

CURRICULUM VITA

DAVID WESLEY WHITLOCK

EDUCATION

PhD 1995. University of Oklahoma, Department of Educational Leadership and Policy Studies, Norman, Oklahoma. *Dissertation: An Analysis of Small Business Training Evaluation and Transfer.*

MBA 2000. Master of Business Administration. Southeastern Oklahoma State University, School of Business, Durant, Oklahoma.

MAS 1985. Master of Administrative Studies. Southeastern Oklahoma State University, School of Business, Durant, Oklahoma.

BS 1984. Southeastern Oklahoma State University, Department of Physical Sciences, Durant, Oklahoma; Major: Chemistry; Minors: Biology and Interdisciplinary Studies.

Additional Study, ABD DMin, In Progress, Southwestern Baptist Theological Seminary, School of Theology, Fort Worth, Texas; Oklahoma Baptist University, Ministry Training Institute, Bryan Baptist Association, Durant, Oklahoma; Southwest Baptist University, Redford College of Theology and Ministry, Bolivar, Missouri.

ACADEMIC EXPERIENCE

Southeastern Oklahoma State University, Durant, OK, August 2019 – Present.

Dean, John Massey School of Business, April 2023--Present. Management of School with three major divisions: (1) Aviation Sciences Institute, which has two academic departments, (2) the AACSB Business Programs, which include two academic departments and its graduate programs, and (3) the Occupational Safety and Health Department.

Professor of Business. Tenured.

John Massey Endowed Chair in Entrepreneurship, August 2021--Present.

John Massey Professor of Business, August 2019-August 2021.

Department of Management and Marketing. Associate Professor of Business.

Courses Taught at Southeastern Oklahoma State University Include:

BUS 1133	Introduction to Business
BUS 3333	Business Ethics
MNGT 3113	Management and Organizational Behavior
MNGT 3343	Small Business Management
MNGT 4633	Entrepreneurship and New Ventures
ENTR 5103	Entrepreneurship and New Venture Management
ENTR 5603	Organizational Health and Conscious Capitalism
ENTR 5703	Scaling the Business

Oklahoma Baptist University, Shawnee, OK, November 2008 – June 2019.

President (2008-2019; Chancellor (2019). Chief Executive Officer of the University. Managed a \$79 million annual budget, with 326 full-time employees, and a campus of 226 acres. Highlights:

- OBU's third-longest tenured president.
- 20% growth in enrollment.
- Vision for a New Century Capital Campaign exceeded the goal of \$42 million, raising \$52.3 million. In addition to the \$52.3 million, \$24.6 million was received from the Baptist General Convention of Oklahoma. The former St. Gregory's University campus,

now the OBU Green Campus, was received by OBU at a value of \$29 million (six buildings and approximately 73 acres, the title was officially transferred post-retirement), bringing the total to \$105.9 million.

- Endowments for scholarship increased by \$20.8 million and University funded student scholarships increased from \$8.3 million to \$28.9 million.
- Total endowment funds grew from \$89 million to \$134 million.
- The Higher Learning Commission in 2017 reaffirmed OBU's status as an accredited institution of higher learning through 2027.
- Racial diversity was significantly increased in the faculty and administration.
- New employee wage and salary improvement plan implemented; new faculty salary system launched. Salary averages for faculty increased 55%.
- Construction of three new apartments, Village Apartments for 230 students. The Lodge student housing facility constructed providing housing for 160 students.
- 32,000-square-foot College of Nursing building, Stavros Hall, completed.
- Mathena Center for Sports Medicine, Eddie Hurt Track Complex improvements including new Scoring Facility Building, restrooms, and tornado shelter constructed.
- Complete remodel and renovation of Ford Hall with new furnishings, practice rooms, recording studio, art and animation lab, and Steinway-manufactured pianos.
- Shawnee Hall underwent extensive renovation of the exterior during the summer ahead of its centennial celebration. Two primary classrooms were remodeled and updated as multimedia classrooms.
- Montgomery Hall remodeled for Hobbs College of Theology and Ministry 2012.
- Cargill Advancement and Alumni Center was by renovating the president's house into offices, meeting rooms, and facilities for alumni and donors.
- Agee Residence Center renovated.
- Purchased building and remodeled as Kemp Marriage and Family Therapy Clinic.
- Geiger Center renovated adding a new grill, Chick-Fil-A, and Starbucks. Entire cafeteria and kitchen expanded and remodeled. Student Life area renovated.
- Building adjacent to campus was purchased and remodeled to use as Science Annex.
- Level I accreditation by ArbNet Arboretum Accreditation Program, and The Morton Arboretum, and Tree Campus USA designation.
- Two new MA degrees in Christian Studies and Intercultural Studies launched.
- MBA and MS Nursing moved online and an RN to MSN program was added.
- MS in Marriage and Family and certificate in Medical Family Therapy launched.
- Athletics successfully transitioned from NAIA to full membership in NCAA DII and the Great American Conference.
- Co-founded two LLCs for generating alternative revenue streams; MacK LLC, and Shawnee Shipping LLC.
- Athletic accomplishments include:
 - 28 National Championships
 - 3 NAIA Five-Star Champion of Character awards
 - 8 coaches named NAIA Coach of the Year
 - 2 coaches named Coaches of Character
 - 3 Learfield Sports Director's Cups

Southwest Baptist University, Bolivar, MO, August 1999 -- October 2008.

Associate Provost. September 2007 – October 2008. Assist the Provost in administering all offices in academic affairs and all offices in student services. Responsible for accreditation activities and processes with the Higher Learning Commission of the North Central Association of Colleges and Schools.

Dean, Adult and Off-Campus Programs, September 2007 – October 2008.

Responsible for planning and administration of all graduate programs including the Doctor of Physical Therapy (DPT), Educational Specialist (Ed. S), Master of Science in Teaching and in Administration (MS), and the Master of Business Administration (MBA). Responsible for administering off-campus programs including the Springfield (non-nursing programs), Mountain View, and Salem campuses.

Assistant to the President for Strategic Planning, October 2001 – August 2006.

Assist the President with the University's strategic planning and with the activities of the University Planning Advisory Council (UPAC).

Dean, College of Business and Computer Science, August 1999 – October 2008. Departments include Accounting, Business Administration, Computer Sciences, and a Master of Business Administration program. Major accomplishments include:

- Successful reaffirmation of accreditation with the Association of Collegiate Business Schools and Programs.
- Development and accreditation of a Master of Business Administration program and an MBA/DPT program.
- *Business Reform* magazine's selection as a *Top Ten Christian Business School* in the nation in rankings of career placement and best faculty.
- Student performance on the nationally normed Major Field Test in Business was in the 90th or 95th percentile or higher with seven of the last nine graduating classes and at or above the 70th percentile in the last nine years of my tenure.
- Maintained 98% placement rate upon graduation for students.
- Implementation of a faculty evaluation process.
- Re-engineering the undergraduate curriculum.
- Implementation of a lecture series and a reading across the curriculum program.

Professor of Business Administration. Promoted August 2002. Tenured.

Courses Taught at Southwest Baptist University Include:

BUS 1013	Introduction to Business
MGT 3013	Principles of Management
MGT 4063	Entrepreneurship and Small Business Management
MGT 4083	Management Strategy and Policy
BUS/HAD 5233	Critical Thinking and Decision-Making in Business/Health Administration
BUS/HAD 5993	Servant Leadership in Business/Health Administration
MGT 5043	Organizational Behavior and Servant Leadership
MGT 5073	International Business
MGT 5093	Strategic Thinking and Planning

Southeastern Oklahoma State University, Durant, OK, August 1985 – July 1999.

Chair, Business Information Management. August 1995 – July 1999. Department was formerly known as Business Administration, Business Education and Office Systems Management and as of 10/27/95 consisted of Business Information Management, Business Training and Development, Business Education and Leadership.

Interim Chair, Management and Marketing, August 1992 - July 1994.

Department included Management, Marketing, Business Administration, Business Education, and Office Systems Management programs.

Director, Small Business Institute, 1990-1997.

Write/secure and administer federal grants from U.S. Small Business Administration; oversee supervision of student consulting teams and respective case analyses for area businesses.

Director, Project 25 By 2000/Alpha Lab, 1988-1993, 1996-1997.

Write, secure and administer private grants, supervise the university's entrepreneurship program, design and deliver small business and entrepreneurship training and development programs. During my service as Sam Walton Fellow, along with Walton Fellow, Dr. Debbie Barnes, Southeastern's SIFE Team won Rookie of the Year at its regional competition.

Associate Professor of Business, 1996 - 1999. Member of the Graduate Faculty. Tenured.

Assistant Professor of Business, 1991 - 1996.

Instructor of Business, 1985 - 1991.

Courses Taught at Southeastern Oklahoma State University Include:

BIM 4981	Leadership Seminar—Honors Course
BIM 4253	Industry Training and Development
MNGT 4143	Human Resource Management
MNGT 3343	Small Business Management
MNGT 3143	Principles of Management
MNGT 4753/5993	Business Consulting
BA 4993/5993	Training and Development Management
MNGT 1133	Introduction to Business
BLAW 3123	Basic Business Law
BLAW 3223	Commercial Law
BIM 3233	Business Communications
BA 1003	Entrepreneurship
ORIE 1001	Orientation for Business and Management Majors
MKT 4963	Advertising Practicum
MKT 4253	Salesmanship
MKT 4333	Marketing Research
MKT 3233	Principles of Marketing
MKT 1533	Principles of Advertising
MKT 3433	Retailing
BIM 5123	Managerial Communication
BIM 5773	Principle-Centered Leadership

ADDITIONAL EXPERIENCE

Director, First United Bank Board of Directors, 2012-present. Serve on the Strategic Planning Committee and the People and Culture Committee.

Director, Federation of Business Disciplines Board of Directors, 2022-2023.

Vice President, Tulsa Royalties, Inc. 2008-2019. Served as an officer for an oil and gas company for which the sole beneficiary is Oklahoma Baptist University.

Vice President, MACK Holdings, LLC. 2018-2019. Co-founded and served as an officer for a holding company that leased property for which the sole beneficiary is Oklahoma Baptist University.

Vice President, Shawnee Shipping, LLC. 2018-2019. Co-founded and served as an officer for UPS franchise for which the sole beneficiary is Oklahoma Baptist University.

Senior Research Fellow, Ethics and Religious Liberty Commission. Advise and write white papers and essays relative to ethics and religious liberty issues for the ERLC headquartered in Nashville, Tennessee and Washington, D. C. 2016-2021.

Director, Consortium for Global Education (CGE) Executive Committee, 2009-2019. Chair, 2012-2-13, Chair Elect, 2011-2012, Secretary, 2012-2013.

Consultant-Evaluator, Higher Learning Commission. 2006-present. Serve as a consultant-evaluator with the PEAQ program for evaluating institutions accredited or candidates for accreditation by the Commission. Completed four accreditation visits—Ohio, Minnesota and Wisconsin, Shanghai and Beijing, China, Illinois, and Indiana.

Evaluator/Mentor, Association of Collegiate Business Schools and Programs. 2004-2008. Overland Park, Kansas. Serve as a mentor for business programs during their candidacy for accreditation. Serve as an evaluator of business programs during self-study site visits. Serve as mentor for three institutions—Pennsylvania (concluded), New York, North Carolina. Completed five accreditation visits—Texas, Indiana, Louisiana, Ohio, Oklahoma, and Illinois—including one as Chair.

Director, Baptist Integris Healthcare, Board of Directors, 2012-2015.

Director, International Association of Baptist Colleges and Universities (IABCU), Board of Directors, 2011-2016. Secretary, 2012-2013.

Director, Oklahoma Outreach Foundation (OOF), Board of Directors, 2011-2012.

Director, Consortium for Global Education (CGE) Executive Committee, 2009-2019. Chair Elect, 2011-2012, Secretary, 2012-2013; 2018-2019.

Residence Hall Manager. Choctaw Tower Residence Hall, Auxiliary Services, Southeastern Oklahoma State University. Supervision of and management of 215 capacity men's residence hall. Management of residence staff of counselors/resident assistants. Oversaw Residence Halls Association (RHA) student organization. 1983-1985.

Associate. Wal-Mart Stores, Incorporated. Store 139, Purcell, OK; Served in a number of positions including Department Manager. 1978-1981.

PUBLICATIONS AND SCHOLARLY ACTIVITIES

Publications

Hampton, Whitlock, Bogard (2023). The Pregnant Police Officer: Examining Fairness, Equity, and Title VII, *Journal of Business Cases and Applications*, Vol. 40, June 2023.

Metts, Whitlock, Bogard, Howard (2023). The Professor's Ethical Dilemma: Selling to Textbook Buyers. *Journal of Business Cases and Applications*, Vol. 37, February 2023.

Hampton, Whitlock (2022). A Phenomenological Study of Female Managers: An Argument for Mentoring, *Journal of Ethical and Legal Issues* Vol. 14. December 2022.

- Hampton, Whitlock (2022). When Sex and Race Collide in HR decisions: Career Advancement for Women. *Journal of Business Cases and Applications* Vol. 36, December 2022.
- Stevens, Silver, Whitlock, Bogard (2022). George Sanders and the Church Split, *Journal of Business Cases and Applications*, Vol. 36, December 2022.
- Whitlock, (2021). Regional Economic Development Summit, *Journal of Business Cases and Applications*, Vol 31, December 2021.
- Whitlock, Stevens, Silver (2021). Conducting Business with Denominationally Affiliated 501(c)3 Organizations: Polity Matters. *Journal of Management and Marketing Research*, Vol. 24, January 2021.
- Whitlock, Stevens, Silver, Bogard (2021). Rains of Africa Ministries: Mailing List and Donor Data Dilemma, *Journal of Business Cases and Applications*, Vol. 28 February 2021.
- Von Bergen, Bressler, Whitlock (2020), Separate but Equal on College Campuses: A Case of Déjà Vu All Over Again, *Research in Higher Education Journal*, Vol. 38(1), February 2020.
- Whitlock, Bullard (2019). *A Report on the Oklahoma First: Southeastern Oklahoma Economic Summit*, White Paper prepared for Senator David Bullard, Oklahoma State Senate, October 28, 2019, Southeastern Oklahoma State University, Durant, OK
- Whitlock (2018). Jesse Marvin Gaskin: The Life, Literature, and Legacy of Oklahoma's Baptist Historian, *The Oklahoma Baptist Chronicle*, Oklahoma Baptist Historical Society.
- Whitlock, Arnold & Ellis (2008). An Examination of Tentmaker Ministers in Missouri: Challenges and Opportunities. *The Journal for Baptist Theology and Ministry*, Vol. 5, No. 1, January 2008.
- Whitlock & Masters (1999). 21st Century Leadership: The Academic Connection, *Regional Business Review*, Volume 18, May 1999.
- Whitlock, Masters & Johnson (1998). Integrating Ethical and Social Issues Into the Business Curriculum: A Leadership Studies Model. *Business Research Yearbook: Global Business Perspectives*, Volume V, 1998.
- Whitlock, Moore & Masters (1997), Factors on Business Career Preferences: Self-Employment vs. a Traditional Career. *Business Research Yearbook: Global Business Perspectives*, Volume IV, 1997.
- Whitlock, Masters & Campbell (1996). Entrepreneurship Education and Training: An Update of Southeastern's Project 25 By 2000. *Business Research Yearbook: Global Business Perspectives*, Volume III, 1996.
- Eggleton, Bushman, Whitlock, Pugh, Chance (1984). Synthesis and nuclear magnetic resonance study of 2-thiazolines, *J. Chem. Eng. Data*, July 1984, 29 (3), pp 351–354.

Whitlock, Wendt & Eggleton (1983). Preparation of New Sulfur-Nitrogen Ligands using Thiazoline Intermediates, Abstract 214, *Abstracts Presented at the Eleventh Annual MBS Symposium*, Washington, DC (Research project funded through NIH).

Pugh, Bergevin, Whitlock & Eggleton (1983). Preparation of Mercaptoalkylamines for Use as Copper Chelates, Abstract 420, *Abstracts Presented at the Eleventh Annual MBS Symposium*, Washington, DC (Research project funded through NIH).

Whitlock, Chance, Bushman & Eggleton (1982). Preparation of 2-Mercaptoethylamine Derivatives for Use as Copper Chelates, Inorganic Chemistry Abstract 89, *Abstracts Presented at the Tenth Annual MBS Symposium*, Albuquerque, NM (Research project funded through NIH).

Chance, Whitlock, Bushman & Eggleton (1982). The Use of 2-Thiazolines as Intermediates to Ligands that Form Copper Cluster Compounds, Chemistry Abstract 360, *Abstracts Presented at the Tenth Annual MBS Symposium*, Albuquerque, NM (Research project funded through NIH).

Books

Whitlock & Dutile, Editors (2008). *A Noble Calling: Devotions and Essays for Business Professionals*. (ISBN: 978-1-55635-148-8) Wipf & Stock Publishers, Resource Publications, Eugene, Oregon.

Whitlock & Dutile, Editors (2008). *Psalm 15: Integrating Life and Work*. (ISBN: 978-1-55635-810-4) Wipf & Stock Publishers, Resource Publications, Eugene, Oregon.

Baker & Whitlock (2008). *Solomon Was a Businessman: Advice from the Wealthiest Man on Earth*. Wipf & Stock Publishers, Resource Publications, Eugene, Oregon.

Whitlock (2007). *Opportunity: Introducing Free Enterprise and Business*. (ISBN: 978-1-55635-536-3) Wipf & Stock Publishers, Resource Publications, Eugene, Oregon.

Chapters/Contributions

Whitlock (2008). The following articles were included in *A Noble Calling: Devotions and Essays for Business Professionals*, Whitlock & Dutile, Editors, 2008, Wipf and Stock Publishers, Resource Publications, Eugene, Oregon.

“A Psalm 15 Leader”

“Charity: Preserving the Dignity of Work”

“A Successful Man”

“Style, Power and the Servant Leader”

“Motivation: A new Model”

“A Life of Faith: Lessons from Joseph”

“Psalm 16 and Usury”

Whitlock (2008). The following articles were included in *Solomon Was a Businessman: Advice from the Wealthiest Man on Earth*, Baker & Whitlock, 2008, Wipf and Stock Publishers, Resource Publications, Eugene, Oregon.

“A Man of Few Words”

“Seductive Deals”

“How Much is Enough?”

“Usury”

“When You Get Where You’re Going, Where Will You Be?”

“Decision Making”

“Big Talkers”

“Hard Work”

“Honest Scales”

“Know the State of Your Flocks”

“Epilogue: Our Prayer”

Whitlock (2004). “They Never Gave Up,” in *College Faith 2: 150 Christian Leaders and Educators Share Faith Stories from Their College Days*, Ronald Alan Knott, Editor, 2004, Andrews University Press, Berrien Springs, Michigan.

Presentations

Whitlock, Hampton, Campbell (2023). Women Entrepreneurs: An Exploratory Study of the Perceived Need and Benefits of a Mentoring Program, Association of Small Business and Entrepreneurship Annual Conference, 2023, Houston, TX
Federation of Business Disciplines ASBE Distinguished Paper Award

Richards, Kernek, Whitlock (2023). Entrepreneurs and Education: A Proposal to Study Stakeholders Views. Association for Small Business and Entrepreneurship Annual Conference. Houston, TX

Kennedy, Whitlock (2023). Religion and Consumption: Understanding the Values of Consumers. Association for Small Business and Entrepreneurship Annual Conference. Houston, TX

Stevens, Silver, Richards, Whitlock (2023). The Decline of a Professional Academic Organization. Southwest Case Research Association Annual Conference. Houston, TX

Hampton, Whitlock, Bogard (2023). The Pregnant Patrol Officer: Exploring Title VII. Southwest Case Research Association Annual Conference. Houston, TX

Stevens, Silver, Whitlock Richards (2022). Cajun Fest, Southwest Case Research Association Annual Conference, 2021, New Orleans, LA
McGraw Hill—Federation of Business Disciplines SWCRA Distinguished Paper Award

Howard, Metts, Whitlock, Bogard (2022). Dr. Howard Stevens’s Ethical Dilemma: Textbook Buyers, Southwest Case Research Association Annual Conference, 2021, New Orleans, LA

Stevens, Silver, Whitlock, Bogard (2020). George Sanders and the Church Split, Southwest Case Research Association (SWCRA) Annual Conference—Online, April 8, 2021.

- Whitlock (2009). J. M. Gaskin, Oklahoma's Baptist Historian: His Life, Literature, and Legacy; Gaskin Lecture on Oklahoma Baptist History, Oklahoma Baptist University, Shawnee, OK
- Whitlock, Arnold and Ellis (2005). An Examination of Tentmaker Ministers in Missouri: Challenges and Opportunities. Baptist Center for Theology and Ministry: Mission of Today's Church Conference, New Orleans Baptist Theological Seminary, New Orleans, LA
- Whitlock & Minatra (2000). Southeastern's Leadership Program: An Update. International Academy of Business Disciplines (IABD) 2000 Conference: Las Vegas, NV
- Whitlock, Masters & Johnson (1998). Integrating Ethical and Social Issues into the Business Curriculum: A Leadership Studies Model. IABD 1998 Conference: San Francisco, CA
- Whitlock, Moore & Masters (1997). Factors on Business Career Preferences: Self-Employment vs. a Traditional Career, International Academy of Business Disciplines (IABD) 1997 Conference, Orlando, CA
- Whitlock, Masters & Campbell (1996). Entrepreneurship Education and Training: An Update of Southeastern's Project 25 By 2000. International Academy of Business Disciplines (IABD) 1996 Conference. Rockville, MD
- Whitlock & Masters (1996). Influences on Business Students' Decisions to Pursue Entrepreneurial Opportunities or Traditional Career Paths. *Small Business Consulting/SBIDA Conference Proceedings*, San Diego, CA
- Whitlock (1995). A Phenomenological Study of Business Students' Perspectives Regarding Career Choice: Self Employment vs. a Traditional Career. *Southwestern Small Business Institute Association Conference Proceedings*, Houston, TX
- Smith, Gaster & Whitlock, (1995). An Initial Study of SBI Student Perceptions. *Small Business Consulting/SBIDA Conference Proceedings*, Houston. TX
- Whitlock, Buckles & Campbell (1994). Entrepreneurship, Academics, and Economic Development: A Case Study in Synergy, *Small Business Consulting/SBIDA Conference Proceedings*, San Antonio, TX
- Whitlock (1994). An Analysis of Thinking Styles and Interpersonal Behavior Preferences for Business Counselors, *SSBIA Conference Proceedings*. Dallas, TX
- Whitlock, Buckles & Hadley (1993). Quality Control in Consulting: Identifying Preliminary, Concurrent, and Post-Action Controls. *Small Business Consulting/SBIDA Conference Proceedings*, San Diego, CA
- Whitlock, Buckles, Gaster & Smith (1993). Ethical Conduct Ramifications of the New Small Business Institute Statement of Work. *SWFAD/SSBIA Conference Proceedings*, New Orleans, LA

Whitlock, Buckles, Gaster, Smith & Trueblood (1992). Establishing a State-Wide Small Business Institute Association. *Small Business Consulting/SBIDA Conference Proceedings*, Washington. DC

Whitlock, Buckles, Gaster, Smith & Trueblood (1992). Networking SBI Programs: The Oklahoma Model. *SWFAD/SSBIA Conference Proceedings*, San Antonio, TX

Reviewer/Session Chair/Discussion/Panelist

Track Chair, SWCRA, 2020-present.

Association for Collegiate Business Schools and Programs (ACBSP), Mentor for candidate programs, 2004-2008.

ACBSP Evaluator for on-site Accreditation Review, 2002-2008.

Christian Business Faculty Association (CBFA) Annual Conference, 2004.

International Academy of Business Disciplines Conference (2001). Leadership Track, Orlando

International Academy of Business Disciplines Conference (1999). Training and Development Track, Chicago

SWFAD/SSBIA Regional Conference (1995). Entrepreneurship and Education Track. Houston

Griffin & Ebert (1993). *Lawless Video Package and Video User's Guide for Business*, 3rd Edition, Prentice Hall-Simon and Schuster Education Group, NJ.

Vesper (1992). *New Venture Cases, Text, and Exercises*. Prentice Hall-Simon and Schuster Education Group, NJ

SWFAD/SSBIA Regional Conference (1993). *Human Resources Track*. New Orleans, LA

Small Business, Consulting/SBIDA Conference (1992). Entrepreneurship and Trade Track. Washington, D.C.

Panelist (2011). Baylor Baptist Higher Education Conference, Waco

Track Chair (2000-2001). Leadership Track. IABD Conference (2001), Orlando

Track Chair (1999-2000). Leadership Track. IABD Conference (2000), Las Vegas

Track Chair (1998-1999) Training and Development Track. IABD Conference, Chicago

Panelist (1998). Dean's Conference on Interactive Distance Education in Business Education.

IABD Conference, San Francisco

Track Chair (1997-1998). Training and Development Track. IABD Conference. Orlando

Session Chair (1995). The Small Business Environment and Managerial Styles. SWFAD/SSBIA Regional Conference, Houston

Session Chair (1995). ADA Regulations and Consumer Perceptions, SWFAD/SSBIA Regional Conference. Houston

Discussant (1995). The Role of Employees. SWFAD/SSBIA Regional Conference, Houston

Session Chair (1994). Entrepreneurship/Small Business. International Academy of Business Disciplines (IABD). Pittsburgh

Session Chair (1994). Economic Development Thrusts, Business Incubators and Enterprise Zones. Small Business Consulting/SBIDA Conference, San Antonio

Moderator (1994). Paper Session, Southeastern Graduate Faculty Colloquium. Durant

Discussant (1994). Potpourri Session, SWFAD/SSBIA Regional Conference, Dallas

Discussant (1993) Microcomputers, Strategic Control and Strategic Groups. New Orleans

Discussant (1993). Americans with Disabilities Act of 1990. SWFAD/SSBIA Regional Conference. New Orleans

Discussant (1993). Entrepreneurship Education. Small Business Consulting/SBIDA Conference, San Diego

Discussant (1992). International Entrepreneurship. SWFAD/SSBIA Regional Conference, San Antonio

Discussant (1991). Financial and Banking Issues. Small Business Consulting/SBIDA Conference. Orlando

Panelist (1991). Ethics in Consulting Symposia. *Small Business Consulting/SBIDA Conference*, Orlando

Reports

OBU 2020: Mission, Vision, Values (2009), Principal Author, Oklahoma Baptist University Strategic Plan

University Strategic Plan (2002-2007), Principal Author, Southwest Baptist University

Whitlock & Masters (1999) Certified Cities Leadership Development Report, Durant, OK

Marketing Ad Hoc Committee (1996) Marketing Report and Recommendations, Southeastern Oklahoma State University

External Grants

Massey Family Foundation (2022). \$7.4 million. *John Massey Leadership Scholars Program*.

Scholarships will consist of \$10,000 per year, renewable for four years. Selection criteria are deliberately designed to favor students who demonstrate grit and excellence in the following areas: leadership, community service, desire to make a meaningful impact on the world through occupation, and public service. Co-Authoring with Thomas Newsom, Southeastern President.

Oklahoma Center for Advancement of Science and Technology Grant (2022). \$500,000. *Texoma Mfg. Waste to Energy System*: WTES allows for significant reduction of landfill and pollution, simultaneously converting carbonaceous waste to Syngas, a green energy source used for powering commercial equipment, fleets, and generating electricity. Research and development for this innovative system has been done in conjunction with Oklahoma State University and Provin Technologies, Stillwater, and Texoma Manufacturing, Durant. WTES will be manufactured in Durant. Co-authored with Scott Crain, CEO, Texoma Manufacturing.

Oklahoma Baptist University (2008-2019).
See highlights under experience.

Evergreen, Inc. /Robert Plaster. \$5,000 (2002). SBU Students in Free Enterprise Grant, with Susan Debauche and SBU SIFE team.

United States Small Business Administration. \$2,500 (1995); \$3,000 (1994); \$3,000 (1993); \$6,000 (1992); \$3,600 (1991); \$2,000 (1990). Small Business Institute grant program, with Henry Gold.

Southwestern Bell. \$20,000 (1994). Project 25 by 2000/Alpha Lab; with Henry Gold and Kitty Campbell.

Weyerhaeuser Foundation. \$12,500 (1992). Project 25 by 2000/Alpha Lab, with Henry Gold.

Noble Foundation. \$68,000 (1988). Project 25 by 2000/Alpha Lab, with Henry Gold.

Southeastern Organized Research Grants

Whitlock, Moore & Masters (1997). *Risk and Other Factors Affecting the Choice between Self-Employment and Traditional Career Paths*. \$1,140.

Masters, Whitlock & Tollison (1997). *The Export Dimension: Oklahoma's Small Business Connection*. \$1,470.

Whitlock & Masters (1995). *Influences on Business Students Decisions to Pursue Entrepreneurial Opportunities or Traditional Career Paths*. \$1, 500.

Whitlock, (1995). *Small Business Training: Evaluation and Transfer*. \$665.

Whitlock & Masters (1995). *75 Years of Education in Southeastern's Russell Building: A Video Documentary*. \$3,940.

Smith, Gaster & Whitlock, (1995). *An Initial Study of SBI Student Perceptions*. \$882.

Whitlock (1994). *A Study of Business Students' Perceptions Regarding Career Choices: Self-Employment vs. Traditional Career Path*. \$776.

Whitlock (1994). *An Analysis of Thinking Styles and Interpersonal Behavior Preferences for Business Counselors*. \$824.72.

PROFESSIONAL MEETINGS

Southwest Case Research Association Conference

2023, Houston, TX

2022, Online

2021, Online

2020, San Antonio, TX

Association of Small Business and Entrepreneurship Conference

2023, Houston, TX

2022, Online

2021, Online

2020, San Antonio, TX

HLC Annual Conference,

2022, Online

2021 Online

2006-2017, Chicago, IL

Conscious Capitalism Conference, 2019, Phoenix, AZ

NCAA Annual Convention

2019, Orlando, FL

2018, Indianapolis, IN

2017, Nashville, TN

2016, San Antonio, TX

2015, Washington, DC

Stagen Integrated Leadership Program, 2017-2018, Dallas, TX

Apple Education Executive Briefing, 2015, Saratoga, CA

Great American Conference (GAC) Council of Presidents

2017, Van Buren, AR

2016, Van Buren, AR

2015, Oklahoma City

National Association of Independent Colleges and Universities (NAICU) Conference, 2015,
Washington, D.C.

Salt and Light Leadership Training (SALLT), 2014.

Council for Christian Colleges & Universities President's Colloquium, 2014, Chicago, IL

NCAA Division II Candidacy Orientation, 2014, Indianapolis, IN

International Association of Baptist Colleges & Universities Conference (IABCU) Annual
Conference

2017, Memphis, TN

2013, Riverside, CA

2012, Shawnee, OK (hosted by Oklahoma Baptist University)

2010, Nashville, TN

2009, Birmingham, AL

Southern Baptist Convention Annual Meeting, 2009 - 2018

National Association of Independent Colleges and Universities (NAICU) Committee on
Accountability, 2013, San Diego, CA

Central States Football League President's Conference, 2013, Waxahachie, TX

Council for Christian Colleges & Universities (CCCU) President's Conference, 2011, 2013,
2015, Washington, DC

National Association of Independent Colleges and Universities (NAICU) Conference, 2012, SC

National Sports & Recreation Ministry Center (NSRMC) Conference, 2012, Orlando, FL

Council for Christian Colleges & Universities Governance Conference, 2011, Breckinridge, CO

Consortium for Global Education Annual Conference

2018, Birmingham, AL
2017, Anderson, SC
2014, Waco, TX
2010, Jackson, TN

International Institute for Christian Studies Annual Conference (IICS), Christ, Culture, and the Academy, 2010 Kansas City, KS

Southern Baptist, Evangelicals, and the Future of Denominationalism Conference, 2009, Union University, Jackson, TN

International Institute for Christian Studies, (IICS), Truth Under Deconstruction 2007 Annual Conference with J.P Moreland and Norman Geisler, Kansas City, KS.

Association for Collegiate Business Schools and Program (ACBSP) 2007 Annual Conference, Orlando, FL

International Institute for Christian Studies, Scholars in Faith/Studying C.S. Lewis, 2006 Annual Conference, Kansas City, KS

ACBSP 2006 Annual Conference, Washington, DC

The Future of Baptist Higher Education, 2005, Baylor University, Waco, TX

The Mission of Today's Church Conference, Baptist Center for Theology and Ministry, 2005, New Orleans Baptist Theological Seminar, New Orleans, LA

Christian Business Faculty Association 2005 Annual Conference, San Diego, CA

Christian Business Faculty Association 2004 Annual Conference, San Antonio, TX

Christian Business Faculty Association 2003 Annual Conference, Virginia Beach, VA

ACBSP 2003 Annual Conference, Fort Lauderdale, FL

ACBSP Region Five 2003 Conference, Overland Park, KS

Christian Business Faculty Association 2002 Annual Conference, Boise, ID

ACBSP 2002 Annual Conference, Houston, TX

ACBSP Region Five 2002 Conference, Overland Park, KS

Federation of Business Disciplines 2002 Conference (FBD), St. Louis, MO
Association for Small Business and Entrepreneurship (ASBE)
Southwest Management Association (SAM)

Association for Collegiate Business Schools and Program 2001 Annual Conference, New York City, NY

International Academy of Business Disciplines (IABD) 2001 Conference, Orlando, FL

Association of Southern Baptist Colleges and Schools (ASBCS) 2000 Annual Conference, Williamsburg, VA

North Central Association of Colleges and Schools commission on Institutions of Higher Ed (NCA) 2000 Annual Conference, Chicago, IL

ACBSP 2000 Annual Conference, Las Vegas, NE

IABD 2000 Conference, Las Vegas, NE

AACSB Midwest Business Deans Conference 1999 Conference, Branson, MO

IABD 1998 Conference, San Francisco, CA

IABD 1997 Conference. Orlando. FL

IABD 1996 Conference. Rockville, MD

Small Business Consulting/Small Business Institute Director's Association (SBIDA) 1996 National Conference, San Diego, CA

Small Business Consulting/SBIDA 1995 National Conference, Houston, TX

Small Business Consulting/SBIDA 1994 National Conference, San Antonio, TX

Southwest Federation of Applied Disciplines (SWFAD) 1994 Conference, Dallas, TX

Southwest Small Business Institute Association (SSBIA) later Association for Small Business and Entrepreneurship (ASBE), 1992

Small Business Consulting/SBIDA 1993 National Conference, San Diego, CA

SWFAD/SSBIA 1992 National Conference, New Orleans, LA

SWFAD/SSBIA 1991 Conference, San Antonio, TX

CCCU Governance Institute, Breckinridge, CO, 2011.

Baylor Baptist Higher Education Conference, Waco, TX, 2011.

Baylor University Seminar on Academic Leadership, 2009, Waco, TX

New Presidents Institute, Council for Christian Colleges & Universities, 2009, Breckinridge, CO

Higher Learning Commission of the North Central Association Annual Conference Program to Evaluate and Advance Quality (PEAQ) Peer Review Corps Training Preconference, Chicago, IL 2007.

Higher Learning Commission of the North Central Association Program to Evaluate and Advance Quality (PEAQ) Peer Review Corps Training, Lisle, IL 2006.

Association of Collegiate Business Schools and Programs (ACBSP) Evaluator and Mentor Training Conference, Kansas City, MO 2006

Hermeneutics Seminar, Faculty Development, Southwest Baptist University, 2007.

Faith Integration Faculty Development, Southwest Baptist University 2003. 2006.

Instructional Design Workshop, Southwest Baptist University, 2002.

ACBSP Evaluator Training, 2002, 2003, 2005

Understanding Students Faculty Workshop, Southwest Baptist University, 2000

Beeson Divinity's Pastor's School, Birmingham, AL. 1993, 1994, 1995, 1998

Tax Planning for Small Businesses, Oklahoma Tax Commission, Ardmore, OK. 1994.

SBA Loan Briefing Seminar, Small Business Administration, Tulsa, OK, 1994.

Going Into Business 'Seminar, Oklahoma Small Business Development Center, Rose State College, Midwest City. OK. 1994,

Training and Development Certification Program, University of Oklahoma, Norman, OK, 1993.

Multicultural Diversity in the Workplace Seminar, Lawton International, Inc., Durant. OK. 1993.

Internationalizing Business Education Symposium, Texas A & M University Research and Extension Center, Dallas, TX, 1992.

Small Business Institute Training, U.S. Small Business Administration. University of Oklahoma, Norman, OK. 1992.

Oklahoma Small Business Institute Directors Association Conferences, 1993-1998.

Small Business Consulting Conference/Small Business Institute Directors National Conferences, 1990-1998.

Association of Small Business and Entrepreneurship Regional Conferences, 1990-1997.

Governor's Conference on Small Business, 1990.

SRA-Export Now Seminar, Rose State College, Midwest City, OK, 1990.

Oklahoma Business Incubator Association Annual Conference, Durant, OK. 1990.

Ethics Seminar with Martin Marty, University of Oklahoma. Norman, OK, 1989.

Curricular Coherence and Pedagogy, Faculty Development Seminar, Phillips University, Enid, OK, 1987.

Southwest Academy of Management Conferences. 1986-1989.

American College Testing Program Workshop. "Mid-State." Norman. OK. Involvement in Learning: A Value Added Approach. 1986.

Faculty Development Seminar/Conference, Southeastern Oklahoma State University, Durant, OK, 1996.

SERVICE TO THE UNIVERSITY

Southeastern Oklahoma State University

University Appeals Committee, 2022-present.

Graduate Appeals Committee, 2021-present.

Athletics Progress Toward Degree Appeal Committee, 2021-present.

Diversity, Equity, and Inclusion Committee, 2020-2021.

Program Outcomes Assessment Report (POAR) Committee, 2019-2021.

President's Planning and Resource Council. 1998-1999.

Member of Values Identification Team and Marketing Goals Team

Academic Council, 1992-1994, 1996-1999.

Graduate Council, 1996-1998.

Faculty Senate, 1995-1998.

Institutional Research and Planning Organized Research Grants. Reviewer, 1991-1999.

University Computer Policies and Procedures ad hoc Committee, 1995.

University Academic Affairs Committee, 1995-1997.

School of Business Graduate Affairs Committee, 1995-1997.

Southeastern Baptist Student Union, Faculty Advisor, 1993-1999.

President's Advisory Council for Campus Planning. 1993.

Student Personnel Policies Committee, 1992-1994.

Freshman Enrollment Clinic, Faculty Advisor, 1991-1996.

Faculty Senate, 1990-1992. Elected to Senate Personnel Policies Committee, 1991.

Circle K International, Southeastern Chapter. Faculty Sponsor. 1988-1989.
 Parson's Scholars Day Faculty Interviewer, 1988-1990.
 Alpha Chi Honor Society Faculty Sponsor, 1988-1990.
 Bicentennial Living History Series Committee, 1988.
 Presidential Inaugural Committee, 1987.
 University Public Relations Committee, 1987.
 Curriculum Committee. and General Education Subcommittee, 1986-1988.

Southeastern John Massey School of Business

Graduate Council, 2019-present.
 Curriculum Management and Assurance of Learning Committee, 2019-present.
 Strategic Planning Committee, 2019-present. Chair, 2022-present.
 Public Affairs Committee, 1996-1999.
 Editor, School Newsletter, the *Executive Summary*, 1996-1999.
 North Central Review Subcommittee, 1998.
 International Program team, 1992-1994.
 Recruiting Committee, 1991.
 Facilities Planning Committee, 1990- 1994.

Oklahoma Baptist University

University Planning and Advisory Council 2009-2019.
 University Cabinet, 2008-2019.

Southwest Baptist University

University Planning and Advisory Council 1999-2008.
 Chair, Financial Planning Committee, 2007-2008.
 Chair, Continuous Improvement Committee, 2006-2007.
 Statement of Affiliation Status Change Task Force, 2005
 Student Development Subcommittee, 1999-2002.
 NCA Subcommittee for Criterion Two, 2004-2006.
 University Development Council, 2008.
 Dean Search Committee, College of Nursing and Health Sciences, 2008.
 Human Resources Director Search Committee, 2005.
 Chair, Dean Search Committee, College of Nursing, 2003-2004.
 Delta Mu Delta Society Faculty Advisor, 2002-2004.
 Academic Council, 1999-2008.
 Dean's Council, 1999-2008.
 Co-author of two proposals to the Faculty Senate both of which were accepted and implemented:
 Proposal for a University Honors Program; and
 Program for an Interdisciplinary Major.
 Graduate Council, 1999-2008.
 125th Anniversary Committee, 2002-2003.
 University Website Planning Committee, 2002
 Dean Search Committee, College of Science and Mathematics, 2002.
 Dean Search Committee, University Library, 2000-2002.

PROFESSIONAL MEMBERSHIPS

Southwest Case Research Association (SWCRA), 2019-present.

President, 2022-2023.

President Elect, 2021-2022.

Interim Editor, Journal of Applied Case Research (JACR), 2021-present.

Vice President, Programs, 2020-2021

Association of Small Business and Entrepreneurship (ASBE), 2019-present, 1994-1999.

Secretary/Treasurer, 1996-1998.

Strategic Planning Committee, 1994-1995.

Charter Member, 1994.

Bivocational and Small Church Leadership Network, 2021-present.

Oklahoma Independent Colleges and Universities (OICU)

Chair, 2009-2010.

International Association of Baptist Colleges and Universities (IABCU).

Consortium for Global Education (CGE), 2008-present

Past Secretary, 2010-2011.

Past Chair, 2012-2013.

Sooner Athletic Conference (SAC) President's Council

Association of Collegiate Business Schools and Programs (ACBSP)

American Society of Training and Development (ASTD)

Christian Business Faculty Association (CBFA)

Membership Committee 2005-2006.

Southwest Academy of Management (SAM)

International Academy of Business Disciplines (IABD)

Track Chair, Training and Development. 1998.

Track Chair, Leadership, 1999, 2000, 2001.

Oklahoma Small Business Institute Directors Association (OSBIDA)

President, 1993-1994.

HONORS AND RECOGNITIONS

Southeastern Oklahoma State University, Faculty Senate Recognition Award for Outstanding Research and Scholarly Activity, 2023.

Federation of Business Disciplines Distinguished Paper Award, Association for Small Business and Entrepreneurship, 2023.

SWCRA 2022-2023 Certificate of Recognition for Outstanding Service to SWCRA as Vice President of Publications, 2023.

SWCRA 2021-2023 Certificate of Recognition for Outstanding Service to SWCRA President, 2023.

SWCRA 2021-2022 Certificate of Recognition for Outstanding Service to SWCRA as Vice President of Publications, 2022.

SWCRA 2021-2022 Certificate of Recognition for Outstanding Service to SWCRA President Elect, 2022.

Southeastern Oklahoma State University, Faculty Senate Recognition Award for Excellence in Teaching, 2022.

ASBE/SWCRA 2020-2021 Certificate of Recognition for Outstanding Service to ASBE and SWCRA in Hosting the 2021 Virtual Conference of the Two Associations, 2021.

McGraw Hill Distinguished Paper Award, Southwest Case Research Association, 2022.

Honorary Doctor of Divinity, Emmanuel Theological Seminary, Kota, India. 2019.

Honorary Doctor of Divinity, Maranatha Bible College, Accra, Ghana. 2019.

Ten-Year Service Award, OBU, 2019.

NAACP Tulsa Ministerial Alliance Service Award, 2018.

National Statesman Award, for international work, by iChange Nations. 2016.

Golden Rule International Award, Appointment as a Goodwill Ambassador for the Golden Rule by the Interfaith Peace-Building Initiative, 2016.

Fellow of The Baptist Center for Theology and Ministry, New Orleans Baptist, 2006-2008.

Who's Who Among American Teachers, 2000, 2004, 2005, 2006.

Sigma Beta Delta, 2000

Who's Who in Politics, 1997, 1998, 1999.

Delta Mu Delta, 1997

Faculty Senate Award for Outstanding Research Faculty Award, 1995.

Faculty Senate Award for Excellence in Research and Scholarly Achievements, 1990.

Outstanding Young Men of America Award, 1987, 1988, 1989, 1998.

Graduate Scholarship, University of Oklahoma, Norman, OK, 1995

Ordination, Southern Baptist Convention, Hendrix Baptist Church, Hendrix, OK 1993.

License to Preach, Southern Baptist Convention, First Baptist Church, Durant. OK 1993.

Outstanding Service Award, Durant Chamber of Commerce, 1992.

Award of Excellence for Political Analysis/Consultation, from KTEN Television, 1991.

Outstanding Small Business Institute Case Awards, Fourth Place, U. S. Small Business Administration Oklahoma City Office, 1990.

Nominated for Burlington Northern Outstanding Teacher Award by the Business Administration and Management faculty, 1990.

Award of Appreciation, Southern Oklahoma Blood Institute for service as Blood Drive Coordinator for Southeastern, 1986-1988.

Kiwanis Award of Appreciation for sponsorship of Circle K International, Southeastern Chapter, 1988, 1989,

Certificate of Appreciation, U.S. Army Recruiting Command, 1986.