

Lila K. (Kitty) Campbell
Massey Professor of Management
John Massey School of Business
Southeastern Oklahoma State University
425 West University Blvd.
Durant, Oklahoma 74701
580.745.2494
Fax:580.745.7485
Email: kcampbell@se.edu

EDUCATION:

2000	Doctor of Education Texas A&M University-Commerce	Supervision, Curriculum & Instruction Commerce, TX
1994	ABD University of North Texas	Management Denton, TX
1986	Master of Administrative Studies Southeastern Oklahoma State University	Business Administration Durant, OK
1977	Bachelor of Science Texas A&M University	Animal Science College Station, TX

ACADEMIC EXPERIENCE:

2016- present	Chair and Massey Professor, Department of Management and Marketing; Interim Chair, Department of Accounting and Finance, Southeastern Oklahoma State University, Durant, OK
2013-present	Chair and Massey Professor, Department of Management and Marketing, Southeastern Oklahoma State University, Durant, OK
2012-2013	Interim Chair and Professor, Department of Management and Marketing, Southeastern Oklahoma State University, Durant, OK
2008-2011	Professor, Department of Management and Marketing, Southeastern Oklahoma State University, Durant, OK
2004-2007	Associate Professor, Department of Management and Marketing, Southeastern Oklahoma State University, Durant, OK.
2000-2004	Assistant Professor, Chair, Department of Management and Marketing, Southeastern Oklahoma State University, Durant, OK.
1997-1999	Instructor, Department of Management and Marketing, Southeastern Oklahoma State University, Durant, OK.
1996-1997	Adjunct Instructor, Department of Management and Marketing, Southeastern Oklahoma State University, Durant, OK
1994-1996	Chair, Department of Management and Marketing, Southeastern Oklahoma State University, Durant, OK.
1992- 1996	Instructor, Department of Management and Marketing,

Southeastern Oklahoma State University, Durant, OK.

- 1990-1992 Teaching Fellow, Department of Management, University of North Texas, Denton, TX.
- 1988-1989 Instructor, Department of Business Administration and Management, Southeastern Oklahoma State University; Durant, OK.

PROFESSIONAL INTERESTS:

Entrepreneurship
Small Business
Hospitality Management
Human Resource Management

SELECTED COMMITTEES AND SPECIAL ASSIGNMENTS:

- 2018-present Women in Entrepreneurship Week Committee
- 2018 Chair, Screening Committee for OSBDC State Director
- 2018 Promotion Committee member for two Occupational Safety & Health Professors
- 2017 Instructor/Assistant MBA Director Screening Committee
- 2016 Career Management Center Screening Committee
- 2016-Present SE Rodeo Hall of Fame Committee
- 2016 Chair, Screening Committee for (2) Accounting Professors
- 2013-Present Academic Council
- 2013-Present Student Health & Wellness Advisory Board
- 2013-present Organized Research and Program Review
- 2012-15 Academic Appeals Committee
- 2012-present Faculty Appellate Committee
- 2012-2013 Higher Learning Commission Self Study Chapter 3 Subcommittee
- 2010-present AACSB Accreditation Oversight Committee
- 2006-present Faculty/Staff Recognition Banquet Committee

AWARDS AND HONORS:

- 2018 Received the Southeastern Oklahoma State University Faculty Senate Recognition Award for Lifetime Achievement
- 2018 Received the Federation of Business Disciplines Outstanding Educator Award presented by the Association for Small Business & Entrepreneurship
- 2018 Received the Southeastern Oklahoma State University Faculty Senate Recognition Award for Excellence in Teaching
- 2018 Received the Southeastern Oklahoma State University Faculty Senate Recognition Award for Excellence in Service
- 2017 Received Southeastern Oklahoma State University 25 years of Service Award
- 2017 Received Southeastern Oklahoma State University Faculty Senate Recognition Award for Excellence in Service
- 2016 Received Southeastern Oklahoma State University Faculty Senate

2015 Received Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Teaching
 2015 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Research
 2015 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Service
 2014 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Service
 2014 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Teaching
 2014 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Research
 2013 Received Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Service
 2011 Received Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Professor of the Year
 2011 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Research
 2011 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Service
 2011 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Teaching
 2010 Named Honorary Coach for the SOSU vs. Northeastern State football game.
 2010 Inducted as a Fellow in the Association for Small Business &
 Entrepreneurship
 2010 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Teaching
 2009 Received Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Service
 2008 Received Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Service
 2007 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Teaching
 2007 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Service
 2006 Received Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Service
 2006 Who's Who Among America's Teachers
 2005 Empire Who's Who of Women in Education
 2005 Who's Who Among America's Teachers
 2004 Who's Who Among America's Teachers
 2003 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Service
 2002 Nominated for Southeastern Oklahoma State University Faculty Senate
 Recognition Award for Excellence in Teaching

- 2002 Nominated for Southeastern Oklahoma State University Faculty Senate Recognition Award for Excellence in Service
- 2001 Southeastern Oklahoma State University Faculty Senate Recognition Award for Excellence in Service
- 2000 Association of Collegiate Business Schools and Programs Region 6 Teaching Excellence Award
- 2000 Distinguished Doctoral Student Award, Department of Secondary and Higher Education, Texas A&M University-Commerce
- 2000 Who's Who Among America's Teachers
- 1999 Southeastern Oklahoma State University Faculty Senate Recognition Award for Excellence in Teaching
- 1995 Nominated for Southeastern Oklahoma State University Faculty Senate Recognition Award for Excellence in Research

PROFESSIONAL MEMBERSHIPS:

- Allied Academies
- Association for Small Business & Entrepreneurship
- Beta Gamma Sigma
- Delta Mu Delta
- Sigma Beta Delta
- Kappa Delta Pi
- Service Corps of Retire/Active Executives (SCORE)

EFFECTIVE TEACHING:

- Developed and taught new online course in Career Development Seminar
- Developed and taught new online graduate course in Contemporary Issues in Management
- Developed and taught new online graduate course in Marketing for New Ventures
- Developed and taught new online graduate course in Human Resource Management
- Developed and taught new online graduate course in Social Entrepreneurship
- Developed and taught new online graduate course in Opportunity & New Product Development
- Developed and taught new course in Hospitality Management
- Developed and taught new online course, ORIE 1012 Study Skills
- Developed and taught new course in Native American Business
- Developed and taught new graduate seminar course in Entrepreneurship
- Developed and taught new graduate seminar course in International Management
- Developed and taught web-based course MNGT 3113 Management and Organizational Behavior
- Developed and taught new graduate seminar course in E-Commerce
- Developed and taught web-based course MKT 3233 Principles of Marketing

Courses taught

- | | |
|-------------------------------|---------------------------|
| Principles of Marketing | Training and Development. |
| Seminar in Newspaper Industry | Consumer Behavior |
| Organizational Behavior | Organizational Leadership |

Introduction to Business
Principles of Management
Small Business Management
Supervisory Management
Human Resource Management
Compensation and Benefit Administration
Management and Organizational Behavior
International Management
Strategic Management
Contemp Issues in Native American Leadership
Hospitality Management
Opportunity & New Product Development
Marketing for New Ventures

Business Communication
Managerial Accounting
Behavioral Management
Research Methods
Business Policy
International Business
E-Commerce
Entrepreneurship
Principle-Centered Leadership
Study Skills
Social Entrepreneurship
Career Development Seminar
Contemporary Issues in Management

PUBLICATIONS AND PROCEEDINGS

Refereed Journal Articles

Campbell, K., Bressler, M. & Leird, R. (2017). University of Southern Oklahoma therapeutic riding program. *Journal of Business Cases and Applications*, 18

Bressler, M., Campbell, K. & Elliott, B. (2017). Are small businesses using social media effectively? A study of social media use in small businesses. *International Journal of Development Research*, 7 (2) 11604-11607.

Von Bergen, C., Campbell, K. & Leird, R. (2016). Too much of a good thing in employment counseling. *Journal of Organizational Culture Communications and Conflict*, 20 (1) 143-152.

Bressler, M., Campbell, C., & Leird, R. (2015). Marketing effectiveness of social media: A study of social media use in small businesses. *The Entrepreneurial Executive*,

Kerneck, C., Toombs, L. & Campbell, K. (2015). Tin Star Furniture. *Business Studies Journal*, Volume 7, 29-46.

Bressler, M., Campbell, K., & Elliott, B. (2014). A Study of Native American small business ownership: opportunities for entrepreneurs. *Research in Business and Economics Journal*, Volume 10.

Von Bergen, C.W. & Bressler, M. (2014). The Sandwich Feedback Method: not very tasty. *Journal of Behavioral Studies in Business*, Volume 7.

Bressler, M., Campbell, K., & Elliott, B. (2014). The Reverse Family Business: An Emerging Trend in Entrepreneurship? *Academy of Entrepreneurship Journal*, 20 (2).

- Stevens, R. E., Silver, L. S., Hayes, B. J., Campbell, K., and Dyson, D. (2014) “A Comparison of Two Private University Faculties’ Perspectives of Using Collegiality in Tenure and Promotion Decisions. *American Journal of Business and Management*, 3 (2) 70-76.
- Stevens, R. E., Silver, L. S., Hayes, B. J., and Campbell, K. (2014) “Differences in Public and Private University Faculty Perspectives,” *Global Education Journal*
- Combs, D. & Campbell, K. (2012). Public employee pensions and Social Security: You may not be able to get both. *Mustang Journal of Law and Legal Studies* (3), 103-111.
- Silver, L, Stevens, R., Clow, K. & Campbell, K. (2011). Differences in management and marketing professors' perspectives on the rising cost of college textbooks. *Journal of Business & Leadership*, (7,) 116-124.
- Tiger, A., Campbell, K., & Fitzgerald, J. (2008). An exploratory study of using professor-developed video to teach web-based quantitative methods courses. *Issues in Information Systems*, 9 (1).
- Mawer, W., Benco, D., & Campbell, K. (2008) An empirical look at gift cards and their use in small business. Accepted for publication in *Franklin Business and Law Journal*, 2008 (3), 18-22.
- Von Bergen, C.W., Pool, P. & Campbell, K. (2006) Implications of the Fairpay Overtime Initiative to human resource management. In M. Adams & A. Alkhafaji (Eds.), *Business Research Yearbook: Global Business Perspectives* (Vol. 8, pp. 420-424). Beltsville, MD: International Graphics.
- Campbell, K, Von Bergen, C. W., Soper, B., & Gaster, B. Mirror management. (2003) *Journal of Business and Entrepreneurship*, 15, 21-37.
- Campbell, K. (2003) Book Review “The Portable MBA in Entrepreneurship” *Journal of Business & Entrepreneurship*, 15, No. 1, 96-98.
- Von Bergen, C. W., Soper, B., & Campbell, K. (2002). Influence employees the right way. *Industrial Management*, m44, 8-15.

Refereed Conference Proceedings

- Richards, R., Kernek, C., Ingram, K., & Campbell, K., (2019). Accepted for presentation at the Association for Small Business & Entrepreneurship Annual Conference, (March

13-16), Houston, TX.

- Campbell, K., Bressler, M., & Leird, R. (2016). The University of Southern Oklahoma Therapeutic Riding Program. [Teaching Case]. Proceedings of the Southwest Case Research Association/FBD Conference, Oklahoma City, OK.
- Campbell, K., Jones, W., Nichols, N. & Taylor, K. (2014). Workplace Safety: What Small Business Owners Need to Know. Proceedings of the Association for Small Business & Entrepreneurship Annual Conference, (September 24-26), Memphis, TN.
- Bressler, M., Campbell, K., & Elliott, B. (2013). Can entrepreneurship help Native Americans progress from poverty to self-sufficiency? [Abstract] Proceedings of the Association for Small Business & Entrepreneurship Conference, New Orleans, LA.
- Campbell, K., Stevens, R. E., Silver, L. S., & Clow, K. E. (2013). Differences in accounting and finance professors' perspectives on rising cost of college textbooks. Proceedings of the 20th Annual American Society of Business and Behavioral Sciences, (February), Las Vegas, NV.
- Stevens, R. E., Silver, L. S., Clow, K. E., & Campbell, K. (2011). Differences in management and marketing professors' perspectives on rising cost of college textbooks. *Proceedings of the 7th Annual Business & Leadership Symposium*, (October), Ft. Hays, KN.
- Mawer, W., Campbell, K., & Combs, D. (2010). FMLA 2009 version: Clarification or confusion. *Proceedings of the Southern Academy of Legal Studies in Business Annual Conference*. San Antonio, Texas, March 4-6.
- Tiger, A., Campbell, K., & Fitzgerald, J. (2008). An exploratory study of using professor-developed video to teach web-based quantitative methods courses. *Proceedings of the IACIS Annual Conference*, Savannah, Georgia, October 1 – 4.
- Mawer, W., Campbell, K., & Benco, D. (2007). An empirical look at gift cards and their use in small business. *Proceedings of the American Society for Business and Behavioral Sciences Annual Conference*, Las Vegas, NV, February 21-24.
- Licata, J.W., Gaster, B., Campbell, K., & Roberts, W. (2006). The role of inertia in customer equity. *Proceedings of the Conference on Marketing of Financial Services*. Fordham University, November 3-4.
- Von Bergen, C, Campbell, K., & Silver, L. (2006). Always be positive: An appropriate management strategy? *Proceedings of the Association for Small Business and Entrepreneurship Annual Conference*, Corpus Christi, TX, November 2-4.
- Von Bergen, C.W., Pool, P., & Campbell, K. (2006) Implications of the Fairpay Overtime

- Initiative to human resource management. *Proceedings of the 18th Annual Conference of the International Academy of Business Disciplines*. San Diego, CA, April 5-8.
- Von Bergen, C. W., Soper, B., & Campbell, K. (2002). Parochialising the present. *Proceedings of the Institute of Behavioral and Applied Management*, November 14-16, Denver, CO.
- Von Bergen, C. W., Soper, B. Campbell, K., & Knapp, J. (2001). Mirror management. In J. Biberman & A. Alkhafaji (Eds.), *Business Research Yearbook: Global Business Perspectives* (Vol. 8, pp. 439-443). Saline, MI: McNaughton & Gunn.
- Von Bergen, C. W., Soper, B., & Campbell, K. (2001) Employment Screening: From Psychological Testing to Genetic Testing. *Proceedings of the Institute of Behavioral and Applied Management*, Charleston, South Carolina, November 7-10.
- Von Bergen, C. W., Soper, B., & Campbell, K. (2001) Big Wins and Small Wins as Approaches to Organizational Change. *Proceedings of the Institute of Behavioral and Applied Management*, Charleston, South Carolina, November 7-10.
- Tollison, B., Masters, R. & Campbell, K. (2001). Teaching About Quality in Higher Education: Are We Meeting Customer Expectations? In J. Biberman & A. Alkhafaji (Eds.), *Business Research Yearbook: Global Business Perspectives* (Vol. 8, pp. 455-459). Saline, MI: McNaughton & Gunn.
- Academic Conference Presentations***
- Silver, L., Campbell, K. & Bressler, M. (2016). Entrepreneurial Sex: The Rise and Fall of Quasi-Legal Prostitution in the New Orleans Storyville District. The Association for Small Business and Entrepreneurship Annual Conference, September 28-30, 2016, New Orleans, LA.
- Campbell, K., Jones, W., Nichols, N. & Taylor, K. (2014). Workplace Safety: What Small Business Owners Need to Know. Proceedings of the Association for Small Business & Entrepreneurship Annual Conference, September 24-26, Memphis, TN.
- Campbell, K., Stevens, R. E., Silver, L. S., & Clow, K. E. (2013). Differences in accounting and finance professors' perspectives on rising cost of college textbooks. Proceedings of the 20th Annual American Society of Business and Behavioral Sciences, (February), Las Vegas, NV.
- Silver, L., Stevens, R., Clow, K. & Campbell, K. (2011). Differences in management and marketing professors' perspectives on the rising cost of college textbooks. Presented at the 2011 Business & Leadership Symposium, Hays, KS, October 10-11.
- Campbell, K. & Combs, D. (2011). Employee Cell Phone Use While Driving: Implications for Small Business Owners. Presented at the Association For Small Business &

- Entrepreneurship Annual Conference, Savannah, GA, November 9-11.
- Mawer, W., Campbell, K., & Combs, D. (2010). FMLA 2009 version: Clarification or confusion. Presented at the Southern Academy of Legal Studies in Business Annual Conference, March 4-6, San Antonio, TX.
- Tiger, A., Campbell, K., & Fitzgerald, J. (2008). An exploratory study of using professor-developed video to teach web-based quantitative methods courses. Presented at the IACIS Annual Conference, Savannah, Georgia, October 1 – 4.
- Von Bergen, C.W., Mawer W., & Campbell, K. (2008) Burlington Northern & Santa Fe Railroad v. White: Opening the floodgates for employee retaliation lawsuits. Presented at the American Society of Business and Behavioral Sciences 15th Annual Meeting Las Vegas, NV., February 21-24.
- Toombs, L. & Campbell, K. (2007). Hosting an entrepreneurship boot camp: Tips for success? Presented at the Association for Small Business and Entrepreneurship Annual Conference, Austin, TX, October 10-12.
- Mawer, W, Campbell, K, & Benco, D (2007). An empirical look at gift cards and their use in small business. Presented at the American Society for Business and Behavioral Sciences Annual Conference, Las Vegas, NV, February 21-24.
- Licata, J.W., Gaster, B, Campbell, K., & Roberts, W. (2006). The role of inertia in customer equity. Presented at the Conference on Marketing of Financial Services. Fordham University, November 3-4.
- Von Bergen, C, Campbell, K., & Silver, L. (2006). Always be positive: An appropriate management strategy? Presented at the Association for Small Business and Entrepreneurship Annual Conference, Corpus Christi, TX, November 2-4.
- Von Bergen, C.W., Pool, P., & Campbell, K. (2006) Implications of the Fairpay Overtime Initiative to human resource management. Presented at the 18th Annual Conference of the International Academy of Business Disciplines. San Diego, CA, April 5-8.
- Von Bergen, C. W., Soper, B., Knapp, J. & Campbell, K. (2001) Mirror Management, International Association of Business Disciplines Conference, Orlando, FL, April 2001.
- Tollison, B., Masters, R., & Campbell, K. (2001). Teaching About Quality in Higher Education: Are We Meeting Customer Expectations? International Association of Business Disciplines Conference in Orlando, FL, April 2001.
- Pool, P., Masters, R. & Campbell, K. (2000). Town and Gown: A Global Partnership, ACBSP National Conference, New York City, New York, June 2001.
- Campbell (2000) A Comparison of Levels of Job satisfaction Between Internal and External

- Locus of Control Nurses, American Society of Business and Behavioral Sciences, Las Vegas, Nevada.
- Moore, J., Moore, M. & Campbell, K. (1999). Pre-Test/Post-Test Outcomes Assessment, Annual Southwest Council of Business Schools and Programs, Alexandria, Louisiana.
- Tollison, B. & Campbell, K. (1998) The Effects of Organizational Culture on Individual Ethics, Southern Academy of Legal Studies in Business, Southwest Federation of Administrative Disciplines, Dallas, Texas.
- Whitlock, D., Masters, R., & Campbell, K. (1996). Entrepreneurship Education and Training: An Update of Southeastern's Project 25 By 2000," International Academy of Business Disciplines Research Yearbook, Rockville, Maryland.
- Campbell, K. (1995). Project 25 By 2000, Oklahoma State Chamber of Commerce & Industry Conference, Oklahoma City, Oklahoma.
- Campbell, K. & Jose, A. (1994) "Strategic Fit: The Missing link in Multinational Strategic Human Resource Management," American Society of Business and Behavioral Sciences, Las Vegas, Nevada.
- Whitlock, D., Buckles, R., & Campbell, K. (1994) "Entrepreneurship, Academics, and Economic Development: A Case Study in Synergy," National Small Business Consulting/SBIDA Conference, San Antonio, TX.
- Campbell, K. & Jose, A. (1994) "Ethical Concerns of Human Resource Managers: The Issues of AIDS, Genetic Testing and Pre-Employment Services," American Society of Business and Behavioral Sciences, Las Vegas, Nevada.
- Jose, A., & Campbell, K. (1994) "Phenominological, Ontological, and Methodological Problems in Organizational Theory and Research," American Society of Business and Behavioral Sciences, Las Vegas, Nevada.
- Campbell, K. (1994) "Human Resource Management for Veterinary Clinics, Oklahoma Veterinary Technologists Annual Meeting, Murray State College, Tishomingo, Oklahoma.
- Jose, A. & Campbell, K. (1994) Strategic Human Resource Management of Multinationals, SOSU Graduate Faculty Colloquium, Durant, Oklahoma.

OTHER PROFESSIONAL ACTIVITIES:

- 2017-present Grayson College Business Advisory Committee Member
- 2017 Presented "Forms of Business Ownership" for Start-Up Business Saturday, Durant, OK, October 14.
- 2017 Presented "Gen X vs. Millennials" for the Oklahoma Chapter of NAHRO

- (National Association of Housing and Redevelopment Officials), May 24.
- 2017 Presented "Personnel files – What should and shouldn't be in them." for the Oklahoma Chapter of NAHRO (National Association of Housing and Redevelopment Officials), May 24.
- 2014 Presented at SE Faculty Symposium
- 2013 Presented at SE Faculty Symposium
- 2012 Conducted Chickasaw Entrepreneurship Academy, June 19-24.
- 2011 Conducted Chickasaw Personal Finance Academy, July 13-August 3.
- 2011 Conducted the Chickasaw Entrepreneurship Academy, June 19-24.
- 2010 Presented "Will My Business Idea Work?" for the Oklahoma Women's Symposium; Norman, OK, September 1.
- 2010 Presented "Will My Business Idea Work?" for REI Women's Biz Expo, McAlester., OK, April 29
- 2009 Presented "Your Business Plan" for REI Small Business Basics and Where's the Money workshop, June 18
- 2009 Presented "Your Business Plan" for REI Women's Biz Expo, April 30
- 2009 Presented "Building Customer Relations: The New Competitive Edge" for REI Customer Service workshop, March 12.
- 2009 Conducted the Chickasaw Entrepreneurship Academy, June 1-5
- 2008 Conducted the Chickasaw Entrepreneurship Academy, June 2-6.
- 2007 Conducted the Chickasaw Entrepreneurship Academy, June 4-8
- 2007 Conducted the Annual Strategic Retreat for the Grayson County Community College Center for Workplace Learning Advisory Board, October 9
- 2006 Presented program on Customer Service with OSBDC
- 2006 Presented training program on Marketing Your Business for Rural Enterprises
- 2006 Conducted the Chickasaw Entrepreneurship Academy, June 5-9
- 2005 Presented training program on Supervisory Management for Oklahoma District Attorneys' meeting, Beavers Bend Lodge
- 2005 Conducted the Chickasaw Entrepreneurship Academy, June 27- July 1
- 2004 Presented training program on Customer Service to the Durant Chamber of Commerce, October 26
- 2004 Presented program on Forms of Business Ownership for Rural Enterprises
- 2001-2004 Developed and presented training programs to the Chickasaw Nation on Customer Service, Management Skills, Communication, and Time Management
- 2000-2005 Presented seminar on Ethics to 25 high school boys for the Young Men's Leadership of Greater Ardmore Program
- 1995-Present S.C.O.R.E. Volunteer, Small Business Administration
- 1998-2003 DECA Advisory Board; Durant High School, Durant, OK (1998-2003).
- 1998 Curriculum Development and Revision Committee, Durant School District, Durant, OK

PROFESSIONAL SERVICE:

University

2015-present Faculty Friend for Camp SE
2018 Chair, Search Committee for the State Director; Oklahoma Small Business Development Center
2018 Promotion Committee for two Occupational Safety & Health Professors
2018 Faculty Grievance Committee
2016 Search Committee for Coordinator, Career Management Center
2015 Enrollment-Recruiting Advisory Committee
2014-2018 SE Homecoming Court Interviewer
2014 Tenure/Promotion Committee for Occupational Health & Safety
2013-14 Screening Committee member for the Department of English, Humanities & Languages
2013-present Health & Wellness Advisory Board
2013-present Organized Research and Program Review
2012-present Retention Task Force
2013-present Academic Council
2013-present Faculty Appellate Committee
2012-2013 Higher Learning Commission Self Study Chapter 3 Subcommittee
2011 Promotion Committee for Occupational Health and Safety
2009-14 Heart of Southeastern Committee
2006-present Faculty/Staff Recognition Banquet Committee
2005-Present SOSU Rodeo Team secretary
2000-present Registration Team President's Golf Classic
2000-present Registration Team Whang Bang Golf Tournament
2000-present Spirit of Southeastern Committee
2000-2014 Cultural and Scholastic Lectureship Fee Committee
2011-2014 Academic Appeals Committee
2011 Promotion Committee for Occupational Health and Safety
2010 Presidential Investiture Liaison for JMSB
2010 Tenure and Promotion Committee for Occupational Safety and Health
2009 Tenure and Promotion Committee for Library
2009 Promotion Committee for Occupational Safety and Health
2009 Therapeutic Riding Screening Committee
2008 Presidential Investiture Steering Committee
2008 Centennial Steering Committee
2008 Therapeutic Riding Program Committee
2008 OSBDC Development Specialist screening committee, Chair
2007-2008 SOSU Centennial Celebration Planning Committee
2007 OSRHE Course Equivalency Project Committee, UCO, Edmund, OK
2007-2010 Student Personnel Policies Committee
2007-2010 Chair (09-10) Library Committee
2006-2009 Faculty Appellate Committee
2005-2007 Recruiting and Retention Strategic Goals Team
2005-2007 Academic Appeals Committee
2005-2008 Faculty Friend for Freshman Fall Preview

2005 Presented Resume Writing program for student Music Educators Association

2005 Honors Orientation and Enrollment

2005 School of Arts and Sciences Promotion Committee

2005 SOSU Honors Day Essay Evaluator

2005 SOSU/ML King Day of Service

2005 Equestrian Center Director Search Committee

2004-2006 Resident Year Teacher Committee for Business Education

2004-2007 Teacher Education Council

2004 Marketing Strategic Goal Team

2003-2009 Distance Learning Council

2003 Honors Orientation and Enrollment

2003 SOSU Honors Day Essay Evaluator

2003 SOSU Team Development Retreat

2003-2005 Faculty Appellate Committee

2002 Equestrian Center Director Search Committee

2001-2004 Diversity Task Force

2001-2005 Web-based Instruction Task Force

2001-2004 Library Committee

2001-2002 Who's Who Guidelines Committee

2000-2004 Academic Council

2000-2005 Delta Mu Delta Faculty Advisor

2000-2002 Honors Committee

2000-2003 Faculty Advisor/Coach SOSU Intercollegiate Horse Show Team

2000-2002 School of Business Academic Affairs Committee (1995-1996, January, Chair 2000/02).

2001 SOSU Honors Day Interviewer

1999-2004 SOSU Strategic Planning Retreat

1999-2009 Institutional Research and Planning's Organized Research Grants, Reviewer

1998-2011 Faculty Friend, Freshmen Orientation

1998-2001 Faculty Senate

1998-1999 Technology Committee

1997-2000 Computer Technology Committee

1996-1997 Library Committee

1996 Honors Day Competition Faculty Interviewer

1994-1995 Freshman Enrollment Clinic Faculty Advisor

John Massey School of Business

2018-present Women in Entrepreneurship Week Committee

2019 Chair, Assistant Professor in Management Screening Committee

2019 Assistant Professor in Quantitative Methods Screening Committee Member

2019 Chair, Assistant Professor in Business Law Screening Committee

2017 Chair, Instructor/Assistant MBA Director Screening Committee

2016 Chair, Accounting Professors Screening Committee
 2016-present Interim Department Chair – Department of Accounting & Finance
 2015-present Curriculum Management & Assurance of Learning Committee
 2012-present Department Chair – Department of Management & Marketing
 2013-present Native American Mentorship Program Advisor
 2010-present AACSB Accreditation Oversight Committee
 2010-present Assessment Committee
 2011 Accounting Screening Committee
 2011 Chair, Post Tenure Review Committee
 2010 Aviation Screening Committee
 2010 Graduate Council
 2010 Chair, Assurance of Learning Committee
 2010 Chair, Post Tenure Review Committee
 2010 Chair, Tenure and Promotion Committee for Accounting
 2009 Chair, Post Tenure Review Committee
 2009 Promotion and Tenure Committee
 2008-2009 Assessment Committee
 2008 Aviation Post-Tenure Review Committee
 2002-2011 Chair, School of Business Curriculum Content and Evaluation Committee
 2001-2008 AACSB Accreditation Committee
 2007 Chair, Post Tenure Review Committee
 2006 Tenure Review Committee
 2005-2006 Promotion and Tenure Committee
 2005 Aviation Sciences promotion and Tenure Committee
 2005 Marketing Screening Committee
 2004 Massey Endowed Chair in Strategic Management Search Committee
 2003 Massey Endowed Chair in Marketing Search Committee
 2003 Massey Endowed Chair in Management Search Committee
 2002-2007 School of Business Faculty Composition, Development, and Intellectual Contributions Committee
 2002-2006 JMSOB Advisory Council
 2001-2002 Massey Endowed Chair in MIS Search Committee
 2001-2002 Massey Endowed Chair in Accounting Search Committee
 2000 John Massey Endowed Chair in Finance Search Committee

Profession

2014-present Reviewer, Entrepreneurial Executive, Whitney Press
 2010-present Chapter Advisor, Beta Gamma Sigma, the international honor society in business (AACSB accredited schools)
 2010-present Fellow of the Association for Small Business & Entrepreneurship
 2008-2009 President, Association for Small Business & Entrepreneurship
 2007-2008 President-Elect, Association for Small Business & Entrepreneurship
 2005-2008 Region 6 Representative for Delta Mu Delta, Business Honor Society
 2005-2010 Co-Editor, *Journal of Business & Entrepreneurship*
 2006-2007 Past President, Association for Small Business & Entrepreneurship
 2005 Reviewer for *Introduction to Business* (Collins, 2008) manuscript for

Pearson/Prentice Hall Publishers

2005 ACBSP Region 6 Teaching Excellence Award application review committee

2005 President, Association for Small Business & Entrepreneurship

2004 President-Elect, Association for Small Business & Entrepreneurship

2003 Vice-President of Programs, Association for Small Business & Entrepreneurship

2002 Vice-President of Membership, Association for Small Business & Entrepreneurship

2002- 2006 Reviewer, *Journal of Business & Entrepreneurship*

2002-2006 ACBSP Marketing Committee

1999 Reviewer for *Business: An Integrative Framework*, Fry, Stoner & Hattwick, for Irwin/McGraw-Hill Publishers.

1999 Reviewer for *The New World of Business* manuscript for Harcourt