



"Use your success to help others who come after you." – John Massey



**Southeastern Oklahoma
State University**

Table 3-1 (2018-2023)

**Southeastern Oklahoma State University
John Massey School of Business**

**Dr. David Whitlock, Interim Dean
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John Massey School of Business

Table 3-1: Faculty Sufficiency and Qualifications Summary for 2022-2023

(Terms included: 2022-Summer, 2022-Fall, 2023-Spring)

Faculty Portfolio			Faculty Sufficiency Related to Teaching (SCH)				Normal Professional Responsibilities	Faculty Qualifications With Respect to Percent of Time Devoted to Mission					Brief Description of Basis for Qualification
Faculty Member Name	Specialty Field	Highest Degree, Year Earned	Participating Faculty Teaching Productivity (P)	Supporting Faculty Teaching Productivity (S)	Total Participating/Supporting	% Taught by Participating Faculty		Scholarly Academic (SA)	Practice Academic (PA)	Scholarly Practitioner (SP)	Instructional Practitioner (IP)	Additional Faculty (A)	
Discipline: Accounting (ACCT)			Degrees or majors are offered in this discipline <input checked="" type="checkbox"/>				Degrees or majors are not offered in this discipline <input type="checkbox"/>						
SA: Metts, Stephanie		D.B.A., 2020	789.00				UT, SER, MT, RES	100.00%					Scholarship, teaching, and service meet requirements.
Richards, Rhonda		Ph.D., 2012	1,044.00				UT, SER, MT, RES, ADM	100.00%					Scholarship, teaching, and service meet requirements.
Sullivan, Carol		Ph.D., 1992	411.00				UT, SER, MT, RES	99.28%					Scholarship, teaching, and service meet requirements.
Whitlow, Elizabeth (Liz)		D.B.A., 1996	1,044.00				UT, SER, MT, RES	99.71%					Scholarship, teaching, and service meet requirements.
IP: Anderson, John		M.A., 1996		381.00			UT				12.50%		Meets academic engagement through profession, certifications (CPA, CFA, CGMA, ABV), professional employment & consulting (JP Anderson PLC) and professional memberships.
Accounting [ACCT]: [5 member records; 4.11 FTE]			3,288.00	381.00	3,669.00	89.62%	FTE:	3.99 (97.0%)			0.13 (3.0%)		

Faculty Portfolio			Faculty Sufficiency Related to Teaching (SCH)				Normal Professional Responsibilities	Faculty Qualifications With Respect to Percent of Time Devoted to Mission					Brief Description of Basis for Qualification	
Faculty Member Name	Specialty Field	Highest Degree, Year Earned	Participating Faculty Teaching Productivity (P)	Supporting Faculty Teaching Productivity (S)	Total Participating/Supporting	% Taught by Participating Faculty		Scholarly Academic (SA)	Practice Academic (PA)	Scholarly Practitioner (SP)	Instructional Practitioner (IP)	Additional Faculty (A)		
Discipline: Business Information Management (BIM)			Degrees or majors are offered in this discipline <input type="checkbox"/>									Degrees or majors are not offered in this discipline <input checked="" type="checkbox"/>		
PA: Flores, Jimmie		Ph.D., 2009	282.00				UT,MT,SER		22.07%			Practice Academic through numerous professional certifications, consulting through Kool Derby Academy along with various others, and professional development activities through various professional memberships such as the Project Management Institute and Society for Human Resource Management.		
IP: Ridenour, Alisha		M.E., 2004	573.00				UT,SER				50.00%	JMSB committee service and involvement beyond teaching to justify participating status. Meets academic engagement through profession and professional memberships.		
Ridenour, Shawn		M.E., 2005	255.00				UT,SER				25.00%	Service to JMSB faculty and committee service for Participating status. Meets academic engagement through profession, professional memberships, and certifications.		
Business Information Management [BIM]: [3 member records; 0.97 FTE]			1,110.00		1,110.00	100.00%	FTE:		0.22 (22.7%)		0.75 (77.3%)			

Faculty Portfolio			Faculty Sufficiency Related to Teaching (SCH)				Normal Professional Responsibilities	Faculty Qualifications With Respect to Percent of Time Devoted to Mission					Brief Description of Basis for Qualification
Faculty Member Name	Specialty Field	Highest Degree, Year Earned	Participating Faculty Teaching Productivity (P)	Supporting Faculty Teaching Productivity (S)	Total Participating/Supporting	% Taught by Participating Faculty		Scholarly Academic (SA)	Practice Academic (PA)	Scholarly Practitioner (SP)	Instructional Practitioner (IP)	Additional Faculty (A)	
Discipline: Business Law (BLAW) Degrees or majors are offered in this discipline <input type="checkbox"/> Degrees or majors are not offered in this discipline <input checked="" type="checkbox"/>													
SA: Bogard, Cody		J.D., 2017	465.00				UT,RES,SER,MT	43.30%				Scholarship, teaching, and service meet requirements.	
Business Law [BLAW]: [1 member record; 0.43 FTE]			465.00		465.00	100.00%	FTE:	.43 (100%)					

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Faculty Member Name	Specialty Field	Highest Degree, Year Earned	Participating Faculty Teaching Productivity (P)	Supporting Faculty Teaching Productivity (S)	Total Participating/Supporting	% Taught by Participating Faculty		Scholarly Academic (SA)	Practice Academic (PA)	Scholarly Practitioner (SP)	Instructional Practitioner (IP)	Additional Faculty (A)		
Discipline: General Business (BUS)			Degrees or majors are offered in this discipline <input checked="" type="checkbox"/>									Degrees or majors are not offered in this discipline <input type="checkbox"/>		
SA: Bogard, Cody		J.D., 2017	609.00				UT,RES,SER,MT	56.70%				Scholarship, teaching, and service meet requirements.		
Fuller, Luran		A.B.D., 2022	375.00				UT,MT,RES,SER	79.11%				SA via ABD. Has shown progress toward meeting scholarship, teaching, and service requirements. Also meets academic engagement through profession, professional memberships, and current pursuit of PhD.		
Graves, W.		E.D.D., 2005		456.00			UT	22.75%				SA through AACSB Bridge Program.		
Parmer, Lucinda		Ph.D., 2012	909.00				UT,MT,RES,SER	45.16%				Scholarship, teaching, and service meet requirements.		
Risher, Jeffrey	Quantitative Methods	D.B.A., 2016	777.00				UT,MT,RES,SER	76.40%				Scholarship, teaching, and service meet requirements.		
Stevens, Robert (Bob)		Ph.D., 1971	531.00				UT,MT,RES,SER	46.83%				Scholarship, teaching, and service meet requirements.		
Whitlock, David		Ph.D., 1995	33.00				UT,MT,RES,SER,ADM	7.48%				Scholarship, teaching, and service meet requirements.		
PA: Bomgardner, Ray		D.B.A., 2017		186.00			UT,MT		16.42%			PA through RAC Consulting. Service on two boards of directors, Gearty & Associates and Tek-Fall Promotions.		

Flores, Jimmie		Ph.D., 2009	909.00				UT,MT,SER		71.13%			Practice Academic through numerous professional certifications, consulting through Kool Derby Academy along with various others, and professional development activities through various professional memberships such as the Project Management Institute and Society for Human Resource Management.
IP: Barber, Kay		M.E., 1999	209.00				UT,SER				100.00%	Meets academic engagement through profession and professional development activities.
Business ^[BUS]: [10 member records; 5.22 FTE]			4,352.00	642.00	4,994.00	87.14%	FTE:	3.34 (64.1%)	0.88 (16.8%)		1.00 (19.2%)	

*Due to the nature of the BBA in General Business Program, some faculty are classified in their primary teaching disciplines for reporting instead of here.

Faculty Portfolio			Faculty Sufficiency Related to Teaching (SCH)				Normal Professional Responsibilities	Faculty Qualifications With Respect to Percent of Time Devoted to Mission					Brief Description of Basis for Qualification
Faculty Member Name	Specialty Field	Highest Degree, Year Earned	Participating Faculty Teaching Productivity (P)	Supporting Faculty Teaching Productivity (S)	Total Participating/Supporting	% Taught by Participating Faculty		Scholarly Academic (SA)	Practice Academic (PA)	Scholarly Practitioner (SP)	Instructional Practitioner (IP)	Additional Faculty (A)	
Discipline: Finance (FIN) <input checked="" type="checkbox"/> Degrees or majors are offered in this discipline <input type="checkbox"/> Degrees or majors are not offered in this discipline													
SA: Arellano, Fernando		Ph.D., 1997		120.00			UT,MT	6.25%				Meets academic engagement through profession and professional development activities.	
Lin, YingChou		Ph.D., 2007	1,105.00				UT,MT,RES,SER	100.00%				Scholarship, teaching, and service meet requirements.	
Sullivan, Carol		Ph.D., 1992	3.00				UT,MT,RES,SER	0.72%				Scholarship, teaching, and service meet requirements.	
Topuz, John		D.B.A., 2002		153.00			UT,MT	12.50%				Scholarship, teaching, and service meet requirements.	
Tran, Arthur		Ph.D., 2023	105.00					50.00%				SA for 5 years from degree (2028). Has shown progress toward meeting scholarship, teaching, and service requirements.	

Whitlow, Elizabeth (Liz)	D.B.A., 1996	3.00				UT,MT,RES,SER	0.29%				Scholarship, teaching, and service meet requirements.
Xu, Hanzhi (Frank)	Ph.D., 2020	654.00				UT,RES,SER,MT	100.00%				SA for 5 years from degree (2025). Has shown progress toward meeting scholarship, teaching, and service requirements. 6 working papers.
PA: Vanderpal, Geoffrey	D.B.A., 2006		195.00			UT,MT		13.02%			Practice Academic through numerous professional certifications, consulting through Foreign Ministry- Republic of Guinea, Alexia Kay Design LLC along with various others, and professional development activities through various professional memberships such as the FINRA Securities Arbitrator.
Finance [FIN]: [8 member records; 2.83 FTE]		1,870.00	468.00	2,338.00	79.98%	FTE:	2.70 (95.4%)	0.13 (4.6%)			

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Discipline: Marketing (MKT) Degrees or majors are offered in this discipline <input checked="" type="checkbox"/> Degrees or majors are not offered in this discipline <input type="checkbox"/>													
SA: Campbell, Lila		E.D.D., 2000	147.00				UT,MT,ADM,RES,SER	46.67%				Scholarship, teaching, and service meet requirements.	
Flanagan, Jennifer		Ph.D., 2009		138.00			UT	12.50%				Scholarship, teaching, and service meet requirements.	
Fuller, Luran		A.B.D., 2022	66.00				UT,MT,RES,SER	13.92%				SA via ABD. Has shown progress toward meeting scholarship, teaching, and service requirements. Also meets academic engagement through profession, professional memberships, and current pursuit of PhD.	
Kennedy, Eric		Ph.D., 2017	357.00				UT,MT,RES,SER	86.86%				Scholarship, teaching, and service meet requirements.	
Kernek, Courtney		Ph.D., 2007	414.00				UT,MT,RES,SER,ADM	100.00%				Scholarship, teaching, and service meet requirements.	

Risher, Jeffrey	Quantitative Methods	D.B.A., 2016	240.00				UT,MT,RES,SER	23.60%				Scholarship, teaching, and service meet requirements.
Silver, Lawrence		D.B.A., 2000	1,065.00				UT,MT,RES,SER	100.00%				Scholarship, teaching, and service meet requirements.
Stevens, Robert (Bob)		Ph.D., 1971	3.00				UT,MT,RES,SER	0.26%				Scholarship, teaching, and service meet requirements.
PA: Flores, Jimmie		Ph.D., 2009	12.00				UT,MT,SER		0.94%			Practice Academic through numerous professional certifications, consulting through Kool Derby Academy along with various others, and professional development activities through various professional memberships such as the Project Management Institute and Society for Human Resource Management.
IP: Basham, Lloyd		E.D.D., 2010	63.00				UT,MT			17.90%		Meets academic engagement through service on corporate or non-profit boards (need example updated on CV), consulting through LMB LLC along with various others, and professional development activities through various professional memberships such as the Academy of Management.
Hendrick, Katherine (Kathy)		M.B.A., 2007	57.00				UT			6.25%		Meets academic engagement through profession, professional

													memberships, and certifications.
Leird, Rodney (Rod)		M.B.A., 2005	114.00				UT,RES,SER					35.85%	Meets academic engagement through publications and proceedings.
Marketing [MKT]: [12 member records; 4.45 FTE]			2,418.00	258.00	2,676.00	90.36%		FTE: 3.84 (86.3%)	0.01 (0.2%)		0.60 (13.5%)		

Faculty Portfolio			Faculty Sufficiency Related to Teaching (SCH)				Normal Professional Responsibilities	Faculty Qualifications With Respect to Percent of Time Devoted to Mission					Brief Description of Basis for Qualification
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Discipline: Management (MNGT) Degrees or majors are offered in this discipline <input checked="" type="checkbox"/> Degrees or majors are not offered in this discipline <input type="checkbox"/>													
SA: Campbell, Lila		E.D.D., 2000	168.00				UT,MT,ADM,RES,SER	53.33%					Scholarship, teaching, and service meet requirements.
Fuller, Luran		A.B.D., 2022	33.00				UT,MT,RES,SER	6.96%					SA via ABD. Has shown progress toward meeting scholarship, teaching, and service requirements. Also meets academic engagement through profession, professional memberships, and current pursuit of PhD.
Graves, W.		E.D.D., 2005		45.00			UT	2.25%					SA through AACSB Bridge Program.
Hampton, Ashley		Ph.D., 2020	747.00				UT,RES,SER,MT	100.00%					Scholarship, teaching, and service meet requirements.
Ingram, Kendra		Ph.D., 2008	2,343.00				UT,MT,RES,SER	100.00%					Scholarship, teaching, and service meet requirements.

Lewis, Vance	E.D.D., 2012	747.00				UT,MT,RES,SER	100.00%				Scholarship, teaching, and service meet requirements.
Parmer, Lucinda	Ph.D., 2012	1,104.00				UT,MT,RES,SER	54.84%				Scholarship, teaching, and service meet requirements.
Stevens, Robert (Bob)	Ph.D., 1971	600.00				UT,MT,RES,SER	52.91%				Scholarship, teaching, and service meet requirements.
Whitlock, David	Ph.D., 1995	63.00				UT,MT,RES,SER,ADM	14.29%				Scholarship, teaching, and service meet requirements.
PA: Bomgardner, Ray	D.B.A., 2017		168.00			UT,MT		14.83%			PA through RAC Consulting. Service on two boards of directors, Gearty & Associates and Tek-Fall Promotions..
Flores, Jimmie	Ph.D., 2009	75.00				UT,MT,SER		5.87%			Practice Academic through numerous professional certifications, consulting through Kool Derby Academy along with various others, and professional development activities through various professional memberships such as the Project Management Institute and Society for Human Resource Management.
Vanderpal, Geoffrey	D.B.A., 2006		273.00			UT,MT		18.23%			Practice Academic through numerous professional certifications, consulting through Foreign Ministry-Republic of Guinea, Alexia Kay Design LLC along with various others, and professional development activities through various professional

												memberships such as the FINRA Securities Arbitrator.
IP: Basham, Lloyd	E.D.D., 2010		69.00			UT,MT				19.60%		Meets academic engagement through service on corporate or non-profit boards (need example updated on CV), consulting through LMB LLC along with various others, and professional development activities through various professional memberships such as the Academy of Management.
Leird, Rodney (Rod)	M.B.A., 2005	204.00				UT,RES,SER				64.15%		Meets academic engagement through publications and proceedings.
Perkins, Skyelar	B.S., 2014		30.00			UT				6.25%		Meets academic engagement through profession.
Management [MNGT]: [15 member records; 6.14 FTE]		6,084.00	585.00	6,669.00	91.23%		FTE: 4.85 (79.0%)	0.39 (6.3%)		0.90 (14.7%)		
College Totals: [39 members, 60 records]		20,588.00	3,417.00	24,005.00	85.77%		FTE: 20.25 (77.3%)	1.94 (7.4%)		3.38 (12.9%)	0.63 (2.4%)	

John Massey School of Business

Table 3-1: Faculty Sufficiency and Qualifications Summary for 2022-2023

(Terms included: 2022-Summer, 2022-Fall, 2023-Spring)

Unit Summary Benchmarks		Faculty Sufficiency Indicators *				Full-Time Equivalents						Faculty Qualifications Indicators **	
Discipline	Degrees or Majors	Participating	Supporting	Total	% Taught by Participating	SA	PA	SP	IP	A	Total	SA (40%)	SA+PA+SP+IP (90%)
Accounting [ACCT] [4.11 FTE]	✓	3,288.00	381.00	3,669.00	89.62% ✓	3.99 (97.0%)			0.13 (3.0%)		4.1149	96.96% ✓	100.00% ✓
Business Information Management [BIM] [0.97 FTE]		1,110.00		1,110.00	100.00%		0.22 (22.7%)		0.75 (77.3%)		0.9707		100.00%
Business Law [BLAW] [0.43 FTE]		465.00		465.00	100.00%	0.43 (100.0%)					0.4330	100.00%	100.00%
General Business [BUS] [5.22 FTE]	✓	4,352.00	642.00	4,994.00	87.14% ✓	3.34 (64.1%)	0.88 (16.8%)		1.00 (19.2%)		5.2198	64.07% ✓	100.00% ✓
Economics [ECON] [1.13 FTE]		602.00	1,083.00	1,685.00	35.73%	0.19 (16.7%)	0.31 (27.8%)			0.63 (55.6%)	1.1250	16.67%	44.44%
Entrepreneurship [ENTR] [0.91 FTE]		399.00		399.00	100.00%	0.91 (100.0%)					0.9137	100.00%	100.00%
Finance [FIN] [2.83 FTE]	✓	1,870.00	468.00	2,338.00	79.98% ✓	2.70 (95.4%)	0.13 (4.6%)				2.8278	95.40% ✓	100.00% ✓
Marketing [MKT] [4.45 FTE]	✓	2,418.00	258.00	2,676.00	90.36% ✓	3.84 (86.3%)	0.01 (0.2%)		0.60 (13.5%)		4.4475	86.30% ✓	100.00% ✓
Management [MNGT] [6.14 FTE]	✓	6,084.00	585.00	6,669.00	91.23% ✓	4.85 (79.0%)	0.39 (6.3%)		0.90 (14.7%)		6.1351	78.98% ✓	100.00% ✓
College Totals: [39 members, 26.19 FTE]		20,588.00	3,417.00	24,005.00	85.77% ✓	20.25 (77.3%)	1.94 (7.4%)		3.38 (12.9%)	0.63 (2.4%)	26.19	77.33% ✓	97.61% ✓

Faculty Sufficiency Indicators *

- Discipline: $P/(P+S) \geq 60\%$ required to be taught by participating members
- College: $P/(P+S) \geq 75\%$ required to be taught by participating members (as set in College Settings, *General* tab)

Faculty Qualifications Indicators **

- Aggregation of the qualifications of participating and supporting members, based on % dedicated to mission.
- Minimum SA: $(SA)/(SA+PA+SP+IP+A) \geq 40\%$
- Minimum SA + PA + SP + IP: $(SA+PA+SP+IP)/(SA+PA+SP+IP+A) \geq 90\%$

x Fails to meet Sufficiency or Qualification requirement

✓ Meets Sufficiency or Qualification requirement