011 – 2016).  
 Reviewer, Journal for Supply Chain Management (2002 – present).  
 Reviewer, IEEE Transactions on Engineering Management (2018).  
 Reviewer, Modern Journal of Supply Chain Management (2018 – present).

### **Professional and Industrial Affiliations**

Alpha Phi Omega national service fraternity (1970 – present).  
Beta Gamma Sigma business honor society for AACSB-accredited schools (2000 – present).  
CAPS Research: A Global Research Center for Strategic Supply Management (1997 – present).  
Career Cruising Quad Cities, Junior Achievement of the Heartland (2017 – present).  
Food Logistics Advisors (2005 – present).  
Institute for Supply Management (1991 – present).  
ISCEA: The International Supply Chain Education Alliance (2017 – present).  
Junior Achievement of the Heartland (2015 – present).  
Logistics & Transportation Association of North America (2017 – present)  
Materials Handling & Management Society (2004 – present).  
MBAA International (2015 – present).  
McKinsey Quarterly Online Executive Panel (2010 – 2018).  
Next Level Purchasing Association (2011 – present).  
Phi Kappa Phi national scholastic honor society (2007 – present).  
Quad Cities Chamber of Commerce (2010 – present).  
Quad Cities First (2009 – present).  
SCNext (2014 – 2018).  
Sigma Iota Epsilon management honorary and professional fraternity (1994 – present).  
Supply Chain Risk Management Group, Institute for Supply Management, (2011 – present).  
Supply Chain Talent Academic Initiative – APICS (2012 – 2018).  
The Traffic Club of Chicago (2013 – present).  
Trucking Industry Mobility & Technology Coalition (2009 – present).

### **UNIVERSITY/COMMUNITY SERVICE**

#### **Department/School**

Chairperson, Tenure-track Management Faculty Search Committee (2019).  
Faculty Advisor, Supply Chain Management Student Association – Quad Cities (2018 – present).  
Department Chair Review Committee (2016 – 2017).  
Department/School Assessment Committee (2016 – present).  
Supply Chain Management Assessment Committee (2016 – present).  
    Chairperson (2018 – present).  
Tenure-track Supply Chain Management Faculty Search Committee (2016 – 2019).  
    Chairperson (2018 – 2019).  
Chairperson, Tenure-track Mechanical Engineering Faculty Search Committee (2015 – 2017).  
General Engineering Advisory Committee, School of Engineering (2012 – present).

#### **College**

Co-Editor, Journal of Contemporary Business Issues, Macomb, IL (2016 – 2019).  
Social Entrepreneurship Salon Speaker Series Steering Committee (2015 – present).

## **University**

Community Service Award and Distinguished Service Award Selection Committee (2018).

WIU-QC Faculty Council (2018 – present).

Advisory Board, Western Illinois Small Business Development Center and International Trade Center, Illinois Institute for Rural Affairs, Macomb, IL (2017 – present).

President's Executive Institute (2017 – 2019).

WIU-QC Business Scholarship Committee (2016).

Quad Cities Graduate Student Targeting Team (2014 – 2016).

Quad Cities Persistence and Completion Team – Higher Learning Commission (2014 – 2018).

Honors Mentor (2005 – present).

Graduate Faculty (1996 – present).

## **Community**

Planning Committee, “Civility in a World of Incivility,” TedxSalon Series – TedxDavenport, Moline, IL (2018).

Internship Development Committee, Quad Cities Chamber of Commerce, Davenport, IA (2017 – 2019).

Transportation/Logistics Sector Board, Eastern Iowa Community Colleges (2016 – present).

Logistics Program Advisory Committee, Eastern Iowa Community Colleges (2016 – present).

Christ's Family Church, Reformed Church in America, Davenport, IA.

Emergency Preparedness Team (2018 – 2019).

Personnel Committee (2014 – 2018).

Quad City Passenger Rail Steering Committee, Quad Cities Chamber of Commerce (2006 – 2018).

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Dr. Gordon Rands
<b>RANK</b>	Professor
<b>DEPARTMENT</b>	Management & Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Management
<b>CBT CLASSIFICATIONS</b>	Full time, Participating, Practicing Academic

**EDUCATION**

**Highest degree earned:** Ph.D.  
**Year conferred:** 1995  
**Institution:** University of Minnesota  
**Major field:** Management  
**Minor field:** Research Methods  
**Dissertation title:** Individual Interpretation of Social Issue Demands

**Other degree(s) earned:** Masters of Organizational Behavior  
**Year conferred:** 1984  
**Institution:** Brigham Young University  
**Major field:** Organizational Behavior

**Other degree(s) earned:** B.S. Natural Resources  
**Year conferred:** 1975  
**Institution:** University of Michigan  
**Major field:** Natural Resources

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Professor, August 2009 to Present  
Associate Professor, August 1998 to 2009

**Institution:** Pennsylvania State University (University Park Campus)  
**Rank/Dates:** Instructor 1992-93  
Assistant Professor of Management and Organization, 1993-1998

**TEACHING**

MGT 349 – Principles of Management  
MGT 350 – Organizational Behavior  
MGT 455 – Organizational Development  
MGT 481G – Management and Society  
MGT 483G – Managing Organizations for Environmental Sustainability



## INTELLECTUAL CONTRIBUTIONS

### Other Intellectual Contributions

#### Cases in textbooks

Rands, P.J. & G.P. Rands, “Case Study 5: ExxonMobil and Climate Change: Increasing Profits and Misleading Shareholders” and “Case Study 13: Corporate Social Responsibility and the Fair-Trade Movement: How Fair Is Fair Trade?” In D. Collins, Business Ethics: Best Practices for Designing and Managing Ethical Organizations (2<sup>nd</sup> Edition), Thousand Oaks, CA: Sage Publications, 387-393 and 449-457, 2019.

#### Articles in scholarly encyclopedias

Rands, G.P. & P. Rands, “Carbon Offsets” and “Energy Sources.” In R. Kolb (Ed.), Encyclopedia of Business Ethics and Society (2 ed.), Thousand Oaks, CA: Sage Publications, 379-382 and 1126-1137, 2018.

#### Presentations at academic or professional meetings

Rands, G. “In Search of Ecologically Sustainable Organizations.” Presented at the Annual Meeting of the International Association for Business and Society, Guanacaste, Costa Rica, March 2015.

Rands, G., P. Rands & C. Christopherson, “Whose Responsibility is it to Address Social Problems Anyway? Assessing Perceived Importance of Institutions’ Responsibilities for Addressing Social Issues.” Presented at the Annual Meeting of the International Association for Business and Society, Sydney, Australia, June 2014.

#### Serving as an editor for a peer-reviewed publication

Editorial Review Board – *Business Strategy and the Environment*, 2014.

Editorial Review Board - *Organization & Environment*, 2014-2018.

#### Serving as an officer in a recognized academic society or association

International Association for Business and Society, Past President, 2014-2015.

#### Other participation in academic or professional meetings

Distinguished Guest Speaker, “Sustainability in Management Education – Impacts and Outcomes of Integration.” Presented at the Biennial Conference of the Group for Research on Organizations and the Natural Environment (GRONEN), Almeria, Spain, June 2018.

Panelist, “Sustainability Education: At the Interface of Research, Scholarship and Collaborative Leadership.” Presented at the Annual Meeting of the Academy of Management, Atlanta, GA, August 2017.

Panelist, “Sustainability in Management Education: Knowledge, Skills and Attitudes.” Presented at the Annual Meeting of the Academy of Management, Atlanta, GA, August 2017.

Distinguished Speaker, “Sustainability in Management Education: Purpose, Linkage, Assessment & External Stakeholders.” Presented at the Annual Meeting of the Academy of Management, Anaheim, CA, August 2016.

Panelist, “Reflections From 20 Years: The Emergence and Growth of the ONE Division.” Presented at the Annual Meeting of the Academy of Management, Vancouver, BC, August 2015.

Table Discussion Leader, “Beyond Urgency: Expanding, Leveraging and Renewing Academic Sustainability Management Actions.” Presented at the Annual Meeting of the Academy of Management, Vancouver, BC, August 2015.

Table Discussion Leader, “Urgent Academic Sustainability Management Action: If Not Now, When? If Soon, What to Do Today?” Presented at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 2014.

Organizer and Chair, “Entrepreneurs and the Creation of Sustainable Economies.” Presented at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 2014.

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

### **Board of Directors, Local Small Business**

Macomb Food Co-op, Board of Directors member (2010-2018), Communications Committee Chair (2014-2015), Board Vice-Chair (2015-2016), Board Chair (2016-2018); the Board of Directors of the Macomb Food Co-op sets policy in all aspects of the member owned food cooperative, which operates an online market and a retail grocery store specializing in local, organic and sustainable foods. The Board Chair works closely with the store manager on organizational issues, sets agendas for the board meetings, provides leadership for the board, and serves as the Co-op’s official spokesperson with the media.

### **Top Management, Regional Non-Profit Organization**

Nauvoo Illinois Stake, Church of Jesus Christ of Latter-day Saints, 2014-present, First Counselor in the Stake Presidency. The Stake Presidency selects, trains and supervises the work of leaders of stake organizations (youth, children, Sunday school, etc.) and local congregations, and instructs and counsels individual members of the stake. The stake includes twelve congregations in western Illinois, northeastern Missouri, and southeastern Iowa, with a total membership of over 3600 individuals.

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

Departmental Personnel Committee, 2015-2017, member.

Management Curriculum Committee, 2015-present, member; 2015-2017, chair or co-chair.

CBT Curriculum Committee, 2015-2018, member.

### **College**

Strategic Planning Committee, 2018-2019, member

**University**

University Sustainability Committee, 2014-present, member; 2018-present, co-chair.

**Community**

Macomb Food Co-op, 2010-2018, Board of Directors.

Nauvoo Illinois Stake, Church of Jesus Christ of Latter-day Saints, 2014-present, First Counselor in the Stake Presidency.

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Rajeev Sawhney
<b>RANK</b>	Professor of Management
<b>DEPARTMENT</b>	Management
<b>PRIMARY FIELD OF TEACHING</b>	Operations and Supply Chain Management
<b>CBT CLASSIFICATION</b>	Full time, Participating, Other

**EDUCATION**

**Highest degree earned:** Ph.D.

**Year conferred:** 1999

**Institution:** University of Western Ontario

**Major field of highest degree:** Productions and Operations Management

**Other degree(s) earned:** MBA

**Year conferred:** 1988

**Institution:** Boston University, Massachusetts

**Major field:**

**Other degree(s) earned:** MA

**Year conferred:** 1981

**Institution:** Delhi University, Delhi, Indian

**Major field:** Economics-Honors

**Other degree(s) earned:** BA

**Year conferred:** 1979

**Institution:** Delhi University, Delhi, Indian

**Major field:** Economics-Honors

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Professor/2008-Present

**Institution:** Western Illinois University

**Rank/Dates:** Associate Professor/2004-2007

**Institution:** Western Illinois University

**Rank/Dates:** Assistant Professor/1999-2004

**Institution:** Canadian Institute of Management, London, Canada

**Rank/Dates:** Instructor/1998-1999

**Institution:** Boston University, Boston, Mass.  
**Rank/Dates:** Senior Lecturer/1991-1994

**Institution:** Boston University, Boston, Mass.  
**Rank/Dates:** Instructor/1987-1989

**Institution:** Delhi University, India  
**Rank/Dates:** Lecturer/1982-1983

## **TEACHING**

Mgt349 – Principles of Management  
Mgt 352 - Operations Management  
Mgt 455- Total Quality Management  
Mgt-490 – Business Strategy  
Mgt-590 – Strategic Management  
SCM 411 – Global Supply Chain Management

## **INTELLECTUAL CONTRIBUTIONS**

### **Publications**

Allen, J.M. and Sawhney, R., "Administration and Management in Criminal Justice: A Service Quality Approach," Sage Publications, 3rd Edition, 2018. – peer reviewed – APPLIED

### **Other**

Co-developed Business Condition Forecasting Index (published monthly) called "Ivey Purchasing Managers Index" that is jointly sponsored by the Purchasing Management Association of Canada (PMAC) and Richard Ivey School of Business. - APPLIED

### **Conference**

Sawhney, R. Sawhney, S. and Sumukadas, N. "Reducing the impact of process uncertainty on delivery performance: Empirical investigation in a make-to-order environment" - presented at the 49th Annual Meeting of the Decision Science Institute conference, Chicago, November 2018. – peer reviewed - APPLIED

Sawhney, R. and Sawhney, S. "Impact of self-development modalities on developing trust: Implications for buyer-supplier relationships" - presented at the 49th Annual Meeting of the Decision Science Institute conference, Chicago, November 2018 – peer reviewed - APPLIED.

Sawhney, R. and Sumukadas, N. "Flexibility: the effect of upstream, process and downstream factors" – presented at the 48th Annual Meeting of the Decision Science Institute conference, Washington, DC, November 2017 – peer reviewed - APPLIED.

Sawhney, S. and Sawhney, R. "Higher states of consciousness: Scale development and validation" Academy of Management, 2015 – Vancouver, Canada, August 2015 peer reviewed - APPLIED.

Sawhney, R. and Sumukadas, N. "Antecedents of Supply Chain Flexibility: Upstream, Process and Downstream Factors" – presented at the 46th Annual Meeting of the Decision Science Institute conference, Seattle, WA, November 2015- peer reviewed - APPLIED.

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

Conducted four workshops on 'Negotiations' in Fairfield, Iowa (July 2018)

Editorial Board Member of Journals

- ✓ Academy of Business Discipline Journal
- ✓ International Journal of Business Intelligence and Systems Engineering

Reviewed for the following Journals

- ✓ International Journal of Operations and Production Management
- ✓ International Journal of Integrated Supply Management
- ✓ International Journal of Production Economics

### **Awards**

2018 – Distinguished Faculty Lecturer, WIU

2014 - College of Business and Technology Award for Excellence in Research and Scholarship

### **Academic Community**

Session Chair – Procurement and Sourcing in Supply Management: Supplier Relationships  
49th Annual Meeting of the Decision Science Institute conference, Chicago, November 2018.

Session Chair – Supply Chain Management: Logistics Challenges  
49th Annual Meeting of the Decision Science Institute conference, Chicago, November 2018.

Session Chair – Supply Chain Resilience: Examining Flexibility in the Supply Chain  
46th Annual Meeting of the Decision Science Institute conference, Seattle, November 2015

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

2014-15 Department promotion committee – alternative  
2013-14 Management Curriculum Committee  
2014-15 Management Curriculum Committee  
2015-16 Management Curriculum Committee  
2016-17 Management Curriculum Committee

2017-18 Management Curriculum Committee  
2018-19 Management Curriculum Committee

### **College**

2015-MBA Advisory Committee

### **University**

2014-15 University personnel committee  
2015-16 University personnel committee  
2016-17 CAGAS  
2017-18 CAGAS  
2018-19 CAGAS  
2018-19 University personnel committee

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME:** Mandeep Singh  
**RANK:** Professor  
**DEPARTMENT:** Management and Marketing  
**PRIMARY FIELD OF TEACHING:** Marketing  
**CBT CLASSIFICATIONS** Full Time, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** DBA

**Year conferred:** 1994

**Institution:** Southern Illinois University, Carbondale

**Major field:** Marketing Strategy

**Minor field:** Research Methods

**Dissertation title:** A Theoretical and Empirical Examination of Infomercials

**Other degree(s) earned:** MBA

**Year conferred:** 1987

**Institution:** Western Illinois University

**Major field:** Finance

**Other degree(s) earned:** Bachelor of Business

**Year conferred:** 1986

**Institution:** Western Illinois University

**Major field:** Finance

**PROFESSIONAL EXPERIENCE**

**Firm:** British Airways

**Position:** Marketing Officer

**Dates:** August 1989 – June 1990

**TEACHING EXPERIENCE**

Professor (8/04 – present)

Associate Professor (8/99 – 7/04)

Assistant Professor (8/95 – 7/99)

Department of Marketing and Finance

Western Illinois University

Assistant Professor (8/94 – 5/95)

Department of Business and Economics

Chadron State College



Teaching Assistant (8/90 – 6/94)  
Department of Marketing  
Southern Illinois University at Carbondale

## **TEACHING**

MKTG 317 – International Business  
MKTG 327 – Marketing Principles  
MKTG 329 - Marketing Research  
MKTG 331 – Advanced Promotional Concepts  
MKTG 333 - Consumer Behavior  
MKTG 337 – Services Marketing  
MKTG 371 – Internet Marketing  
MKTG 421 – Seminar in Marketing Technologies  
MKTG 429 - Marketing Measurement and Pricing  
BAT 300/600 – Global Study  
MKTG 497 - Marketing Management

## **INTELLECTUAL CONTRIBUTIONS**

### **Book Publication**

Gundala, Raghava, Singh Mandeep, and Adel Mekrez (2016), “Introduction to Marketing Principles,” Lambert Academic Publishing. ISBN: 978-3659967214

### **Peer Reviewed Journal Articles**

Gundala Raghava and Mandeep Singh (2018), “Perceptions of Integrated Experiential Learning of Graduate Marketing Students,” Journal of the Scholarship of Teaching and Learning, Vol. 18., No. 2, 74-89.

Available Online:

<https://scholarworks.iu.edu/journals/index.php/josotl/issue/view/1573/Journal%20of%20the%20Scholarship%20of%20Teaching%20and%20Learning%20%28June%202018%29>

Gundala Raghava and Mandeep Singh (2016), “The Role of Simulations in Student Learning - A Case Study Using a Marketing Simulation,” Journal of Educational Research and Innovation. Vol.5, No.2.

Available Online: <http://www.scholarlyexchange.org/ojs/index.php/JERI>

Gundala, R.R., Muhammad, N., Singh, M., & Harringer, S. (2015). Graduate Marketing Students’ Satisfaction in the Caribbean: A Longitudinal Case Study, Quality Approaches in Higher Education, 6(1), pp. 17-25.

Gundala, Raghava, Mandeep Singh, & Andrew Baldwin (2014), “Student Perceptions on Live-Case Projects: Undergraduate Marketing Research,” International Journal of Teaching and Learning in Higher Education, 26(2), pp. 260-267.

Gundala, R.R., Singh, M., & Spiers, S. (2014), "Culture and Consumer Behavior - A Study of Trinidad & Tobago and Jamaica," *International Journal of Marketing Studies*, 6(4), pp. 92-99.

## **Other Intellectual Contributions**

### **Conference Presentations**

Singh Mandeep, (2017), "An Exploratory Examination of the Adoption of E-Textbooks" American Society of Business and Behavioral Sciences 24th Annual Conference, February 23-25, Las Vegas, NV.

Singh Mandeep, Dobson, Joe, and Tara Westerhold, (2016), "Presidential Candidate Branding in 2016" American Society of Business and Behavioral Sciences 23rd Annual Conference, February 18-21, Las Vegas, NV.

Singh Mandeep, et al., (2015), "Apps for Academics" American Society of Business and Behavioral Sciences 22nd Annual Conference, February 19- 22, Las Vegas, NV.

Singh, Mandeep, Westerhold, Tara, and Joseph Dobson (2015), "Understanding the Phenomena - the ALS ICE Bucket Challenge," American Society of Business and Behavioral Sciences, 22nd Annual Conference, February 19-22, Las Vegas, NV.

### **Certifications**

- Google Ads Fundamentals (2019 -2020)
- Google Ads Display (2019 – 2020)
- Google Ads Search (2019 – 2020)
- Google Ads Mobile (2019 – 2020)

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

- Director, American National Hall of Fame Board (2011- Present)
- Reviewer, have reviewed multiple manuscripts on an ongoing basis for the *Marketing Management Association* Conferences and *Marketing Education Review*.

## **UNIVERSITY/COMMUNITY SERVICE**

### **University Service**

- Member, Council on International Education (2017-Present)
- Member, CITR Advisory Board (2015 - Present)
- Chair, Faculty Senate, Elected for the 2014-15 school year
- Senator, representing the College of Business and Technology, WIU Faculty senate (2013-2015)
- Member, President's Faculty Roundtable (2014 -2015)
- Member, WIU Persistence and Completion Academy Steering Team (2014 - 2015)

### **College Service**

- Member, College of Business and Technology, Quality Management Committee (2014 – 2015)

### **Department Service**

- Department Personnel Committee (2017-2018)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Susan M. Stewart
<b>RANK</b>	Professor
<b>DEPARTMENT</b>	Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Human Resource Management
<b>CBT CLASSIFICATION</b>	Fulltime, Participating, Scholarly Academic

**EDUCATION**

**Highest degree earned:** Doctor of Philosophy

**Year conferred:** 2001

**Institution:** University of Tennessee, Knoxville

**Major field of highest degree:** Industrial and Organizational Psychology

**Dissertation title:** The Role of Dispositional Aggressiveness and Organizational Injustice on Deviant Workplace Behavior

**Other degree(s):** M.A.

**Year conferred:** 1995

**Institution:** Roosevelt University

**Major field:** Industrial and Organizational Psychology

**Other degree(s):** Advanced Certificate

**Year conferred:** 1994

**Institution:** Roosevelt University Stress Institute

**Major field:** Stress Management

**Other degree(s):** B.A.

**Year conferred:** 1992

**Institution:** Eastern Illinois University

**Major field:** Psychology and Speech Communication

**PROFESSIONAL EXPERIENCE**

**Firm:** Management Resource Group

**Position:** Industrial/Organizational Psychologist/Practitioner

**Dates:** 2015 - present

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Professor (2013 – present); Associate Professor (2008 – 2013)

**Institution:** University of Puget Sound

**Rank/Dates:** Assistant Professor (2005 - 2008)

**Institution:** Washington State University  
**Rank/Dates:** Visiting Assistant Professor (2003 – 2005)

**Institution:** Roosevelt University  
**Rank/Dates:** Assistant Professor (2000 – 2003); Graduate Teaching Assistant (1994-1995);  
Graduate Research Assistant (1993 – 1994)

**Institution:** University of Tennessee  
**Rank/Dates:** Graduate Teaching Assistant (1995 – 2000); Graduate Research Assistant (1995-1998)

### **Courses at Western Illinois University**

BAT 300/600 – Global Study: Business Practices and Culture of Ireland  
HRM 353 – Human Resource Management  
HRM 441 – Staffing  
HRM 442 – Compensation Management  
HRM 444 – International Human Resource Management  
HRM 446 – Human Resource Management in the Legal Environment  
HRM 449 – Appraising and Developing Employees  
HRM 532 - Graduate Seminar in Human Resource Management  
MGT 349 – Principles of Management  
MGT 350 – Organizational Behavior  
MGT 447 – Analysis of Behavior in Organizations  
MGT 481 – Management and Society: Ethics and Social Responsibility  
MGT 520 - Graduate Seminar in Organizational Behavior and Leadership

### **Teaching Awards**

Award of Excellence for WIU Core Value of Academic Excellence (2019, 2014)  
Faculty Study Abroad Fellowship to Dublin, Ireland (2014)  
College of Business and Technology Excellence in Teaching Award (2014)

### **INTELLECTUAL CONTRIBUTIONS**

#### **Peer-Reviewed Publications**

- (B) Stewart, S. M. & Davison, H. K. (2019). Construct validation of a non-self report measure of workplace deviance. *Journal of Contemporary Business Issues*, 24(1), 56-71.
- (B) Stewart, S. M. & Davison, H. K. (2019). Teenage workers need sexual harassment training, #TeensToo. *Industrial and Organizational Psychology*, 12(1), 58-63.
- (B) Stewart, S. M. (2016). The role of dispositional aggressiveness and organizational injustice on deviant workplace behavior, In G. Papanikos (Ed.), *An Anthology of Social Themes*. Athens, Greece: Institute for Education and Research, 111-148.

### **Nonpeer-Reviewed/Practitioner Publication**

- (A) Stewart, S. M. (2018). Sexual harassment of teenage workers. *Management Resource Group Insights*. Published online/white paper.

### **Manuscripts Under Review**

- (B) Billiet, J. M. & Stewart, S. M. (Under Review). Multidisciplinary explanations for the gender wage gap. *Journal of Contemporary Business Issues*.
- (B) Davison, H. K., LeBreton, J. M., & Stewart, S. M. (Revise and Resubmit, revision submitted). Integrating implicit and explicit measures of aggression in a curvilinear model: Who is the average Joe/Jane? *European Journal of Work and Organizational Psychology*.

### **Manuscripts in Progress**

- (B) Davison, H. K., LeBreton, J. M., & Stewart, S. M. Dispositional aggression and counterproductive workplace behaviors: New findings for affectivity and personality.
- (B) Stewart, S. M., Bowling, N. A., & Gruys, M. L. Educational culture and the perceived mistreatment of graduate students in Industrial/Organizational Psychology.
- (B) Weber, R. J. & Stewart, S. M. Strategies for recruiting, hiring, and retaining members of Generation Z.
- (B) Weber, R. J. & Stewart, S. M. Human resource considerations and legal implications of bringing animals into the workplace.

### **Conference Proceeding**

- (B) Stewart, S. M. (2018, October). Sexual harassment of teenage workers. *Proceedings of the Midwest Academy of Management*, St. Louis, MO.

### **Conference Presentations**

- (B) Davison, H. K., Stewart, S. M., & Garner, B. (2019, April). "I Don't Want to Work, I Want to Bang on the Drum All Day": Insufficient effort responding on the CRT for Achievement Motivation. In J. L. Schoen (Chairperson), Latest findings in conditional reasoning: A new scale, new analyses, and new samples. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- (B) Stewart, S. M. (2019, April). *Important discussions regarding sexual harassment of teenage workers*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- (B) Stewart, S. M. (2018, October). *Sexual harassment of teenage workers*. Paper presented at the annual conference of the Midwest Academy of Management, St. Louis, MO.

- (B) Stewart, S. M. (2018, August). *Abusive supervision: Causes and consequences*. Symposium discussant at the annual conference of the Academy of Management, Chicago, IL.
- (B) Stewart, S. M. & Priya, K. (2017, September). *The growing problem of sexual harassment involving teenage workers*. Paper presented at the annual conference of the Rocky Mountain Academy of Legal Studies in Business, Vail, CO.
- (B) Bing, M. N., Davison, H. K., LeBreton, J. M., & Stewart, S. M. (2015, March). *The development, investigation, and extension of the integrative typology of aggression: Implications for predicting CWBs*. Paper presented at the annual conference of the Mid-South Management Research Consortium, Memphis, TN.
- (B) Bing, M. N., Davison, H. K., LeBreton, J. M., & Stewart, S. M. (2014, October). *The development, investigation, and extension of the integrative typology of aggression: Implications for predicting CWBs*. Paper presented at the annual conference of the River Cities I-O Psychology Conference, Perspectives on Personality, The University of Tennessee, Chattanooga, TN.

### **Invited Addresses**

- (P) Stewart, S. M. & Sears, K. (2019, April). *Psychology in the workplace*. Presentation made to faculty and students in the Psychology Program at Western Illinois University, Moline, IL.
- (P) Stewart, S. M. (2018, December). *Points of pride: The human resource program at Western Illinois University-Quad Cities*. Presentation made to the WIU Board of Trustees, Macomb, IL.
- (P) Stewart, S. M. (2014-2017). *Strategies for creating a positive video conferencing classroom experience*. Professional development workshop for faculty sponsored by The Center for Innovation in Teaching and Research at Western Illinois University, Macomb/Moline, IL.
- (P) Stewart, S. M. (2017, July). *The human resource program at Western Illinois University-Quad Cities*. Presentation made to the WIU-QC Planning Advisory Committee, Moline, IL.

### **PROFESSIONAL ENGAGEMENT ACTIVITIES**

#### **Associations**

Academy of Management  
 Beta Gamma Sigma Honor Society  
 Great River Human Resource Association  
 Midwest Academy of Management  
 Society for Human Resource Management  
 Society for Industrial and Organizational Psychology

#### **Reviewing Activities**

Journal of Contemporary Business Issues (2019-present)  
 Organizational Management Journal (2017-present)  
 Athens Journal of Mediterranean Studies (2015-present)

International Review of Administrative Sciences (2015-present)  
Journal of Managerial Issues (2015-present)  
Journal of Applied Psychology (2009-present)

## **DEVELOPMENTAL WORKSHOPS ATTENDED**

Teaching via Videoconference: Prepare, Deliver and Engage! Sharing Best Practices and Strategies for Student Engagement and Collaboration (April, 2019)  
Why Download Assignments When You Can Grade Them Online? (March, 2019)  
Designing an Assessment Plan for Your Class (February, 2019)  
Creating an Accessible Syllabus with Microsoft Word (February, 2019)  
Engage Your Students with Video - Using YouTube in the Classroom (December, 2018)  
Engage Your Students with Video - Creating Integrated Video Lessons with TedEd (November, 2018)  
Gen Z Zoom (October, 2018)  
Using Rubrics in Western Online (February, 2018)  
Flipping your Classroom with Google (February, 2018)  
Capitalism, Values, and Quality of Life (September, 2017)  
Updates on Video Conference Classrooms (August, 2015)  
Using the Smartboard (March, 2015)  
Developing a Hybrid Course in Western Online (January, 2015)  
Don't Wig over WID: Understanding New WID Guidelines (October, 2014)

## **UNIVERSITY/COLLEGE/DEPARTMENT/COMMUNITY SERVICE**

### **University/College**

Member, Cooperative and Experiential Education Task Force (2019)  
Member, Provost and Academic Vice President Search Committee (2018-2019)  
Member, President's Executive Institute (2018-present)  
Member, President's Faculty Roundtable (2018-present)  
Member, Student Retention Committee (2018-present)  
Member, Sanctions and Terminations Pool (2018-present)  
Member, Social Responsibility Task Force (2018-2019)  
Academic Reader/Stage Guest, Commencement Ceremony (2018)  
Member, Academic Culture Team (2017-present)  
Advisor, Centennial Honors College Projects (2016-present)  
Leader, Faculty Led Study Abroad Program to Dublin, Ireland (2015-present)  
Member, Student Research Conference Committee (2014-present)  
Participant, New Student Orientation and Transfer Student Orientation (2014-present)  
Participant, Discover Western (2014-present)  
Member, Honors Advisory Committee (2014-2016)  
Member, RIA Scholarship Selection Committee (2014-2017)  
Member, Royal Neighbors of America Scholarship Selection Committee (2014-2015)  
Mentor, New Faculty Orientation Mentoring Program (2014-2015)



## **Department**

Member, Search Committee for Strategic Management Faculty Member (2019)  
Team Advisor, IL SHRM HR Games and HR Case Competition, Illinois State University (2019)  
Team Advisor, HR Case Competition and Executive Networking Event, Purdue University (2018)  
Member, Department of Management and Marketing Online Course Review Committee (2018-present)  
Organizer/Presenter, Human Resource Management Alumni Reunion and Student Networking Event (2016-present)  
Organizer/Presenter, Human Resource Management Day (2015)  
Chair, Human Resource Management Curriculum Committee (2014-present)  
Member, Department of Management and Marketing Scholarship Committee (2014-present)  
Academic Leader, Commencement Ceremony (2014-present)  
Advisor, Society for Human Resource Management Student Chapter (2013-present)  
Advisor, Independent Studies (2013-present)  
Member, Department of Management and Marketing Personnel Committee (2014-2015 & 2017-2019)  
Chair, Department of Management and Marketing Outreach Committee (2013-2014)

## **Community**

Member, Small Grants Committee, Society for Industrial and Organizational Psychology (2019-present)  
Volunteer, Illinois Society for Human Resource Management (IL-SHRM) Student Conference (2019)  
Reviewer/Judge, Royal Neighbors Employee of the Year Award - reviewed applications for this award and determined recipient (2019)  
Volunteer, Quad City Times BIX event (distributed Western Illinois University items, worked in tent, and answered questions from visitors, July, 2018)  
Coordinator/Presenter, Memorial Reception for Dr. Mark Bing at the annual conference of the Society for Industrial and Organizational Psychology Conference, Chicago, IL (2018)  
Member, Workforce Readiness Committee, Great River Human Resource Association (2014-2018)

## **Other**

Developed and maintain websites for course organization  
Converted a face-to-face course to fully online format (HRM 441: Staffing)  
Received certificate in “*Best Practices in Teaching Online*” after completing 6-week online course  
Passed the National Institutes of Health Office of Extramural Research training course “Protecting Human Research Participants”

## **Service Awards**

Recipient, Outstanding Student Organization Advisor Award (2019)  
Society for Human Resource Management Superior Merit Award (2015-present), Western Illinois University-Quad Cities student chapter of the Society for Human Resource Management - Dr. Susan Stewart, founder and advisor (2015-present)

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Rodney M Walter Jr  
**RANK** Assistant Professor, Adjunct  
**DEPARTMENT** Management & Marketing  
**PRIMARY FIELD OF TEACHING** Strategic Management, Human Resource Management

**CBT CLASSIFICATIONS**

Full time  
Participating  
Instructional Practitioner

**EDUCATION**

**Highest degree earned:** **ABD**  
**Year conferred:** 1995  
**Institution:** University of Colorado, Boulder, CO  
**Major field:** Strategic Management  
**Minor field:** Research methods, economics  
**Dissertation title:** Optimal Product Variety in Mature Markets (not completed)

**Other degree(s) earned:** **MBA**  
**Year conferred:** 1989  
**Institution:** Butler University, Indianapolis, IN  
**Major field:** Finance

**Other degree(s) earned:** **BA**  
**Year conferred:** 1975  
**Institution:** Miami University, Oxford, OH  
**Major field:** Psychology

**PROFESSIONAL EXPERIENCE**

**Firm:** Marathon Oil  
**Position:** Manager, Training and Development; Regional Operations Manager  
**Dates:** 12/79 – 8/89  
**Firm:** Cole National Corporation  
**Position:** Regional sales and operations manager  
**Dates:** 1/77 – 12/79

## TEACHING EXPERIENCE

**Institution:** Western Illinois University  
**Rank/Dates:** Assistant Professor, 8/95 – 5/18  
Adjunct, 8/18/ – 5/19

**Institution:** University of Colorado  
**Rank/Dates:** Lecturer, 8/93 – 5/95

## TEACHING

HRM 353 – Principles of Human Resource Management  
HRM 441 – Staffing  
HRM 449 – Appraising and Developing Employees  
MGT 481 – Management and Society: Ethics and Social Responsibility  
MGT 490 – Business Strategy

## INTELLECTUAL CONTRIBUTIONS

### Other Intellectual Contributions

Participant/panelist at the S&P Global Platts conference on trends in refined products wholesale and distribution, Houston, TX, 8/16. Professional engagement based on academic principles.

Participant/panelist at the SIGMA (Society of Independent Gasoline Marketers of America) annual conference about trends in gasoline retailing & initiatives for retailers, Chicago, 11/17. Professional engagement based on academic principles.

“Refining an Instrument to Usefully Assess Teaching Proficiency” (2015) with West, presented at the Midwest Business Administration Association (MBAA) conference for the North American Management Society. A reviewed presentation and publication in the proceedings.

Reviewer of submissions for the Strategic Management (formerly BPS) Division’s track at the AOM annual meetings – 2014.

Reviewer of submissions for the OMT Division’s track at the AOM annual meetings – 2015

Reviewer of submissions for the Strategic Management (formerly BPS) Division’s track at the AOM annual meetings – 2016.

Reviewer of submissions for the OMT Division’s track at the AOM annual meetings – 2017

Reviewer of submissions for the Strategic Management (formerly BPS) Division’s track at the AOM annual meetings – 2018.

## PROFESSIONAL ENGAGEMENT ACTIVITIES

- Member, Academy of Management
- Member, Association for Talent Development (was known as ASTD, the Association for Training and Development)
- Consultant to the Western Illinois University Foundation over the 2016 – 2017 academic year. Worked with executive director and board (over 100 hours) to develop and refine new mission, vision, and value statements.
- Network administrator for a local business; maintain reliable operations and network security; create management information (2014 – 2018).

## UNIVERSITY/COMMUNITY SERVICE

### Department

Human Resource Management curriculum committee	2014 – 2018, chair 2014-2015
Management curriculum committee	2014 – 2016
Management & Marketing scholarship committee	2014 – 2018
Research methods mentor to faculty pursuing graduate degrees	2017 – 2018

### Community

Boy Scouts of America, 2014 - 2016  
West Prairie Scholastic Bowl coach 2014, 2015  
Various activities at St. Paul Catholic Church, 2014 - present  
Work with the Yellowstone Association (now Yellowstone Forever) to increase support for the nation's first national park, 2016 – 2017

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Bruce A. Western
<b>RANK</b>	Associate Faculty
<b>DEPARTMENT</b>	Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Human Resource Management
<b>CBT CLASSIFICATION</b>	Instructional Practitioner (IP)

**EDUCATION**

<b>Highest degree earned:</b>	MBA
<b>Year conferred:</b>	1998
<b>Institution:</b>	Western Illinois University
<b>Major field of highest degree:</b>	Business Administration

<b>Other degree(s) earned:</b>	Bachelor of Business
<b>Year conferred:</b>	1989
<b>Institution:</b>	Western Illinois University
<b>Major field:</b>	Management

**PROFESSIONAL EXPERIENCE**

<b>Firm:</b>	McDonough District Hospital, Macomb, IL
<b>Position:</b>	Specialist (Human Resources)
<b>Dates:</b>	2010 to present
<b>Duties:</b>	Oversight of hospital workers' compensation process; review of employee incidents/accidents ensuring all appropriate paperwork is processed; process appropriate paperwork to the Illinois Industrial Commission; responsible for the oversight of all OSHA paperwork in regards to employee injuries, including the OSHA 300 Log; assist in annual EEOC paperwork.

<b>Firm:</b>	Shady Lane Storage Facility
<b>Position:</b>	General Manager
<b>Dates:</b>	2018 to present
<b>Duties:</b>	Oversight of all business activities including marketing, finances, budgets, collections, monthly/annual reporting, meeting with customers.

**Firm:** Western Storage Facility  
**Position:** Owner/Manager  
**Dates:** 2014 to present  
**Duties:** Oversight of all business activities including marketing, finances, budgets, collections, monthly/annual reporting, meeting with customers.

**Firm:** McDonough District Hospital, Macomb, IL  
**Position:** Recruiter (Human Resources)  
**Dates:** 1991 to 2010  
**Duties:** Oversight of all recruitment efforts within the hospital; responsible for all interviews, background checks, and employment offers; coordinated all onboarding activities; oversaw the hospital performance management system; assisted with payroll activities, including garnishment of wages; oversight of hospital workers' compensation process; reviewed employee incidents/accidents ensuring all appropriate paperwork was processed; processed appropriate paperwork to the Illinois Industrial Commission; responsible for the oversight of all OSHA paperwork in regards to employee injuries, including the OSHA 300 Log; assisted in annual EEOC paperwork.

**Firm:** Maple Avenue Christian Church  
**Position:** Administrator  
**Dates:** 2010 to 2015

**Firm:** Eagle Creek Resort and Conference Center  
**Position:** Director of Human Resources and Accounting  
**Dates:** 1989 to 1991

## TEACHING EXPERIENCE

**Institution:** Western Illinois University  
**Rank/Dates:** Full-time Instructor/2015 to present  
**Rank/Dates:** Adjunct Instructor/2014 to 2015

**Institution:** Spoon River College  
**Rank/Dates:** Adjunct Instructor/1996 to 2006

## **TEACHING**

- HRM 353: Principles of Human Resource Management
- HRM 444: International Human Resource Management
- HRM 446: Human Resource Management in the Legal Environment
- MGT 349: Principles of Management
- SCM 451: Negotiations (partial semester)

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

**Consulting or other practice related activities totaling 100 hours or more during the five-year period:**

### **McDonough District Hospital (2010 to present)**

Oversight of hospital workers' compensation process; review of employee incidents/accidents ensuring all appropriate paperwork is processed; process appropriate paperwork to the Illinois Industrial Commission; responsible of the oversight of all OSHA paperwork in regards to employee injuries, including the OSHA 300 Log; assist in annual EEOC paperwork. (650 hours from 2014-2019).

### **Shady Lane Storage and Western Storage (2014 to present)**

Oversight of all business activities including marketing, finances, budgets, collections, monthly/annual reporting, meeting with customers. (1300 hours from 2014-2019)

### **Significant Participation in Business Professional Organizations/Professional Association Memberships**

- Delta Sigma Pi/Fall 2018 to present
- Society for Human Resource Management (SHRM)/2015 to present
- Macomb Chamber of Commerce/2015 to present

### **Invited Professional Public Speaking**

- McDonough County CEO Program/"Taking Personal Responsibility"/September 2019

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

- Society for Human Resource Management (SHRM) Faculty Advisor/Fall 2015 to present
- HRM Assessment Report Representative/Spring 2016/Fall 2016/Fall 2017/Fall 2018/Spring 2019
- Grade Appeals Committee/Fall 2016 to present
- Scholarship Committee/Fall 2016 to Spring 2017

### **College of Business**

- Professional Development Series Coordinator/Fall 2018 to present
- Management and Marketing CBT Assessment Team Member/Fall 2017 to Spring 2018

### **University**

- OSA Selection Committee for Brattain, Johnson and Taylor Leadership Awards/Spring 2019
- Building Connections Mentor (2016-18)

### **Community**

- Jr./Sr. High Youth Sponsor/Maple Avenue Christian Church/2019 to present
- Finance Team/Maple Avenue Christian Church/2015 to present
- Building Team/Maple Avenue Christian Church/2015 to present
- Financial Peace University Coordinator/2011 to present
- Thanksgiving Food Drive/Maple Avenue Christian Church/2011 to present
- Budget Team/Maple Avenue Christian Church/2010 to present
- Mission Macomb/Maple Avenue Christian Church/2008 to present



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Donna M. Wienczek
<b>RANK</b>	Assistant Professor
<b>DEPARTMENT</b>	Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Marketing
<b>CBT CLASSIFICATIONS</b>	Full-time, Participating, Scholarly Practitioner

**EDUCATION**

<b>Highest degree earned</b>	MBA
<b>Year conferred</b>	May 1999
<b>Institution</b>	Lewis University
<b>Major field</b>	Marketing
<b>Other degree(s) earned</b>	BA
<b>Year conferred</b>	May 1992
<b>Institution</b>	Lewis University
<b>Major field</b>	Marketing and Business Administration

**PROFESSIONAL EXPERIENCE**

Innovative Solutions Research & Consulting Services, Mokena, IL  
President and Founder - 2009 - Present

**TEACHING EXPERIENCE**

<b>Institution</b>	Western Illinois University
<b>Rank/Duties</b>	Assistant Professor, August 2014 - Present Instructor, August 2011 - May 2014
<b>Institution</b>	Linköping University
<b>Rank/Duties</b>	Supervisor, April 2016 - June 2016
<b>Institution</b>	INSEEC, Chicago, IL
<b>Rank/Duties</b>	Lecturer, 2012 - 2014
<b>Institution</b>	Governors State University
<b>Rank/Duties</b>	Adjunct Instructor of Marketing, 2005 - 2006, 2010 - 2016

## TEACHING

<b>MKTG 327</b>	Marketing Principles
<b>MKTG 329</b>	Marketing Research
<b>MKTG 337</b>	Services and Product Marketing
<b>MKTG 371</b>	Internet Marketing
<b>MKTG 411</b>	Mobile Marketing
<b>MKTG 421</b>	Seminar in Marketing Technologies

## INTELLECTUAL CONTRIBUTIONS

### Presentations at Academic or Professional Meetings

Wienczek, D. (2015, October). *Student-Led Campus Wide Engagement*. Presented at the AU AMA Conference, Naperville, IL.

Gan, L., Frederick, J., Wienczek, D. (2017, March). *Perceptions of College Students on Medical Tourism*. Presented at the MBAA International Conference, Chicago, IL.

Gan, L., Frederick, J., Wienczek, D. (2017, February). *Perceptions of College Students on Medical Tourism*. Presented at the Southeast Decision Sciences Institute, Wilmington, NC.

Wienczek, D. (2015, October). *New Student Organization Initiatives: Best Practice Approaches to Running Successful Student Organizations*. Presented at the AU AMA Conference, Naperville, IL.

### Publications in Trade Journals

Gan, L., Frederick, J., Wienczek, D. (2016). "Medical Tourism: A Tale of Two Campuses." *Journal of International Business Research and Practice*, 10, 202 - 215.

## PROFESSIONAL ENGAGEMENT ACTIVITIES

### Leadership Participation in Business Professional Organizations

Prairie State College Continuing Professional Education Speakers Bureau (2011 - Present), Member  
South Suburban Association of Chief of Police (2016 - 2018), Associate Member  
Naperville Area Chamber of Commerce (2011 - 2014), Member

### Other Activities

National Millennial GenZ Community (February 2018 - Present) - NMC/GenZ Advisor and main contact for WIU. Built a rapport with the Chairman and Chief Connectivity Officer of IW Group, Inc. and founder of The National Millennial Community to assist with engaging students in various organizational corporate projects and conference venues on a domestic and global basis. The group's overall mission is to give a voice to young people on issues of

importance to Millennials and GenZ. Students meet executives in small group settings, network and work with organizational members, assist with Marketing and PR campaigns for major corporations, non-profits and governmental agencies.

Wesley Village (August 2016 - Present) - Faculty Advisor: Built a rapport with the CEO, Director of Marketing and Director of Fundraising. Obtain and advise client projects. Marketing Club members work with executives, staff and residents to conduct secondary research, develop questionnaires, conduct in-person interviews and focus groups, develop marketing collateral, social media content, videos, and promote commercial and fundraising events.

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

Faculty Advisor, WIU Marketing Club (2014 - Present)  
Member, Marketing Curriculum Subcommittee (2014 - Present)  
Chair, Marketing Curriculum Subcommittee (Spring 2016)  
Member, Marketing Search Committee (2015 - 2018)  
Member, Workload Equivalent Ad Hoc Committee (2018)  
Member, Department Curriculum Committee (2016)  
Chair, Strategic Planning Committee (2014 – 2016)

### **College**

Director, WELD Atlantis Program (2018 - Present)  
Assistant Director, WELD Atlantis Program (2016 – 2017)  
Chair, College of Business and Technology Strategic Planning Committee (2014- 2018)  
Supervisor, ADM sponsored Supply Chain Management Project (2013 - 2015) - Associate Dean Recommendation

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE (July 1, 2014 – June 30, 2019)**

**NAME** Tae Seok Yang  
**RANK** Associate Professor

**DEPARTMENT** Management & Marketing  
**PRIMARY FIELD OF TEACHING** Management (OB/HR)

**EDUCATION**

**Highest degree earned:** Ph.D.  
**Year conferred:** 2012  
**Institution:** University of Texas at Arlington  
**Major field:** Management (OB/HR)  
**Minor field:** Quantitative Analysis  
**Dissertation title:** Are coworkers good soldiers or good actors?

**Other degree(s) earned:** M.A.  
**Year conferred:** 2006  
**Institution:** University of Tulsa  
**Major field:** Industrial/Organizational Psychology

**Other degree(s) earned:** B.B.A.  
**Year conferred:** 2002  
**Institution:** Sungkyunkwan University  
**Major field:** Business Administration

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Associate Professor, August 2018 to present  
Assistant Professor, August 2012 to May 2018

**Institution:** University of Texas at Arlington  
**Rank/Dates:** Visiting assistant professor, 2011-2012  
Lecturer, 2007 – 2012

**TEACHING**

MGT 349 Principles of Management  
MGT 350 Organizational Behavior  
MGT 448 Business Organization Structure/Theory  
MGT 520 Leadership & Motivation  
MGT 540 Applied Business Research  
HRM 448 Compensation Management

## INTELLECTUAL CONTRIBUTIONS (July 1, 2014 – June 30, 2019)

### Peer Reviewed Journals (PRJ)

**Yang, T.S.**, Dobson, J., Pandey, A., & Liao, Y. (2017). Path from job autonomy to organizational citizenship behavior. The role of perceived organizational politics as mediator. *Journal of Business and Behavioral Sciences*, 29, 44 – 56. (A)

### Under Review

Jung, S., **Yang, T. S.**, & Park, J. (**Accepted for Publication in the September 2019 edition**). Testing a mediated moderation model: Conceptual and methodological considerations. *Korean Journal of Psychology: General*. (A)

### Presentations at Academic Meetings

**Yang, T.S.**, Baker, A.N., & Casper, W.J. Congruence between boundary flexibility preferences and ability with self and spouse burnout. Will be presented as part of Wendy J. Casper (Chair) Symposium *A dyadic look at the work-family interface* to the 2018 Annual Conference of Academy of Management, Chicago, IL. (***Nominated for consideration as the Careers Division 2018 Best Symposium Award***)

**Yang, T.S.** How target of beneficial behavior relates to prosocial and self-serving motive attribution. Presented at the 2018 Annual Conference of the Korean Society of Psychological Measurement and Assessment, Seoul, Korea.

**Yang, T.S.**, Crawford, W., Casper, W.J., & Baker, A.N. Does congruence between self-rated and partner rated work-family conflict matter? Presented as part of Kevin T. Wynne and YoungAh Park (Chair) Symposium *Dual-earner and the work-family interface: Recent developments and implications* to the 2018 Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Yang, T.S.**, Casper, W.J., & Kacmar, K.M. (2018). Good actor or good soldier? How target of beneficial behavior relates to motive attribution. Presented at the third International Symposium on Attribution Theory, Tallahassee, FL.

**Yang, T.S.**, Mahamudul Islam, S.M., Parker, J.G., & Bannon, J.R. Adverse impact of supervisor's bottom-line mentality on psychological work outcomes: Mediating effect of organizational politics. Presented at the 2018 Annual North American Management Society Conference, Chicago, IL.

Novak, A.L., Western, B.A., & **Yang, T.S.** A leap to success. Presented at the 2018 Annual North American Management Society Conference, Chicago, IL.

**Yang, T.S.**, Pandey, A., & Liao, Y. Job autonomy and citizenship behavior: A moderated mediation model. Presented at the 2017 Annual North American Management Society Conference, Chicago, Illinois.

**Yang, T.S.**, Liao, Y., & Pandey, A. Path from job autonomy to OCB: Role of perceived organizational politics as mediator. Presented at the 2017 Annual North American Management Society Conference, Chicago, Illinois.

**Yang, T.S.**, & Liao, Y. Exploring the impact of results-oriented culture on OCB: The mediating role of perceived organizational politics and commitment. Presented at 2017 Annual MBAA International Conference, Chicago, Illinois.

**Yang, T. S.**, Casper, W.J., & Baker, A.N. Crossover effects of perceived organizational support on affective commitment toward partner's employers in dual-earner couples. Presented as part of Michael Ford (Chair) Symposium *A Systems Approach to Work, Family, and Well-Being* at the 2016 Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

**Yang, T. S.**, Tafoya, S., Gerez, T., Forsblom, M., Herkelman, C., Barrett, L., & Brophy, A. Revisiting the job autonomy – OCB relationship: Examining the moderating effects of POS, gender, and career stage. Presented at the 2015 Annual North American Management Society Conference, Chicago, Illinois.

### **Invited Research Talks at Other Colleges or Universities**

2019. Application of Polynomial Regression and Response Surface Analysis with Real Research Example. Presented at Sungshin Women's University, South Korea

2019. Leadership theories with field examples from Management Perspective. Presented at Sungshin Women's University, South Korea

2019. Motivation theories with Field Examples from Management Perspective. Presented at Sungshin Women's University, South Korea

2018. Understanding Organizational Behavior: Casual Discussion. Presented at Kyunghee University, South Korea

2018. Polynomial Regression & Responses Surface Analysis. Presented at Hallym University, South Korea

2018. Understanding Organizational Behavior: Casual Discussion. Presented at Sungshin Women's University, South Korea

### **Serving as Editorial Board member for a peer-reviewed publication**

Human Resource Development Quarterly (HRDQ) (2016-Present)

Journal of Contemporary Business Issues (JCBI) (2016-Present)

### **Serving as a reviewer for a peer-reviewed publication**

Journal of Organizational Behavior (2018)

Human Resource Development Quarterly (HRDQ) (2014-Present)

Group & Organization Management (GOM) (2014-Present)

Journal of Contemporary Business Issues (JCBI) (2016-Present)

International Journal of Human Resources Development and Management (IJHRDM) (2018)

### **Serving for an academic conference subcommittee**

SIOP Small Grants Subcommittee, Proposal Reviewer (2016-2018)

### **Serving as a reviewer for academic conferences**

Academy of Management (AOM) (2014, 2015, 2016, 2017, 2018, 2019)

Society for Industrial and Organizational Psychology (SIOP) (2015, 2017, 2018, 2019)

Southern Management Association (SMA) (2014, 2015, 2016, 2017, 2018)

Midwest Academy of Management (MAM) (2017)

International Symposium on Attribution Theory (2018)

### **Other professional membership/affiliations**

Member, Academy of Management (AOM) (2014-present)

Member, Society for Industrial and Organizational Psychology (SIOP) (2014-present)

Member, Southern Management Association (SMA) (2014-2019)

RMNET (a question-and-answer network for members of the Research Methods Division of the Academy of Management) (2014-present)

Beta Gamma Sigma, Honor Society AACSB Accredited Business Programs, Ph.D., 2009

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

Strategic Planning Committee (2017-2018)

Strategic Planning Committee (2016-2017)

Strategic Planning Committee (2015-2016)

Strategic Planning Committee (2014-2015)

Management Curriculum Committee (2018-2019)

Management Curriculum Committee (2017-2018)

Management Curriculum Committee (2016-2017)

Management Curriculum Committee (2015-2016)

Management Curriculum Committee (2014-2015)

Management Assessment Representative (2018-2019)

Management Assessment Representative (2016-2017)

Management Assessment Representative (2015-2016)

Management Assessment Representative (2014-2015)

Department of Management and Marketing Assessment Committee, Chair (2014-2015)

### **College**

CBT assessment committee, Chair (2016-2017)

CBT assessment committee, Chair (2015-2016)

CBT assessment committee (2018-2019)

CBT assessment committee (2014-2015)

Computing and Technology Committee (2017-2018)

## **University**

Faculty Senate Committee: Summer School Committee, Chair, 2017-2018

Faculty Senate Committee: Summer School Committee, Chair, 2016-2017

Faculty Senate Committee: Summer School Committee, Chair, 2015-2016

Provost's Award for Academic Excellence in Multicultural Teaching Committee, 2015-2016.

Provost's Award for Academic Excellence in Multicultural Teaching Committee, Chair, 2014-2015.

Advisor to Korean Students Association (2017- 2018)

Advisor to Korean Students Association (2016- 2017)

Advisor to Korean Students Association (2015- 2016)

Advisor to Korean Students Association (2014- 2015)

Advisor to WIU Badminton Club (2018-2019)

Advisor to WIU Badminton Club (2017-2018)

Advisor to WIU Badminton Club (2016-2017)



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

**NAME** Honey Zimmerman  
**RANK** Assistant Professor

**DEPARTMENT** Management and Marketing  
**PRIMARY FIELD OF TEACHING** Supply Chain Management  
**CBT CLASSIFICATIONS** Full time, Participating, Scholarly Practitioner

**EDUCATION**

**Degree underway:** DBA  
**Year anticipated:** December 2021  
**Institution:** University of Missouri-St. Louis  
**Research field:** Supply Chain Management

**Highest degree earned:** MBA  
**Year conferred:** August 2004  
**Institution:** Western Illinois University  
**Major field:** Supply Chain Management

**Other degree(s) earned:** B.B.  
**Year conferred:** December 2002  
**Institution:** Western Illinois University  
**Major field:** Management

**PROFESSIONAL EXPERIENCE**

**Firm:** NTN Bower Corporation, Macomb, IL  
**Position:** Monozukuri (Continuous Improvement) Trainer **Dates:** 4/2008-1/2011  
**Position:** Industrial Engineer/Engineering Standards Administrator **Dates:** 10/2007-4/2008  
**Position:** Purchasing Specialist/Buyer **Dates:** 9/2004-10/2007

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University  
**Rank/Dates:** Assistant Professor/2015-Present  
Instructor/2011-2015

**TEACHING**

SCM 211 – Supply Chain Management  
SCM 451 – Supply Chain Negotiation

SCM 453 – Supply Management  
SCM 549 – Strategic Sourcing

## INTELLECTUAL CONTRIBUTIONS

### **Publications in Peer-Reviewed Journals**

Brazhkin, V., & Zimmerman, H. (2019). Students' Perceptions of Learning in an Online Multi-round Business Simulation Game: What Can We Learn from Them? *Decision Sciences Journal of Innovative Education*. (Accepted June 23, 2019) [P]

### **Refereed conference proceedings (full paper)**

Jennings, B., & Zimmerman, H. (2017). "Mass Customization-Its Practice in the Academic Environment", Proceedings of the Marketing Management Association (MMA) Spring 2017 Conference, Mar 22-24, 2017, Chicago, IL.

<http://www.mmaglobal.org/publications/Proceedings/2017-MMA-Spring-Conference-Proceedings.pdf> [P]

Tracey, M., & Zimmerman, H. (2015). "Developing an Industry-Friendly SCM Program: A Two-Phase Approach", Proceedings of the 2015 Council of Supply Chain Management Professionals Educators Conference, Teaching Innovation Track, Sep 27, 2015, San Diego, CA.

<https://cscmp.org/annual-global/educators-conference-proceedings> **2015 Teaching Innovation/Best Paper Award** [P]

## PROFESSIONAL ENGAGEMENT ACTIVITIES

### **Certifications Earned**

Certified Professional in Supply Management (CPSM) – Recertified Jun 2016, 2019

Certified Purchasing Manager Certification (C.P.M.)– Recertified Oct 2017

### **Professional Memberships**

Association of Supply Chain Management (ASCM, formerly APICS), Since March 2019

Traffic Club of Chicago, Since March 2019

Decision Sciences Institute (DSI), Since October 2018

Illinois Business Education Association (IBEA) Since December 2016

Institute for Supply Management (ISM), Since March 2007

National Business Education Association (NBEA) November 2016-2017

Council of Supply Chain Management Professionals (CSCMP) august 2015-2016

## **Professional Activities**

- **Developing and presenting conference presentations**
  - Business & Industry Innovation Summit, Quincy, IL—Mar 2018
    - “Creating Leaner Supply Chains”
  - Workforce Innovation Board of Western Illinois, Macomb, IL—Jan 2018
    - “Current Issues in 1Transportation, Logistics, & Distribution”
  - Illinois Business Education Association Annual Conference, Springfield, IL—Nov 2017
    - “Supply Chain Management: ISO Talent!”
    - “Bringing Supply Chain Management to the Classroom”
    - “Connecting the Classroom to Industry: MJ Kellner Foodservice”
  - Illinois Business Education Association Annual Conference, Springfield, IL— Nov 2016
    - “Bringing Supply Chain Management to the Classroom”
    - “Supply Chain Management: What Educators Need to Know”
  - Iowa 80 Group Annual Management Conference, Bettendorf, IA—Nov 2016
    - “Exercising Your Negotiation Muscles”
  - Illinois Association of Career and Technical Education Annual Conference, East Peoria, IL—Feb 2016
    - “Supply Chain Management: What Educators Need to Know”
  - Illinois Business Education Association Annual Conference, Springfield, IL—Nov 2015
    - “Supply Chain Management: What Educators Need to Know”
- **Developing and Presenting Executive Training**
  - “Basics of Inventory Management: Is There a Rhyme or Reason?” Iowa 80 Group, Moline, IL—May 2018
  - “A Buyer’s Toolbox: Tools Every Buyer Should Know How to Use,” Iowa 80 Group, Moline, IL—May 2017
  - “Purchasing & Negotiation Training for Buyers,” Iowa 80 Group, Moline, IL—May 2016
  - “SCM Teacher’s Workshop: What Educators Need to Know,” Western Illinois University, Macomb, IL—Apr 2016, Jun 2015

## **UNIVERSITY/COMMUNITY SERVICE**

### **University**

Provost and Academic Vice President Search Committee member—Fall 2018-Spring 2019

Marketing Director Search Committee Member—Spring 2017 to Fall 2017

### **Department**

Department Scholarship Committee Chair—Fall 2018

Department Scholarship Committee Member – Fall 2014 to Spring 2019

Supply Chain Management Student Association Advisor – Spring 2011 to Present

SCM Curriculum Committee Member – Fall 2014 to Present

SCM Curriculum Committee Chair – Fall 2014 to Spring 2018  
SCM Faculty Search Committee Member—Fall 2017 to Spring 2019  
Department Outreach Committee Member – Fall 2015 to Spring 2017  
Department Strategic Planning Committee Member – Fall 2015 to Fall 2016  
Department Curriculum Committee Chair – Fall 2014 to Spring 2017  
Business Law Faculty Search Committee Member (cancelled)—Spring 2016  
SCM/OM Faculty Search Committee Member – Fall 2014 to Fall 2014  
“Building Connections” Mentor to incoming freshmen - Fall 2014

**Professional**

Transportation Research Forum St. Louis Chapter Board of Directors—September 2019 to Present  
Institute for Supply Management Quad Cities Board of Directors—June 2017 to Present  
McDonough County CEO Board of Directors—Apr 2018 to Present  
McDonough County CEO Program Steering Committee (Creating Entrepreneurship Opportunities)—Aug 2017 to May 2018

**Community**

Christian Education Committee member; Argyle Bible Church– 2011 to Present  
Sunday School Teacher – 2016 to Present  
“B.A.D.” young adult (ages 18-29) ministry leader – 2012 to 2015  
Ladies Bible Study leader—2009 to 2015

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Michelle C. Howe
<b>RANK</b>	Instructor
<b>DEPARTMENT</b>	Management & Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Business Communication
<b>CBT CLASSIFICATIONS</b>	Full-Time Participating Instructional Practitioner

**EDUCATION**

<b>Highest degree earned:</b>	Master of Science
<b>Year conferred:</b>	2011
<b>Institution:</b>	Western Illinois University
<b>Major field:</b>	College Student Personnel

<b>Other degree(s) earned:</b>	Bachelor of Science
<b>Year conferred:</b>	2009
<b>Institution:</b>	Western Illinois University
<b>Major field:</b>	Agricultural Business
<b>Minor field:</b>	Finance

**TEACHING EXPERIENCE**

<b>Institution:</b>	Western Illinois University
<b>Rank/Dates:</b>	Instructor, January 2018 to Present

**TEACHING**

MGT 125 – Business & Technology in a Global Society  
BCOM 320 – Business Communication  
UNIV 390 – Career Preparation

**PROFESSIONAL EXPERIENCE**

<b>Firm:</b>	Western Illinois University
<b>Position:</b>	Assistant Director of the Career Development Center
<b>Dates:</b>	July 2011-December 2017

<b>Firm:</b>	Matt Howe Farms
<b>Position:</b>	Co-Owner
<b>Dates:</b>	January 2011-Present

<b>Firm:</b>	1 <sup>st</sup> Farm Credit Services (Now Compeer Financial)
<b>Position:</b>	Appraisal Technician
<b>Dates:</b>	December 2007-August 2009

## PROFESSIONAL ENGAGEMENT ACTIVITIES

### Certifications

- Global Career Development Facilitator (2015-Present)
- Myers-Briggs Type Indicator Certification (2016-Present)
- Strong Interest Inventory career assessment certification (2016-Present)
- Career Development Facilitator – Instructor (2017-2018)

### Professional Memberships

- Who's Who in Business Education – June 2019 to Present
- Delta Sigma Pi, November 2018 to Present
- Association of Business Communication, January 2018 to Present
- National Association of Colleges & Employers, August 2011 to Present
- National Career Development Association, August 2015 to August 2018

### Business & Community Engagement

- Attended the State FFA Convention to judge the Job Interview CDE (June 2017 & 2019)
- Awarded a grant to enhance the MGT 125 curriculum by traveling and studying in Ecuador at the Universidad San Francisco de Quito for five days (March 2019)
- Presented an interviewing skills workshop for the Youth Leadership Academy in Canton, IL through the Canton Chamber of Commerce (February 2019)
- Developed relationships employees from the following companies to be guest speakers in my class and to engage students for internships: Caterpillar, Compeer Financial, Better Business Bureau of Central Illinois, Small Business Development Center, and LaSalle Network
- Paired 20 Women in Business members with professional women for a mentor program (Fall 2018)
- Global Career Development Conference-Chicago, Illinois (June 2016)
- Collaborated with Dawn Sweet in Instructional Development Services to plan the first Career & Technology Mini-Conference. Presented sessions on Video Resumes, Twitter for Job Searching, and Skype Interviewing. (Fall 2016)

### Consulting

- Career & Resume Consulting – **11 hours** (Fall 2018-Present)
- Career Development Facilitator Training with CDC Graduate Assistants and Western Illinois University Staff (Spring 2018) and six sessions in the summer (Summer 2018) – **40 hours**
- Social Media Management & Communications consultant for Keith's Kar Kare in Morton, IL. July 2017 to Present– **4 hours**
- Social Media Management & Communications consultant for Maples Mill United Methodist Church in Lewistown, IL. – July 2016 to Present - **10 hours**
- Conducted an organizational SWOT analysis by creating a survey for the congregation and presented findings to the Board of Directors at Maples Mill United Methodist Church - August 2017 – **4 hours**

## **Presentations**

- Howe, M. C. (2018, September). *The Future of Careers*. Presentation at the College of Business & Technology Professional Development Series, Macomb, IL.
- Howe, M. C. (2018, May). *Are you in need of advising? Career development for the working professional*. Presentation at the Illinois Academic Advisors Association Drive-In Conference, Macomb, IL.
- Howe, M. C. (2018, May). *Career Development Theories & Trends*. Presentation at the Illinois Academic Advisors Association Drive-In Conference, Macomb, IL.
- Howe, M. C., (2018, April). *Managing Your Career*. Presentation for HR Talent Management, Macomb, IL.
- Howe, M. C., (2017, December). *Building Your Online Brand*. Presentation at WIU Professional Development Day, Macomb, IL.
- Howe, M. C., (2017, October). *Get Linked! Using LinkedIn Professionally*. Presentation for HR Talent Management, Macomb, IL.
- Howe, M. C., (2017, September). *Career Fair Preparation*. Presentation for the College of Business & Technology Professional Development Series, Macomb, IL.
- Howe, M. C., (2016, September). *Career Fair Preparation*. Presentation for the College of Business & Technology Professional Development Series, Macomb, IL.
- Howe, M. C., (2015, November). *Building a Reputation of Professionalism*. Presentation for Administrative Professional Workshop Series, Macomb, IL.
- Howe, M. C. (2015, September). *Beginners & Advanced LinkedIn*. Presentations for the College of Business & Technology Professional Development Series, Macomb, IL.

## **Awards**

- Career Development Center was recognized as the Spring Top Flight Team (May 2016)
- Awarded the Student Services Administrative Employee of the Month (February 2016)

## **UNIVERSITY/COMMUNITY SERVICE**

### **Department**

- Outreach Committee (Fall 2018 to Present)
- Business Communication Curriculum Committee (Spring 2018 to Present)

**College**

- Women in Business faculty advisor (January 2018 to Present)

**Community**

- Girl Scout Troop Treasurer, Troop #4815 (May 2018 to Present)
- Planned five all-day Christian women's retreats. Developed the curriculum, schedule, advertised on social media, and facilitated the event. (January 2017-Present)
- Maples Mill United Methodist Church Sunday School Teacher & VBS Teacher (2015-Present)



**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
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FACULTY VITAE**

<b>NAME:</b>	Suzanne Humphrey
<b>RANK</b>	Associate Faculty
<b>DEPARTMENT</b>	Management and Marketing
<b>PRIMARY FIELD OF TEACHING</b>	Business Communications
<b>CBT CLASSIFICATION</b>	Part time, Supporting, Instructional Practitioner

**EDUCATION**

**Highest degree earned:** Master of Business Administration

**Year conferred:** 1993

**Institution:** St. Ambrose University

**Major field:** Marketing

**Other degree(s) earned:** Master of College Student Personnel

**Year conferred:** 1977

**Institution:** Western Illinois University

**Major field:** Student Services

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Adjunct Faculty in the College of Business & Technology

2007 – Present

**Institution:** Eastern Iowa Community College District

**Rank/Dates:** Adjunct Faculty in the College of Arts & Sciences

2008 – Present

**Institution:** Ashford University

**Rank/Dates:** Associate Faculty in Forbes School of Business & Technology

2005 – 2018

**TEACHING**

BCOM 320 – Business Communications

MGT 349 – Principles of Management

MKTG 327 – Marketing Principles

MKTG 331 – Promotional Concepts

## **PROFESSIONAL ENGAGEMENT ACTIVITIES**

Master Instructor Certificate Program  
Marketing Consultant for Flaherty's Irish Candy Company

## **UNIVERSITY/COMMUNITY SERVICE**

### **Community**

Regular blood donor for Mississippi Valley Regional Blood Center  
Volunteer teacher for Junior Achievement 2018  
Committee for Rummage Sale: St. John the Baptist 2016 to Present  
Lector for St. John the Baptist 2017 to Present  
Teach CCD 8<sup>th</sup> Grade Class at St. John the Baptist 2018 to Present

**THE COLLEGE OF BUSINESS AND TECHNOLOGY  
WESTERN ILLINOIS UNIVERSITY  
FACULTY VITAE**

<b>NAME</b>	Cecil V. Tarrant III
<b>RANK</b>	Assistant Professor
<b>DEPARTMENT</b>	Information Systems & Decision Sciences
<b>PRIMARY FIELD OF TEACHING</b>	Business Communications/Mgt. Info. Syst.
<b>CBT CLASSIFICATION</b>	Fulltime, Participating, Other

**EDUCATION**

**Highest degree earned:** Master of Arts in Economics

**Year conferred:** December 2004

**Institution:** Middle Tennessee State University

**Major field of highest degree:** Economics

**Minor field of highest degree:** Information Systems

**Other degree(s) earned:** Master of Business Administration

**Year conferred:** December 1988

**Institution:** Western Illinois University

**Major field:** Office Systems

**Other degree(s) earned:** Bachelor of Business

**Year conferred:** May 1987

**Institution:** Western Illinois University

**Major field:** Management

**Minor field:** Finance

**PROFESSIONAL EXPERIENCE**

**Firm:** Springwood Associates

**Position:** Accountant

**Dates:** January 1992 – May 1993

**TEACHING EXPERIENCE**

**Institution:** Western Illinois University

**Rank/Dates:** Assistant Professor (Fall 1999-Present)

**Institution:** Spoon River Community College

**Rank/Dates:** Part-time Instructor (Fall 2005-Summer 2007)

**Institution:** Middle Tennessee State University

**Rank/Dates:** Instructor (April 1994-July 1999)

**Institution:** Springfield College in Illinois

**Rank/Dates:** Dept. Chair/Instructor (August 1990-December 1991)

## **TEACHING**

BCOM 320 – Business Communications, 4 sections/semester (2013 – Present)

## **INTELLECTUAL CONTRIBUTIONS**

Review of Business Communication: A Problem-Solving Approach (1<sup>st</sup> ed.) by Rentz and Lentz: “Designing Documents with Visual Appeal.” McGraw-Hill (Fall 2016)

Review of Business Communication Today (14<sup>th</sup> ed.) by Bovee and Thill: Chapter 2: Collaboration, Interpersonal Communication, and Business Etiquette. Pearson (Fall 2016)

Review of Excellence in Business Communication by Bovee and Thill: Chapter 12: Report Writing and Proposals—Illustrating Your Reports with Effective Visuals. (Spring 2015)

Manuscript review of Business Communication: Polishing Your Professional Presence by Shwom and Snyder: Chapter 9.5: Preparing Business Reports---How Do I Integrate Tables and Graphs into my report?, Pearson/Prentice Hall (Spring 2015)

Manuscript review of BCOM 5 by Lehman and Dufrene: Chapter 10: Managing Data and Using Graphics, Southwestern/Cengage. (Fall 2014)

Review of updated SmartBook format technology as part of the Connect product line for McGraw-Hill. (Fall 2014)

Review of textbook manuscript (Chapter 7: Short Workplace Messages and Digital Media) from BUSINESS COMMUNICATION: Process & Product by M. Guffey and D. Loewy, Cengage Learning, 8<sup>th</sup> ed. (Spring 2014).

Review of textbook manuscript (Chapter 7: Email and Social Media for Business Communication) from BUSINESS COMMUNICATION: Developing Leaders for a Networked World by Peter Cardon, Irwin/McGraw-Hill, 2<sup>nd</sup> ed. (Spring 2014).

Review of textbook manuscript (Chapter 9: Sharing Informative and Positive Messages with Appropriate Technology) from BUSINESS AND ADMINISTRATIVE COMMUNICATION, by Kitty Locker and Donna Kienzler, Irwin/McGraw-Hill, 11<sup>th</sup> ed. (Fall 2013).

## **PROFESSIONAL ACTIVITIES**

Presented a WID workshop to WIU WID faculty on the critiquing of writing assignments in WID/Jr./Sr. level courses (Spring 2016).

## **UNIVERSITY/COMMUNITY SERVICE**

### **University:**

Faculty Senate Senator (Fall 2016-Spring 2019)

Parking Appeals Committee (Fall 2017-Spring 2019)

Faculty Senate Nominating Committee (Fall 2016-Spring 2019)

Writing Instruction in the Discipline (WID) (Fall 2015- Spring 2016)

### **College:**

CBT Curriculum Committee member---meets one or two times per month for the academic year.  
(Fall 2014-Spring 2016; Fall 2018-Spring 2019)

CBT Grade Appeals Committee member---meets as needed (Fall 2018)

### **Department:**

Grade Appeals & Academic Integrity Committee (2013-Present)

Curriculum Coordinator for BCOM 320 (2013-Present)

Department Curriculum Committee (2013-Present)