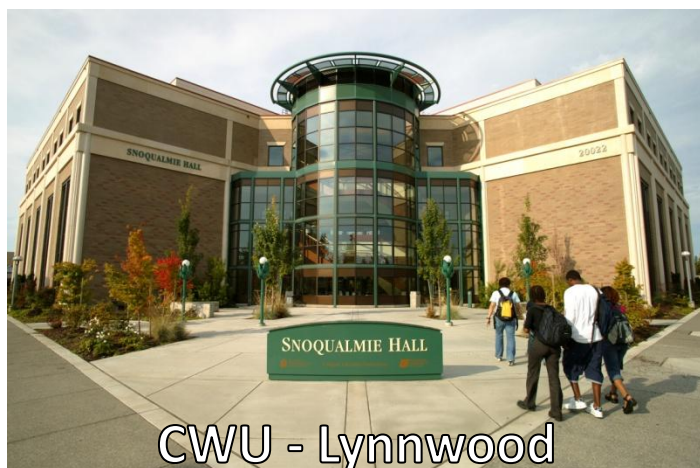


CENTRAL WASHINGTON UNIVERSITY



College of Business

Initial Accreditation
Self Evaluation Report
for
AACSB International
December 2009

Volume II
Faculty Vitae

TABLE OF CONTENTS

<p>ACCOUNTING..... 2</p> <p>MARYANNE ATKINSON, PH.D.....2</p> <p>JAMES A. BAILEY, PH.D.....4</p> <p>MELISSA A. BECKER, M.B.A.6</p> <p>MARTIN A. BOSCHEE, M.B.A.....8</p> <p>RONALD CALLIHAN, M.B.A.9</p> <p>CARROL DON COLEMAN, M.B.A.....10</p> <p>NORMAN J. GIERLASINSKI, D.B.A.11</p> <p>GARY W. HEESACKER, M.B.A.13</p> <p>ROBERT E. HOLTFRETER, PH.D.15</p> <p>LINDA L. LARSON, D.B.A.19</p> <p>JOHN J. LASIK, M.B.A.....21</p> <p>SCOTT LEONG, PH.D.23</p> <p>KAREN D. MARTINIS, M.B.A.25</p> <p>MICHAEL R. RUBLE, PH.D.....27</p> <p>RONALD TIDD, PH.D.30</p> <p>ASHER WILSON, J.D.....34</p> <p>KE ZHONG, PH.D.35</p> <p>ECONOMICS.....37</p> <p>ROBERT J. CARBAUGH, PH.D.....37</p> <p>RONALD D. ELKINS, M.S.40</p> <p>KOUSHIK GHOSH, PH.D.41</p> <p>PETER GRAY, M.S.44</p> <p>DAVID W. HEDRICK, PH.D.....45</p> <p>TYLER PRANTE, PH.D.47</p> <p>PETER J. SAUNDERS, PH.D.49</p> <p>ROY SAVOIAN, PH.D.51</p> <p>THOMAS TENERELLI, PH.D.53</p> <p>CHARLES S. WASSSELL, JR., PH.D.55</p>	<p>FINANCE AND OPERATIONS SUPPLY CHAIN..... 57</p> <p>BRUCE D. BAGAMERY, PH.D.57</p> <p>OZDEN BAYAZIT, PH.D.60</p> <p>ROGER L. COX, M.S.62</p> <p>ELDON C. JOHNSON, D.B.A.64</p> <p>KE (GRACE) KE, PH.D.....66</p> <p>RICHARD LARKIN, ED.D.68</p> <p>YONG JOO LEE, PH.D.....71</p> <p>KUN LIAO, PH.D.....73</p> <p>GARY M. RICHARDSON, PH.D.76</p> <p>RICHARD T. TRIMBLE, PH.D.78</p> <p>FANG WANG, PH.D.79</p> <p>MICHAEL T. YOUNG, PH.D.....81</p> <p>MANAGEMENT..... 83</p> <p>TERRY D. ALKIRE, M.B.A.....83</p> <p>ROBERT L. ALLEN, M.A.85</p> <p>JENNIFER ANDERSON, M.B.A.87</p> <p>JAMES B. AVEY, PH.D.88</p> <p>JAMES P. BEAGHAN, D.B.A.....91</p> <p>PETER J. BOYLE, PH.D.....93</p> <p>GRAEME COETZER, PH.D.95</p> <p>JUDITH COTNER MONTOYA, M.B.A.97</p> <p>NANCY GRABER PIGEON, J.D.98</p> <p>LARRY HELLIE, M.B.A. 100</p> <p>PAUL M. HIRSH, MIM..... 103</p> <p>MICHAEL HORNE, M.S. 104</p> <p>METINER G. KIMEL, J.D. 105</p> <p>BRIAN W. KULIK, PH.D. 107</p> <p>JAMES L. NIMNIGHT, PH.D..... 110</p> <p>DON R. NIXON, PH.D. 113</p> <p>HEATHER POWELL, M.B.A. 115</p> <p>MARK P. PRITCHARD, PH.D. 117</p> <p>WILLIAM J. PROVAZNIK, A.B.D..... 119</p> <p>LYNN RICHMOND, PH.D. 121</p> <p>JEFFREY LEWIS STINSON, PH.D..... 124</p> <p>JOAN TITO, M.B.A. 127</p>
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ACCOUNTING

MARYANNE ATKINSON, PH.D.

Associate Professor

Accounting

College of Business

Date of Hire: 1996

atkinsom@cwu.edu

Research Focus of Effort

Most of my research focuses on bringing current ethics, fraud, and IT issues to accounting practitioners

Academic Background

Ph.D. Drexel University, Accounting, 1990

M.B.A. Drexel University, Management Analysis, 1983

B.S. Drexel University, Accounting, 1977

Dissertation

A Study of Population Characteristics Affecting the Performance of Audit Sampling Techniques in Substantive Tests

Professional Certifications

Certified Public Accountant, 1978

Qualification

Academically Qualified

EXPERIENCE

Work

Non-Academic

Accounting Director, Community Accountants (1979 - 1981).

Staff Accountant, Schwartz, Sobel and Co. (1977 - 1979).

Academic

Associate Professor, Central Washington University (2003 - 2009).

Assistant Professor, Central Washington University (1996 - 2009).

Assistant Professor, University of Delaware (1989 - 1996).

Graduate Research Fellow, Drexel University (1981 - 1989).

Consulting

2004-2008: Instructor of C.P.A. Continuing Education Classes,

Ethics for Washington C.P.A.s

Fraud Anticipation and Detection

Compilation and Review of Financial Statements

Accounting and Auditing Update

Financial Accounting Disclosures

COURSES TAUGHT

Accounting Information Systems

Auditing

Cooperative Education

Database Management Systems

Individual Study

Intermediate Accounting I

Intermediate Accounting II

Seminar in Professional Accountancy

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		2		2
Publications in Refereed Conference Proceedings		3	3	6
Publications of Non-refereed or Invited Papers		1		1
Presentations of Refereed Papers			1	1

Totals		6	4	10
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Refereed Articles

Contribution to Practice

- Atkinson, M. & Sullivan, C. (2008-2009). The Challenge to Balance Energy Independence with Environmental Sustainability: An Examination of the Arctic National Wildlife Refuge. *Oil, Gas & Energy Quarterly*, 57 (1), 25-30.
- Atkinson, M. & Biliske, M. (2004-2005). Grounds for Dismissal. *Internal Auditor*, 95-96, 99.

Refereed Proceedings

Contribution to Practice

- Atkinson, M., Bi, K., Gierlasinski, N., & Sullivan, C. (2007-2008). Fraud in the Not-for-Profit Organizations: Profiteering at the Expense of Others. *American Society of Business and Behavioral Sciences*.
- Atkinson, M. (2007-2008). Brainstorming, Fraud Consideration and SAS 99: Best Practices. *American Society of Business and Behavioral Sciences* (1).
- Atkinson, M. (2006-2007). Pretexting and Social Engineering: The Human Factor in Information System Security. *International Applied Business Research*.

Learning & Pedagogical Scholarship

- Atkinson, M. (2008-2009). Agile Development Methods: An Introduction for AIS Educators. *American Society of Business and Behavioral Sciences*.
- Atkinson, M., Sullivan, C., & Morris, R. (2007-2008). Video Documentaries as an Effective Way to Learn Both Accounting and Business Ethics. *American Accounting Association*.
- Atkinson, M. & Sullivan, C. (2006-2007). Using Documentary-Type Films to Discuss Ethical Business Issues. *American Society of Business and Behavioral Sciences*.

Non-Refereed Articles

Contribution to Practice

- Atkinson, M., Bi, K., & Gierlasinski, N. (2008-2009). Fraud in Nonprofit Organizations: Profiteering at the Expense of Others. *Journal of Business and Accounting (ASBBS)*, 1 (1), 80-84.

Presentations of Refereed Papers

National

- Atkinson, M., Morris, R., & Sullivan, C. (2008-2009, August). VIDEOS AS AN EFFECTIVE WAY TO LEARN ISSUES RELATED TO INTERNATIONAL BUSINESS. American Accounting Association, Anaheim, California.

SERVICE

Service to the Institution

Department Assignments

Member:

2007-2008 through 2008-2009: Department of Accounting

College Assignments

Member:

2008-2009: Scholarship Subcommittee

2007-2008 through 2008-2009: Student Committee

Service to the Profession

Board Member: PRJ Editorial Review Board

2008-2009: Journal of Business and Behavioral Sciences (National).

JAMES A. BAILEY, PH.D.

**Professor
Accounting
College of Business
Date of Hire: 2007
jbailey@cwu.edu**

Research Focus of Effort

My research efforts focus on helping practitioners learn leading practices in the areas of financial governance, fraud prevention and detection, internal controls, and auditing.

Academic Background

- Ph.D. University of Nebraska-Lincoln, Lincoln, Nebraska, Interdepartmental Area of Business (Accountancy), 1992
- M.B.A. University of Utah, Salt Lake City, Utah, 1987
- B.S. University of Utah, Salt Lake City, Utah, Accounting, 1984
- B.S. Brigham Young University, Provo, Utah, Finance, 1982

Professional Certifications

Certified Public Accountant- State of Washington, 1994

Qualification

Academically Qualified

EXPERIENCE

Work

Non-Academic

Accountant, Peterson, Siler, and Stevenson CPAs (1983 - 1989). I specialized in the audit of public companies where I developed technical expertise in auditing, financial accounting, and accounting information systems. I also performed review, compilation, and tax work.

Academic

Chair of the Department of Accounting, Director of the Master of Professional Accountancy program, Central Washington University (September, 2007 - 2009). During Fall quarter 2007, I led the Department of Accounting faculty in the development of more explicit educational objectives for the B.S. in Accounting program and the Master of Professional Accountancy program in response to accreditation review comments. Based on the new objectives and assessment information, the Master of Professional Accountancy curriculum was changed significantly. I also led the development of program assessment plans and student learner outcomes assessment plans for both the B.S. and master's degree programs. I have also been helping the College of Business dean's office on AACSB International accreditation issues.

MBA Program Director and Professor of Accounting, University of Southern Nevada (July, 2004 - August, 2007). I had the rare and exciting opportunity to create and develop a new business school from scratch. While my title was MBA Program Director, I functioned in the capacity of a dean. I was totally responsible for all administrative functions of the business school. I reported to the Vice President for Academic Affairs and Program Planning. I served in this capacity and as a Professor of Accounting.

Division Head for the Division of Business and Accountancy, Truman State University (July, 2000 - June, 2004). Divisions are similar to colleges. A Division Head is equivalent to a Dean at other colleges. Beginning in 2005, Truman State University changed the designation Division Head to the title of Dean. In this position, I reported to the Vice President for Academic Affairs. I was responsible for 27 full-time faculty and approximately 1,000 majors and pre-majors. During this time I also served as Professor of Accounting.

Chair of the Department of Accounting, Central Washington University (January, 1997 - June, 2000). During this time, the Department of Accounting developed a new Master of Professional Accountancy degree program. It was approved by the university before I left the university and by the State shortly after I left the university.

COURSES TAUGHT

- Auditing
- Cooperative Education
- Individual Study (Specialized Masters)
- Master' Thesis, Project Study, and/or Examination (Specialized Masters)
- Seminar in Auditing (Specialized Masters)
- Volunteer Income Tax Assistance

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		3		3
Publications in Refereed Conference Proceedings			2	2

Totals		3	2	5
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Refereed Articles

Contribution to Practice

- Bailey, J. A. (2008-2009). Whistleblowing: An International Perspective. *Internal Auditing*, 23 (1), 20-25.
 Bailey, J. A. (2007-2008). A Symbiotic Relationship. *Internal Auditor*, 64 (2), 5.
 Bailey, J. A. (2007-2008). Best Practices for Internal Auditor Independence. *Internal Auditing*, 22 (2), 34-37.

Refereed Proceedings

Learning & Pedagogical Scholarship

- Martinis, K. D. & Bailey, J. (2008-2009). Engaging Students in an Accounting Class. *American Society of Business and Behavioral Sciences*.
 Bailey, J. A. & Martinis, K. (2008-2009). Strategically Preparing Master of Accountancy Students for Careers in Public Accounting. *American Society of Business and Behavioral Sciences*.

SERVICE

Service to the Institution

Department Assignments

Chair:

2007-2008 through 2008-2009: Department of Accounting

College Assignments

Member:

2008-2009: CB Executive Committee
 2007-2008 through 2008-2009: Faculty Committee

University Assignments

Chair:

2005-2006 through 2006-2007: University of Southern Nevada - Fringe Benefits Committee
 2005-2006: University of Southern Nevada, University Strategic Planning Committee

Member:

2007-2008 through 2008-2009: Central Washington University - ADCO
 2007-2008 through 2008-2009: Central Washington University - Graduate Council
 2005-2006: University of Southern Nevada - University Information Systems Committee

Other Institutional Service Activities:

2004-2005 through 2006-2007: University of Southern Nevada - Administrative Council

Dissertation Assignments

Member:

2007-2008: Jack Zimmerman - Dissertation: Doctoral Committee for Mr. Jack Zimmerman's Dissertation, Graduate School of Education and Psychology, Pepperdine University

MELISSA A. BECKER, M.B.A.

Lecturer
Accounting
College of Business
Date of Hire: 2005
beckerm@cwu.edu

Academic Background

M.B.A. Baylor University, Waco, TX, Finance and Economics, 1983

B.B.A. Baylor University, Waco, TX, Finance, 1982

Professional Certifications

Project Management Professional, 2003

Certified Public Accountant, 1989

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

Vice President, Strategic Initiatives, Enron Corp. (December, 1997 - 2005).

Bankruptcy-Related Projects (1/2002-Present)

-Claims Management: Developed and executed the strategies and processes for handling over 24,000 bankruptcy claims for 180 debtor entities. Coordinating with internal and external Legal counsel.

-Outsourcing: Led the outsourcing of the SAP Support group. Completed vendor analysis, development of commercial terms, negotiation of contract, coordination of complex legal reviews with internal, external and creditors' counsel. Resolved all employee transition issues. Have an ongoing responsibility for management of the contract.

-Bankruptcy Reporting: Coordinated the preparation of the schedules of liabilities for 51 debtor companies. Areas included commodity and G&A vendor claims, customer claims, current and former employee claims, debt, and tax liabilities.

Human Capital Management (1/2001-12/2001)

Responsible for maximizing return on investment in human capital for group of 1,800 employees and contractors in Accounting, Tax, Energy Operations, SAP Support, and Strategic Sourcing. Developed and implemented strategies for effectively attracting, retaining, and deploying personnel.

-Completed compensation studies for tax and accounting personnel in the various Enron companies.

-Established processes and systems to track and report personnel information for a complex, multi-matrix organization.

-Organized and led a group of 40 volunteers from various business units to define and implement improved processes for hiring, deploying, evaluating, compensating, and developing human capital.

SAP Implementation Executive Lead (12/1997-12/2000)

Led \$150 million SAP implementation. Reported to Steering Committees comprised of heads of Accounting, Human Resources, Procurement, and Information Technology from each Business Unit. Functional scope included financial, human resources, supply chain, and project management processes. Geographic scope included North America, South America and Europe. Peak team size was 300 employees and consultants.

-Completed complex, politically-charged project on time and on budget.

-Delivered quantifiable benefits of approximately \$30 million per year.

-Created significantly better inter-business unit relationships and synergies.

-Established and led on-going SAP support and development organization.

Manager/Senior Manager, Business Consulting, Arthur Andersen, LLP (September, 1989 - August, 1997). One of two founding members of the Houston office Business Consulting practice. Responsibilities included selling and leading client projects to provide direct, quantifiable improvements in client profitability, customer service, and/or ability to execute strategy.

-Business Process Reengineering: Projects resulted in significant improvements in cost, timeliness, accuracy and customer service. Areas addressed included financial, supply chain, and other.

-Activity Based Costing/Cost Management: Projects resulted in increased profitability from better information about customer profitability and process costs. Used this information to help client drive behavior changes and profit improvement in marketing, operations, and business support areas.

-Supply Chain Management - Projects resulted in significant reductions in the cost of purchased goods and services.

-Strategic Planning and Strategy Facilitation: Projects resulted in definition, documentation, and increased clarity of business strategy.

Partner, Business Consulting, Arthur Andersen, LLP (September, 1997 - December, 1997). Responsibilities included practice development, project sales, and project leadership, recruiting and staffing. The Houston office employed about 160 Business Consulting

professionals in 1997.

-Formed and led change management practice.

-Generated approximately \$3 million in annual fees for the Houston office.

-Completed working capital management project for a Fortune 100 company. Project resulted in \$300 million reduction in working capital.

-Completed contentious software strategy project for a Fortune 100 company. Project led to a very counter-cultural implementation that ultimately had significant positive impact on client company.

Auditor/Senior Auditor, Arthur Andersen, LLP (September, 1987 - August, 1989). Performed audit and business advisory services for clients in hospitality, wholesale distribution, manufacturing, software development, and other industries.

Financial Analyst, Fuddrucker's, Inc. (January, 1984 - May, 1987). Prepared and analyzed financial and non-financial information. Prepared pro forma financial statements. Managed cash balances, made short-term investments and prepared cash flow forecasts.

Consulting

2005: SafeCo, Consulting services were focused on supply chain management. The goals of the project were to maximize SafeCo's purchasing power and to streamline and reduce the cost of the procurement process. We worked with a cross-functional team from Operations, Purchasing, Legal, Accounting, and other departments. We produced recommendations that would achieve the desired objectives, and SafeCo opted to implement the recommendations on their own.

COURSES TAUGHT

Accounting I

Auditing

Financial Accounting Analysis

Introductory Financial Management

SERVICE

Service to the Institution

Department Assignments

Member:

2007-2008 through 2008-2009: Department of Accounting

Service to the Profession

Presentation

2005-2006: Leadership Lessons from Enron and Beyond, A well-attended presentation open to the public that was sponsored/funded by private contributions. (Local).

MARTIN A. BOSCHEE, M.B.A.

Lecturer

Accounting

College of Business

Date of Hire: 2004

boscheem@cwu.edu

Academic Background

M.B.A. University of Washington, Seattle, WA, Accounting, 1971

B.B.A. University of Washington, Accounting & Finance, 1970

Professional Certifications

Certified Public Accountant, 1972

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

Chief Financial Officer, TrafficGauge, Inc. (2003 - 2004).

Recruited initially to provide financial model for PPM (private placement memorandum) to obtain initial round of financial capital.

Selected Results:

- Part of initial PPM team that raised \$1.2 million to start operations.
- Set up all accounting systems with interfaces to off-site Webstore and credit card collections.
- Set up banking relationships including payroll systems and bond ladder investments.
- Met with attorneys regarding legal documents and implemented proper accounting.
- Met with auditors and set up proper reporting under SEC SAB 101 for sales reporting.
- Set up employee benefits, procedures and hiring and compliance procedures.

Chief Financial Officer/Controller, Washington Athletic Club (1975 - 2003). While working for Haskins & Sells on audit, I was recruited to replace retiring controller with initial objective to convert manual accounting systems to computerized accounting systems. Selected Results:

- Converted manual accounting systems to computerized accounting systems.
- Improved financial systems, internal control systems, and departmental reporting.
- Trained HR employee in word processing and spreadsheet applications and set up initial computer training as personal computers became popular.
- Supervised, trained and cross-trained 10 accounting department employees.
- Set up and taught budget courses for a management team of 30 people. Was request by the Evergreen Chapter of CMAA (Club Managers Assoc. of America) to give the same training to its club managers and senior staff.

Owner, Computerbiz (1979 - 1985). While working for the WAC, I was approached by Hewlett Packard to be a dealer. My wife and I opened a computer store at Aurora Village. We successfully ran the store for six years until Aurora Village Mall was closed. During that time we received several recognitions from HP, and a dealer-of-the-year award from Epson which included a week in Hawaii with other Epson dealers. Selected Results:

- Responsible for all aspects of being a store owner.
- Trained employees on computers and popular application packages.

Auditor, Deloitte & Touche (1971 - 1975). Worked as an auditor for Haskins & Sells, now Deloitte & Touche. Was responsible for all aspects of the audit and tax work on client jobs.

Academic

Instructor, Columbia College - Sandpoint Naval Base (1974 - 1975). Taught the beginning accounting series of classes to naval personnel at Sandpoint Naval Station. Was responsible for class preparation, testing, and grading. Went with the WAC in 1975 and resigned. Was called numerous times to return and complimented on not only my teaching skills but my management of the students.

COURSES TAUGHT

Advanced Cost Accounting
Controllershship (Specialized Masters)
Cost Accounting
Intermediate Accounting I
Intermediate Accounting II

SERVICE

Service to the Institution

Department Assignments

Member:

2007-2008 through 2008-2009: Department of Accounting

RONALD CALLIHAN, M.B.A.

**Lecturer
Accounting
College of Business
Date of Hire: 2005
callihar@cwu.edu**

Academic Background

M.B.A. Wilmington College, Wilmington, Delaware, Finance, 1985

B.S.B.A. Widener University, Chester, Pennsylvania, Economics

Professional Certifications

Certified Internal Auditor (Inactive),

Certified Public Accountant,

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

Financial Counselor, Smart Business & Tax Solutions/GBS (1989 - 2005). Planned for and prepared personal, business federal and state income taxes plus payroll based tax reports and state business tax requirements. Assisted in obtaining debt financing for small to medium size businesses. Prepared loan packages, business plans and budgets for growth and management control. Also have provided cost reduction programs, business valuations, profit development, and financial analysis. Have assisted in setting up small businesses with manual or PC accounting systems. Used the following software, One Write Plus, Lotus 1-2-3, TurboTax Pro Series, Tax Wise, ATX Tax Systems and Halcyon fiscal.

Accountant/Analyst and Loan Officer, Volt Accounting Services and Romac Associates (1990 - 1992). As an accounting/analyst, performed account analysis and reconciliation's; journal entry preparation; accounts payable/check preparation; financial statement preparation; budget variance analysis; and lease vs. purchase analysis in high tech industry. As a loan officer, evaluated and processed loan applications for personal, equity, and mortgages.

COURSES TAUGHT

Cooperative Education

Income Tax Accounting I

Income Tax Accounting II

SERVICE

Service to the Institution

Department Assignments

Member:

2007-2008 through 2008-2009: Department of Accounting

CARROL DON COLEMAN, M.B.A.

Lecturer

Accounting

College of Business

Date of Hire: 2008

colemand@cwu.edu

Academic Background

M.B.A. Arizona State University, Tempe, AZ, 1979

B.B.A. West Texas A&M, Canyon, TX, Accounting

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

Manufacturing Financial Analyst, Philips Electronics (1987 - 2006). I was responsible for the financial planning, analysis and reporting for the manufacturing operation. I was involved in several business consolidations, mergers and business buyouts throughout my time with Philips. I was also involved in the implementation of business systems including manufacturing resource planning systems (SAP) and payroll systems.

COURSES TAUGHT

Cost Accounting

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Accounting

Service to the Profession

Board Member: Advisory Board

2007-2008: Edmonds Community College, Accounting Advisory Board (Local).

Service to the Community

Member of a Committee

2006-2007 through 2007-2008: Crosspointe Church of Bothell, WA, Financial Advisory Committee

NORMAN J. GIERLASINSKI, D.B.A.

Professor
Accounting
College of Business
Date of Hire: 1986
normang@cwu.edu

Research Focus of Effort

My focus of effort is to research topics that I can use in the classroom, as well as benefiting practitioners in accounting.

Academic Background

D.B.A. Nova University, Accounting, 1984

M.B.A. DePaul University, Finance, 1976

B.S. University of Illinois, Accounting, 1973

Dissertation

An Inquiry into the Use of Cost-Volume-Profit Analysis as a Managerial Accounting Tool in a Small Business Manufacturing Environment in the State of Illinois.

Professional Certifications

Certified Fraud Examiner, 1993

Certified Internal Auditor, 1990

Certified Public Accountant, 1973

Qualification

Academically Qualified

Professional Memberships

American Institute of Certified Public Accountants

Association of Certified Fraud Examiners

Institute of Internal Auditors

Washington Society of Certified Public Accountants

EXPERIENCE

Work

Academic

Professor, Department of Accounting, Central Washington University (1986 - 2009).

Associate Professor of Accounting, University of Montana (1982 - 1986).

Assistant Professor of Accounting, Illinois Benedictine College (1980 - 1982).

COURSES TAUGHT

Auditing

Cooperative Education

Fraud Examination

Individual Study

Intermediate Accounting I

Intermediate Accounting II

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		2		2
Publications in Refereed Conference Proceedings		2		2
Publications of Non-refereed or Invited Papers		1		1
Totals		5		5

Refereed Articles

Contribution to Practice

Gierlasinski, N. J., Nixon, D. R., & Nimnicht, J. L. (2008-2009). A Comparison of Interviewing Techniques: HR Versus Fraud Examination. *International Journal of Business and Economics (IJBE)*, 7 (1).

Gierlasinski, N. & Sullivan, C. (2007-2008). Internet Fraud Throughout the World: A Longitudinal Study of IFCC Reports. *Journal of Business and Behavioral Sciences (ASBBS)*, 17 (1), 253-264.

Refereed Proceedings

Contribution to Practice

Nimnicht, J. L., Gierlasinski, N. J., & Nixon, D. R. (2007-2008). A Comparison of Interviewing Techniques: HR versus Fraud Examination. *Global Conference on Business & Economics*.

Atkinson, M., Bi, K., Gierlasinski, N., & Sullivan, C. (2007-2008). Fraud in the Not-for-profit Organizations: Profiteering at the Expense of Others. *American Society of Business and Behavioral Sciences*.

Non-Refereed Articles

Contribution to Practice

Atkinson, M., Bi, K., & Gierlasinski, N. (2008-2009). Fraud in Nonprofit Organizations: Profiteering at the Expense of Others. *Journal of Business and Accounting (ASBBS)*, 1 (1), 80-84.

SERVICE

Service to the Institution

Department Assignments

Member:

2007-2008 through 2008-2009: Department of Accounting

College Assignments

Member:

2007-2008 through 2008-2009: Faculty Committee

University Assignments

Member:

2006-2007 through 2008-2009: Faculty Senate Curriculum Committee

Service to the Profession

Board of Directors: Moderate Involvement

2006-2007 through 2008-2009: Washington Society of Certified Public Accountants (WSCPAs) (State).

2004-2005 through 2008-2009: Association of Certified Fraud Examiners, Pacific Northwest Chapter (Regional).

Member: Committee/Task Force

2004-2005 through 2006-2007: Washington State Board of Accountancy, Quality Assurance Review Committee (State).

Honors/Awards

Award

2007-2008: Faculty Excellence in Professional Service CWU College of Business Advisory Board.

GARY W. HEESACKER, M.B.A.

Professor
Accounting
College of Business
Date of Hire: 1972
heesacke@cwu.edu

Research Focus of Effort

Pedagogical and accounting professional practice research.

Academic Background

M.B.A. University of Washington, Seattle, WA, USA, 1969

B.S. Oregon State University, Corvallis, Oregon, Accounting, 1967

Professional Certifications

Certified Public Accountant - State of Washington,

Qualification

Professionally Qualified

Professional Memberships

American Accounting Association

American Institute of Certified Public Accountants

National Association of State Boards of Accounting

Washington Society of Certified Public Accountants (WSCPAA)

EXPERIENCE

Work

Non-Academic

Certified Public Accountant, Ernst & Ernst (1970 - 1972).

Accountant, U.S. General Accounting Office (1967 - 1969).

Academic

Professor, Department of Accounting, Central Washington University (1972 - 2009). Including 12-years as Chair.

COURSES TAUGHT

Accounting I

Cooperative Education

Individual Study

Intermediate Accounting I

Intermediate Accounting II

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		1	1	2
Publications in Refereed Conference Proceedings				
Presentations of Non-Refereed Papers		1		1
Totals		2	1	3

Refereed Articles

Contribution to Practice

Tidd, R. R. & Heesacker, G. (2007-2008). Digital Signature and Certificates - Ensuring Authentication and Non-repudiation. *CPA Journal*, 60-61.

Learning & Pedagogical Scholarship

Carl, L., Heesacker, G., & Sullivan, C. (2008-2009). A Comparison/Contrast of Candidates' Performance on the Uniform CPA Exam: The 2001-2005 Time Period. *Journal of Business and Behavioral Sciences (ASBBS)*, 19 (1), 123-132.

Presentations of Non-Refereed Papers

Regional

Heesacker, G. W. (2007-2008, October). A COMPARISON/CONTRAST OF CANDIDATES' PERFORMANCE ON THE UNIFORM CPA EXAM: THE 2001-2005 TIME PERIOD. Northwest Accounting Research Group, Leavenworth, Washington.

SERVICE

Service to the Institution

Department Assignments

Member:

2004-2005 through 2008-2009: Department of Accounting

College Assignments

Member:

2008-2009: College of Business Personnel Committee

2007-2008 through 2008-2009: Student Committee

University Assignments

Member:

2008-2009: Dispute Resolution Committee

2006-2007 through 2008-2009: One Book One Campus Selection Committee

2004-2005 through 2008-2009: Retirement and Insurance Committee: 02-05 Chair

Service to the Profession

Board of Directors: Substantial Involvement

2004-2005 through 2008-2009: National Association of State Boards of Accountancy (NASBA), Served on NASBA's examinations committee, which is responsible for policy setting and negotiating with the AICPA and its test-generating organization, Prometrics.

As a result of this work there is now in place a three-way contract for preparing, owning, grading, and administering the new computerized National Uniform CPA Examination. (National).

Member: Committee/Task Force

2007-2008 through 2008-2009: Financial and Reporting Subcommittee of the AICPA - BOE (National).

2004-2005 through 2008-2009: NASBA National Exam Preparedness Committee, Ethics Committee - 2008-2009

Exams Committee - 1994-2005 (National).

Honors/Awards

Award

2008-2009: Excellence in Service Central Washington University College of Business Advisory Board.

ROBERT E. HOLTRETER, PH.D.

Professor
Accounting
College of Business
Date of Hire: 1993
holtfret@cwu.edu

Research Focus of Effort

It is my intent to keep on the cutting edge in fraud research and maintain my status as a leader in the field.

Academic Background

Ph.D. University of Nebraska, Accounting, 1978
M.S. Northern Illinois University, Accounting, 1968
B.S. Northern Illinois University, Accounting, 1963

Dissertation

Toward New Interim Financial Reporting Guidelines

Qualification

Academically Qualified

Professional Memberships

American Accounting Association
Association of Certified Fraud Examiners
Cooperative Learning in Higher Education
Institute of Decision Sciences
Institute of Managerial Accountants
Mid-West Business Administration Association
North American Accounting Society
Washington Society of Certified Public Accountants

EXPERIENCE

COURSES TAUGHT

Accounting II
Accounting for Nonprofit Organizations
Advanced Cost Accounting
Cost Accounting
Financial Accounting Analysis
Fraud Examination
Individual Study

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	3	9		12
Publications in Refereed Conference Proceedings				
Publications of Non-refereed or Invited Papers		5	3	8
Presentations of Non-Refereed Papers		2		2
Totals	3	16	3	22

Refereed Articles

Contribution to Practice

Holtreter, R. E. (2008-2009). On Line Banking Users: Trojans Might be Sneaking into Your Accounts. *Fraud Magazine*, 23 (4), 17-18.
Holtreter, R. E. (2008-2009). Protect Your Personal Data and Reduce Your Risk of ID Theft. *Fraud Magazine*, 23 (3), 17-19.
Holtreter, R. E. (2008-2009). Resolving Specific Identity Theft Problems - Part One. *Fraud Magazine*, 23 (1), 17-19.
Holtreter, R. E. (2008-2009). Resolving Specific Identity Theft Problems - Part Two. *Fraud Magazine*, 23 (2), 17-19.
Holtreter, R. E. (2008-2009). When Identity Thieves Strike, Know How to Strike Back. *Fraud Magazine*, 22 (6), 66-68.
Holtreter, R. E. (2008-2009). Identity Theft 101. *Fraud Magazine*, 22 (5), 17-19 & 57.
Kovalerchuk, B., Vityaev, E., & Holtreter, R. (2006-2007). Correlation of Complex Evidence in Forensic Accounting Using Data Mining. *Journal of Forensic Accounting*, VIII, 1-35.
Holtreter, R. E. (2006-2007). Latest Debit Card Fraud Schemes (Part Two). *Fraud Magazine*, 20 (5), 42, 50-53.

Holtfreter, R. E. (2006-2007). Latest Debit Card Fraud Schemes (Part One). *Fraud Magazine*, 20 (4), 33-35,52-53.

Discipline-Based Scholarship

Holtfreter, R. E. & Holtfreter, K. L. (2006-2007). Gauging the Effectiveness of US Identity Theft Legislation. *The Journal of Financial Crime*, 13 (1), 56-64.

Holtfreter, R. E. & Ehlen, C. (2005-2006). Internet Fraud Schemes: Danger in Cyberspace. *Fraud Magazine*, 19 (5), 32, 50-55.

Ehlen, C. R., Holtfreter, R. E., Langione, J., & Green, A. M. (2004-2005). Fraudsters in Cyberspace: Growing Global Internet Menace. *Fraud Magazine*, 32-61.

Non-Refereed Articles

Contribution to Practice

Holtfreter, R. E. (2007-2008). Securing Network Data. *Informant (National White Collar Crime Center)*, 5 (2).

Holtfreter, R. E. (2008-2009). Ponzi Schemes. *Informant (National White Collar Crime Center)*, 6 (2), 38.

Holtfreter, R. E. (2008-2009). Vulnerable Victims: Investment Fraud Targets Seniors. *Informant (National White Collar Crime Center)*, 6 (1).

Non-Refereed Proceedings

Contribution to Practice

Holtfreter, R. E., Kovalerchuck, B., & Vityaev, E. (2007-2008). Data Mining for Forensic accounting. *Institute for Operations Research and Management Science Conference*.

Holtfreter, R. E. (2004-2005). People in accounting organizations: An empirical study to determine how they are effected by positive and punitive leadership styles. *North American Accounting Society*.

Learning & Pedagogical Scholarship

Holtfreter, R. E. (2006-2007). How to Use the Group Learning - Teamwork Teaching Strategy as a Way for Students to Practice and Improve Selected Elements of the Personal and Broad Business Perspective Competencies Included in the A. *American Accounting Association*.

Holtfreter, R. E. (2004-2005). People in Accounting Classrooms: An Empirical Study to Determine How They are Effected by Active and Passive Leadership Styles. *North American Accounting Society*.

Holtfreter, R. E. (2004-2005). Improving Student Performance and Various Process Skills Through the Use of the Homework Check Cooperative Learning Model. *American Accounting Association*.

Presentations of Non-Refereed Papers

Local

Holtfreter, R. E. (2006-2007, March). IDENTITY THEFT. Nisqually chapter of the Institute of Internal Auditor's Fraud Conference, Olympia, Washington.

Description: 90 minute presentation as the keystone speaker

National

Holtfreter, R. E. (2006-2007, October). CREDIT CARD FRAUD: A CRITICAL ANALYSIS OF SOME OF THE MAJOR SCHEMES, DETECTION AND PREVENTION TECHNIQUES. Fraud Summit, Providence, Rhode Island.

Description: 90 minute presentation for the National White Collar Crime Center

Other Research

2007-2008 - Other Publications. Contributor to end of the chapter questions, exercises, etc. for two chapters of Joseph Wells' book 'Principles of Fraud Examination'

2005-2006 - Other Publications. Contributor to end of the chapter questions, exercises, etc. for two chapters of Joseph Wells' book 'Principles of Fraud Examination'

SERVICE

Service to the Institution

Department Assignments

Member:

2007-2008 through 2008-2009: Department of Accounting

College Assignments

Member:

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Assurance of Learning Committee

2007-2008: CB Post Tenure Review Committee

2004-2005 through 2005-2006: Intellectual Contribution Committee

University Assignments

Member:

2006-2007 through 2008-2009: Faculty Senate Professional Development Committee

2004-2005 through 2008-2009: Faculty Senate Alternate: Accounting Department

2004-2005 through 2007-2008: Faculty Senate Budget Committee

Service to the Profession

Board Member: PRJ Editorial Review Board

2004-2005 through 2008-2009: Fraud (National).

2004-2005 through 2008-2009: Journal of Forensic Accounting (National).

2004-2005: The White Paper (National).

Board of Directors: Moderate Involvement

2004-2005 through 2005-2006: North American Accounting Society (National).

2004-2005 through 2005-2006: Washington Society of Certified Public Accountants (WSCPA), Yakima Chapter (Local).

Chair: Committee / Task Force

2007-2008: American Accounting Association, Teaching and Curricula Section, Chairman/Manuscript reviews - Western Region (Regional).

2004-2005 through 2006-2007: Washington Society of Certified Public Accountants (WSCPA), Scholarship Committee - Yakima Chapter (Local).

Editorial: Newspaper

2007-2008 through 2008-2009: Identity Theft/Fraud Column (National).

Member: Committee/Task Force

2004-2005 through 2008-2009: Washington Society of Certified Public Accountants (WSCPA), Issues in Education Committee (State).

2006-2007: Association of Certified Fraud Examiners, Higher Education Committee (National).

2006-2007: Washington State University, Fraud Conference Committee (Local).

2005-2006: Association of Certified Fraud Examiners, Higher Education Committee (National).

2005-2006: Association of Certified Fraud Examiners, Research Committee (National).

2004-2005: American Accounting Association, Education Committee (Regional).

2004-2005: Association of Certified Fraud Examiners, Research Committee (National).

2004-2005: Association of Certified Fraud Examiners, Higher Education Committee (National).

Officer: Organization / Association

2004-2005: Washington Society of Certified Public Accountants (WSCPA), Past-President, Yakima Chapter (Local).

Presentation

2008-2009: American Accounting Association, External Resources Developmental Committee - Poster Session Presentation (National).

2006-2007: American Accounting Association, External Resources Developmental Committee - Poster Session Presentation (National).

2004-2005: American Accounting Association (National).

Reviewer - Book / Textbook

2007-2008: Cengage, Accounting Principles (National).

2007-2008: McGraw-Hill, Cost Accounting (National).

2006-2007 through 2007-2008: Houghton-Mifflin, Cost Accounting (National).

2006-2007: Houghton-Mifflin, Cost Accounting (National).

2005-2006: Thomson, Financial Accounting (National).

2005-2006: McGraw-Hill, Cost Accounting (National).

2005-2006: Wiley Bros., Financial Accounting (National).

2005-2006: Houghton-Mifflin, Financial Accounting (National).

Service to the Community

Chair of a Committee

2008-2009: State of Washington Department of Fish and Wildlife, Chairman of the Upland Game Advisory Committee

2008-2009: State of Washington Department of Fish and Wildlife, Chairman of the Advanced Hunter Education Focus Group. Member AHE/roundtable sub-committee

2007-2008: State of Washington Department of Fish and Wildlife, Chairman of the Advanced Hunter Education Focus Group. Member AHE/roundtable sub-committee

2007-2008: State of Washington Department of Fish and Wildlife, Chairman of the Upland Game Advisory Committee

2006-2007: State of Washington Department of Fish and Wildlife, Chairman of the Upland Game Advisory Committee

2006-2007: State of Washington Department of Fish and Wildlife, Chairman of the Advanced Hunter Education Focus Group. Member AHE/roundtable sub-committee

2004-2005 through 2005-2006: State of Washington Department of Fish and Wildlife, Chairman of the Upland Game Advisory Committee

2004-2005: City of Yakima Budget Strategy Team, Co-chairman and member

Member of a Committee

2008-2009: State of Washington Department of Fish and Wildlife, Advanced Hunter Education Advisory Focus Group

2008-2009: State of Washington Department of Fish and Wildlife, Member of the Enforcement Advisory Committee

2008-2009: State of Washington Department of Fish and Wildlife, Member of the Upland Game Advisory Committee

2008-2009: State of Washington Department of Fish and Wildlife, Member of the Master Hunter Advisory Group

2007-2008: State of Washington Department of Fish and Wildlife, Member of the Enforcement Advisory Committee

2007-2008: State of Washington Department of Fish and Wildlife, Advanced Hunter Education Advisory Focus Group

2007-2008: State of Washington Department of Fish and Wildlife, Member of the Upland Game Advisory Committee

2006-2007: State of Washington Department of Fish and Wildlife, Member of the Enforcement Advisory Committee

2006-2007: State of Washington Department of Fish and Wildlife, Member of the Upland Game Advisory Committee

2006-2007: State of Washington Department of Fish and Wildlife, Advanced Hunter Education Advisory Focus Group

2005-2006: State of Washington Department of Fish and Wildlife, Member of the Upland Game Advisory Committee

2005-2006: State of Washington Department of Fish and Wildlife, Advanced Hunter Education Advisory Focus Group

2004-2005: State of Washington Department of Fish and Wildlife, Member of the Upland Game Advisory Committee

2004-2005: State of Washington Department of Fish and Wildlife, Advanced Hunter Education Advisory Focus Group

Honors/Awards

Award

2008-2009: Outstanding Service Award Washington Department of Fish and Wildlife.
2008-2009: Distinguished Professor of the University - Service Award.
2007-2008: Outstanding Service Award Washington Department of Fish and Wildlife.
2006-2007: Outstanding Service Award Washington Department of Fish and Wildlife.
2005-2006: Excellence in Professional Service CWU College of Business.
2005-2006: Outstanding Chapter Past-President Washington Society of CPA's.
2005-2006: Educator of the Year Association of Certified Fraud Examiners.
2004-2005: Outstanding Achievement in Accounting Association of Certified Fraud Examiners.
2004-2005: Yakima Chapter of the Washington Society of CPA's Outstanding Commitment and Service for Promoting the WSCPA and the Profession.
2004-2005: Outstanding Chapter President Washington Society of CPA's.

LINDA L. LARSON, D.B.A.

Associate Professor

Accounting

College of Business

Date of Hire: 2006

larsonl@cwu.edu

Research Focus of Effort

Behavioral issues in accounting including internal auditor job stress, job burnout, job satisfaction, and job turnover. Also, current topics related to technology and accounting.

Academic Background

D.B.A. Cleveland State University, Accounting, 1997

M.B.A. Seattle University, 1991

B.A. Washington State University, Business Administration, 1977

Other Bachelors Washington State University, Bachelor of Accounting, 1977

Professional Certifications

Certified Fraud Examiner, 2006

Certified Information Systems Auditor, 1986

Certified Internal Auditor, 1983

Certified Public Accountant, WA, 1979

Qualification

Academically Qualified

Professional Memberships

American Accounting Association

American Institute of Certified Public Accountants

Association of Certified Fraud Examiners

Information Systems Audit & Control Association

The Institute of Internal Auditors

The Institute of Management Accountants

Washington Society of CPA's

EXPERIENCE

COURSES TAUGHT

Auditing

Cooperative Education

Cost Accounting

Intermediate Accounting II

Seminar in Professional Accountancy & Ethics (Specialized Masters)

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	3	1	2	6
Publications in Refereed Conference Proceedings			2	2
Publications of Non-refereed or Invited Papers		1		1
Presentations of Refereed Papers		1		1
Presentations of Non-Refereed Papers		1		1
Totals	3	4	4	11

Refereed Articles

Contribution to Practice

Larson, L. L. (2008-2009). Job Burnout in Internal Auditing: Warning Signs and Prevention Tactics. *Internal Auditing*, 23 (5), 3-10.

Discipline-Based Scholarship

Larson, L. L. & Tipton Murff, E. J. (2006-2007). An Analysis of Job Stress Outcomes Among Bank Internal Auditors. *Bank Accounting & Finance*, 19 (4), 39-43.

Larson, L. L. (2004-2005). Internal Auditors and Job Stress. *Managerial Auditing Journal*, 19 (9), 1119-1130.

Larson, L. L., Meier, H. H., Poznanski, P. J., & Tipton Murff, E. J. (2004-2005). Concepts and Consequences of Internal Auditor Job Stress. *Journal of Accounting and Finance Research*, 12 (6), 35-46.

Learning & Pedagogical Scholarship

Larson, L. L. (2006-2007). Fraud Prevention Education in the Accounting Curriculum. *Strategic Finance Magazine*, 88 (5), 16-17, 61.

Papiernik, J. C. & Larson, L. L. (2004-2005). John's Worker Classification Dilemma. *Journal of Accounting Case Research*, 8 (1), 68-73.

Refereed Proceedings

Learning & Pedagogical Scholarship

Larson, L. L. (2004-2005). Teaching Fraud Prevention in the AIS Course. *AIS Educator Association*.

Larson, L. L. (2004-2005). Payment Processing Update for AIS Educators. *AIS Educator Association*.

Non-Refereed Articles

Contribution to Practice

Larson, L. L. (2008-2009). The On-Campus Job Interview Process. *New Accountant* (729), 8-11.

Presentations of Refereed Papers

Regional

Larson, L. L. (2006-2007, April). AN INVESTIGATION OF DEMOGRAPHIC DIFFERENCES IN INTERNAL AUDITOR JOB BURNOUT. American Accounting Association, Portland, Oregon.

Presentations of Non-Refereed Papers

National

Larson, L. L. (2005-2006, February). AN INVESTIGATION OF JOB STRESS AMONG BANK INTERNAL AUDITORS. American Society of Business and Behavioral Sciences, Las Vegas, Nevada.

SERVICE

Service to the Institution

Department Assignments

Chair:

2004-2005: Ball State University: Accounting Department, Undergraduate Curriculum Committee Chair

Member:

2008-2009: Accounting Department Chair Search Committee: Summer, 2009

2007-2008 through 2008-2009: Department of Accounting

2006-2007 through 2008-2009: Accounting Department Faculty Search Committee

2005-2006: Ball State University: Accounting Department, Salary Committee

2005-2006: Ball State University: Accounting Department, Undergraduate Curriculum Committee Member

Other Institutional Service Activities:

2006-2007 through 2008-2009: Gleim CPA Review Site License: Arrange to have the CPA Review software set up on the lab computers, etc. for CWU-Lynnwood students.

2006-2007 through 2008-2009: AICPA on-campus Champion: CWU

2005-2006: AICPA on-campus Champion: Ball State University

College Assignments

Chair:

2004-2005 through 2005-2006: Ball State University: Chairperson of the College of Business's Undergraduate Technology Integration Sub-Committee

Member:

2007-2008 through 2008-2009: Faculty Committee

2004-2005 through 2005-2006: Ball State University: College of Business, Technology Integration Committee

Service to the Profession

Chair: Committee / Task Force

2005-2006: American Accounting Association, Midwest and Ohio Region Coordinator for the Gender Issues section of AAA (Regional).

2004-2005: American Accounting Association, Coordinator of Regional Coordinator's for the Gender Issues section (Regional).

Reviewer: Conference Paper

2006-2007: American Accounting Association, Western Regional (Regional).

2004-2005: American Accounting Association (Regional).

2004-2005: AIS Educator Association (National).

Honors/Awards

Award

2007-2008: CWU Advisory Board Excellence in Advising.

JOHN J. LASIK, M.B.A.

**Senior Lecturer
Accounting
College of Business
Date of Hire: 1980
lasikj@cwu.edu**

Research Focus of Effort

My current research focuses on improved techniques for measuring investment performance.

Academic Background

M.B.A. Mississippi State University, Finance, 1977

B.S. Pennsylvania State University, Accounting, 1969

Professional Certifications

Certified Public Accountant, State of Washington, (inactive)

Qualification

Professionally Qualified

Professional Memberships

Institute of Management Accountants (IMA)

EXPERIENCE

Work

Non-Academic

Volunteer Director, Central Washington University Federal Credit Union (2000 - 2009). Conduct research and make recommendations on all aspects of asset/liability management, including budgets, investments, and appropriate interest rates for all loan and savings programs. Advise on accounting issues related to credit union financial reporting.

Examiner/Investigator, Seattle Regional Office of the U.S. Securities and Exchange Commission (1984 - 1985). Involved in oversight examinations of the National Association of Securities Dealers (NASD) and regulatory examinations and investigations of securities firms throughout the Pacific Northwest.

Academic

Senior Lecturer, Department of Accounting, Central Washington University (2007 - 2009). Teaching various accounting-related courses.

Assistant/Associate Dean, Central Washington University College of Business (1994 - 2007). CFO-type duties including preparing and administering annual operating and foundation budgets of approximately \$5 million; significant other duties related to curriculum, advising, student affairs, scheduling, distance learning, and assessment activities in the college.

Assistant/Associate Professor, Department of Business Administration (Finance), Central Washington University (1985 - 1994). Teaching courses in: Financial Management, Investments, Personal Financial Planning, Management of Financial Institutions, and Case Studies in Financial Management.

Assistant Professor of Business Administration (Finance), Central Washington University (1980 - 1984). Teaching various finance- and accounting-related courses.

Teaching Assistant/Instructor, Mississippi State University (1977 - 1980). Teaching courses in Money & Banking, Bank Management, and Financial Management.

Assistant Professor, Mississippi University for Women (1978 - 1978). Teaching courses in Cost Accounting, Financial Accounting, and Financial Management.

COURSES TAUGHT

Accounting I

Accounting II

Accounting for Non-Profit Organizations

Advanced Cost Accounting

Cost Accounting

Intermediate Accounting I

Intermediate Accounting II

Personal Financial Planning

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals			1	1
Publications in Refereed Conference Proceedings				

Presentations of Non-Refereed Papers		2		2
Totals		2	1	3

Refereed Articles

Learning & Pedagogical Scholarship

Bagamery, B. D., Lasik, J. J., & Nixon, D. R. (2005-2006). Determinants of Success on the ETS Business Major Field Exam for Students in an Undergraduate Multi-Site Regional University Business Program. *Journal of Education for Business, 81 (1)*, 55-63.

Presentations of Non-Refereed Papers

National

Bagamery, B. D., Johnson, E. C., & Lasik, J. J. (2006-2007, October). COMPUTING REGULATION Z ANNUAL PERCENTAGE RATES AND ANNUAL EFFECTIVE RATES FOR FIXED RATE MORTGAGES: A SIMPLIFIED GUIDE. Academy of Financial Services, Salt Lake City, Utah.

Regional

Heesacker, G. W. & Lasik, J. (2007-2008, October). A COMPARISON/CONTRAST OF CANDIDATES' PERFORMANCE ON THE UNIFORM CPA EXAM: THE 2001-2005 TIME PERIOD. Northwest Accounting Research Group, Leavenworth, Washington.

SERVICE

Service to the Institution

Department Assignments

Member:

2007-2008 through 2008-2009: Department of Accounting

Service to the Profession

Board of Directors: Substantial Involvement

2004-2005 through 2008-2009: CWU Federal Credit Union, Volunteer Director. Conduct research and make recommendations on interest rates for all credit union savings/loan programs. Make recommendations for all credit union investments. Ensure compliance with National Credit Union Administration (NCUA) charter. (Local).

Honors/Awards

Award

2007-2008: Faculty Excellence in Teaching Central Washington University College of Business Advisory Board.

SCOTT LEONG, PH.D.

Assistant Professor

Accounting

College of Business

Date of Hire: 2007

leongs@cwu.edu

Academic Background

Ph.D. University of Utah, Salt Lake City, UT, Accounting and Information Systems, 2003

M.B.A. University of Hawaii at Manoa, Honolulu, HI, Accounting, 1993

B.S. University of Hawaii at Manoa, Honolulu, HI, Mathematics, 1988

Qualification

Other

Professional Memberships

Association for Business Simulation and Experiential Learning, ., National

AIS Educator Association

American Accounting Association

Institute of Management Accountants (At-large)

EXPERIENCE

Work

Non-Academic

Owner, Scott Leong dba Sigma 5 (1993 - 1997).

Senior Accountant, Matsuno, Fukuya & Co, CPA's (1989 - 1992).

General Manager, Stonecraft/Pacific Paradigm (1985 - 1988).

Academic

Assistant Professor of Accountancy, Central Washington University (2007 - 2009).

Assistant Professor of Accountancy, Illinois State University (2003 - 2007).

Full-Time Instructor of Accountancy, California State University at Fullerton (2002 - 2003).

Research/Teaching Assistant, University of Utah (1997 - 2002).

Full-Time Instructor of Accountancy, University of Hawaii at Manoa (1995 - 1997).

Consulting

2006: Illinois State University Extended University, Project 1 examined the methods organizations employ to support a business rules approach. Project 2 involved examination of business rules repository technology used by organizations. Project 3 involved assessment of business rule mining technology.

2004: ACT, Item writer for the AICPA uniform CPA exam. Submitted 20 items, 14 accepted

COURSES TAUGHT

Accounting Information Systems

Cooperative Education

Cost Accounting

Current Issues in Information Technologies (Specialized Masters)

Information Systems Security, Control and Audit (Specialized Masters)

Information Systems Security, Control and Audit (Specialized Masters)

Information Systems Security, Control and Audit (Specialized Masters)

Information Systems Security, Control and Audit (Specialized Masters)

Management Information Systems

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals				
Publications in Refereed Conference Proceedings		2	1	3
Presentations of Refereed Papers		2	2	4
Totals		4	3	7

Refereed Proceedings

Contribution to Practice

Leong, S. & Crowley, S. (2006-2007). The ROI of Connected Projects: A Quantitative Analysis. *Hawaii Conference on Business*.
Leong, S. & Crowley, S. (2006-2007). The ROI of Connected Projects: A Qualitative Analysis. *Developments in Business Simulation & Experiential Exercises*.

Learning & Pedagogical Scholarship

Leong, S. & Patten, D. (2007-2008). The Impact of the Second Course in Accounting on Student Perceptions of the Profession and the Desire to Major in Accounting. *Decision Science Institute*.

Presentations of Refereed Papers

National

Leong, S. (2005-2006, June). VIRTUAL VERSUS PHYSICAL STOREFRONTS: A REVENUE CYCLE PROJECT. AIS Educator Association, Estes Park, Colorado.

Leong, S. (2005-2006, June). PAYROLL SYSTEM: THREE CONNECTED PAYROLL PROJECTS. AIS Educator Association, Estes Park, Colorado.

Leong, S. (2005-2006, March). MANAGING STUDENT LEARNING OPPORTUNITIES: SOME EXAMPLES FROM THE CLASSROOM. Association for Business Simulation and Experiential Learning, San Francisco, California.

State

Leong, S. (2005-2006, January). REDESIGNING STUDENT LEARNING OPPORTUNITIES: SOME EXAMPLES FROM THE CLASSROOM. Illinois State University Teaching and Learning Symposium, Normal, Illinois.

SERVICE

Service to the Institution

Department Assignments

Member:

2007-2008 through 2008-2009: Department of Accounting

College Assignments

Member:

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Assurance of Learning Committee

2004-2005 through 2006-2007: Illinois State University - Awards Committee

University Assignments

Other Institutional Service Activities:

2005-2006 through 2006-2007: Illinois State University Assessment Team

Service to the Community

Chair of a Committee

2005-2006 through 2007-2008: ISU Faculty and Staff Wellness Bowling League, President

Other Community Service Activities

2006-2007 through 2007-2008: Bloomington-Normal Bowling Association, Board Member

KAREN D. MARTINIS, M.B.A.

Professor
Accounting
College of Business
Date of Hire: 1979
martinis@cwu.edu

Academic Background

M.B.A. University of Puget Sound, 1979
B.S. Central Washington University, 1973

Professional Certifications

Certified Public Accountant, State of Washington, 1975

Qualification

Professionally Qualified

Professional Memberships

American Accounting Association
American Institute of Certified Public Accountants
American Society of Business and Behavioral Sciences
Washington State Society of Certified Public Accountants

EXPERIENCE

Work

Non-Academic

CPA Practice, Karen Martinis CPA (1979 - 2009). Tax returns, tax planning, contract employee for auditing, bookkeeping, and consulting.
Senior Auditor, Arthur Anderson & Co (1973 - 1976). Auditor in international accounting firm.

Academic

Professor, Central Washington University (1979 - 2009).

COURSES TAUGHT

Accounting I
Advanced Accounting
Applied Accounting Techniques
Auditing
Cooperative Education
Individual Study
Intermediate Accounting I

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals			1	1
Publications in Refereed Conference Proceedings		2	3	5
Totals		2	4	6

Refereed Articles

Learning & Pedagogical Scholarship

Martinis, K. D. & Sullivan, C. (2007-2008). Does the Location in Which the Student Sits in the Classroom Affect His or Her Performance? Evidence from an Accounting Principles Course. *International Journal of Education Research*, 3 (1), 82-88.

Refereed Proceedings

Contribution to Practice

Martinis, K. D., Sullivan, C., & Adamson, K. (2008-2009). Using Social Events in Recruiting Activities. *American Society of Business and Behavioral Sciences*.

Martinis, K. D. & Sullivan, C. (2007-2008). Integrating CPA Exam materials into the Intermediate Accounting Course. *American Society of Business and Behavioral Sciences*.

Learning & Pedagogical Scholarship

Martinis, K. D. & Bailey, J. (2008-2009). Engaging Students in an Accounting Class. *American Society of Business and Behavioral Sciences*.

Bailey, J. A. & Martinis, K. (2008-2009). Strategically Preparing Master of Accountancy Students for Careers in Public Accounting. *American Society of Business and Behavioral Sciences*.

Tidd, R., Martinis, K., & Richardson, C. (2004-2005). Students Perceptions of Exams: Frequency Preferences. *American Society of Business and Behavioral Sciences*.

SERVICE

Service to the Institution

Department Assignments

Faculty Advisor:

2005-2006 through 2008-2009: Accounting Club

Faculty Sponsor:

2004-2005 through 2008-2009: Coordinator for Recruiting Events: I have been the contact person and organizer for various recruiting events such as open houses, socials, speakers, lunches, etc.

2004-2005 through 2008-2009: Accounting Informational Meeting for Fall Recruiting: I have organized and planned the spring informational meeting for students on what to expect during fall recruiting. Representatives from Career Services and the department attend to better prepare students for the fall recruiting process.

2004-2005 through 2008-2009: Yakima Recruiting Banquet: This event brings together recruiters and students interested in accounting careers in Eastern Washington for a formal sit-down dinner and interaction. As coordinator and organizer of the event I handle all bookings, send invitations, and prepare seating arrangements.

Member:

2007-2008 through 2008-2009: Department of Accounting

Other Institutional Service Activities:

2007-2008: Fall Recruiting Informational Brochure: In Spring 2008, I helped author the informational sheet distributed to students to help prepare them for fall recruiting. We had always presented the material but decided it would enhance the process if the information was in written format.

College Assignments

Member:

2008-2009: Scholarship Subcommittee

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Curricula Committee

University Assignments

Member:

2007-2008 through 2008-2009: NWCCU Accreditation Committee for Standard 7 - Finance: Committee prepares the required information for Central Washington University's accreditation review.

2006-2007 through 2008-2009: Career Services Advisory Board - Cooperative Education Committee: Meet at least once per quarter to provide oversight with respect to the operations of the Cooperative Education component of Career Services. Our Committee makes recommendations to improve the process.

2005-2006 through 2007-2008: Professional and Retraining Leave Committee

2006-2007: Ad Hoc Committee on TIAA/CREF: In 2006 TIAA/CREF converted computer systems with many errors. The Director of Benefits and HR Information Systems was concerned that retirement funds were not being accounted for and formed a committee to address the problem. We came up with an audit solution to insure proper accounting of retirement funds.

Service to the Profession

Chair: Conference / Track / Program

2005-2006 through 2007-2008: American Society of Business and Behavioral Sciences, Accounting Education (National).

Service to the Community

Member of a Committee

2007-2008 through 2008-2009: Hospice Friends, Finance Committee (consulting function)

Positions Held in Civic Organizations

2008-2009: Friends in Service for Humanity (FISH), Treasurer and board member of local food bank.

2004-2005 through 2008-2009: Habitat for Humanity, Accountant

2004-2005 through 2008-2009: Cross-Country Ski Club, Treasurer

Professional Development

Professional Seminars / Workshops

2007-2008: Preparing Form 990. Olympia, Washington.

2007-2008: Understanding GAAP 2007. Olympia, Washington.

2007-2008: CPA in Ethics. Olympia, Washington.

2007-2008: Retirement Planning for Baby Boomers. Olympia, Washington.

2006-2007: Detecting Creative Accounting Practices. Olympia, Washington.

2005-2006: CPE in Ethics. Yakima, Washington.

2005-2006: Industry FASB Review. Olympia, Washington.

2005-2006: Selling Your Home. Olympia, Washington.

2005-2006: Excel 2003. Olympia, Washington.

MICHAEL R. RUBLE, PH.D.

Associate Professor

Accounting

College of Business

Date of Hire: 1978

rublem@cwu.edu

Research Focus of Effort

My research is focused on bettering the practice of accounting by addressing practice related issues in financial and forensic accounting.

Academic Background

Ph.D. Arizona State University, Accounting, 1984

M.B.A. Pacific Lutheran University, 1979

B.A. Central Washington University, Business, 1970

Professional Certifications

Certified in Financial Forensics (CFF), 2008

CPA - Idaho, 1988 (inactive)

CPA - Washington, Maintained by completing 120 clock hours of continuing professional education every three years, 1971

Qualification

Other

Professional Memberships

American Academy of Economics and Financial Experts

American Accounting Association

American Institute of CPA's/Fraud and Valuation Services Section

Association of Certified Fraud Examiners

National Association of Forensic Economics

Washington Society of CPA's

EXPERIENCE

Work

Non-Academic

Consultant, Patton & Ruble (April, 1998 - 2009). Association of independent forensic economists providing consulting services to the legal profession. Provide litigation support services to attorneys in the determination of economic damages in a variety of types of cases including person injury, wrongful death, wrongful termination, business disputes, etc.

Controller, Century Hardwood Co. (December, 1975 - March, 1978). Served as controller for a wholesaler of hardwood lumber and plywood. Performed the entire accounting function in a small but rapidly growing company.

Controller, Colotrym Company (September, 1978 - March, 1978). Served as controller for a manufacturer of aluminum building trade supplies such as window frames, door jams, and other related parts. Responsible for entire accounting function of a business with more than 200 employees and \$10 million in sales.

Audit Staff, Deloitte & Touche, CPA's (June, 1970 - December, 1975). Primarily on the audit staff serving small to medium sized businesses. Spent the last two and a half years in the Small Business Department providing a variety of services to small clients.

Academic

Associate Professor, Central Washington University (September, 1998 - 2009).

Assistant Professor, Western Washington University (September, 1991 - August, 1998).

Assistant Professor, University of Idaho (August, 1986 - July, 1991).

Visiting Assistant, Arizona State University (August, 1985 - July, 1986).

Assistant Professor, Idaho State University (August, 1984 - July, 1985).

Assistant Professor, Central Washington University (September, 1978 - August, 1980).

COURSES TAUGHT

Accounting for Non-Profit Organizations

Advanced Accounting

Auditing

Cooperative Education

Financial Statement Analysis

Fraud Examination

Individual Study

Intermediate Accounting I

Intermediate Accounting II

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		2		2
Publications in Refereed Conference Proceedings				
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	1	1		2
Presentations of Refereed Papers		2		2
Presentations of Non-Refereed Papers		2		2
Totals	1	7		8

Refereed Articles

Contribution to Practice

Ruble, M. R., Patton, R. T., & Nelson, D. M. (2008-2009). Patton-Nelson Personal Consumption Tables 2005-06. *Journal of Forensic Economics*, 20 (3), 217-225.

Ruble, M. R., Patton, R., & Nelson, D. (2004-2005). Patton-Nelson Personal Consumption Tables 2000-01 Update. *Journal of Forensic Economics*, 15 (3), 295-301.

Chapters, Cases, Readings, Supplements

Supplement

Patton, R. & Ruble, M. R. (2006). "Average Earnings and Consumption Cost Calculator.," *Lawyers & Judges Publishing Co.*

Chapter

Ruble, M. R., Patton, R., & Nelson, D. (2005). "Patton-Nelson Personal Consumption Tables 2000-01 Update.," *Economic Foundations of Injury and Death Damages.*

Presentations of Refereed Papers

National

Ruble, M. R. & Ruble, M. A. (2007-2008, April). CONSERVATION EASEMENT AND GAAP: ASYMMETRY OF ACCOUNTING AND SELF-INFLICTED IMPAIRMENT. Joint Conference of the AAA Public Interest Section and Academy of Accounting Historians, Arlington, Virginia.

Regional

Ruble, M. R. & Ruble, M. A. (2007-2008, May). CONSERVATION EASEMENTS: GAAP TREATMENT AND ECONOMIC BENEFIT MAXIMIZATION. American Accounting Association, San Francisco, California.

Presentations of Non-Refereed Papers

Local

Ruble, M. R. (2005-2006, May). USE OF A FORENSIC ECONOMIST. Snohomish County Roundtable, Washington State Trial Lawyers Association, Everett, Washington.

Ruble, M. R. (2007-2008, July). OCCUPATIONAL FRAUD. Washington Society of Certified Public Accountants (WSCPAs), Everett, Snohomish County, Washington.

SERVICE

Service to the Institution

Department Assignments

Chair:

2007-2008: Personnel Committee

2005-2006: Search Committee

Member:

2007-2008 through 2008-2009: Department of Accounting

2006-2007: Search Committee

2006-2007: Personnel Committee

2004-2005: Search Committee

Other Institutional Service Activities:

2004-2005: Accounting Department Chair

College Assignments

Member:

2008-2009: Scholarship Subcommittee

2007-2008 through 2008-2009: Student Committee

Service to the Profession

Other Professional Service Activities

2004-2005: Washington State Board of Accountancy, Technical Consultant (State).

Service to the Community

Positions Held in Civic Organizations

2008-2009: National FFA Convention, Coached high school FFA Farm Business Management team to first place state finish and second place finish at The National FFA Convention.

2005-2006 through 2007-2008: National FFA Convention, Advisor/Coach of Farm Business Management Team Competing at National FFA Convention.

Professional Development

Professional Development

2008-2009: AICPA National Business Valuation Conference. Las Vegas, Nevada.

2008-2009: American Accounting Association Annual Meeting. Anaheim, California.

2007-2008: AICPA National Fraud Conference. San Diego, California.

2006-2007: AICPA National Financial Accounting Conference. Los Angeles, California.

RONALD TIDD, PH.D.

**Professor
Accounting
College of Business
Date of Hire: 2001
tiddr@cwu.edu**

Research Focus of Effort

Impact of the internet on business and taxation, effective and efficient integration of technology across the curriculum, and impact of geo-political forces on tax policy.

Academic Background

Ph.D. University of Minnesota, 1992
B.S. Iowa State University, 1977

Professional Certifications

C.P.A. - Idaho, 1982
C.P.A. - Iowa, 1980
C.P.A. - New Mexico, 1978

Qualification

Academically Qualified

Professional Memberships

Washington State High Technology Crime Investigation Association, 2006-2008, State (Inactive)
Washington Society of Certified Public Accountants, 2002-2009, State
Association of Certified Fraud Examiners, 2002-2008, National (Inactive)
American Institute of Certified Public Accountants, 1978-2009, National

EXPERIENCE

Work

Non-Academic

Tax Supervisor, Fox & Company (1983 - 1985).
Tax Manager, Peat, Marwick, Mitchell, & Co. (1979 - 1983).
Staff Auditor, Peat, Marwick, Mitchell, & Co. (1977 - 1979).
Financial Planner, Whittaker Corp. (1979 - 1979).

Academic

Professor of Accounting, Central Washington University (2001 - 2009).
Assistant Professor of Accounting, Michigan Technological University (1997 - 2001).
Assistant Professor of Accounting, Syracuse University (1991 - 1997).
Lecturer, East China University of Technology (1995 - 1995).
Lecturer, University of Minnesota (1985 - 1991).

COURSES TAUGHT

Accounting I
Accounting Information Systems
Auditing
Cooperative Education
Current Issues in IT
Electronic Commerce (Specialized Masters)
Foundations of Income Taxation (Specialized Masters)
Income Tax Accounting I
Income Tax Accounting II
Independent Study
Professional Writing and Speaking for the Accountant
Thesis

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		2	1	3
Publications in Refereed Conference Proceedings	1	1	1	3

Totals	1	3	2	6
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Refereed Articles

Contribution to Practice

Tidd, R. R. & Heesacker, G. (2007-2008). Digital Signature and Certificates - Ensuring Authentication and Non-repudiation. *CPA Journal*, 60-61.

Tidd, R. R. & Mitchell, D. E. (2007-2008). Internet Sleuthing for Forensic Investigations. *Journal of Forensic Accounting*, VIII (1-2), 439-452.

Learning & Pedagogical Scholarship

Tidd, R. R. (2005-2006). Assessing the Extent of IT Integration Across the Business Curriculum. *Journal of College Teaching & Learning*, 2 (11), 27-30.

Refereed Proceedings

Contribution to Practice

Tidd, R. (2007-2008). Ecommerce and Taxation: Interjurisdictional Convergence or Competition for Ecommerce Tax Revenues. *Applied Business and Entrepreneurship Association International*.

Discipline-Based Scholarship

Tidd, R. (2007-2008). A Role for Professional Journals in the Quest for an Accounting Education. *Western Decision Sciences Institute*.

Learning & Pedagogical Scholarship

Tidd, R., Martinis, K., & Richardson, C. (2004-2005). Students Perceptions of Exams: Frequency Preferences. *American Society of Business and Behavioral Sciences*.

SERVICE

Service to the Institution

Department Assignments

Faculty Advisor:

2004-2005 through 2006-2007: Director, CWU Master of Professional Accountancy Program

Member:

2008-2009: Department Personnel Committee

2008-2009: Department of Accounting Chair Search Committee

2004-2005 through 2008-2009: Department of Accounting

2005-2006: CWU Personnel Review Committee - ITAM

College Assignments

Chair:

2006-2007 through 2007-2008: CWU Faculty Senate: Senator

Faculty Advisor:

2007-2008 through 2008-2009: Beta Alpha Psi: Accounting Honor Society

2004-2005: Alpha Kappa Psi: Business Student Organization

Member:

2008-2009: College Performance Adjustment Committee

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Assurance of Learning Committee

2006-2007: Promotion, Tenure, and Post-Tenure Review Committee- Econ

2006-2007: Faculty Development and Instruction Committee: Faculty Liaison

2006-2007: Faculty Performance Adjustment Review for Economics

2005-2006: Promotion, Tenure, and Post-Tenure Review Committee - MGT

2004-2005 through 2005-2006: CB Leadership Team for AACSB

University Assignments

Member:

2008-2009: CWU Online Task Force

2007-2008 through 2008-2009: CWU University Information Technology Advisory Committee: Strategic Planning Subcommittee

2007-2008 through 2008-2009: CWU International Studies & Programs Advisory Committee

2004-2005 through 2008-2009: CWU Graduate Faculty and Graduate Council

2007-2008: CWU Media and Technology Committee

2006-2007 through 2007-2008: CWU Faculty Senate

2006-2007: CWU Planning Committee-Technology Summit for Faculty

2005-2006: CWU Community Engagement and Economic Development Task Force

2004-2005 through 2005-2006: CWU Media Technology Committee

2004-2005: CWU Faculty Development and Research Committee

Other Institutional Service Activities:

2007-2008: CWU Scholarship Assessed Workshop for New Faculty: Panel Member

2007-2008: Faculty Marshall Westside Commencement Ceremony: June 2008

2005-2006: CWU Scholarship Assessed Workshop for New Faculty: Panel Member

Service to the Profession

Board Member: PRJ Editorial Review Board

2007-2008 through 2008-2009: Scientific Journal International (International).

2005-2006: Multimedia Educational Resource for Learning and Online Teaching (MERLOT) (International).

Reviewer: Ad Hoc Reviewer for a Journal

2007-2008: Western Decision Sciences Institute (National).

2004-2005 through 2007-2008: Multimedia Educational Resource for Learning and Online Teaching (MERLOT) (International).

Reviewer: Conference Paper

2004-2005: Information Resources Management Association, Target Costing Implementation in Australian Companies (National).

Honors/Awards

Award

2008-2009: Excellence in Teaching Central Washington University College of Business Advisory Board.

2007-2008: Excellence in Professional Service Central Washington University College of Business Advisory Board.

ASHER WILSON, J.D.

Lecturer

Accounting

College of Business

Date of Hire: 1986

wilsonas@cwu.edu

Academic Background

J.D. University of Washington, School of Law, Seattle, WA, 1975

M.B.A. University of California, Graduate School of Business, Berkeley, CA, Finance, 1975

B.A. University of California, College of Arts and Sciences, Berkeley, CA, Economics, 1968

Professional Certifications

C.P.A. - Washington State, 1979

Attorney - Washington State & Federal Courts, 1975

Qualification

Professionally Qualified

Professional Memberships

Washington State Bar Association

Washington State Society of CPA's

EXPERIENCE

Work

Non-Academic

Corporate Tax Manager, Port of Seattle (1999 - 2009).

Attorney, Law Office of Asher B. Wilson (1990 - 1999).

Attorney, Hagen, Dye & Hirschy (1986 - 1990).

Corporate Counsel, Westin Hotels and Resorts (1985 - 1986).

Attorney, Diamond and Sylvester (1979 - 1985).

Attorney, Heckendorn & Judd (1977 - 1979).

Certified Public Accountant, Ernst and Ernst (1975 - 1977).

Russian Linguist/Interrogator & ESL Instructor, US Army (1968 - 1971).

Academic

Lecturer, Central Washington University (1986 - 2009).

Lecturer, Pacific Lutheran University (2004 - 2004).

Lecturer, University of Washington (1996 - 1997).

Lecturer, Seattle Pacific University (1996 - 1996).

COURSES TAUGHT

Advanced Business Law

Advanced Taxation (Specialized Masters)

Business and Society

Income Tax Accounting I

Income Tax Accounting II

International Finance

Introduction to Financial Management

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

2008-2009: Department of Accounting

KE ZHONG, PH.D.

Assistant Professor

Accounting

College of Business

Date of Hire: 2008

zhongk@cwu.edu

Research Focus of Effort

I intend to focus my research on earnings management and the role of accounting regulation and accounting information in capital markets.

Academic Background

Ph.D. Southern Illinois University, Carbondale, IL, Business Administration with a specialization in Accounting, 2005

M.S. Southwestern University of Finance and Economics, China, Accounting, 1997

B.A. Southwestern University of Finance and Economics, China, Law, 1994

Qualification

Academically Qualified

Professional Memberships

American Accounting Association

Beta Gamma Sigma

International Association for Accounting Education and Research

EXPERIENCE

Work

Non-Academic

Auditor, Guanghai Accounting & Auditing Firm (1998 - 2000).

Staff Accountant, The People's Insurance Company of China (1997 - 1998).

Academic

Assistant Professor of Accounting, Central Washington University (2008 - 2009).

Assistant Professor of Accounting, The University of Texas at Tyler (2004 - 2008). Courses taught: Principles of Financial Accounting, Intermediate Accounting I, Intermediate Accounting II, and Accounting Concepts and Procedures (For MBA Students).

Graduate Teaching Assistant, Southern Illinois University (2000 - 2004). Courses taught: Cost Accounting and Principles of Managerial Accounting.

Lecturer, Southwestern University of Finance and Economics (1997 - 2000). Courses taught: Accounting Principles, Introductory Financial Accounting, Managerial Accounting, and Accounting for Insurance Companies.

COURSES TAUGHT

Advanced Accounting

Cooperative Education

Intermediate Accounting I

Seminar in Financial Accounting (Specialized Masters)

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		4		4
Publications in Refereed Conference Proceedings				
Presentations of Refereed Papers		4		4
Presentations of Non-Refereed Papers		2		2
Totals		10		10

Refereed Articles

Contribution to Practice

Zhong, K., Cao, Y., & Ning, Y. (2007-2008). The Deregulatory Effects of the Telecommunications Act of 1996 on the Broadcasting Industry: Expectations vs. Reality. *Journal of Accounting and Public Policy*, 27 (3), 238-261.

Ning, Y., Davidson III, W. N. , & Zhong, K. (2007-2008). The Variability of Board Size Determinants: An Empirical Analysis. *Journal of Applied Finance*, 17 (2), 46-61.

Zhong, K., Ning, Y., Wang, J., & Xiao, Z. (2006-2007). Chief Executive Compensation and Institutional Ownership. *Review of Business Research*, 6 (5), 23-28.

Zhong, K., Gribbin, D. W. , & Zheng, X. (2006-2007). The Effect of Monitoring by Outside Blockholders on Earnings Management. *Quarterly Journal of Business and Economics*, 46 (1), 37-60.

Presentations of Refereed Papers

International

Zhong, K. (2006-2007, October). CHIEF EXECUTIVE COMPENSATION AND INSTITUTIONAL OWNERSHIP. International Academy of Business and Economics, Las Vegas, Nevada.

National

Qian, H., Zhong, Z., & Zhong, K. (2008-2009, April). SEASONED EQUITY ISSUERS' R&D INVESTMENTS: SIGNALING OR OVER-OPTIMISM. Eastern Finance Association, Washington, District of Columbia.

Zhong, K. (2008-2009, August). ARE R&D EXPENDITURES AND ACCRUALS CREDIBLE SIGNALS OF MANAGERS' PRIVATE INFORMATION? EVIDENCE FROM SEASONED EQUITY OFFERINGS. American Accounting Association, New York, New York.

Regional

Zhong, K. (2008-2009, April). ARE R&D EXPENDITURES AND ACCRUALS CREDIBLE SIGNALS OF MANAGERS' PRIVATE INFORMATION? EVIDENCE FROM SEASONED EQUITY OFFERINGS. American Accounting Association, Western Regional Meeting, San Diego, California.

Presentations of Non-Refereed Papers

Regional

Zhong, K. (2006-2007, August). THE DEREGULATORY EFFECTS OF THE TELECOMMUNICATIONS ACT OF 1996 ON THE BROADCASTING INDUSTRY: EXPECTATIONS VS. REALITY. Association for Education in Journalism and Mass Communication, San Francisco, California.

Description: Annual Convention, Media Management and Economics Division

Zhong, K. (2006-2007, August). METHOD SHIFTING IN EARNINGS MANAGEMENT: AN EXAMINATION OF SOFTWARE FIRMS RESPONSE TO SOP 97-2. American Accounting Association, Washington, District of Columbia.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Accounting

2005-2006 through 2007-2008: University of Texas at Tyler: Beta Gamma Sigma

College Assignments

Assurance Of Learning - Institutional Service:

2005-2006 through 2007-2008: University of Texas at Tyler: Committee of Learning Assessment for AACSB

Member:

2008-2009: Curricula & Assurance of Learning Committee

2005-2006 through 2007-2008: University of Texas at Tyler: Committee of Curriculum for AACSB

University Assignments

Chair:

2006-2007 through 2007-2008: University of Texas at Tyler: Student Appeals Committee

Honors/Awards

Award

2006-2007: 2nd Place for best faculty paper in the Media Management and Economics Division Association for Education in Journalism and Mass Communication.

ECONOMICS

ROBERT J. CARBAUGH, PH.D.

**Professor
Economics
College of Business
Date of Hire: 1985
carbaugh@cwu.edu**

Research Focus of Effort

Scholarship emphasizing public policy in international trade/finance and industrial organization as well as writing textbooks leading to the improvement of the teaching of college economics courses.

Academic Background

Ph.D. Colorado State University, Fort Collins, Colorado, Economics, 1974
M.S. Colorado State University, Fort Collins, Colorado, Economics, 1972
B.B.A. Gonzaga University, Spokane, Washington, Business Economics, 1969

Dissertation

Analytical Survey of the International Monetary System

Qualification

Academically Qualified

Professional Memberships

Alpha Sigma Nu
Omicron Delta Epsilon
Phi Beta Kappa
Phi Kappa Phi
Sigma Xi
Western Economics Association

EXPERIENCE

Work

Academic

Professor, Central Washington University (1985 - 2009). Received tenure in 1987.
Co-Chair, Central Washington University, Department of Economics (1999 - 2009).
Acting Chair, Central Washington University, Department of Economics (1990 - 1991).
Assistant Professor, Associate Professor, University of Wisconsin-Eau Claire (1975 - 1985). Received tenure in 1981.
Assistant Professor, South Dakota State University (1974 - 1975).
Instructor, Colorado State University (1973 - 1974).
Graduate Teaching Assistant, Graduate Research Assistant, National Science Foundation Fellow, Colorado State University (1970 - 1974).

Consulting

2008: Yakima Herald Republic, Will High Gas Prices Discourage Consumption? May 2008
2008: Yakima Herald Republic, Yakima Valley's Labor Market, April 2008
2008: Yakima Herald Republic, Labor Market Cited for RV Company's Move to Valley, April 2008
2008: KOHO Radio, Banking Crisis of September 2008
2005: Washington Observer, Boeing-Airbus Subsidy Dispute, June 2005
2005: Russian Business Newspaper Kommersant, Boeing-Airbus Subsidy Dispute, June 2005
2005: Chicago Tribune, Boeing-Airbus Subsidy Dispute at WTO, June 2005

COURSES TAUGHT

Cooperative Education
Economics Assessment
International Economics
Money and Banking
Principles of Economics Macro
Principles of Economics Micro

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	6	1		7
Publications in Refereed Conference Proceedings				

Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings			3	3
Totals	6	1	3	10

Refereed Articles

Contribution to Practice

Carbaugh, R. J. (2008-2009). Are Economic Sanctions Useful in Discouraging the Proliferation of Weapons of Mass Destruction? *World Economics*, 9 (4), 181-200.

Discipline-Based Scholarship

Carbaugh, R. J. & Hedrick, D. (2008-2009). Losing Faith in the Dollar: Can it Remain the World's Dominant Reserve Currency. *Challenge*, 51 (3), 93-114.

Carbaugh, R. J. (2007-2008). The Future of the U.S. Postal Service. *Cato Journal*, 27 (3).

Carbaugh, R. J. (2007-2008). Is International Trade a Substitute for Migration? *Global Economy Journal*, 7 (3).

Carbaugh, R. J. & Wassell Jr., C. (2006-2007). Reducing American Dependence on Oil. *Challenge*, 49 (6), 55-77.

Carbaugh, R. & Ghosh, K. (2005-2006). Are College Textbooks Priced Fairly? *Challenge*, 48 (5), 95-112.

Carbaugh, R. J. & Olienyk, J. (2004-2005). Boeing-Airbus Subsidy Dispute: A Sequel. *Global Economy Journal*, 4 (2).

Books, Monographs, Compilations, Manuals

Book

Carbaugh, R. J. (2008). *Contemporary Economics: An Applications Approach, 5th Edition*, Armonk, NY: M. E. Sharpe Inc.

Description: The 6th Edition is forthcoming in June, 2010.

Carbaugh, R. J. (2009). *International Economics, 12th edition* Cengage Learning/SouthWestern.

Description: The 13th Edition is forthcoming in September 2010.

Carbaugh, R. J. (2009). *Instructor's Manual for International Economics, 12th edition* Cengage Learning/SouthWestern.

Other Research

2008-2009 - Other Research Activities. By way of conference phone call, I presented a 1 hour talk/discussion to economics faculty throughout the United States. The conference phone call was sponsored by SouthWestern Publishing Co./Cengage Learning Inc. The topic was 'Teaching International Economics to Undergraduate Students with Varying Backgrounds and Interests'

2008-2009 - Other Research Activities. By way of conference phone call, I made a 1 hour presentation to economics faculty throughout the United States and Canada. The conference phone call was sponsored by SouthWestern Publishing Co./Cengage Learning, Inc. The topic was 'Integrating the Economic Crisis of 2008-2009 into an Undergraduate Course in International Economics'

2008-2009 - Web Publications. Published, 'Factor Price Equalization and the U.S. Auto Bailout,' on the Economics Crisis Resource Center homepage of South-Western/Cengage Learning, Inc.

2008-2009 - Web Publications. Published, 'As Global Economies Weaken, Trade Protectionism Flourishes,' on the Economics Crisis Resource Center homepage of South-Western/Cengage Learning, Inc.

2008-2009 - Web Publications. Published 'Sanctions and Nuclear Proliferation' as a Vox column for VoxEU.org, published by Richard Baldwin, Professor of International Economics and Editor in Chief, Graduate Institute, Geneva, CEPR Policy Director. Available at <http://www.voxeu.org/index.php?q=node/3126>

2007-2008 - Web Publications. Published, 'Anatomy of the Global Financial Crisis of 2008,' on the Economics Crisis Resource Center homepage of South-Western/Cengage Learning, Inc.

SERVICE

Service to the Institution

Department Assignments

Chair:

2008-2009: Department of Economics (Co-Chair)

College Assignments

Chair:

2008-2009: Department of Accounting's Personnel Committee: Regarding Post-Tenure review

Member:

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Curricula Committee

Other Institutional Service Activities:

2008-2009: Financial Crisis Forum: Served as a member of a three-person panel that discussed the U.S. Financial Crisis of 2008. Sponsored by CWU's Alpha Kappa Psi Professional Business Fraternity (Kappa Xi Chapter). The other panel participants included Dr. Michael Young, CWU and Mr. Alan Crain, CFO of Cashmere Valley Bank.

University Assignments

Member:

2007-2008 through 2008-2009: CWU Distinguished Professor Committee

2007-2008: CWU Excellence in Teaching Committee

Other Institutional Service Activities:

2008-2009: Consultant for the Accreditation Team: for the Department of Construction Management, Industrial and Engineering Technology at CWU. Participated in the meetings of the American Council for Construction Education, evaluators of the Program.

Service to the Profession

Reviewer - Article / Manuscript

2004-2005 through 2008-2009: Global Economy Journal (International).

2004-2005 through 2008-2009: International Trade Journal (International).
2004-2005 through 2008-2009: Journal of Economic Education (National).

RONALD D. ELKINS, M.S.

Lecturer

Economics

College of Business

Date of Hire: 1995

elkinsr@cwu.edu

Academic Background

M.S. Naval Postgraduate School, Monterey, CA, Material Logistics Support, 1988

B.A. Central Washington University, Business Administration, 1975

Qualification

Professionally Qualified

Professional Memberships

American Statistics Association, active, National

Western Economics Association, active, International

EXPERIENCE

Work

Academic

Lecturer of Economics, Central Washington University (1995 - 2009).

Lecturer, Quartermaster School (1992 - 1995). Joint Petroleum Operations.

Consulting

1999: KPMG-Peat Marwick, Leveling of government bid against civilian contract proposal.

1999: KPMG-Peat Marwick, Independent Government Estimate, original format for independent estimating of most likely government and civilian contractor bids on government work.

1998: KPMG-Peat Marwick, Independent Review, verification of attainment of Statement of Work Requirements

1998: KPMG-Peat Marwick, Development of government bid; Most Efficient Organization and all supporting plans i.e. Operations Plan, Training Plan. Won 6 million dollar contract bid!

Military Experience

United States Navy

*1992-95: Commander-in-Chief United States Atlantic Command {Deputy Director, Logistics Readiness center (LRC), 80% of DOD}

*1990-92: USS Sylvania (AFS-2) {Assistant Supply Officer, Material Control Officer (mission degrading item support), Helicopter Control Officer}

*1988-90: Naval Supply Center, Norfolk, Virginia, Director of Fuels Operations {Largest Petroleum operation in Department of Defense}

*1986-88: Naval Post Graduate School, Monterey, California {Thesis 'Short Term Forecasting for Petroleum Requirements'}

*1983-86: Commander, Fleet Air Mediterranean, Naples, Italy {Director NATO Fuels Operations, Southern Europe, 8 NATO and 11 commercial storage facilities, Liaison Officer (U.S.) to NATO}

*1981-83: Naval Ships Parts Control Center, Mechanicsburg, Pennsylvania {Director Casualty Reporting (CASREP) Division, All Navy ships and helicopters with mission degrading system failures}

*1979-81: USS Orleck (AFS-2) {Supply (logistics) Officer}

*1977-79: Naval Station, Keflavik, Iceland {Director, 5 NATO/US bulk fuel depots, Aviation refueling, Ground fuels}

*1977: Army Schools Command, Fort Lee Virginia

*1976: Naval Supply Corps School, Athens, Georgia

*1976: Naval Officers candidate School, Newport, Rhode Island

*1970-72: Tenth Naval Mobile Construction Battalion (SeaBee), Port Heuneme, California

COURSES TAUGHT

Economic Issues

Introductory Business Statistics

SERVICE

Service to the Institution

Department Assignments

Member:

2004-2005 through 2008-2009: Department of Economics

KOUSHIK GHOSH, PH.D.

Professor
Economics
College of Business
Date of Hire: 1993
ghoshk@cwu.edu

Research Focus of Effort

Conduct research in the areas of labor economics/industrial relations, money/macro, public finance, econometrics, development, and globalization to support economic education.

Academic Background

Ph.D. Washington State University, Economics, 1994
M.A. Washington State University, Economics, 1990
B.A. Jadavpur University, Calcutta, India, Economics, 1982

Dissertation

The Long-Run Impact of Early Employment Experience of American Youth.

Qualification

Academically Qualified

Professional Memberships

American Economic Association, 1995, National
Western Economic Association, 1995, International

EXPERIENCE

Work

Non-Academic

Journalist, Economic Times (India) (1984 - 1985).
Editor, Jadavpur University (1981 - 1981). Departmental Magazine, Department of Economics.

Academic

Professor and Co-Chair, Economics, Central Washington University (September, 1993 - 2009). Experience in teaching introductory courses in economics, graduate level course in *Managerial Economics*, and intermediate level courses in *Public Finance*, *Macroeconomics*, *Money and Banking*, *Mathematical Economics*, *International Economics*, and *Contemporary Economic Problems*.

Graduate Faculty, MPA Program, Central Washington University (2000 - 2003).

Visiting Professor, Department of Social Sciences, Ferris State University (September, 1990 - August, 1993). Duties included teaching courses in *Microeconomic Theory and Macroeconomic Theory* at the introductory level and those in *Labor Economics* and *Collective Bargaining/Industrial Relations* at intermediate/senior level.

Instructor, Washington State University (1990 - 1990). (Summer 1990): Introductory Microeconomic Theory.

Teaching Assistant, Department of Economics, Washington State University (1985 - 1990). August 1985 to May 1986; August 1986 to May 1987; August 1988 to May 1989; August 1989 to May 1990. Duties included assisting with lectures and grading for graduate level courses in *Macroeconomics*, and senior level undergraduate courses in *Development Economics*, *Collective Bargaining*, *Labor Economics*, *Comparative Economics Systems*, and *Microeconomics*.

Research Assistant, Washington State University (1987 - 1989).

Project (Summer 1989): *The Impact of Nuclear Power on the Systematic Risk and Market Value of Electric Utility Common Stock*
Supervisor: Thomas Lowinger

Project (Summer 1988): *Deregulation and Mergers in the Trucking Industry* Supervisor: Fred Inaba

Project (June 1987-May 1988): *Assisting Displaced Workers: Do the States Have a Better Idea* Supervisor: Duane Leigh.

Instructor, Washington State University (1988 - 1988). (Spring 1988): Introductory Macroeconomics Theory.

COURSES TAUGHT

Contemporary Economic Problems
Cooperative Education
Economic Issues
International Economics
Managerial Economics
Money and Banking
Public Finance

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	4	1	1	6
Publications in Refereed Conference Proceedings				
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings			2	2
Presentations of Refereed Papers		4	1	5
Totals	4	5	4	13

Refereed Articles

Contribution to Practice

Ghosh, K. & Purkayastha, D. (2008-2009). A Conversation about Globalization and Culture: Theirs and Ours. *The Global Studies Journal*, 1 (1), 101-108.

Discipline-Based Scholarship

Saunders, P. J. & Ghosh, K. (2007-2008). Stock Prices and Economic Growth: Are They Related? *Indian Journal of Economics & Business, Special (Issue)*, 67-79.

Saunders, P. J. & Ghosh, K. (2006-2007). The Effect of Social Security on Personal and Private Saving in the Short Run and the Long Run: A Time Series Analysis. *Journal of Economics*, 32 (1), 91-104.

Carbaugh, R. & Ghosh, K. (2005-2006). Are College Textbooks Priced Fairly? *Challenge*, 48 (5), 95-112.

Saunders, P. J. & Ghosh, K. (2005-2006). Do Imports Cause Economic Growth? *Journal of Business, Industry & Economics*, 6, 95-112.

Learning & Pedagogical Scholarship

Ghosh, K. (2007-2008). Teaching World Economic Issues in the General Education Curriculum, with an Emphasis on Asian Case Studies. *East-West Connections Journal*, 6 (1), 172-178.

Chapters, Cases, Readings, Supplements

Supplement

Ghosh, K. (2007). "Study Guide.," *Contemporary Economics*. M.E. Sharpe.

Ghosh, K. (2005). "Instructor's Manual and Test Bank.," *International Economics*. Thomson Publishing Company.

Presentations of Refereed Papers

International

Ghosh, K. (2007-2008, November). A CONVERSATION ABOUT GLOBALIZATION, IDENTITY, AND VALUES. Asia Pacific Region: Societies in Transformation, Penang, Malaysia.

Ghosh, K. (2007-2008, October). CLIMATE CHANGE AND CARBON MARKETS. Jadavpur University, Kolkata, India.

Ghosh, K. & Saunders, P. (2006-2007). STOCK PRICES AND ECONOMIC GROWTH: ARE THEY RELATED? Applied Business and Entrepreneurship Association, Honolulu, Hawaii.

Ghosh, K. (2006-2007, July). MALAYSIA: THE STATE AND REGION: A PROPERTY RIGHTS PERSPECTIVE. ASPAC, Honolulu, Hawaii.

National

Ghosh, K. (2006-2007, March). TEACHING WORLD ECONOMIC ISSUES IN THE GENERAL EDUCATION CURRICULUM WITH AN EMPHASIS ON ASIAN CASE STUDIES. ASDP, Seattle, Washington.

Other Research

2007-2008 - Newspaper Articles or Columns. The Times of India, Monthly Columnist, The Kolkata Mirror. (India's largest English language daily and business paper. The Business Paper circulation is only second to the circulation of the Financial Times of London)(2008-present).

SERVICE

Service to the Institution

Department Assignments

Chair:

2008-2009: Department of Economics (Co-Chair)

2004-2005 through 2007-2008: Economics Department (Co-Chair) (Co-Chair)

Faculty Advisor:

2006-2007: Internship Supervisor: Timothy Kroll

2004-2005: Internship Supervisor: Rory Kolste

2004-2005: Internship Supervisor: Kathleen Coonan

2004-2005: Internship Supervisor: Casey Campbell

College Assignments

Member:

2008-2009: CB Instructional Committee

2008-2009: Curricula & Assurance of Learning Committee

2004-2005 through 2008-2009: CB Executive Committee

University Assignments

Member:

2004-2005 through 2008-2009: Latin American Studies Group
2004-2005 through 2008-2009: Asia Pacific Studies Committee
2004-2005: CWU Small Grants Committee
2004-2005: Asia Pacific Studies Committee

Other Institutional Service Activities:

2005-2006 through 2008-2009: Faculty Senate: Alternate

Service to the Profession

Presentation

2008-2009: Oxford Roundtable on Social Justice, Human Rights, Poverty, and Financial Resources, Oxford, United Kingdom (International).
2008-2009: CWU Earth Day Seminar, Cap-and-Trade and Taxes (with Peter Gray), Ellensburg, Washington (Local).
2007-2008: Eastern Economic Conference, Focus Group on Global Financial Crisis, Cengage Publishing, New York, New York (National).
2007-2008: Jadavpur University, Graduate Program, Department of Economics, Seminar: "Climate Change and Carbon Markets", Kolkata, India (International).
2006-2007: Economics Club, Presentation- *India and Outsourcing: A Conversation* (Local).

Reviewer - Book / Textbook

2008-2009: *Development Without Freedom*, By Songkok Han Thornton and William H. Thornton, Ashgate Publishing Limited, England (Scholarly Book, not a textbook). (International).

Reviewer: Ad Hoc Reviewer for a Journal

2008-2009: *Contemporary Economic Policy*, Reviewer (International).

Professional Development

Professional Development

2007-2008: Western Economic Association International Conference. Participant. Seattle, Washington.

Honors/Awards

Award

2007-2008: Research Fellow, University of Wollongong, Wollongong, New South Wales, Australia CAPSTRANS.
2006-2007: Faculty Research Award College of Business Advisory Board.
2006-2007: Field Studies in Malaysia, Singapore, and Brunei Fulbright-Hays Award.

PETER GRAY, M.S.

Lecturer

Economics

College of Business

Date of Hire: 2008

grayp@cwu.edu

Academic Background

M.S. California Institute of Technology, Pasadena, CA, 1987

M.S. California Institute of Technology, Pasadena, CA, Economics & Political Science, 1987

B.S. Pitzer College, Claremont, CA, 1984

Qualification

Professionally Qualified

EXPERIENCE

COURSES TAUGHT

Introductory Business Statistics

Principles of Economics Micro

World Economic Issues

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Economics

DAVID W. HEDRICK, PH.D.

Professor
Economics
College of Business
Date of Hire: 1987
dhedrick@cwu.edu

Research Focus of Effort

My research on various policy issues, including those in labor economics, supports my role as a teacher-scholar.

Academic Background

Ph.D. University of Oregon, 1984
M.S. University of Oregon, 1983
B.A. University of California, Davis, 1975

Qualification

Academically Qualified

Professional Memberships

American Economic Association
Omicron Delta Epsilon

EXPERIENCE

COURSES TAUGHT

Cooperative Education
Economic Issues
Economics of Labor
Individual Study
Intermediate Microeconomic Analysis
Principles of Economics Macro
Principles of Economics Micro

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	2	1		3
Publications in Refereed Conference Proceedings				
Presentations of Refereed Papers	2			2
Grants - Funded (both refereed and non-refereed)		1		1
Totals	4	2		6

Refereed Articles

Contribution to Practice

Carbaugh, R. J. & Hedrick, D. (2008-2009). Losing Faith in the Dollar: Can it Remain the World's Dominant Reserve Currency. *Challenge*, 51 (3), 93-114.

Discipline-Based Scholarship

Hedrick, D. W., Henson, S. E., Krieg, J. M., & Wassell, Jr., C. S. (2008-2009). The Effects of AACSB Accreditation on Faculty Salaries and Productivity. *Journal of Education for Business*.

Hedrick, D. W., Wassell, Jr., C. S., & Henson, S. E. (2008-2009). Administrative Costs in Higher Education: How Fast are they Really Growing? *Education Economics*, 17 (1), 123-137.

Presentations of Refereed Papers

International

Hedrick, D. W., Henson, S., Krieg, J., & Wassell, Jr., C. (2007-2008, June). THE EFFECTS OF AACSB ACCREDITATION ON FACULTY SALARIES AND PRODUCTIVITY. Western Economics Association, Honolulu, Hawaii.

Hedrick, D. W., Henson, S., Krieg, J., & Wassell, Jr., C. (2007-2008, June). COLLECTIVE BARGAINING AND COLLEGIATE FACULTY: IS THERE REALLY A SALARY PREMIUM? Western Economics Association, Honolulu, Hawaii.

Grants

Research

2008-2009 - Hedrick, D. W., Mack, R., Meseck, D., & Wassell, Jr., C., The Economic Impacts of the Desert Claim Wind Project of Kittitas Valley, Publicly available theory in EFSEC. Grant Report Submitted to enXco January, 2009 (\$30,000). [Status: Funded]

SERVICE

Service to the Institution

Department Assignments

Chair:

2008-2009: Economics Personnel Committee

Faculty Advisor:

2005-2006 through 2008-2009: Omicron Delta Epsilon: Iota Chapter

Member:

2008-2009: Department of Economics

2005-2006 through 2008-2009: Economics Personnel Committee

2004-2005 through 2007-2008: Economics Department

College Assignments

Chair:

2008-2009: Faculty Committee

Member:

2006-2007 through 2008-2009: Scholarship Committee

2004-2005 through 2007-2008: Curricula Committee

2006-2007: Student Committee

University Assignments

Faculty Advisor:

2004-2005 through 2006-2007: Freshman Advisor

Member:

2008-2009: Advisory Council of the Center for Teacher/Scholar

2006-2007 through 2008-2009: CWU Sabbatical Leave Committee

2004-2005 through 2005-2006: Educational Technology Committee

Other Institutional Service Activities:

2008-2009: Parent Welcome

2004-2005 through 2007-2008: Summer Session Orientations

Service to the Profession

Other Professional Service Activities

2005-2006: Report, Co-investigator, Critique of Water Use Forecasts for the Swinomish Tribe, with Charles Wassell Jr. Report Submitted January, 2006. (State).

Reviewer - Book / Textbook

2005-2006: McConnell and Brue, Reviewer, Principles of Economics authored by McConnell and Brue, November, 2005. (National).

Honors/Awards

Award

2007-2008: Excellence in Teaching CWU College of Business Advisory Board.

2005-2006: Excellence in Advising CWU College of Business Advisory Board.

TYLER PRANTE, PH.D.

Assistant Professor

Economics

College of Business

Date of Hire: 2008

prantet@cwu.edu

Research Focus of Effort

Environmental economics, evaluation of public programs, experimental economics, forest economics, and sports economics.

Academic Background

Ph.D. University of New Mexico, Economics, 2008

M.A. University of New Mexico, Economics, 2007

B.A. San Diego State University, Economics, 2002

Dissertation

Social Capital and the Policy Response to Externalities.

Qualification

Academically Qualified

EXPERIENCE

Work

Academic

Assistant Professor, Economics, Central Washington University (2008 - 2009).

Affiliated Researcher, University of Alaska Fairbanks (2007 - 2008). Experimental Economics Lab Grant, Grant G00003818 (P.I. Joseph M. Little).

Instructor, University of New Mexico (2005 - 2008). Courses taught include: Principles of Microeconomics, Principles of Macroeconomics, and Intermediate Microeconomics.

Research Assistant, University of New Mexico (2005 - 2008). R.A. to Professors Robert P. Berrens and Jennifer A. Thacher. Funded under Research Joint Venture Agreements (06-JV-199 and 05-JV-257) between the Rocky Mountain Research Station of the United States Forest Service and the University of New Mexico.

Teaching Assistant, University of New Mexico (2003 - 2005). Course covered include: Principles of Microeconomics, Intermediate Microeconomics and Personal Investing.

COURSES TAUGHT

Economics of Energy, Resources and Environment

Intermediate Microeconomic Analysis

Introductory Business Statistics

Principles of Economics Micro

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		3		3
Publications in Refereed Conference Proceedings				
Presentations of Refereed Papers		3		3
Presentations of Non-Refereed Papers		3		3
Totals		9		9

Refereed Articles

Contribution to Practice

Prante, T. & Bohara, A. K. (2008-2009). What Determines Homeland Security Spending? An Econometric Analysis of the State Homeland Security Grant Program. *Policy Studies Journal*, 36 (2), 243-256.

Prante, T., Thacher, J. A. , & Berrens, R. P. (2007-2008). Evaluating Coasean Bargaining Experiments with Meta-Analysis. *Economics Bulletin*, 3 (68), 1-7.

Prante, T., Thacher, J. A. , McCollum, D. W. , & Berrens, R. P. (2007-2008). Building Social Capital in Forest Communities: Analysis of New Mexico's Collaborative Forest Restoration Program. *Natural Resources Journal*, 47 (4), 867-915.

Presentations of Refereed Papers

National

Prante, T. (2006-2007, September). BUILDING SOCIAL CAPITAL IN FOREST COMMUNITIES: ANALYSIS OF NEW MEXICO'S COLLABORATIVE FOREST RESTORATION PROGRAM. University of Colorado Environmental and Resource Economics Workshop, Vail, Colorado.

Regional

Prante, T. (2007-2008, May). ONLY YOU CAN PREVENT WILDFIRES? THE EFFECTIVENESS OF POLICY TO INDUCE RISK MITIGATING EXPENDITURES. Western Forest Economists, Ellensburg, Washington.

Prante, T. (2006-2007, March). BUILDING SOCIAL CAPITAL IN FOREST COMMUNITIES: ANALYSIS OF NEW MEXICO'S COLLABORATIVE FOREST RESTORATION PROGRAM. Southwestern Social Science Association, Albuquerque, New Mexico.

Presentations of Non-Refereed Papers

Local

Prante, T. (2006-2007, July). WHAT DETERMINES HOMELAND SECURITY SPENDING? AN ECONOMETRIC ANALYSIS OF THE STATE HOMELAND SECURITY PROGRAM. Economics Dept. Seminar, Albuquerque, New Mexico.

National

Prante, T. (2006-2007, April). BUILDING SOCIAL CAPITAL IN FOREST COMMUNITIES: ANALYSIS OF NEW MEXICO'S COLLABORATIVE FOREST RESTORATION PROGRAM. Collaborative Forest Restoration Program, Technical Advisory Panel, U.S. Forest Service, Albuquerque, New Mexico.

Regional

Prante, T. (2006-2007, March). BUILDING SOCIAL CAPITAL IN FOREST COMMUNITIES: ANALYSIS OF NEW MEXICO'S COLLABORATIVE FOREST RESTORATION PROGRAM. CFRP Program Managers, Region 3, U.S. Forest Service, Albuquerque, New Mexico.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Economics

Mentoring Activities:

2007-2008: University of New Mexico Guest Lecture: Econ 531 Sustainable Development, Fall 2007

Other Institutional Service Activities:

2006-2007: University of New Mexico Guest Lecture: Spring 2007

College Assignments

Member:

2008-2009: Faculty Committee

Service to the Profession

Invited Lecture

2007-2008: University of New Mexico, Econ 541 Sustainable Development (Local).

2006-2007: University of New Mexico, Econ 212 Society and the Environment (Local).

Member: Committee/Task Force

2007-2008: Economics Graduate Student Organization, Funding Committee (Local).

2006-2007: Economics Graduate Student Organization, Speaker Committee (Local).

Officer: Organization / Association

2006-2007: Omicron Delta Epsilon, President, New Mexico Chapter (State).

Honors/Awards

Award

2006-2007: UNM Department of Economics J. Raymond Stewart.

PETER J. SAUNDERS, PH.D.

**Professor
Economics
College of Business
Date of Hire: 1988
saunders@cwu.edu**

Research Focus of Effort

Empirical research of factors that affect economic growth.

Academic Background

- Ph.D. University of Colorado, Boulder, Economics, 1981
- M.A. University of Colorado, Boulder, Economics, 1979
- M.A. Wayne State University, Detroit, Economics, 1978
- B.Sc. The London School of Economics and Political Science, London, England, Economics, 1974

Dissertation

Influence of Money on Output and the Price Level in the 1970's

Qualification

Academically Qualified

EXPERIENCE

COURSES TAUGHT

- Economic Research
- Individual Study
- Money and Banking
- Principles of Economics Macro
- Principles of Economics Micro

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	6			6
Publications in Refereed Conference Proceedings				
Presentations of Refereed Papers		2		2
Totals	6	2		8

Refereed Articles

Discipline-Based Scholarship

- Saunders, P. J. & Ghosh, K. (2007-2008). Stock Prices and Economic Growth: Are They Related? *Indian Journal of Economics & Business, Special (Issue)*, 67-79.
- Banik, N., Biswas, B., & Saunders, P. J. (2006-2007). An Optimum Currency Area in South Asia: Is it Plausible? *Journal of World Trade*, 40 (3), 387-405.
- Saunders, P. J. (2006-2007). Effectiveness of Fiscal Policy in the U.K. During the 1960-1990 Time Period. *Indian Journal of Economics & Business, Special (Issue)*, 33-45.
- Saunders, P. J. & Ghosh, K. (2006-2007). The Effect of Social Security on Personal and Private Saving in the Short Run and the Long Run: A Time Series Analysis. *Journal of Economics*, 32 (1), 91-104.
- Saunders, P. J. (2005-2006). Imports and Economic Growth in the U.K.: Are they Related? *Journal of International Business & Economics*, 3 (1), 94-102.
- Saunders, P. J. & Ghosh, K. (2005-2006). Do Imports Cause Economic Growth? *Journal of Business, Industry & Economics*, 6 (1), 95-112.

Presentations of Refereed Papers

International

- Ghosh, K. & Saunders, P. (2006-2007). STOCK PRICES AND ECONOMIC GROWTH: ARE THEY RELATED? Applied Business and Entrepreneurship Association, Honolulu, Hawaii.
- Saunders, P. J. (2005-2006, November). EFFECTIVENESS AND FISCAL POLICY IN THE U.K. DURING THE 1960-1990 TIME PERIOD. Applied Business and Entrepreneurship Association, Kauai, Hawaii.

SERVICE

Service to the Institution

Department Assignments

Chair:

2004-2005 through 2006-2007: Personnel Committee

Member:

2008-2009: Department of Economics

2007-2008: Hiring Committee

College Assignments

Chair:

2007-2008: Faculty Committee

Member:

2007-2008: Personnel Committee

University Assignments

Member:

2004-2005 through 2008-2009: Classified Staff Grievance Committee

2004-2005 through 2008-2009: Faculty Development and Research Committee

2007-2008: Ad Hoc Honorary Degree Committee

Honors/Awards

Award

2006-2007: Distinguished Professor for Research, Artistic Accomplishment, and Invention Award Central Washington University.

2005-2006: Faculty Excellence in Research CWU College of Business Advisory Board.

ROY SAVOIAN, PH.D.

Professor

Economics

College of Business

Date of Hire: 1998

savoianr@cwu.edu

Research Focus of Effort

Managerial Economics (Business Strategy), Industrial Organization, Public Policy Toward Business (Antitrust and Regulatory Economics)

Academic Background

Ph.D. University of California, Santa Barbara, California, Economics, 1979

B.A. University of California, Santa Barbara, California, Economics, 1971

Qualification

Professionally Qualified

Professional Memberships

Academy of Management (membership expired)

American Economic Association (membership expired)

National Association of Business Economists (membership expired)

Western Economic Association-International (current member)

EXPERIENCE

Work

Academic

Dean and Professor of Economics, Central Washington University (July, 1998 - 2009).

Dean, School of Business, Professor of Economics, Adams State College (July, 1995 - July, 1998).

Professor of Economics, Lynchburg College (June, 1987 - June, 1995).

Dean, School of Business, Lynchburg College (June, 1987 - May, 1994).

Associate Professor of Economics, Director, Center for Economic Education, Chairperson, Dept. of Eco, Lynchburg College (1984 - 1986).

Assistant Professor of Consumer Economics, Purdue University, Department of Consumer Sciences Retailing (July, 1979 - June, 1984).

Assistant Professor of Economics, Department of Economics, University of Tulsa (August, 1975 - June, 1979).

Lecturer, Department of Economics, University of California, Santa Barbara (September, 1974 - June, 1975).

Consulting

1995-1996: Ericsson (Mobile Communications, Lynchburg, VA), Private Radio Systems-Ericsson Strategic Plan, Served as external review/critique

1992-1995: B&W Nuclear Technologies, Strategic Planning Projects: " Corporate " Divisional (B&W Fuel Co.) " Strategic Business Unit/Product Line (Computer Products & Services; Nuclear Parts Center; Valve Services) Planning Facilitator (with senior management) " Charles W. Pryor (CEO) and his senior staff, to facilitate visioning (VISION 2000) and planning effort (BWNT Strategic Plan Corporate) " Rick Bruce (CAO and VP, Business Development) in developing the planning cycle, including the BWNT Annual Operating Plan (framework) and the structure of the business plan for evaluating (8) strategic initiatives.

1991: Central Health, Inc., George Dawson, President

1991: B&W Nuclear Technologies, Strategic Planning Projects: " Corporate " Divisional (B&W Fuel Co.) " Strategic Business Unit/Product Line (Computer Products & Services; Nuclear Parts Center; Valve Services) Planning Facilitator (with senior management) " Charles W. Pryor (CEO) and his senior staff, to facilitate visioning (VISION 2000) and planning effort (BWNT Strategic Plan Corporate) " Rick Bruce (CAO and VP, Business Development) in developing the planning cycle, including the BWNT Annual Operating Plan (framework) and the structure of the business plan for evaluating (8) strategic initiatives.

COURSES TAUGHT

Cooperative Education

Strategic Management (Specialized Masters)

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals				
Publications in Refereed Conference Proceedings				
Presentations of Refereed Papers	1			1
Totals	1			1

Presentations of Refereed Papers

National

Savoian, R. (2005-2006, March). BUILDING PURPOSE AND BUILDING COMMUNITY. AACSB Business Advisory Council Seminar, Denver, Colorado.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Economics

College Assignments

Chair:

2008-2009: CB Executive Committee (Co-Chair)

University Assignments

Member:

2004-2005 through 2007-2008: Several Provost and Academic Affairs Committees/Councils

2004-2005 through 2007-2008: CWU Foundation Board

Service to the Profession

Board of Directors: Moderate Involvement

2004-2005 through 2007-2008: San Luis Valley Development Resources Group (Local).

2004-2005 through 2007-2008: Alamosa Community Development Corporation (Local).

Board of Directors: Substantial Involvement

2004-2005 through 2008-2009: Washington Business Week program, Board of Directors, Foundation for Private Enterprise (Local).

2004-2005 through 2008-2009: Economic Development Group of Kittitas County, Board of Directors and Chair, Government Affairs & Community Relations Committee (Regional).

2004-2005 through 2006-2007: Academy of Finance, Seattle Public Schools (Local).

Chair: Committee / Task Force

2004-2005 through 2007-2008: Lychburg Regional Airport Commission, Chair, Planning Committee (Local).

Other Professional Service Activities

2005-2006: East-West Center, University of Hawaii-Manoa, Faculty participant, Summer Institute for Infusing Asian Studies into the Undergraduate Curriculum, Manoa, Hawaii (Local).

THOMAS TENERELLI, PH.D.

Assistant Professor

Economics

College of Business

Date of Hire: 2007

tenerelt@cwu.edu

Research Focus of Effort

Analyzing the existence of constraints in the physician training market.

Academic Background

Ph.D. University of Chicago, Chicago, IL, Economics, 2006

M.A. University of Chicago, Chicago, IL, Economics, 1992

B.A. University of California, Berkeley, Berkeley, CA, Political Economy of Industrial Societies, 1988

Qualification

Academically Qualified

Professional Memberships

American Economic Association (AEA), 2008, International

Western Economic Association International, 2008, International

EXPERIENCE

Work

Academic

Assistant Professor, Department of Economics, Central Washington University (2007 - 2009).

Visiting Instructor, Department of Economics, Illinois Wesleyan University (2004 - 2007).

COURSES TAUGHT

Government and Business

Individual Study

Introduction to Econometrics

Introduction to Forecasting

Introductory Business Statistics

Principles of Economics Micro

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals				
Publications in Refereed Conference Proceedings				
Presentations of Refereed Papers	1	1		2
Totals	1	1		2

Presentations of Refereed Papers

International

Tenerelli, T. (2007-2008). CONSTRAINTS OR COMPETITION IN THE PHYSICIAN LABOR MARKET? Western Economics Association, Honolulu, Hawaii.

Tenerelli, T. (2005-2006). BELOW MARKET CLEARANCE PRICING AT CONCERTS, SPORTING EVENTS, AND OTHER CAPACITY CONSTRAINED EVENTS. Midwest Economics Association Conference, Chicago, Illinois.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Economics

2007-2008: Economics Department

College Assignments

Member:

2008-2009: Scholarship Subcommittee

2007-2008 through 2008-2009: Student Committee

University Assignments

Member:

2008-2009: Faculty Senate Academic Affairs Committee

CHARLES S. WASSELL, JR., PH.D.

Associate Professor

Economics

College of Business

Date of Hire: 2001

wassellc@cwu.edu

Research Focus of Effort

My primary research area is macroeconomics and monetary theory, however I have recently been taking advantage of collaboration opportunities in the fields of energy economics, environmental economics, education economics, and labor economics.

Academic Background

Ph.D. University of Wisconsin - Madison, Madison, Wisconsin, Economics, 2003

M.S. University of Wisconsin - Madison, Madison, Wisconsin, Economics, 1997

B.A. University of California - Berkeley, Berkeley, California, Economics, 1993

Qualification

Academically Qualified

Professional Memberships

American Economics Association

Econometric Society

Western Economic Association International

EXPERIENCE

Work

Academic

Associate Professor, Central Washington University (2008 - 2009).

Assistant Professor, Department of Economics, Central Washington University (2003 - 2008).

Visiting Assistant Professor, Department of Economics, Central Washington University (2001 - 2003).

Teaching Assistant, University of Wisconsin - Madison (1996 - 2001).

COURSES TAUGHT

Economic Issues

Economic Research

Economics of Energy, Resources and Environment

Economics of Energy, Resources and Environment

Individual Study

Intermediate Macroeconomic Analysis

Introduction to Econometrics

Money and Banking

Principles of Economics Macro

Principles of Economics Micro

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	5			5
Publications in Refereed Conference Proceedings				
Presentations of Refereed Papers	2			2
Totals	7			7

Refereed Articles

Discipline-Based Scholarship

Hedrick, D. W., Henson, S. E., Krieg, J. M., & Wassell, Jr., C. S. (2008-2009). The Effects of AACSB Accreditation on Faculty Salaries and Productivity. *Journal of Education for Business*.

Dittmer, T. & Wassell Jr., C. (2008-2009). The Fallacy of Sustainable Production of Biofuel Feedstock: You ARE Putting a Tiger in Your Tank. *Challenge*, 51 (5), 20-39.

Hedrick, D. W., Wassell, Jr., C. S., & Henson, S. E. (2008-2009). Administrative Costs in Higher Education: How Fast are they Really Growing? *Education Economics*, 17 (1), 123-137.

Carbaugh, R. & Wassell, Jr., C. (2006-2007). Reducing American Dependence on Oil. *Challenge*, 49 (6), 55-77.

Wassell Jr., C. S. & Dittmer, T. P. (2006-2007). Are Subsidies for Biodiesel Economically Efficient? *Energy Policy*, 34 (18), 3993-4001.

Presentations of Refereed Papers

International

Hedrick, D. W., Henson, S., Krieg, J., & Wassell, Jr., C. (2007-2008, June). THE EFFECTS OF AACSB ACCREDITATION ON FACULTY SALARIES AND PRODUCTIVITY. Western Economics Association, Honolulu, Hawaii.

Hedrick, D., Henson, S., Krieg, J., & Wassell, Jr., C. (2007-2008, June). COLLECTIVE BARGAINING AND COLLEGIATE FACULTY: IS THERE REALLY A SALARY PREMIUM? Western Economics Association, Honolulu, Hawaii.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Economics

2007-2008 through 2008-2009: Department of Economics Personnel Committee

2004-2005 through 2007-2008: Economics Department

College Assignments

Member:

2008-2009: Department of Marketing/Management Personnel Committee

2007-2008 through 2008-2009: Faculty Committee

2007-2008: CWU Faculty Search - Assistant Economics Professor

2006-2007: CWU Faculty Search - Assistant/Associate Economics Professor

2004-2005 through 2006-2007: CWU College of Business - Student Committee

Other Institutional Service Activities:

2007-2008 through 2008-2009: Associate Member of the Graduate Faculty at CWU

2006-2007 through 2008-2009: Resource Management (REM) Program: Program Faculty

2004-2005 through 2008-2009: Environmental Studies Program: Program Faculty

2005-2006: Resource Management (REM) Program: Affiliate Faculty

University Assignments

Member:

2005-2006 through 2008-2009: CWU Retirement and Insurance Committee

2004-2005 through 2008-2009: CWU Faculty Senate General Education Committee

2006-2007 through 2007-2008: CWU Environmental Research and Education Task Force

2006-2007: CWU Carbon Reduction Task Force

Honors/Awards

Award

2006-2007: Excellence in Teaching CWU College of Business Advisory Board.

FINANCE AND OPERATIONS SUPPLY CHAIN

BRUCE D. BAGAMERY, PH.D.
Professor
Finance and Operations Supply Chain
College of Business
Date of Hire: 1988
bagamery@cwu.edu

Research Focus of Effort

Pedagogical and applied research articles that attempt to make more advanced finance theory and concepts available and understandable for finance practitioners, instructors, and students.

Academic Background

Ph.D. Northwestern University, Finance, 1982

M.A. University of Toledo, Economics, 1972

B.A. University of Toledo, Economics, 1971

Dissertation

Assessing Industry Effects in Common Stock Returns Through the Use of Multi-Index Models Employing Alternative Industry Indexes.

Qualification

Academically Qualified

Professional Memberships

Academy of Business and Behavioral Sciences

Academy of Business Education, National

Academy of Economics and Finance

Academy of Financial Services

American Association of Individual Investors

American Finance Association

Decision Sciences Institute, National

Eastern Finance Association

Financial Management Association

Southwestern Finance Association

Western Decision Sciences Institute

EXPERIENCE

Work

Non-Academic

President, Midwest Data Processing and Analysis (1977 - 1978).

Programming Consultant, Northwestern University (1976 - 1978). Graduate School of Management Computer Lab.

Academic

Professor of Finance, Central Washington University (1992 - 2009).

Associate Professor of Finance, Central Washington University (1988 - 1992).

Visiting Assistant Professor of Finance, Baruch College, CUNY (1987 - 1988).

Assistant Professor of Finance, Drexel University (1983 - 1988). (On Leave AY 1987/88).

Assistant Professor of Finance, Southern Illinois University at Edwardsville (1980 - 1983).

Assistant Professor of Finance and Business Economics, Washington University (St. Louis) (1978 - 1980).

Instructor of Finance, Northwestern University Evening Divisions (1976 - 1978).

Research Assistant, Northwestern University (1974 - 1976). Transportation Center.

Teaching Assistant, Northwestern University (1973 - 1974). Economics Department.

COURSES TAUGHT

Cooperative Education

Derivative Securities and Risk Management

Individual Study

International Finance

Introductory Financial Management

Investments

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	1		2	3
Publications in Refereed Conference Proceedings				
Presentations of Non-Refereed Papers		4	6	10
Totals	1	4	8	13

Refereed Articles

Discipline-Based Scholarship

Bagamery, B. D. (2005-2006). Coupon Bond Valuation using Yield to Maturity: How Wrong is It? *Journal of Financial Education*, 32, 75-96.

Learning & Pedagogical Scholarship

Bagamery, B. D. & Johnson, E. C. (2006-2007). Components of Two-Asset Portfolio Variance: A Method to Represent them Graphically. *Southwestern Business Administration Journal*, 6 (1), 17-35.

Bagamery, B. D., Lasik, J. J., & Nixon, D. R. (2005-2006). Determinants of Success on the ETS Business Major Field Exam for Students in an Undergraduate Multi-Site Regional University Business Program. *Journal of Education for Business*, 81 (1), 55-63.

Presentations of Non-Refereed Papers

International

Bagamery, B. D. (2006-2007, May). STOCK PRICE MAXIMIZATION IS NO LONGER THE GOAL OF THE FIRM: PEDAGOGICAL IMPLICATIONS FOR THE ELEMENTARY FINANCE COURSE. Hawaii International Conference on Business, Honolulu, Hawaii.

National

Bagamery, B. D. & Johnson, E. C. (2004-2005, April). VISUALIZING THE COMPONENTS OF TWO-ASSET PORTFOLIO VARIANCE. Financial Education Association, Orlando, Florida.

Bagamery, B. D. & Johnson, E. C. (2004-2005, April). A SURVEY OF STUDENT EXPECTATIONS AND ATTITUDES IN PRINCIPLES OF FINANCE. Academy of Business Education, Orlando, Florida.

Bagamery, B. D. & Johnson, E. C. (2004-2005, February). VALUATION PROBLEMS INVOLVING FINITE GROWING ANNUITIES AND ANNUITIES DUE: A COMPREHENSIVE ANALYSIS OF SOLUTIONS USING FINANCIAL CALCULATORS. Academy of Economics and Finance, Myrtle Beach, South Carolina.

Bagamery, B. D. & Johnson, E. C. (2005-2006, April). CLARIFYING THE PEDAGOGY OF RISK AND RETURN IN THE ELEMENTARY FINANCE COURSE: STATISTICS FORMULAS VS. FINANCE FORMULAS. Financial Education Association, San Antonio, Texas.

Bagamery, B. D. & Johnson, E. C. (2005-2006, February). COMPONENTS OF TWO-ASSET PORTFOLIO VARIANCE: A METHOD TO REPRESENT THEM GRAPHICALLY. Academy of Economics and Finance, Houston, Texas.

Bagamery, B. D., Johnson, E. C., & Lasik, J. J. (2006-2007, October). COMPUTING REGULATION Z ANNUAL PERCENTAGE RATES AND ANNUAL EFFECTIVE RATES FOR FIXED RATE MORTGAGES: A SIMPLIFIED GUIDE. Academy of Financial Services, Salt Lake City, Utah.

Bagamery, B. D. & Richardson, G. M. (2006-2007, February). MULTISTAGE DIVIDEND GROWTH MODELS: IMPLICATIONS FOR ESTIMATING THE COST OF EQUITY CAPITAL. Academy of Economics and Finance, Jacksonville, Florida.

Bagamery, B. D. & Richardson, G. M. (2007-2008, March). ON THE VALUE OF TWO STAGE DIVIDEND GROWTH MODELS FOR IMPROVING THE ELEMENTARY PEDAGOGY OF COST OF EQUITY CAPITAL DETERMINATION. Western Decision Sciences Institute, San Diego, California.

Bagamery, B. D. (2007-2008, February). TEACHING ELEMENTARY RISK AND RETURN: STATISTICS FORMULAS VS. PORTFOLIO FORMULAS. Academy of Business and Behavioral Sciences, Las Vegas, Nevada.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Finance and OSC

2007-2008 through 2008-2009: United Faculty of Central

2005-2006 through 2006-2007: Finance Faculty Search Committee

College Assignments

Chair:

2006-2007: CB College Personnel Committee

Member:

2008-2009: CB Executive Committee

2007-2008 through 2008-2009: Faculty Committee

2007-2008: Scholarship Committee

2005-2006: Intellectual Contributions Committee

Other Institutional Service Activities:

2004-2005 through 2005-2006: Lynnwood Faculty Research Discussion Group: Moderator

University Assignments

Member:

2007-2008: Provost Search Committee

Other Institutional Service Activities:

2004-2005 through 2005-2006: Faculty Senator: Alternate

Service to the Profession

Member: Committee/Task Force

2008-2009: Western Decision Sciences Institute, Program Committee, Lihue, Hawaii (National).

2004-2005: Western Decision Sciences Institute, Program Committee, Big Island, Hawaii (National).

2004-2005: Financial Education Association, Program Committee, San Antonio, Texas (National).

Reviewer - Article / Manuscript

2007-2008: Journal of Financial Education, 06905, Using Lattice Models to Value Employee Stock Option Plans: A Teaching Note (National).

2007-2008: Journal of Financial Education, 08049, Returns-Based Style Analysis: An Excel Based Classroom Exercise (National).

2006-2007: Journal of Financial Education, 06881, Risk-return Parities of American Depository Receipts, Exchange-traded Funds, and Closed-end Country Funds (National).

2006-2007: Academy of Business Education, MS 39606, Personality Type as a Determinant of Student Success in Introductory General Business Courses (National).

2006-2007: Journal of Financial Education, 06931, The CAPM and Investible Portfolios (National).

2005-2006: Academy of Business Education, MS 36005, Teaching Foreign Exchange Market Issues in Business Education (National).

2004-2005: Journal of Financial Education, 04711, A Simple Application of Real-options to the Valuation of Pre-IPO High-growth Firms (National).

2004-2005: Academy of Business Education, MS 28704, The Course Graphic in Finance (National).

2004-2005: Journal of Financial Education, 04749, Calculating Bond Prices and Duration Between Coupon Payment Dates Using the Wall Street Journal: A Simple Pedagogical Application (National).

Reviewer - Book / Textbook

2008-2009: Thomson, Chance & Brooks, Derivative Securities and Risk Management, 7e (National).

2004-2005: Thomson, Brigham & Houston, Fundamentals of Financial Management, 10/e (National).

2004-2005: Thomson, Strong, Practical Investment Management, 3/e (National).

2004-2005: Wiley, Jones, Investments, 9/e (National).

Honors/Awards

Award

2006-2007: CWU Merit Performance Adjustment Award CWU.

2005-2006: Faculty Research Appointment CWU.

2004-2005: Award for Faculty Excellence in Research CWU College of Business Advisory Board.

OZDEN BAYAZIT, PH.D.
Associate Professor
Finance and Operations Supply Chain
College of Business
Date of Hire: 2003
bayazito@cwu.edu

Research Focus of Effort

To make significant contribution to the field of operations/supply chain management by focusing on timely, practical issues.

Academic Background

Ph.D. Ankara University, Ankara, Turkey, Operations/Supply Chain Management, 2001

M.B.A. Ankara University, Ankara, Turkey, Business Administration, 1996

B.S. Ankara University, Business Administration, 1993

Qualification

Academically Qualified

Professional Memberships

Academy of Management

INFORMS

Institute for Supply Management

Turkish Finance Association

EXPERIENCE

Work

Academic

Assistant Professor of Supply Chain Management, Central Washington University (2003 - 2009).

Visiting Scholar/Part-time Faculty, Youngstown State University (2001 - 2003). Taught Management Science (undergraduate),

Management Information Systems (undergraduate) and Operations Management (graduate and undergraduate).

Research/Teaching Assistant, Department of Business Administration, Ankara University (1994 - 2002). Taught undergraduate courses in Production/Operations Management, Management Science, Quantitative Techniques, Introduction to Business, and Materials Management.

Visiting Researcher, University of Pittsburgh (2000 - 2001).

Lecturer, The Ministry of Education (1997 - 1999). Taught Total Quality Management.

Lecturer, The Turkish Police Academy (1997 - 1997). Taught Total Quality Management.

COURSES TAUGHT

Advanced Operations Management

Cooperative Education

Global Supply Chain Management

Individual Study

Management Information Systems

Operations Management

Supply Chain Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	3	2		5
Publications in Refereed Conference Proceedings				
Presentations of Non-Refereed Papers		2		2
Totals	3	4		7

Refereed Articles

Contribution to Practice

Bayazit, O. (2006-2007). An Examination of Current Collaborative Supply Chain Practices. *International Journal of Business Innovation and Research*, 1 (3).

Bayazit, O., Karpak, B., & Yagci, A. (2005-2006). A Purchasing Decision: Selecting a Supplier for a Construction Company. *Journal of Systems Science and Systems Engineering*, 15 (2), 217-231.

Discipline-Based Scholarship

Bayazit, O. & Karpak, B. (2007-2008). An Analytical Network Process-based Framework for Successful Total Quality Management (TQM): An Assessment of Turkish Manufacturing Industry Readiness. *International Journal of Production Economics*, 105 (1), 79-96.

Bayazit, O. (2006-2007). Use of Analytic Network Process in Vendor Selection Decisions. *Benchmarking: An International Journal*, 13 (5), 566-579.

Bayazit, O. (2005-2006). Use of AHP in Decision-making for Flexible Manufacturing Systems. *Journal of Manufacturing Technology Management*, 16 (7/8), 808-819.

Presentations of Non-Refereed Papers

International

Bayazit, O. (2004-2005, August). PRIORITIZING ENTERPRISE RESOURCE PLANNING SOFTWARE: AN AHP APPROACH. MCDM, B.C., Canada.

National

Bayazit, O. & Karpak, B. (2004-2005, July). VENDOR SELECTION AT A CONSTRUCTION COMPANY. ISAHP, Oahu, Hawaii.

SERVICE

Service to the Institution

Department Assignments

Chair:

2006-2007: CWU Supply Chain Management Certificate Program: Director. Our certificate program provides the opportunity for the student to gain knowledge and skills in the full spectrum of supply chain activities: supplier relationships, purchasing management, operations and inventory management, logistics and transportation, quality management, and information technology.

Faculty Sponsor:

2007-2008: Supply Chain Management Institute (SCMI): Director. I have established a Supply Chain Management Institute here at CWU. SCMI is an initiative by the university to engage with the industry in the development, support, and facilitation of Supply Chain Management knowledge and expertise. The intention of this effort is to play a leading role in Supply Chain Management in the region.

Member:

2008-2009: Department of Finance and OSC

College Assignments

Member:

2007-2008 through 2008-2009: Faculty Committee

2004-2005 through 2005-2006: College of Business Instruction Committee

University Assignments

Member:

2007-2008 through 2008-2009: Presidential Search Committee

2006-2007 through 2008-2009: Center for the Teacher-Scholar: Task Force: An appointment by the provost to help in establishing the Center for the Teacher-Scholar

2004-2005 through 2006-2007: University Information Technology (IT) Committee

Service to the Profession

Board Member: Advisory Board

2006-2007 through 2008-2009: Institute for Supply Management (ISM), Western Washington Chapter (Local).

Board Member: PRJ Editorial Review Board

2008-2009: International Journal of Information Systems and Supply Chain Management (IJISSCM) (International).

Chair: Committee / Task Force

2007-2008: Institute for Supply Management (ISM), Communications Committee Chair - Western Washington region (Local).

Reviewer - Book / Textbook

2004-2005: McGraw Hill, Management Information Systems for Business-Driven Enterprises (National).

Reviewer: Ad Hoc Reviewer for a Journal

2008-2009: European Journal of Operational Research (International).

2008-2009: International Journal of Information Systems and Supply Chain Management (IJISSCM) (International).

2008-2009: Academy of Management (National).

2008-2009: Systems Research and Behavioral Science (National).

2008-2009: Journal of Manufacturing Technology Management (National).

2008-2009: The International Journal of Production Economics (International).

2008-2009: The TQM Magazine (National).

Service to the Community

Other Community Service Activities

2004-2005: Meadowdale High School, Community panelist for the senior portfolio presentations.

Honors/Awards

Award

2004-2005: Faculty Excellence in Teaching Award Central Washington University Alumni Association.

2004-2005: Faculty Excellence in Teaching Award College of Business Advisory Board.

ROGER L. COX, M.S.
Lecturer
Finance and Operations Supply Chain
College of Business
Date of Hire: 2006
coxr@cwu.edu

Academic Background

M.S. University of Southern Mississippi, Computer Science, 1977
B.S. Olivet Nazarene University, Mathematics, 1972
M.S. Indiana University, Physics, 1972
B.S. Olivet Nazarene University, Physics, 1969

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

Senior Manager, Information Technology, Boeing (1986 - 2007).
Software Lifecycle Services (2004-2007)
-Developed SEI/CMMI, ITIL, PMI based release, change, configuration, testing, and project management.
-Lead 5 managers, 200 analysts, and managed \$16M budget improving productivity by \$1.5M
Globalization Services (2000-2004)
-Developed and implemented IT strategy and services for global software sourcing and aerospace work.
-Led development of IT processes for \$300M of subcontracting, supply chain, and global work placement.
Computer Aided Engineering Applications Development and Maintenance (1996-2000)
-Responsible for design, development, integration, and support of over 200 engineering applications.
-Supervised 5 managers, 75 engineers, and a budget over \$8M while improving productivity by \$1M.
CAD/CAM Applications Development and Maintenance (1986-1990;1992-1996)
-Selected CAD/CAM software, hardware, developed applications, integrated and supported solution.
-Managed 5 managers, 100 engineers, \$50M budget, 500 engineering workstations, and \$10M software.
Information Technology and Architecture (1990-1992)
-Developed and deployed an enterprise architecture for defense business unit and supporting technologies.
Manager, Computing Systems Development and Maintenance, Boeing (1983 - 1986). Led development team of 35 analysts designing, developing, and integrating \$50M CAD/CAM systems.
Senior Systems Analyst, Boeing (1979 - 1983). Designed and developed aerodynamic and CAD/CAM applications and supporting IT tools and services.

Academic

Adjunct Professor of Operations Management, Eastern Washington University (2007 - 2008).
Adjunct Professor of Information Technology, University of Washington (1994 - 2008).
Adjunct Professor of Information Systems, Seattle Pacific University (1980 - 2006). Adjunct Professor of the Year 2003.
Instructor in Computer Science, Boeing Learning Center (1982 - 1985).
University Computing Director/Asst. Professor, Olivet Nazarene University (1977 - 1979). Managed university computer center, developed and taught undergraduate computer science curriculum.
USAF Computer Systems Development Officer and Master Instructor, USAF (1972 - 1977). Developed military applications, conducted IT research, and taught computer technology courses.
Associate Instructor of Physics, Indiana University (1970 - 1972). Taught undergraduate physics discussion, problem and laboratory sections.
Instructor of Mathematics, Mount Vernon Nazarene College (1969 - 1970). Developed college mathematics courses including calculus, differential equations, and linear algebra.
Teaching Assistant in Physics, Olivet Nazarene University (1967 - 1969). Taught undergraduate physics discussion, problem and laboratory sections.

COURSES TAUGHT

Database Systems in Business
Management Information Systems
Operations Management
Supply Chain Management
Systems Analysis and Design in Business

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Finance and OSC

ELDON C. JOHNSON, D.B.A.
Professor
Finance and Operations Supply Chain
College of Business
Date of Hire: 1977
johnsone@cwu.edu

Research Focus of Effort

Pedagogical topics related to corporate finance

Academic Background

- D.B.A. University of Colorado, Business Administration, 1978
- B.S. Colorado State University, Finance, 1972
- M.S. Colorado State University, Finance, 1968

Qualification

Academically Qualified

EXPERIENCE

Work

Academic

- Professor, Central Washington University (1977 - 2009).
 - Professor of Finance (1985-present)
 - Chairman, Department of Finance & OSC (2007-present)
 - Program Director, Lynnwood Center (1982-1999)
 - Co-Chairman, Department of Business Administration (1990-1995).
- Assistant Professor, University of North Dakota (1976 - 1977).
- Instructor, University of Colorado (1974 - 1975).
- Research Assistant, University of Colorado (1973 - 1974).

COURSES TAUGHT

- Cooperative Education
- Individual Study
- Intermediate Financial Management
- Introductory Financial Management
- Investments
- Management of Financial Institutions
- Personal Financial Planning

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals			2	2
Publications in Refereed Conference Proceedings				
Presentations of Refereed Papers		3	3	6
Totals		3	5	8

Refereed Articles

Learning & Pedagogical Scholarship

- Bagamery, B. D. & Johnson, E. C. (2006-2007). Components of Two-Asset Portfolio Variance: A Method to Represent them Graphically. *Southwestern Business Administration Journal*, 6 (1), 17-35.
- Johnson, E. C. (2004-2005). Duration: A Pedagogical Tool for Interest Rate Risk Analysis. *Journal of Financial Education*, 31.

Presentations of Refereed Papers

National

- Bagamery, B. D., Johnson, E. C. , & Lasik, J. J. (2006-2007, October). COMPUTING REGULATION Z ANNUAL PERCENTAGE RATES AND ANNUAL EFFECTIVE RATES FOR FIXED RATE MORTGAGES: A SIMPLIFIED GUIDE. Academy of Financial Services, Salt Lake City, Utah.
- Bagamery, B. D. & Johnson, E. C. (2005-2006, April). CLARIFYING THE PEDAGOGY OF RISK AND RETURN IN THE ELEMENTARY FINANCE COURSE: STATISTICS FORMULAS VS. FINANCE FORMULAS. Financial Education Association, San Antonio, Texas.

Bagamery, B. D. & Johnson, E. C. (2005-2006, February). COMPONENTS OF TWO-ASSET PORTFOLIO VARIANCE: A METHOD TO REPRESENT THEM GRAPHICALLY. Academy of Economics and Finance, Houston, Texas.

Bagamery, B. D. & Johnson, E. C. (2004-2005, April). VISUALIZING THE COMPONENTS OF TWO-ASSET PORTFOLIO VARIANCE. Financial Education Association, Orlando, Florida.

Bagamery, B. D. & Johnson, E. C. (2004-2005, April). A SURVEY OF STUDENT EXPECTATIONS AND ATTITUDES IN PRINCIPLES OF FINANCE. Academy of Business Education, Orlando, Florida.

Bagamery, B. D. & Johnson, E. C. (2004-2005, February). VALUATION PROBLEMS INVOLVING FINITE GROWING ANNUITIES AND ANNUITIES DUE: A COMPREHENSIVE ANALYSIS OF SOLUTIONS USING FINANCIAL CALCULATORS. Academy of Economics and Finance, Myrtle Beach, South Carolina.

SERVICE

Service to the Institution

Department Assignments

Chair:

2008-2009: Department of Finance and OSC

College Assignments

Member:

2008-2009: CB Executive Committee

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Assurance of Learning Committee

KE (GRACE) KE, PH.D.
Assistant Professor
Finance and Operations Supply Chain
College of Business
Date of Hire: 2008
keg@cwu.edu

Research Focus of Effort

My general research area involves decision-making in complex network systems, particularly, supply chain networks and financial networks with intermediation and electronic transactions.

Academic Background

Ph.D. University of Massachusetts, Amherst, Massachusetts, Business Administration with concentration in Management Science, 2004
M.Mgt Tianjin University, Tianjin, China, Technical Economics, 2000
B.E. Tianjin University, Tianjin, China, Systems Engineering, 1997

Professional Certifications

CFA - Level 1, 2003

Qualification

Academically Qualified

Professional Memberships

Institute for Supply Management (ISM), 2009, National
Institute of Electrical and Electronics Engineers, 2007, International
Mathematical Association of America, 2007, National
Association for Investment Management and Research, 2003, National
INFORMS, 2001, International

EXPERIENCE

Work

Academic

Assistant Professor of Management, University of Arkansas (2004 - 2008). Courses taught include Business Statistics I and II, Production & Operations Management, and Management Information Systems.
Teaching and Research Assistant, Department of Finance & Operations Management, University of Massachusetts (2000 - 2004). Course taught as instructor: Introduction to Management Science.
Courses as teaching assistant: Introduction to Management Science, Transportation and Logistics, and Advanced Problems in Operations Management. (Graded homework, answered questions, and held office hours).

COURSES TAUGHT

Advanced Operations Management
Global Supply Chain Management
Management Information Systems
Operations Management
Quality and Continuous Improvement
Supply Chain Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		2		2
Publications in Refereed Conference Proceedings				
Publications of Non-refereed or Invited Papers	2			2
Totals	2	2		4

Refereed Articles

Contribution to Practice

Ke, K., Alves, J. C., Lovelace, K. J., Manz, C. C., Matsypura, D., F. Toyasaki, (2005-2006). A Cross-cultural Perspective of Self-leadership. *Journal of Managerial Psychology*, 21 (4), 338-359.
Ke, K. & Nagurney, A. (2005-2006). Financial Networks with Intermediation: Risk Management with Variable Weights. *European Journal of Operational Research*, 172 (1), 40-63.

Non-Refereed Proceedings

Discipline-Based Scholarship

- Ke, K., Jin, Y., & Zhang, H. (2007-2008). Equilibrium Analysis Based Pricing Mechanism in a Multiagent Based Supply-chain System. *Multiagent Systems in E-Business*.
- Ke, K., Hin, Y., & Zhang, H. (2007-2008). A Hybrid Push-pull Model Based Multiagent Supply-chain System with Equilibrium Analysis. *IEEE/WIC/ACM IAT*.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Finance and OSC

College Assignments

Member:

2008-2009: Scholarship Subcommittee

2008-2009: Student Committee

2007-2008: University of Arkansas - Curriculum and Standards Committee

2007-2008: University of Arkansas - Faculty Research Committee

University Assignments

Member:

2004-2005 through 2007-2008: University of Arkansas - Library Committee

Service to the Profession

Member: Committee/Task Force

2007-2008: WEBKDD and SNA-KDD Workshop, Co-held with SIG-KDD (National).

Reviewer: Ad Hoc Reviewer for a Journal

2008-2009: Netnomics: Economic Research and Electronic Networking (International).

2008-2009: Journal of Optimization Theory and Applications (JOTA) (International).

Honors/Awards

Honor

2007-2008: Semi-Finalist. Vancouver, B.C. Trading Agent Competition/Supply Chain Management.

2006-2007: Young Researcher Roundtable Institute of Operations Research and Management Science (INFORMS).

RICHARD LARKIN, ED.D.
Lecturer
Finance and Operations Supply Chain
College of Business
Date of Hire: 2000
rflarkin@juno.com

Academic Background

Ed.D. Seattle University, 1996
M.B.A. City University, 1981
B.S. City University, 1978
A.S. College of Marin, 1976

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

Private Consulting, Self Employed (1969 - 2009). Clients include city governments, insurance companies, manufacturing companies, and a variety of other industries throughout the United States with primary effort in Seattle, Portland, Raleigh, Chicago, San Francisco, and Vancouver, B. C.

Strategic Planning Manager, J.D. Ott Company, Inc. (1997 - 2000). Project Manager for major facility expansion and development of multi-million dollar Management Information System.

Operations Director, The Boeing Company (1958 - 1997). (1958-1962, 1966-1969, 1976-1980, 1981-1997). A variety of positions including Operations Director with responsibility for strategic management of all commercial raw material in the corporation and Program Planning Manager responsible for strategic planning of all Supply Chain Management of the 747, 767, and 777 airplanes. Procurement responsibility for a wide range of classified military programs. Corporate charter working to reduce critical Engineering attrition. Other Boeing functional organizational experience in Quality Assurance, Finance, Industrial Engineering, Procurement, and Production positions. Boeing locations included Seattle, Portland, Everett, Renton, Auburn, Kent, Annapolis, Maryland, and Santa Maria, California.

Owner, Book Nook (1990 - 1994). Book store and coffee bar.

Senior Operations Analyst, ELDEC Corporation (1980 - 1981). Responsible for improving workforce morale and reducing high attrition throughout the production area.

Manager of Systems, Methods and Procedures, Laborers Administration Funds of Northern California (1973 - 1976). Responsible for all operating processes and information systems in a multi-million dollar trust fund organization.

Senior Methods and Procedures Analyst, Unigard Insurance Co. (1969 - 1973). Leadership role in development and installation of performance improvement and monitoring program throughout the United States and Canada. (Seattle, Portland, Raleigh, San Francisco, Chicago, Dallas, and Vancouver, B.C.).

Microwave Repairman, U. S. Air Force (1962 - 1965). Texas, Mississippi, Florida, and Greece.

Academic

Adjunct Faculty, College of Business, Central Washington University (2000 - 2009).

Adjunct Faculty, Business Management, Edmonds Community College (1998 - 2009). Teaching Human Relations, Project Management, Supervisory Leadership and Professional Speaking Courses.

Adjunct Faculty, City University (1981 - 2003). In Washington and Kaiserslautern, Germany. Taught Graduate and Undergraduate courses in Human Resource Management, Strategic Planning, International Business, Organizational Communication, Leadership, and Operations Management.

Adjunct Faculty, Communications Department, Central Washington University (1997 - 2000). Taught Business and Professional Speaking and Organizational Communication.

Curriculum Consultant and Adjunct Faculty, University of Maryland (UMUC) (1983 - 1986). Taught Technical Management, Operations Management, and Organizational Communication courses. Curriculum Consultant for Organization Communication.

COURSES TAUGHT

International Business

Management Information Systems

Management of Human Resources

Operations Management

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Finance and OSC

Service to the Profession

Other Professional Service Activities

2008-2009: U.S. Small Business Administration, SCORE Counselor with U.S. Small Business Administration. Assist individuals develop new businesses, or improve existing organizations with goal of increasing employment and economic development. Generally working with 20-25 clients at a time. Participating in on-going training with the U.S. Small Business Administration (National).

Service to the Community

Positions Held in Civic Organizations

2008-2009: Citizen Counselor to King County

YONG JOO LEE, PH.D.
Assistant Professor
Finance and Operations Supply Chain
College of Business
Date of Hire: 2007
leeyj@cwu.edu

Research Focus of Effort

I believe that the correspondence between industry and academics is highly important in research as well as teaching. Therefore, I am pursuing research that provides valuable managerial implications via modeling, as well as designing algorithms for real world implementation. I am primarily interested in conceptualizing and modeling the issues that firms are currently tackling and I am also interested in empirically evaluating how effective those models are in the real world.

Academic Background

- Ph.D. Washington State University, Pullman, WA, Operations Management, 2009
- B.S. Washington State University, Pullman, WA, Computer Science, 2002
- M.B.A. Brigham Young University, Provo, Utah, 1997
- B.A. Chonnam National University, Kwangju, Korea, Literature, 1989

Dissertation

Integrated Forward-Reverse Logistics System Design: An Empirical Investigation

Qualification

Academically Qualified

Professional Memberships

- DSI
- INFORMS

EXPERIENCE

Work

Non-Academic

- Software Engineer, Novell Inc. (1997 - 1997).
- Operations Manager, Yang Dong Sausage (1989 - 1991).

Academic

- Assistant Professor, Central Washington University (2007 - 2009).

COURSES TAUGHT

- Advanced Operations Management
- Global Supply Chain Management
- Management Information Systems
- Operations Management
- Problems and Policies in OSC
- Supply Chain Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals				
Publications in Refereed Conference Proceedings				
Presentations of Non-Refereed Papers		1		1
Totals		1		1

Presentations of Non-Refereed Papers

National

- Lee, Y. J., Jayaraman, V., & Baker, T. (2006-2007). HEURISTICS ON REVERSE LOGISITCS. Decision Sciences Institute Annual Meeting, San Antonio, Texas.

SERVICE

Service to the Institution

Department Assignments

Member:

- 2008-2009: Department of Finance and OSC

College Assignments

Member:

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Curricula Committee

KUN LIAO, PH.D.
Assistant Professor
Finance and Operations Supply Chain
College of Business
Date of Hire: 2007
liaok@cwu.edu

Research Focus of Effort

Conducting research in manufacturing strategy, build-to-order supply chain, global operations management, and buyer-supplier relationship, supplier network.

Academic Background

- Ph.D. University of Toledo, Toledo, OH, Manufacturing Management, 2008
- M.S. University of Toledo, Toledo, OH, Industrial Engineering, 2004
- B.E. Tsinghua University, Beijing, China, Machine Design and Manufacturing, 1993

Dissertation

Achieving Build-to-order Supply Chain Capability through Practices Driven by Supplier Alignment and Supplier Empowerment.

Professional Certifications

- Certified Economist in Finance (China),
- Certified Quality Engineer,

Qualification

Academically Qualified

Professional Memberships

- American Production & Inventory Control Society
- American Society of Quality
- Decision Science Institute
- Institute of Supply Management

EXPERIENCE

Work

Non-Academic

- Project Manager, GSD Corporation (1997 - 2002). Searched for automotive-related high-technology business opportunities and business partners. Projects included: Nano-Metal Project, Light Electric Vehicle Project, Mini-Automotive Project.
- Purchasing Manager of Electric Part Division & Supplier Quality Engineer, Peugeot Automobile Corporation (1993 - 1997). Purchasing Manager of Electric Part Division - Developed and managed effective supplier base including BOSCH, PHILIPS, VALEO, AMP, and Margaret & Marilyn.
- Supplier Quality Engineer - Managed assigned suppliers in regards to supplier selection, evaluation, approval, and maintenance in accordance with applicable procedures.

Academic

- Assistant Professor, Department of Finance & OSC, Central Washington University (2007 - 2009).
- Part-Time Instructor (Independently Teaching), The University of Toledo (2004 - 2007). Taught Small Business Database Systems (SU07), Operations Management (SP07), Quality Management (SP06), Business Statistics (F05), Principles of Computer Programming (SU05), and Micro Computer Applications in Business (F04).

COURSES TAUGHT

- Advanced Operations Management
- Cooperative Education
- Global Supply Chain Management
- Management Information Systems
- Operations Management
- Problems and Policies in OSC
- Quality and Continuous Improvement
- Supply Chain Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	2			2
Publications in Refereed Conference Proceedings		11		11

Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings			1	1
Totals	2	11	1	14

Refereed Articles

Discipline-Based Scholarship

- Liao, K. & Hong, P. (2007-2008). Building Global Supplier Networks: A Supplier Portfolio Entry Model. *Journal of Enterprise Information Management*, 20 (5), 511-526.
- Liao, K. & Tu, Q. (2007-2008). Leveraging Automation and Integration to Improve Manufacturing Performance under Uncertainty: An Empirical Study. *Journal of Manufacturing Technology Management*, 19 (1), 38-51.

Refereed Proceedings

Contribution to Practice

- Liao, K., Vonderembse, M. A. , & Ragu-Nathan, T. S. (2007-2008). Achieving Build-to-Order Supply Chain Capability Through Supplier Partnership Practices Driven by Supply Chain Alignment. *National DSI Conference*, 2881-2886.
- Tu, Q., Liao, K., & Li, Y. (2007-2008). The Relationship of Integration and Automation Under an Uncertain Environment: A SEM Model. *National DSI Conference*, 291-296.
- Liao, K. & Marsillac, E. (2006-2007). Global Supply Chain Adaptation: A Process of Supply Base Establishment and Logistics Integration. *America International Business - U.S. Midwest Conference*.
- Liao, K. & Zhang, J. (2006-2007). Virtual Transfer Pricing Mechanisms in Global Supply Chain Management. *Decision Sciences Institute Annual Meeting*.
- Liao, K. & Rao, S. (2005-2006). Circle relation chart and related prediction model: A multidimensional visualization data mining tool. *Decision Sciences Institute Annual Meeting*.
- Liao, K. & Hong, P. (2005-2006). Supply chain alignment: Driving partnership to achieve higher performance in supply chain management. *Decision Sciences Institute Annual Meeting*.
- Liao, K. (2005-2006). Empowering Purchasing Teams to Innovate in Supply Chain Management Context: An Absorptive Capacity Study. *Decision Sciences Institute Annual Meeting*.
- Liao, K., Lim, J., & Marion, D. (2004-2005). Degree of Outsourcing in Prototyping Function in Global Supply Chain Management. *Midwest DSI Conference*.
- Liao, K. & Hong, P. (2004-2005). An examination of major Chinese auto manufacturing firms between 1956-2000: From a global supply chain perspective. *Symposium on Supply Chain Management*.
- Liao, K., Liao, Y., & Lim, J. (2004-2005). A Conceptual Framework for Successful Prototyping Outsourcing in New Product Development. *Decision Sciences Institute Annual Meeting*.
- Liao, K., Liao, Y., & Rao, S. (2004-2005). Supply Chain Adaptability for Automaker Entry into China: A Case Study. *Decision Sciences Institute Annual Meeting*.

Chapters, Cases, Readings, Supplements

Case

- Liao, K., Liao, Y., & Rao, S. (2007). "A Case in Supply Chain Adaptation in China: The Tanban Automobile Co.," In Joel Wisner and Linda Stanley (Ed.) *Process Management: Creating Value Along the Supply Chain*. South-Western.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Finance and OSC

College Assignments

Member:

2007-2008 through 2008-2009: Student Committee

University Assignments

Faculty Sponsor:

2008-2009: SOURCE

2005-2006: International Student Office, University of Toledo: Ambassador

Service to the Profession

Member: Committee/Task Force

2005-2006: International Workshop on Accelerated Radical Innovation (International).

Other Professional Service Activities

2007-2008: Decision Sciences Institute Annual Meeting, Section Facilitator (National).

Reviewer: Ad Hoc Reviewer for a Journal

2008-2009: Supply Chain Management: An International Journal (International).

2008-2009: Journal of Manufacturing Technology Management (National).

2008-2009: Operations Management Research (National).

Reviewer: Conference Paper

2007-2008: Decision Sciences Institute Annual Meeting, Reviewer for National DSI (National).

2006-2007: Decision Sciences Institute Annual Meeting, Reviewer for Northwest annual meeting (Regional).

2005-2006 through 2006-2007: Decision Sciences Institute Annual Meeting, Reviewer for National DSI (National).

2005-2006: MBAA (National).

Honors/Awards

Award

2007-2008: CWU College of Business Research Grant Award.

2006-2007: ASQ George H. Barrows Masters Scholarship.

GARY M. RICHARDSON, PH.D.
Associate Professor
Finance and Operations Supply Chain
College of Business
Date of Hire: 1993
richard@cwu.edu

Academic Background

Ph.D. University of Texas at Arlington, Business Administration, 1993
 C.F.A , 2001
 M.B.A. University of Texas at Arlington, 1988
 B.A. Willamette University, Physiological Psychology, 1971

Qualification

Other

Professional Memberships

American Finance Association
 Chartered Financial Analyst Institute
 Financial Management Association
 Midsouth Academy of Economics and Finance
 Southern Finance Association

EXPERIENCE

Work

Non-Academic

Stockbroker, . (1976 - 1986).
 Retail Sales and Sales Management, . (1971 - 1976).

Academic

Assistant/Associate Professor of Finance, Central Washington University (1993 - 2009).
 Lecturer, University of Texas at Arlington (1988 - 1993).

COURSES TAUGHT

Advanced Investments
 Individual Study
 Intermediate Financial Management
 Introductory Financial Management
 Investments
 Personal Financial Planning

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals				
Publications in Refereed Conference Proceedings				
Presentations of Non-Refereed Papers		1	1	2
Totals		1	1	2

Presentations of Non-Refereed Papers

National

Bagamery, B. D. & Richardson, G. M. (2006-2007, February). MULTISTAGE DIVIDEND GROWTH MODELS: IMPLICATIONS FOR ESTIMATING THE COST OF EQUITY CAPITAL. Academy of Economics and Finance, Jacksonville, Florida.
 Bagamery, B. D. & Richardson, G. M. (2007-2008, March). ON THE VALUE OF TWO STAGE DIVIDEND GROWTH MODELS FOR IMPROVING THE ELEMENTARY PEDAGOGY OF COST OF EQUITY CAPITAL DETERMINATION. Western Decision Sciences Institute, San Diego, California.

SERVICE

Service to the Institution

Department Assignments

Chair:

2007-2008: Finance/OSC Personnel Committee

Member:

2008-2009: Department of Finance and OSC

College Assignments

Member:

2007-2008 through 2008-2009: Student Committee

2005-2006 through 2006-2007: Faculty Search Committee - Finance

University Assignments

Member:

2007-2008: CWU Faculty Development Committee

RICHARD T. TRIMBLE, PH.D.
Associate Professor
Finance and Operations Supply Chain
College of Business
Date of Hire: 2002
trimbler@cwu.edu

Academic Background

Ph.D. Arizona State University, Logistics and Operations Management, 1994
M.B.A. Arizona State University, Information Systems, 1975
B.A. University of Washington, History, 1970

Qualification

Professionally Qualified

Professional Memberships

Decision Sciences Institute
Institute of Supply Management
Production Operations Management Society

EXPERIENCE

COURSES TAUGHT

Advanced Operations Management
Global Supply Chain Management
Operations Management
Quality and Continuous Improvement
Supply Chain Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		3		3
Publications in Refereed Conference Proceedings				
Totals		3		3

Refereed Articles

Contribution to Practice

Coetzer, G. & Trimble, R. (2008-2009). The Mediating Influence of Role Stress on the Relationship between Adult Attention Deficit and Self Efficacy. *Journal of Business and Management*.
Coetzer, G. & Trimble, R. (2008-2009). An Empirical Examination of the Relationships between Adult Attention Deficit, Reliance on Team Mates and Team Member Performance. *Team Performance Management, 15 (1/2)*.
Coetzer, G. & Trimble, R. (2008-2009). An Empirical Examination of the Relationships between Adult Attention Deficit, Co-operative Conflict Management and Efficacy for Working in Teams. *American Journal of Business*.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Finance and OSC

College Assignments

Member:

2007-2008: Curricula Committee

FANG WANG, PH.D.
Assistant Professor
Finance and Operations Supply Chain
College of Business
Date of Hire: 2007
wangf@cwu.edu

Research Focus of Effort

The main focus of my research is to investigate and examine the link between corporate liquidity, investment and equity returns theoretically and empirically, and I continue to be interested in other topics in asset pricing, corporate finance and equity pricing anomalies.

Academic Background

- Ph.D. West Virginia University, Economics (specializing in Finance), 2007
- M.A. West Virginia University, Economics, 2004
- M.S. East Carolina University, Economics, 2002
- B.A. Southeast University, China, Economics (specializing in Finance), 1998

Dissertation

Three Essays on Corporate Liquidity, Financial Distress, and Equity Returns.

Qualification

Academically Qualified

Professional Memberships

- American Finance Association
- Eastern Finance Association
- Financial Management Association
- Midwest Finance Association

EXPERIENCE

Work

Academic

- Assistant Professor, Central Washington University (2007 - 2009). Department of Finance and OSC.
- Instructor, West Virginia University (2004 - 2006). Taught Survey of Finance, Business Finance, and Financial Institutions and Markets.

COURSES TAUGHT

- Cooperative Education
- Individual Study
- Intermediate Financial Management
- Introductory Financial Management
- Investments
- Management of Financial Institutions
- Personal Financial Planning
- Personal Investments

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	1			1
Publications in Refereed Conference Proceedings	1			1
Presentations of Refereed Papers	3	1		4
Totals	5	1		6

Refereed Articles

Discipline-Based Scholarship

- Bishop, J. A., Luo, F., & Wang, F. (2005-2006). Economic Transition, Gender Bias, and the Distribution of Earnings in China. *Economics of Transition*, 13 (2), 239-259.

Refereed Proceedings

Discipline-Based Scholarship

- Wang, F. (2004-2005). Corporate Liquidity and Equity Returns. *Midwest Finance Association*.

Presentations of Refereed Papers

National

- Wang, F. (2007-2008). RESIDUAL CASH, FIRM VALUE AND FINANCIAL DISTRESS. Eastern Finance Association, St. Pete Beach, Florida.
- Wang, F. (2006-2007). CORPORATE LIQUIDITY AND EQUITY RETURNS. Eastern Finance Association, Philadelphia, Pennsylvania.
- Wang, F. (2006-2007, October). IS CORPORATE LIQUIDITY A RISK FACTOR? Financial Management Association International (FMA), Salt Lake City, Utah.
- Salimi, J., Wang, F., & Yakovlev, P. (2005-2006, October). DECEMBER AND JANUARY EFFECTS AROUND THE GLOBE: EVIDENCE FROM US AND INTERNATIONAL PANEL DATA. Southern Finance Association, Key West, Florida.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Finance and OSC

College Assignments

Member:

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Assurance of Learning Committee

University Assignments

Member:

2007-2008 through 2008-2009: CWU Academic Assessment Committee

Service to the Profession

Academic Conference: Discussant

2006-2007: MFA, Chicago, Illinois (National).

2005-2006: EFA, Philadelphia, Pennsylvania (National).

2004-2005: SEA, Washington, District of Columbia (National).

Member: Committee/Task Force

2008-2009: Eastern Finance Association, Program Committee member and reviewer, Washington, District of Columbia (National).

Reviewer - Book / Textbook

2006-2007: Thomson/Southwestern, Financial Markets and Institutions, Jeff Madura, 7th Edition (National).

Reviewer: Ad Hoc Reviewer for a Journal

2008-2009: Journal of Financial Education (National).

2007-2008: Quarterly Journal of Business and Economics (National).

Honors/Awards

Award

2005-2006: Doctoral Student Publication Award Jon Vilasuso.

2005-2006: Best Doctoral Student Award Kaiser.

MICHAEL T. YOUNG, PH.D.
Associate Professor
Finance and Operations Supply Chain
College of Business
Date of Hire: 2007
youngm@cwu.edu

Research Focus of Effort

Tax and Market Efficiency Issues

Academic Background

Ph.D. University of Missouri-Columbia, Finance, 1992

B.S. University of Missouri-Columbia, General Studies, 1985

A.S. George Washington University, Medical Technology, 1974

Qualification

Academically Qualified

EXPERIENCE

Work

Academic

Associate Professor, Minnesota State University (2001 - 2007). Courses taught include: Business Finance, Notebook Business Finance, Investments, Strategic Financial Management, Notebook Strategic Financial Management, Short-Term Financial Management, and Investments.

Visiting Associate Professor, University of Tennessee at Martin (2000 - 2001). Courses taught include: Investment Analysis, Intermediate Financial Management, and MBA International Corporate Finance (Distance Learning Class).

Assistant Professor of Finance, Mississippi State University (1993 - 2000). Courses taught include: Investments, Portfolio Management, Financial Management, Intermediate Financial Management, Advanced Financial Management, Money and Banking, International Finance, D.B.A. Investments Seminar, D.B.A. Corporate Seminar, and Real Estate Finance.

Visiting Assistant Professor of Finance, University of Delaware (1992 - 1993). Courses taught include: Business Finance, Investments, and MBA Corporate Finance.

Research Associate/Assistant & Teaching Assistant, University of Missouri (1986 - 1992).

COURSES TAUGHT

Cooperative Education

Individual Study

Intermediate Financial Management

Introductory Financial Management

Personal Financial Planning

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	2			2
Publications in Refereed Conference Proceedings	2			2
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings			2	2
Presentations of Refereed Papers	2	1		3
Totals	6	1	2	9

Refereed Articles

Discipline-Based Scholarship

Foster, M., White, L., & Young, M. (2006-2007). Capital Gains, Dividends, and Taxes: Market Reactions to Tax Changes. *Academy of Accounting and Financial Studies Journal*, 11 (1), 9-24.

Young, M. T. (2005-2006). Investor Risk Aversion and the Weekend Effect: The Basics. *Academy of Accounting and Financial Studies Journal*, 9 (3), 51-64.

Refereed Proceedings

Discipline-Based Scholarship

Foster, M., White, L., & Young, M. (2004-2005). Capital Gains, Dividends, and Taxes: Market Reactions to Tax Changes. *The Allied Academies International Conference*.

Young, M. T. (2004-2005). Investor Risk Aversion and the Weekend Effect: The Basics. *The Allied Academies International Conference*.

Chapters, Cases, Readings, Supplements

Supplement

Young, M. T. (2007). "Student Solutions Guide, 5/e,," . McGraw-Hill:

Young, M. T. (2008). "Student Solutions Guide 6/e,," . McGraw-Hill.

Presentations of Refereed Papers

National

Foster, M. & Young, M. T. (2008-2009). CAPITAL STRUCTURE DETERMINANTS IN EMERGING MARKETS: A LOGISTIC ANALYSIS. Society of Business, Industry, and Economics, Sandestin, Florida.

Foster, M., White, L., & Young, M. (2004-2005, October). CAPITAL GAINS, DIVIDENDS, AND TAXES: MARKET REACTIONS TO TAX CHANGES. The Allied Academies International Conference, Maui, Hawaii.

Young, M. T. (2004-2005, October). INVESTOR RISK AVERSION AND THE WEEKEND EFFECT: THE BASICS. The Allied Academies International Conference, Maui, Hawaii.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Finance and OSC

College Assignments

Member:

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Curricula Committee

Honors/Awards

Award

2005-2006: Outstanding Faculty of the Year Finance Club.

2004-2005: Distinguished Research Award Allied Academies International.

Honor

2006-2007: Who's Who Among America's Teachers.

MANAGEMENT

TERRY D. ALKIRE, M.B.A.

Lecturer

Management

College of Business

Date of Hire: 2006

alkiret@cwu.edu

Academic Background

M.B.A. City University, Frankfurt, Germany, 1990

In-progress CERAM Business School, Nice, Sophia Antipolis, France, Management Science, 2009

B.A. University of Montana, Missoula, MT, 1980

Professional Certifications

Executive Management Program, 2000

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

President & Owner, Waterline Design, LLC (2002 - 2007). Waterline Design utilizes a computer controlled, ultra-high pressure, waterjet cutting machine to provide contract cutting services. The company specializes in custom decorative tile, marble and granite products such as floor medallions, borders, and signs. The company also offers programming and cutting services for a wide variety of materials including stainless steel, mild steel, aluminum, Plexiglas, brass and composite materials.

Executive Vice President, Flow International Corporation (1998 - 2002). International Operations. Reporting directly to the CEO of Flow International in the USA. Duties include the operational management of all of Flow's European and Asian subsidiaries. Operating out of the office of Flow Holdings Sagl in Lugano, Switzerland, specific responsibilities comprise the restructuring and concentration of all international operations into a Swiss-based Business Coordination Center (BCC) in order to maximize global profits and operational efficiency. The combined annual revenue of the various divisions is approximately eighty million U.S. Dollars. Locations managed include: Flow Europe GmbH and FORACON GmbH, Bretten, Germany, Flow Pressure Systems AB, Vastras, Sweden, Flow Asia Corporation, Hsin Chu, Taiwan, Flow China Corporation, in Shanghai, China, and Flow Japan Corp., Tokyo, Japan. The combined international divisions have approximately 350 employees.

Vice President, General Manager, Flow International Corporation (1997 - 1998). Foracon GmbH, Bretten, Germany. Reporting directly to the CEO of Flow International in the USA, duties included the general management of a newly acquired company. The company had a staff of forty-six employees. The operating budget of FY 1998 was ten million U.S. Dollars. Reporting directly to this position were the managers of the accounting, manufacturing, engineering, sales, and service departments. Primary accomplishment was the challenging task of post-merger management including the successful integration of a small, privately held, German company into a large, publicly held, multi-national American corporation.

Vice President of European Sales & Marketing, Flow International Corporation (1993 - 1997). Flow Europe GmbH, Darmstadt, Germany. Was personally requested by the CEO of Flow International to return to the European office in order to help the company solve a major organizational problem at that site. Reporting directly to the Chief Operating Officer of Flow International in the USA. Duties included a major rebuild of the entire European sales, marketing and spare parts and customer service staff. Accomplishments included the location and appointment of Regional Sales Managers in England, Spain, France, and Italy as well as adding new sales territories within Germany. Annual revenues from the European office were doubled between 1994 and 1997.

Director of the Environmental Applications Division, Flow International Corporation (1991 - 1993). Responsible for the start up and management of a new division within the company. Accomplishments included performing extensive market research, preparing a divisional business plan, and developing the necessary personnel infrastructure in both sales and technical support. Concentrated in the construction and service industry, the division was able to generate over one million U.S. Dollars in the first year of operation.

Sales and Marketing Manager, Flow Europe GmbH (1988 - 1991). Responsible for the management of three Regional Sales Managers and three in-house support persons. Reported to the General Manager of European Operations. Assigned sales territory included all of Europe, Africa and the Middle East.

European Distributor & Key Account Sales Manager, Flow Europe GmbH (1986 - 1988). Reporting directly to the Sales Manager Europe, was responsible for sales and marketing support of the company's various European agents, distributors and Key-Account customers. Concurrent duties: Regional Sales Manager for Spain, Italy and France. Recognized by home office as European Salesman of the Year for 1987 and 1988.

Assistant International Sales Manager, Flow International Corporation (1985 - 1986). Reporting directly to the Director of International Sales, was responsible for sales and marketing support of international distributors and agents.

Export Manager, Computerized Trading Service International (CTSI) (1983 - 1985). Reported directly to the company President. Responsibilities included promotion and sales of the company's international purchasing service, customer development, and contract negotiation. Traveled extensively to customer sites in Mexico and Central America.

Buyer, Marine Construction & Design Co. (1981 - 1983). A major commercial shipyard and international supplier of marine equipment. Reported directly to the International Operations Manager. Responsibilities included: Primary purchasing of electronic and mechanical equipment, evaluation of competitive bids, contract negotiation and issuance.

International Traffic Coordinator, Seaport Shipping Co. (1980 - 1981). Reporting directly to the VP of Export. Responsible for all export activities such as booking cargo space, expediting documents, and collection of letters of credit.

COURSES TAUGHT

Cooperative Education
Entrepreneurism and Small Business Management
International Management
Introduction to International Business
Organizational Management
Principles of Management
Strategic Management

SERVICE

Service to the Institution

Department Assignments

Faculty Advisor:

2008-2009: CWU Entrepreneur Club

Member:

2008-2009: Department of Management

ROBERT L. ALLEN, M.A.

Lecturer
Management
College of Business
Date of Hire: 2001
allenrob@cwu.edu

Academic Background

M.A. University of Washington - School of International Studies, Seattle, WA, East Asian Studies - Contemporary China Prog., 1978
B.A. Washington State University, Pullman, WA, Asian Studies & English Literature, 1976

Professional Certifications

Accelerated Chinese Mandarin Certificate, 1971

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

President, Information & Trade Services, Inc. (1991 - 2009). Founded company in 1991. We provide US producers, manufacturers, and organizations with a full range of export/import marketing, finance, training, and logistics support.
Agent for leading Canadian beverage producer and distribution company. We handle all export management and marketing support needs, including representation of interests at foreign and domestic trade shows.
Installed documentary training and support program for the largest wood products firm in the Pacific Northwest (Feb.-Sept., 1994).
Prepared Environmental Protection Agency - mandated business plan for leading fisher/processor operation in Kodiak, AK (Feb.-May, 1993).
Co-produced and delivered intensive business management training for visiting Russian Far East delegation of enterprise and government leaders. (Oct., 1992).
Account Executive, Veritrade International (1992 - 1995). Provided duty drawback recovery services to qualified U.S. manufacturers.
Vice President, International Banking Division, First Interstate Bank of Washington (1990 - 1991). Developed new markets for trade finance services. Bank reorganization and 10% staff reduction resulted in position elimination.
Director/Export Development, Small Business Development Center (1989 - 1990). U.S. Government funded short-term contract at North Seattle Community College to provide assistance to firms new to international trade. Helped business managers research and implement proper financial and marketing plans. Instructor for SBDC supported seminars, workshops, and college classes.
Concurrently Member, Board of Directors, International Trade Institute, North Seattle Community College.
Vice President/Manager, Trade Services Division & Asst. V.P./Manager, International Division, U.S. Bank of Washington (formerly Old National Bank) (1985 - 1989). Provided critical support to domestic lenders. Established state-wide delivery of international banking services and managed the bank's international correspondent relations. Supervised operations and marketing staffs. Provided educational support to bank officers and clients.
Assistant Vice President/Marketing Manager, Standard Chartered Bank, PLC (1981 - 1985). Developed trade finance markets and provided international credit services to corporations in bank's seven state Pacific Northwest Region.
Manager/Prepared Foods Export-Import Division, Food Products International, Inc. (1978 - 1981). Managed food export/import division of major wholesale super market distributor including design and implementation of new market programs in Middle Eastern and Pacific Rim countries.

Academic

Lecturer, Department of Management, Central Washington University (2001 - 2009).
Adjunct Instructor, Business Division, Edmonds Community College (2000 - 2009). Courses taught include: Intro to Business, Intro to Sales, Intro to Marketing, Time Management, Principles of Management, International Marketing, and Small Business Management.
Instructor, Business & Administration Dept., City University (1992 - 2001). Courses taught include: MC573-International Business and BSM404-International Business (taught as distance learning class for international students in Egypt), undergraduate and graduate level business classes for City University's Eastern Europe Division in Trencin, Slovakia and Dresden, Germany.

Military Experience

1970-1974: United States Air Force Security Service, Chinese Mandarin Linguist. Vietnam War Combat Veteran.

COURSES TAUGHT

International Management
Introduction to International Business
Management of Human Resources
Organizational Management
Principles of Management

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

2008-2009: On-Line Course Committee

Service to the Profession

Board Member: Advisory Board

2008-2009: Washington State International Trade Fair, Past board member and Chair, Membership Committee, Seattle, Washington (International).

2008-2009: World Trade Club, Past board member and Chair, Programs Committee (International).

2007-2008 through 2008-2009: Food Shippers Association of North America, Founding Member, Bellevue, Washington (International).

Member: Committee/Task Force

2008-2009: World Affairs Council, Seattle, Washington (International).

JENNIFER ANDERSON, M.B.A.

Lecturer
Management
College of Business
Date of Hire: 2006
andersoj@cwu.edu

Academic Background

M.B.A. University of Washington, Leadership, Management and Macroeconomics, 1999

In-progress University of Arizona, Eller College of Management, Tucson, Arizona, Management & Organization, 2009

B.A. University of Washington, Geography, 1990

Qualification

Professionally Qualified

Professional Memberships

Academy of Management, 2006-now, National

EXPERIENCE

Work

Non-Academic

Finance Manager, Business Analysis Manager, Manufacturing Operations, Starbucks Coffee Company (1997 - 2007).

Captain, Lieutenant, various assignments on active duty and in the reserves, U.S. Army, Corps of Engineers (1990 - 1998).

Accounting Clerk, Rolling Mill Coordinator, Birmingham Steel Corporation (1994 - 1997).

Academic

Lecturer, Department of Management, Central Washington University (2006 - 2009).

COURSES TAUGHT

Contemporary Management Practices

Cooperative Education

Individual Study

Organizational Change

Organizational Management

Principles of Management

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

College Assignments

Faculty Advisor:

2007-2008: Alpha Kappa Psi: CWU professional business fraternity

Service to the Profession

Other Professional Service Activities

2004-2005 through 2006-2007: MBA Evaluation Day, Evaluator of candidates for admission to the University of Washington Evening MBA Program., Seattle, Washington (Local).

Service to the Community

Other Community Service Activities

2007-2008: American Red Cross, Kittitas Valley Chapter, Instructor and Volunteer - Disaster Services

Honors/Awards

Award

2008-2009: Distinguished Service Award Alpha Kappa Psi.

2008-2009: Excellence in Advising Central Washington University College of Business Advisory Board.

JAMES B. AVEY, PH.D.

Assistant Professor

Management

College of Business

Date of Hire: 2007

aveyj@cwu.edu

Research Focus of Effort

I research and empirically demonstrate how human strengths are generated, sustained and contribute to individual and organizational effectiveness.

Academic Background

Ph.D. University of Nebraska-Lincoln, 2007

M.B.A. City University of Seattle, Seattle, WA, Strategic Management, 2002

B.S. Central Washington University, Ellensburg, WA, Human Resource Management, 2000

Qualification

Academically Qualified

Professional Memberships

Academy of Management, 2008-2009, National

European Association of Work and Organizational Psychology, 2008-2009, International

Society for Human Resource Management, 2008-2009, National

EXPERIENCE

Work

Non-Academic

Human Resource Management, The Boeing Company (2000 - 2004). HRM at the Commercial Airplanes division of The Boeing Company consisting of HR measurement, domestic and international project management, HR planning, employee selection and development, compensation decision making, affirmative action plan development including reports to the OFCCP, grievance and appeal management and collective bargaining for Boeing Engineering.

Academic

Research Assistant, The University of Nebraska-Lincoln, Gallup Leadership Institute (2004 - 2007).

COURSES TAUGHT

Contemporary Management Practices

Cooperative Education

Individual Study

Management of Human Resources

Organizational Behavior

Organizational Staffing

Principles of Organizational Behavior

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	12	4	1	17
Publications in Refereed Conference Proceedings		4		4
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings		3		3
Presentations of Refereed Papers		16		16
Totals	12	27	1	40

Refereed Articles

Contribution to Practice

Avey, J. B., Luthans, F., Smith, R. M. , & Palmer, N. (2008-2009). Impact of Positive Psychological Capital on Employee Well-Being Over Time. *Journal of Occupational Health Psychology*.

Luthans, F., Avolio, B. J. , Avey, J. B. , & Norman, S. M. (2007-2008). Positive Psychological Capital: Measurement and Relationship with Performance and Satisfaction. *Personnel Psychology*, 60 (3), 541-572.

Luthans, F., Avey, J. B. , Avolio, B. J. , Norman, S. M. , & Combs, G. M. (2005-2006). Psychological Capital Development: Toward a Micro-intervention. *Journal of Organizational Behavior*, 27, 387-393.

Avey, J. B., Patera, J. L., & West, B. J. (2005-2006). The Implications of Positive Psychological Capital on Employee Absenteeism. *Journal of Leadership and Organizational Studies*, 13 (2), 42-60.

Discipline-Based Scholarship

- Avey, J. B., Wernsing, T. S., & Luthans, F. (2008-2009). Can Positive Employees Help Positive Organizational Change? Impact of Psychological Capital and Emotions on Relevant Attitudes and Behaviors. *Journal of Applied Behavioral Science*, 44 (1), 48-70.
- Avey, J. B., Luthans, F., & Mhatre, K. H. (2008-2009). A Call for Longitudinal Research in Positive Organizational Behavior. *Journal of Organizational Behavior*, 29 (5), 705-711.
- Luthans, F., Rhee, S., Luthans, B. C., & Avey, J. B. (2008-2009). Impact of Behavioral Performance Management in a Korean Application. *Leadership & Organization Development Journal*, 29 (5), 427-443.
- Luthans, F., Norman, S. M., Avolio, B. J., & Avey, J. B. (2008-2009). The Mediating Role of Psychological Capital in the Supportive Organizational Climate-employee Performance Relationship. *Journal of Organizational Behavior*, 29 (2), 219-238.
- Avey, J. B., Avolio, B. J., Crossley, C. D., & Luthans, F. (2008-2009). Psychological Ownership: Theoretical Extensions, Measurement and Relation to Work Outcomes. *Journal of Organizational Behavior*, 30, 173-191.
- Avey, J. B., Hughes, L. W., Norman, S. M., & Luthans, K. W. (2008-2009). Using Positivity, Transformational Leadership and Empowerment to Combat Employee Negativity. *Leadership & Organization Development Journal*, 29 (2), 110-126.
- Luthans, F., Avey, J. B., Clapp-Smith, R., & Li, W. (2008-2009). More Evidence on the Value of Chinese Workers' Psychological Capital: A Potentially Unlimited Competitive Resource? *International Journal of Human Resource Management*, 19 (5), 818-827.
- Avey, J. B., Avolio, B. J., & Quisenberry, D. (2008-2009). Estimating Return on Leadership Development Investment. *The Leadership Quarterly*.
- Avey, J. B., Luthans, F., & Youssef, C. M. (2008-2009). The Additive Value of Psychological Capital in Predicting Work Attitudes and Behaviors. *Journal of Management*.
- Clapp-Smith, R. O., Vogelgesang, G. R., & Avey, J. B. (2008-2009). Authentic Leadership and Positive Psychological Capital: The Mediating Role of Trust at the Group Level of Analysis. *Journal of Leadership and Organizational Studies*, 15 (3), 227-240.
- Hughes, L. W., Avey, J. B., & Norman, S. M. (2008-2009). A Study of Supportive Climate, Trust, Engagement and Organizational Commitment. *Journal of Business & Leadership: Research, Practice and Teaching*, 4 (2), 51-59.
- Avey, J. B., West, B. J., & Crossley, C. D. (2008-2009). The Association Between Ethnic Congruence in the Supervisor-subordinate Dyad and Subordinate Organizational Position and Salary. *Journal of Occupational and Organizational Psychology*, 81 (3), 551-566.

Learning & Pedagogical Scholarship

Luthans, F., Avey, J. B., & Patera, J. L. (2008-2009). Experimental Analysis of a Web-Based Training Intervention to Develop Positive Psychological Capital. *Academy of Management Learning and Education*, 7 (2), 209-221.

Refereed Proceedings

Contribution to Practice

- Avey, J. B., Nimmicht, J. L., Pigeon, N. G., & Cant, A. G. (2008-2009). Two Field Studies Examining the Association Between Positive Psychological Capital and Employee Performance. *Institute of Behavioral and Applied Management*.
- Luthans, F., Patera, J. L., & Avey, J. B. (2006-2007). The relationship between positive psychological capital and unit sales performance. *Decision Science Institute*.
- Avey, J. B., Luthans, F., & Patera, J. L. (2006-2007). Experimental Analysis of a Web-Based Micro-Intervention on the Learning and Development of Positive Psychological States. *Gallup Leadership Institute Summit*.
- Hughes, L. W., Avey, J. B., & Norman, S. M. (2006-2007). The engagement ring: A study of the roles of supportive climate, trust, and engagement on organizational commitment and performance. *Academy of Management*.

Chapters, Cases, Readings, Supplements

Case

- Avey, J. B. & Luthans, B. (2007). "Is There Hope for a Brand New Airplane.," In Clegg, Kornberger, & Pitsis (Ed.) *Managing and Organizations: An Introduction to Theory and Practice*. Thousand Oaks, CA: Sage.
- Wernsing, T. S. & Avey, J. B. (2007). "Authentic Leadership At Work in Clif Bar.," In Clegg, Kornberger & Pitsis (Ed.) *Managing and Organizations: An Introduction to Theory and Practice*. Thousand Oaks, CA: Sage.

Reading

Luthans, F. & Avey, J. B. (2006). "Behaviorism.," *International Encyclopedia of Organizational Studies*.

Presentations of Refereed Papers

International

Wernsing, T. A. & Avey, J. B. (2008-2009). LONGITUDINAL ANALYSES OF PSYCHOLOGICAL CAPITAL ON TWO INDICATORS OF EMPLOYEE PERFORMANCE. European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

National

- Norman, S. M., Hughes, L. W., Larson, M., & Avey, J. B. (2008-2009). THE ROLE OF MEDIA SAVVY IN VIRTUAL LEADER-FOLLOWER RELATIONSHIPS. Midwest Academy of Management, Chicago, Illinois.
- Norman, S. M., Larson, M., Hughes, L. W., & Avey, J. B. (2008-2009). LEADER-FOLLOWER CONGRUENCE ON TRANSIENT POSITIVE PSYCHOLOGICAL STATES AND ITS RELATION TO EMPLOYEE ATTITUDES. Midwest Academy of Management, Chicago, Illinois.
- Peterson, S., Luthans, F., Wernsing, T. S., Avey, J. B., Avolio, B. J., & Walumbwa, F. O., (2008-2009). A LONGITUDINAL EXAMINATION OF THE RELATIONSHIP BETWEEN POSITIVE PSYCHOLOGICAL RESOURCES AND EMPLOYEE JOB PERFORMANCE. National Academy of Management, Chicago, Illinois.
- Provaznik, W. P., Hughes, L. W., & Avey, J. B. (2008-2009). PUSHING THE MARGINS: A DYNAMIC MODEL OF IDIOSYNCRATIC CREDIT IN TOP MANAGEMENT TEAM BEHAVIOR. Business and Leadership Symposium, Fort Hays, Kansas.
- Avey, J. B. (2007-2008). IS ENVY ALWAYS BAD? IS PSYCHOLOGICAL CAPITAL ALWAYS GOOD? Society for Industrial and Organizational Psychology, San Francisco, California.

Avey, J. B., Avolio, B. J., & Mhatre, K. (2007-2008). THE IMPACT OF TRANSFORMATIONAL LEADERSHIP ON PSYCHOLOGICAL OWNERSHIP. Academy of Management, Anaheim, California.

Avey, J. B., Wernsing, T. S., & Luthans, F. (2007-2008). DON'T WORRY, BE HAPPY: EXAMINING MODERATORS AND MEDIATORS OF THE IMPACT OF POSITIVITY ON ATTITUDES AND BEHAVIORS. Academy of Management, Philadelphia, Pennsylvania.

Avey, J. B., Avolio, B. J., Crossley, C. R., & Luthans, F. (2007-2008). PSYCHOLOGICAL OWNERSHIP: THEORETICAL EXTENSIONS AND ANALYSIS OF A MULTI-DIMENSIONAL THEORY-BASED MEASURE. Academy of Management, Philadelphia, Pennsylvania.

Avey, J. B., West, B. J., & Crossley, C. D. (2007-2008). THE ASSOCIATION BETWEEN ETHNIC CONGURENCE IN THE LEADER-FOLLOWER DYAD AND FOLLOWER ORGANIZATIONAL POSITION AND SALARY. Society for Industrial and Organizational Psychology, New York, New York.

Avey, J. B., Luthans, F., & Patera, J. L. (2006-2007). EXPERIMENTAL ANALYSIS OF A WEB-BASED MICRO-INTERVENTION ON THE LEARNING AND DEVELOPMENT OF POSITIVE PSYCHOLOGICAL STATES. Gallup Leadership Institute Summit, Washington, District of Columbia.

Hughes, L. W., Avey, J. B., & Norman, S. M. (2006-2007). THE ENGAGEMENT RING: A STUDY OF THE ROLES OF SUPPORTIVE CLIMATE, TRUST, AND ENGAGEMENT ON ORGANIZATIONAL COMMITMENT AND PERFORMANCE. Academy of Management, Atlanta, Georgia.

Luthans, F., Patera, J. L., & Avey, J. B. (2006-2007). THE RELATIONSHIP BETWEEN POSITIVE PSYCHOLOGICAL CAPITAL AND UNIT SALES PERFORMANCE. Decision Science Institute, San Antonio, Texas.

Regional

Avey, J. B., Luthans, F., & Luthans, B. C. (2007-2008). THE RELATIONSHIP BETWEEN BANK EMPLOYEE'S POSITIVE PSYCHOLOGICAL CAPITAL AND PERFORMANCE OUTCOMES. Midwest Academy of Management, Kansas City, Missouri.

Walumbwa, F. O., Luthans, F., Avey, J. B., & Oke, A. (2007-2008). AUTHENTIC LEADERSHIP AND TEAM OUTCOMES: THE ROLE OF EMERGENT STATES. Southern Management Conference, St. Pete Beach, Florida.

State

Hughes, L. W., Avey, J., & Norman, S. M. (2008-2009). STUDY OF SUPPORTIVE CLIMATE, TRUST, ENGAGEMENT, COMMITMENT. Fort Hays State University, Business and Leadership Symposium, Hays, Kansas.

SERVICE

Service to the Institution

Department Assignments

Member:

- 2008-2009: Management Selection Committee
- 2008-2009: Department of Management
- 2008-2009: Curriculum Innovation Committee

College Assignments

Faculty Advisor:

- 2008-2009: CWU College of Business Society for Human Resource Management: Faculty Advisor

Member:

- 2008-2009: Research Standards Committee
- 2008-2009: Curriculum Innovation Committee
- 2007-2008 through 2008-2009: Faculty Committee

University Assignments

Member:

- 2008-2009: Faculty Senate Liaison
- 2008-2009: Center for the Teacher/Scholar: Teacher Certificate Sub-Committee
- 2008-2009: Center for the Teacher/Scholar: Advisory Board Member

Service to the Profession

Board Member: PRJ Editorial Review Board

- 2008-2009: Journal of Leadership and Organizational Studies (National).

Reviewer - Article / Manuscript

- 2008-2009: Journal of Applied Behavioral Science (National).
- 2008-2009: The Leadership Quarterly (National).
- 2008-2009: Journal of Occupational and Organizational Psychology (National).

Reviewer: Ad Hoc Reviewer for a Journal

- 2008-2009: Human Resource Management (National).

Honors/Awards

Award

- 2008-2009: Excellence in Research Central Washington University College of Business Advisory Board.
- 2008-2009: Honorable Mention Douglas Memorial Award in Journal of Applied Behavioral Science.
- 2008-2009: Outstanding Paper Literati Network Awards for Excellence.
- 2007-2008: Excellence in Research Central Washington University College of Business Advisory Board.
- 2007-2008: Best Paper Southern Management Association.
- 2007-2008: Outstanding Reviewer Award Academy of Management.

JAMES P. BEAGHAN, D.B.A.

**Professor
Management
College of Business
Date of Hire: 1983
beghanj@cwu.edu**

Academic Background

D.B.A. United States International University, Marketing, 1987
M.B.A. DePaul University, Finance, 1978
B.S. Southern Illinois University, Marketing, 1968

Professional Certifications

Commercial Pilot's License,
State of Illinois Real Estate License,

Qualification

Academically Qualified

Professional Memberships

Delta Mu Delta (National Honor Society for Business Administration), ., National
The American Marketing Association
The Direct Marketing Association
The Western Decision Sciences Institute
The Western Marketing Educators Association

EXPERIENCE

Work

Non-Academic

Veteran Claims Examiner, U.S. Veteran Administration (1975 - 1976). Performed quasi-legal functions: adjudicating and authorizing claims filed by veterans, their dependents or beneficiaries in regard to compensation, disability pension, death compensation, insurance and other benefit programs.

Officer Pilot, U.S. Marine Corps (1968 - 1974). Highest rank attained was Captain. During this period I gained valuable management and leadership experience working with Marines. Daily responsibilities: Flying aircraft, performing collateral duties as Operations Officer (responsible for scheduling, coordinating, and controlling the squadron's 29 aircraft and 110 pilots) and Aviation Safety Officer (responsible for conducting a vigorous aviation safety program which included lecturing, motivating, management, analysis and aircraft accident investigation).

Academic

Professor, Central Washington University (1983 - 2009).

Graduate Assistant, United States International University (1983 - 1983). Courses taught include: International Marketing and Management Information Systems.

Instructor of Business Administration, Grossmont College (1982 - 1982). Courses taught include Organizational Behavior and Small Business Administration.

Assistant Professor of Business Administration, Seattle University (1981 - 1982). Courses taught include Consumer Behavior, Marketing Communications, Principles of Marketing, Organizational Behavior, and Statistics. Additional duties: assistance in the administration of the Seattle University 'Small Business Institute'.

Assistant Professor of Business Administration, Saint Joseph's College (1979 - 1981). Courses taught include Introduction to Business, Marketing Research and Analysis, International Business, Principles of Management, Principles of Marketing, International Marketing, Small Business Administration, and Statistics.

Assistant Professor of Business Administration, Simpson College (1978 - 1979). Courses taught include Principles of Advertising, Quantitative Decision Making, Organization and Behavior, International Business, Principles of Marketing, and Statistics.

COURSES TAUGHT

Consumer Behavior
Cooperative Education
Essential Marketing Concepts
Individual Study
Market Research
Marketing Promotion Management
Principles of Marketing

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
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Articles in Refereed Journals		3		3
Publications in Refereed Conference Proceedings				
Publications of Non-refereed or Invited Papers			2	2
Totals		3	2	5

Refereed Articles

Contribution to Practice

Beaghan, J. P. (2008-2009). Is There a Decline in Teaching Ethics in US Business Schools? *Journal of International Business and Economy*, 9 (2).

Beaghan, J. P. (2007-2008). Distance Learning in Accounting Courses from the Student's Perspective (1999-2006). *Journal of College Teaching & Learning*, 4 (12), 9-16.

Beaghan, J. P. (2006-2007). A Survey of Student Attitudes Toward Distance Learning in Marketing Courses. *Journal for Advancement of Marketing Education*, 8, 38-43.

Non-Refereed Proceedings

Learning & Pedagogical Scholarship

Beaghan, J. P. (2005-2006). Distance learning in accounting courses from the students perspective: (1997-2005). *College Teaching & Learning Conference*.

Beaghan, J. P. (2005-2006). Distance learning in marketing courses from the students perspective: (1997-2005). *International Business and Economy*.

SERVICE

Service to the Institution

Department Assignments

Chair:

2008-2009: Curriculum Innovation Committee

Member:

2008-2009: Department of Management

College Assignments

Member:

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Curricula Committee

PETER J. BOYLE, PH.D.

Associate Professor

Management

College of Business

Date of Hire: 1994

boylep@cwu.edu

Academic Background

Ph.D. Cornell University, Marketing, 1994

M.Sc. Cornell University, Management, 1993

M.B.A. Memorial University, Canada, Marketing, 1986

B.A. St. Thomas University, Canada, Philosophy, 1982

Qualification

Academically Qualified

EXPERIENCE

Work

Academic

Associate Professor, College of Business, Central Washington University (1997 - 2009).

Assistant Professor, College of Business, Central Washington University (1994 - 1997).

Part-time Lecturer, Johnson Graduate School of Management, Cornell University (1992 - 1993).

Visiting Assistant Professor, MBA Program, Koc University (September, 1993 - December, 1993).

Assistant Professor, Commerce Department, Mount Allison University (1986 - 1988).

COURSES TAUGHT

Consumer Behavior

Cooperative Education

Essential Marketing Concepts

Individual Study

Marketing Promotion Management

Principles of Marketing

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		2		2
Publications in Refereed Conference Proceedings		2		2
Presentations of Non-Refereed Papers		1	2	3
Totals		5	2	7

Refereed Articles

Contribution to Practice

Boyle, P. J. & Lathrop, E. S. (2008-2009). Are Consumers' Perceptions of Price-Quality Relationships Well Calibrated? *International Journal of Consumer Studies*, 33, 58-63.

Boyle, P. J. & Lathrop, E. S. (2008-2009). Perceptions of Product Longevity: Will it Keep Going and Going...? *Journal of Customer Behaviour*, 7 (3), 201-213.

Refereed Proceedings

Contribution to Practice

Boyle, P. J. & Hanlon, D. (2005-2006). Enhancing the Motivational Side of Entrepreneurship Education: The Role of Social Category Exemplars. *International Conference on Entrepreneurship*.

Boyle, P. J. & Hanlon, D. (2005-2006). Overconfidence and Information Distortion in Men and Women. *International Conference on Entrepreneurship*.

Presentations of Non-Refereed Papers

International

Boyle, P. J. (2004-2005, November). EFFECTIVE TEACHING SKILLS. Center for teaching, Dongguk U, Kyungjoo, Korea.

Boyle, P. J. (2005-2006, December). EFFECTIVE TEACHING IN ENGLISH. Center for teaching, Dongguk U, Seoul, Korea.

National

Boyle, P. J. (2006-2007, March). PREDECISIONAL DISTORTION BY ENTREPRENEURS. Syracuse U, Syracuse, New York.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

2007-2008: Department of Management: Marketing Search Committee

2007-2008: Department of Management: 360 Committee

2005-2006 through 2007-2008: Department of Management: Personnel Committee

2005-2006: Department of Management: Faculty Salary Adjustment Ad Hoc Committee

2004-2005 through 2005-2006: Department of Management: Faculty Development Committee

College Assignments

Member:

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Assurance of Learning Committee

University Assignments

Member:

2006-2007 through 2007-2008: CWU Library Committee

2004-2005 through 2007-2008: CWU Human Subjects Committee

Service to the Community

Member of a Committee

2004-2005 through 2006-2007: Community for Youth Board of Directors

GRAEME COETZER, PH.D.

Assistant Professor
Management
College of Business
Date of Hire: 2003
coetzer@cwu.edu

Academic Background

Ph.D. Simon Fraser University, Organizational and Human Resource Development, 2002
M.B.A. Simon Fraser University, Human Resource Management, 1994
B.Com. University of South Africa, 1989

Dissertation

Defining Shared Cognition as the Similarity of Knowledge and Belief Structures across Team Members: A Study of the Relationship between Shared Cognition and Team Effectiveness

Qualification

Academically Qualified

Professional Memberships

Academy of Management
Administrative Sciences Association of Canada
American Society for Training and Development
Society for Human Resource Management

EXPERIENCE

COURSES TAUGHT

Applied Management and Organizational Behavior
Cooperative Education
Individual Study
Management of Human Resources
Organizational Change
Organizational Management
Principles of Management
Principles of Organizational Behavior
Training and Development

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	1	7		8
Publications in Refereed Conference Proceedings				
Publications of Non-refereed or Invited Papers		1		1
Presentations of Non-Refereed Papers		3		3
Totals	1	11		12

Refereed Articles

Contribution to Practice

Coetzer, G. (2008-2009). An Empirical Examination of the Relationships between Adult Attention Deficit, Personal Task Management and Role Stress. *Journal of Behavioral and Applied Management*.

Coetzer, G. & Trimble, R. (2008-2009). The Mediating Influence of Role Stress on the Relationship between Adult Attention Deficit and Self Efficacy. *Journal of Business and Management*, 15 (2).

Coetzer, G. & Trimble, R. (2008-2009). An Empirical Examination of the Relationships between Adult Attention Deficit, Reliance on Team Mates and Team Member Performance. *Team Performance Management*, 15 (1/2).

Coetzer, G. & Trimble, R. (2008-2009). An Empirical Examination of the Relationships between Adult Attention Deficit, Co-operative Conflict Management and Efficacy for Working Teams. *American Journal of Business*.

Coetzer, G. H. & Richmond, L. (2006-2007). An Empirical Analysis of the Relationship Between Adult Attention Deficit and Efficacy for Working in Teams. *Team Performance Management*, 13 (1/2), 5-10.

Coetzer, G. H. & Bushe, G. R. (2005-2006). Using Discrepancy Theory to Examine the Relationship Between Shared Cognition and Group Outcomes. *Team Performance Management*, 12 (5/6), 155-161.

Biberman, J. & Coetzer, G. (2005-2006). Can Critical People Also Be Spiritual? Reconciling Critical and Spiritual Approaches. *TAMARA: Journal of Critical Postmodern Organizational Science*, 5 (5), 70-74.

Discipline-Based Scholarship

Bushe, G. R. & Coetzer, G. H. (2006-2007). Group Development And Team Effectiveness: Using Cognitive Representations to Measure Group Development and Predict Task Performance and Group Viability. *Journal of Applied Behavioral Science*, 43 (2), 184-212.

Non-Refereed Articles

Contribution to Practice

Coetzer, G., Biberman, J., & Tischler, L. (2004-2005). Modeling and Measuring Service Oriented Peak Performance. *Business Research Yearbook*, XI.

Presentations of Non-Refereed Papers

National

Biberman, J. & Coetzer, G. H. (2004-2005, April). CAN CRITICAL PEOPLE ALSO BE SPIRITUAL? RECONCILING CRITICAL AND SPIRITUAL APPROACHES. Management and Organizational Inquiry, Philadelphia, Pennsylvania.

Coetzer, G., Biberman, J., & Tischler, L. (2006-2007). TRANSCENDING BELIEF - A NON-THEISTIC MODEL FOR OPERATIONALIZING SPIRITUAL VALUES, PRACTICES AND STATES, AND THEIR RELATIONSHIP TO WORKPLACE BEHAVIOR. Management and Organizational Inquiry, Washington, District of Columbia.

Regional

Coetzer, G. (2004-2005). OPERATIONALIZING COMPLEX WORK RELATED SPIRITUALITY VARIABLES. Academy of Management, New Orleans, Louisiana.

SERVICE

Service to the Institution

Department Assignments

Faculty Sponsor:

2006-2007: CWU Management: MGT/HR Program Development - revising and extending the HR program at the Lynnwood Center

Member:

2008-2009: Department of Management

2008-2009: On-Line Course Committee

College Assignments

Member:

2008-2009: Curricula & Assurance of Learning Committee

2007-2008: Assurance of Learning Committee

2006-2007: College of Business: Student Review Committee

University Assignments

Member:

2007-2008: University Senate: College of Business Administration

Service to the Profession

Member: Committee/Task Force

2005-2006 through 2007-2008: Center for Organizational and Human Resource Development, Leading the development of an interdisciplinary center that focuses on developing processes for addressing both the intellectual and emotional challenges of systemic problem solving. (Local).

Honors/Awards

Award

2007-2008: Excellence in Research Central Washington University College of Business Advisory Board.

2006-2007: Excellence in Teaching Award Central Washington University Advisory Board.

2006-2007: Excellence in Teaching (University wide Award) Central Washington University Alumni.

JUDITH COTNER MONTOYA, M.B.A.

Lecturer

Management

College of Business

Date of Hire: 2006

montoyaj@cwu.edu

Academic Background

M.B.A. City University, Seattle, WA, Human Resources, 1981

B.A. Washington State University, English & Secondary Education

Professional Certifications

Standard Teaching Certificate, 1971

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

Enforcement Manager/Trainer/Mediator, Equal Employment Opportunity Commission (January, 1981 - June, 2006).

Enforcement Manager - I am an expert in EEO laws including Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination Act and the Equal Pay Act. At the EEOC I served as an investigator of employment discrimination claims, as a supervisor of investigations and then for the last eight years as a manager of five teams including teams of Intake Officers, Mediators, and Investigators. I handled all personnel issues related to all staff on the five teams. I recruited, hired, trained, disciplined, and fired staff in accordance with all human resource guidelines. I served as the Small Business Liaison and provided advice related to EEO statutes daily to companies that called the office.

Trainer - I served as training officer for the Seattle District Office, which involved assessing the training needs of the office and providing trainers (including myself) to fulfill those needs. In this capacity, I created and developed training programs and presented training sessions as part of my regular duties at EEOC for over 20 years. I presented at the Technical Assistance Programs which provide adult education for private sector company representatives and human resource officials. I participated in two 'train the trainer' sessions in headquarters in Washington D.C., and trained investigators and supervisors nationwide. I regularly provided paid training sessions for private industry throughout the northwest area.

Mediator - In 1996 I started the Mediation Program at the Seattle District Office. I became a Washington State Certified Mediator in 1997 and I conducted mediations through 1998 as Mediation Coordinator along with my supervisory duties. I have conducted pro bono mediations for the Federal Executive Board.

Academic

Instructor, Lake Washington Technical College (2007 - 2009). Instructor of HR Ethics, HR Overview Class, and HR Integration class in an HR Certification Program.

Adjunct Professor, Bellevue Community College (2002 - 2004). From 2002 to 2004 I taught Speech 101, Basic Principles of Oral Communication and Speech 220, Introduction to Public Speaking. (Evenings).

COURSES TAUGHT

Business and Society

Management of Human Resources

Organizational Management

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

NANCY GRABER PIGEON, J.D.

Assistant Professor

Management

College of Business

Date of Hire: 1994

grabern@cwu.edu

Research Focus of Effort

How the law impacts business as well as how generational differences impact how businesses work.

Academic Background

J.D. McGeorge School of Law, Sacramento, CA, 1990

M.L.I.R. Michigan State University, East Lansing, MI, 1983

B.S. University of Rhode Island, Kingston, RI, Business, 1980

Professional Certifications

Admitted to practice Law in WA, CT, and CA,

Qualification

Academically Qualified

Professional Memberships

American Bar Association, 2009, National

Kittitas County Bar Association, 2009, Local

Society of Human Resource Management, 2009, National

Yakima County Bar Association, 2009, Local

YVHRA, 2009, Local

EXPERIENCE

Work

Non-Academic

Consultant, Investigator and Trainer, Nancy Graber, J.D. (1994 - 2009). Investigate harassment and discrimination claims, consult on management problems and conduct trainings on all labor and employment law matters.

Staff Attorney, WA Growers League (September, 1994 - 2009). Provide legal advice on all labor and employment matters to agricultural employers throughout the state of WA.

Attorney, Lofland and Associates (1990 - 1994). Provided legal advice on various labor and employment matters to clients. Drafted motions and appeared in federal and state court.

Law Graduate, Carroll, Burdick and McDonough (May, 1990 - August, 1990). Researched and drafted legal memorandums and briefs for union labor and employment law firm. Conducted salary survey and participated in administrative hearings.

Apprentice Arbitrator, Donald H. Wollett (August, 1986 - August, 1990). Attended labor and employment arbitrations with Arbitrator, Donald H. Wollett. Drafted opinions and researched cases.

Law Clerk, Corbett & Kane (July, 1989 - September, 1989). Researched and wrote legal memorandums and motions for management labor and employment law firm.

Law Clerk, Agricultural Labor Relations Board (July, 1987 - September, 1987). Researched and wrote legal memorandums.

Compensation Analyst, GTE (December, 1985 - July, 1986). Performed wage analysis, conducted Hay evaluations for compensation structure and managed executive continuity program.

Labor Relations Administrator, GTE (July, 1983 - December, 1985). Handled grievances up to arbitration. Trained supervisors in labor relations theory and practice and was a member of negotiation team.

Human Resource Associate, GTE (November, 1982 - June, 1983). Responsibilities included recruitment of executives and college graduates in engineering and conducted wage and salary studies.

Human Resource Associate, GTE (May, 1982 - October, 1982). Responsibilities included researching collective bargaining agreements, attending grievance hearings and arbitrations and assisting in negotiations. Developed and distributed communications brochure explaining negotiated settlement.

Academic

Assistant Professor of Management/Law, Central Washington University (September, 2007 - 2009). Tenure Track Position.

Assistant Professor of Management/Law, Central Washington University (1996 - 2007). Non-Tenure Track Position.

Adjunct Faculty, Washington State University (August, 2003 - June, 2007). Taught on-line Human Resource Management classes.

Adjunct Faculty, Central Washington University (1994 - 1996).

Adjunct Faculty, Heritage College (1993 - 1994).

COURSES TAUGHT

Advanced Business Law

Compensation

Cooperative Education

Directed Research

Industrial Relations/Collective Bargaining
 Legal Environment of Business
 Management of Human Resources
 Problems in Human Resource Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		1		1
Publications in Refereed Conference Proceedings		1		1
Totals		2		2

Refereed Articles

Contribution to Practice

Nimnicht, J. L., Franz, W. W. , & Graber Pigeon, N. (2004-2005). Use Caution: Avoid Wrongful Discharge, A Costing Approach. *Journal of Individual Employment Rights*, 11 (1), 39-51.

Refereed Proceedings

Contribution to Practice

Avey, J. B., Nimnicht, J. L. , Pigeon, N. G. , & Cant, A. G. (2008-2009). Two Field Studies Examining the Association Between Positive Psychological Capital and Employee Performance. *Institute of Behavioral and Applied Management*.

SERVICE

Service to the Institution

Department Assignments

Faculty Advisor:

2004-2005 through 2008-2009: Co-Advisor to SHRM: CWU

Member:

2008-2009: Department of Management

2008-2009: On-Line Course Committee

2007-2008 through 2008-2009: E-Learning Committee: Determine guidelines for online classes within the department.

2007-2008: Search Committee for Management

College Assignments

Chair:

2008-2009: Scholarship Subcommittee (Co-Chair)

2007-2008 through 2008-2009: Student Committee (Co-Chair)

Member:

2008-2009: Search Committee for Finance/OSC

2005-2006 through 2007-2008: Executive Committee Faculty Liaison

University Assignments

Member:

2006-2007 through 2008-2009: Library Committee

2007-2008: CWU Grievance Committee for Faculty

Service to the Community

Member of a Committee

2004-2005 through 2008-2009: Dispute Resolution Center of Yakima and Kittitas Counties, Mediator, Personnel Committee Member and Employment Law Consultant

Other Community Service Activities

2007-2008 through 2008-2009: Washington Business Week, acted as a judge of 'Companies' of high school students that compete for profitability, innovation, and good citizenship in the interactive business simulation while learning what it takes to be successful from the classroom to the boardroom.

Positions Held in Civic Organizations

2004-2005 through 2008-2009: Temple Shalom, Vice President

LARRY HELLIE, M.B.A.

Lecturer
Management
College of Business
Date of Hire: 2008
helliel@cwu.edu

Academic Background

M.B.A. Washington State University, Industrial Relations, 1972
B.A. Washington State University, Business Administration, 1966

Professional Certifications

Global Remuneration Professional, 1996
Certified Compensation Professional, 1995
Certified Benefits Professional, 1994
Senior Professional in Human Resources, 1981

Qualification

Professionally Qualified

Professional Memberships

Community Action to Reduce Substance Abuse, 1998, Regional
Oregon Meth Watch, 1998, State
Oregon State Council - SHRM, 1998, State
STOP-METH, 1998, Regional
Regional Drug Initiative, 1996, Local
Columbia-Willamette Compensation Association, 1995, Local
Northwest Human Resource Management Association, 1976, Regional
Portland Human Resource Management Association, 1976, Local
Society for Human Resource Management, 1976, National
Clark County Meth Action Team
WorldatWork (American Compensation Association)

EXPERIENCE

Work

Non-Academic

Human Resources Consulting, Helliie Human Resources Consulting (HHRC2) (1977 - 2009).
HHRC2 provides professional human resources services in drug free workplace compliance, generational issues in the workplace, investigations, mergers, acquisitions, and divestitures, plant closures and layoffs, and security.
HHRC2 provides seminars, workshops, and strategic planning for generational workplace issues in motivation, presentations, recruiting and retention, total compensation, and training.
HHRC2 client list includes: Alliance Health Systems (Portland, OR), Allied Systems (Sherwood, OR), Atlas Copco Wagner (Portland, OR), Cascade Specialties (Boardman, OR), Edwards Manufacturing Inc (Portland, OR), Instant Imprints (Lake Oswego, OR), Jeco Transport (Portland, OR), Korimpeks (Vancouver, WA), Kanto Corporation (Portland, OR), Legacy Health System (Portland, OR), Menke Jackson Beyer Ehlis & Harper, LLC (Yakima, WA), National Business Institute (Eau Claire, WI), Northwest Pump & Equipment Company (Portland, OR), Pacific Legal (Seattle, WA), Professional Consulting Services (Salem, OR), Pyramid Breweries (Seattle, WA & Portland, OR), Richard's Homewares (Portland, OR), St. Luke's Episcopal Church (Vancouver, WA), Superior Tank Wash (Portland, OR), TECO Manufacturing (Vancouver, WA), Tensolite (Vancouver, WA), The Standard (Portland, OR), United Employers Association (Portland, OR), Wester States Chiropractic College (Portland, OR), Wy'East Manufacturing (Clackamas, OR), and Village Vender (Vancouver, WA).
President, STOPMETH (1999 - 2005).
Western Region Human Resources Director/Corporate Logistics Director, ARKEMA Chemicals, Inc. (Atochem, Atonfina) (1991 - 2004).
President, Golf Incorporated (1992 - 2003).
Internal Consultant, Schnitzer Steel Industries (1986 - 1991).
Director of Labor Relations, VP Operations, VP Finance and Administration, Convoy Company (1979 - 1985).
Labor Relations Director, Gilmore Steel/Oregon Steel Mills (1976 - 1979).
Terminal Manager, Consolidated Freightways (1972 - 1976).
Captain - Transportation Corp, United States Army (1966 - 1970).
Traffic Analyst, Shell Oil (1966 - 1966).

Academic

Lecturer, Central Washington University (2008 - 2009).
Lecturer, Clark College (1997 - 2004). Courses in Advertising, Business of Management, Elements of Supervisory Management, Human Resource Certification Institute Examination Course (PHR and SPHR), Introduction to Business, Supervisor as Trainer and Team

Builder, Supervisory Coaching Techniques, Supervisory Labor-Management Relations, and Supervisory Human Resource Management.

Lecturer, City University (1997 - 2002). Graduate Level Courses in Business, Government and Society, Human Resource Certification Institute Examination Course (PHR and SPHR), Human Resources in Project Management, Human Resource Management, Labor Relations and Negotiations, Macro-Economics, Managerial Communications and Research Methods, Micro-Economics, and Operations Management.

Undergraduate Level Courses in Business Policy, Business Strategy, Human Resource Certification Institute Examination Course (PHR and SPHR), Labor Relations, Management Philosophy, Operations Management, Organizational Theory, Personnel Management, and Writing for the Professional.

Lecturer, Linfield College (2001 - 2001). Course in Labor Legislation.

Lecturer, Southwest Oregon Community College (1974 - 1976). Cost Control for Supervisors, Developing the Employee, Fundamentals of Marketing, and Labor-Management Relations.

COURSES TAUGHT

Compensation Policy and Administration

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

Service to the Profession

Other Professional Service Activities

2005-2006: American Public Power Association, 'Labor/Employee Relations: Combat or Cooperation?', Portland, Oregon (National).

Presentation

2008-2009: Northwest Human Resource Management Association Conference, 'Eldercare and Work: Supporting Retention, Morale, and Productivity', Kennewick, Washington (Regional).

2008-2009: Northwest Pipe, 'Use of Mandatory Safety Equipment', Portland, Oregon (Regional).

2008-2009: Portland Human Resource Management Association, Diversity Special Interest Group, 'Workforce Diversity - Silent and Boomer vs. GenX and Gen Why', Portland, Oregon (Local).

2008-2009: Northwest Human Resource Management Association Student Conference, 'The Brave New World of Human Resources: Unlocking the Clues', Bellingham, Washington (Regional).

2007-2008: Gresham Oregon Employers' Council, 'Conducting Effective Investigations', Gresham, Oregon (Local).

2007-2008: National Business Institute, 'Set the Stage with New Hires- Consistency from the Start' and "Internal Investigations", Portland, Oregon (National).

2007-2008: Mid-Willamette Chapter SHRM, 'Strategic Compensation: Getting to 2025', Albany, Oregon (Local).

2007-2008: Portland Human Resource Management Association, Diversity Special Interest Group, 'Hiring and Managing the X and Why Generations', Portland, Oregon (Local).

2007-2008: Mid-Willamette Chapter SHRM, 'Strategic Benefits: Getting to 2025', Albany, Oregon (Local).

2007-2008: Apple Valley Human Resource Management Association, 'Drugs in the Work Place', Wenatchee, Washington (Local).

2006-2007: Mount Baker Human Resource Association, 'Developing and Enforcing Drug Free Workplace Policies', Bellingham, Washington (Local).

2006-2007: Northwest Human Resource Management Association Conference, 'What Every HR Department Should Have and Know', 'Conducting an Effective Investigation' and 'Meth from an HR Standpoint', Spokane, Washington (Regional).

2006-2007: Josephine County Oregon Employer Council, 'Improving Organizational Performance Using Generational Differences?', Grants Pass, Oregon (Local).

2006-2007: Jackson County Oregon Employer Council, 'Improving Organizational Performance Using Generational Difference' and 'Who's Performance Is It?', Medford, Oregon (Local).

2006-2007: Business and Professional Women Oregon - North Pacific District Conference, 'The Hiring Process in Today's Job Market', Portland, Oregon (Regional).

2006-2007: Oregon/Washington Professional Engineers Consortium, 'Leading a Volunteer Organization', Vancouver, Washington (Regional).

2006-2007: National Business Institute, 'Keeping your Payroll Practices in Compliance', Portland, Oregon (National).

2006-2007: Washington/Oregon Joint School Personnel Association Conference, 'Piracy: Is It a Viable Method for Filling Critical Positions?' and 'Sharing the Wealth, or How to Avoid a Mutiny', Tacoma, Washington (Regional).

2006-2007: American Institute of Chemical Engineers, 'Dealing with Difficult People', Portland, Oregon (National).

2006-2007: Society of Women Engineers, 'The Value and Use of Networking', Portland, Oregon (Regional).

2006-2007: University of Portland, 'Compensation Issues for the 21st Century', Portland, Oregon (Local).

2005-2006: Job Service Employers' Committee, 'Recognizing, Rewarding, and Retaining Employees: A Generational Perspective', Vancouver, Washington (Local).

2005-2006: Human Resources Association of Central Oregon, 'Diversity and the Aging Workforce: A Generational Perspective', Bend, Oregon (Local).

2005-2006: National Business Institute, 'Eliminating Workplace Harassment and the Hostile Work Environment' and 'Conducting an Effective Workplace Investigation' (with Paula Barran), Portland, Oregon (National).

- 2005-2006: Portland State University School of Business Administration, 'Ethics and Integrity: An HR Manager's Perspective', Portland, Oregon (Local).
- 2005-2006: Northwest Human Resource Management Association Student Conference, 'Using Five Decades in Business to Predict the Next Three Decades of Human Resources', Seattle, Washington (Regional).
- 2005-2006: CWU Human Resources Alumni Conference, 'Five Decades of Human Resources: A Generational Perspective' (Local).
- 2005-2006: Portland State University School of Business Administration, 'The Future of Human Resource Management', Portland, Oregon (Local).
- 2005-2006: Portland Human Resource Management Association, HR Management Special Interest Group - 'Ethics and Integrity in HR', Portland, Oregon (Local).
- 2005-2006: Columbia Basin Chapter of SHRM, 'What Should Every HR Department Have and Know' and 'Predicting Changes in Strategic HR Management', Richland, Washington (Local).
- 2005-2006: Yakima Valley Human Resource Association, 'The Changing Workforce: Aging, Globalization, Outsourcing and Immigration', 'Strategic Human Resource Management', and 'Meth 101: The Basics of Methamphetamines', Yakima, Washington (Local).
- 2005-2006: National Business Institute, 'Adhering to the Family and Medical Leave Act (FMLA) and the Oregon Family Leave Act (OFLA)', 'Oregon Medical Marijuana Program: Employers' Obligation', and 'The Hallmarks of Legally Defensible Documentation', Portland, Oregon (National).
- 2005-2006: Portland Human Resource Management Association, HR Management Special Interest Group - 'Wisdom of the HR Masters', Portland, Oregon (Local).
- 2005-2006: Northwest Region American Records Management Association, 'Leadership in a Volunteer Organization' and 'Dealing with Difficult People', Portland, Oregon (Regional).
- 2005-2006: American Society for Industrial Security, 'Substance Abuse in the Workplace', Portland, Oregon (National).
- 2005-2006: Cascade Specialties, 'Workplace Safety', Boardman, Oregon (Local).

Service to the Community

Speech / Presentation at a Community Meeting

- 2007-2008: Grande Ronde Tribal Conference, 'Meth 101: Understanding Methamphetamines'
- 2005-2006: Northwest Portland Native American Public Health Administration, 'Meth 101: Impact of Meth on the Community'
- 2005-2006: Lakes Oswego Lions Club, 'Meth 101: The Basics of Methamphetamines'
- 2005-2006: Willamette View Health Center, 'Methamphetamines Basics 101'

PAUL M. HIRSH, MIM

Lecturer

Management

College of Business

Date of Hire: 2005

hirshp@cwu.edu

Academic Background

MIM American Graduate School of International Management, Phoenix, AZ, 1972

B.A. University of Puget Sound, Tacoma, WA, English, 1970

Qualification

Other

EXPERIENCE

Work

Non-Academic

President/Owner, AgriTrade International, Inc. (1997 - 2000). Recent consulting clients include the WSDA, Int'l Marketing Program and Central Washington University, School of Business and Economics, Ellensburg.

Director, Palouse EDC - Agritech Int'l Inc. (1995 - 1997). Managed a \$200,000 contract for the Palouse Economic Development Council with the co-sponsoring agencies of Agriculture and Community, Trade and Economic Development (CTED), which resulted in export sales of approximately \$18 million dollars in less than three years.

President/Owner, PMH International (1989 - 1995). Established foreign representation through commissioned agents for independent wood products export business as sole proprietor in June of 1989. Purchased raw materials from northwest regional sawmills are remanufactured wood specialty products for Japanese and German import markets. Established export credit line and financing for \$1 million in annual export sales from 1989 through 1994.

International Marketing Manager, Cedar Tree, Inc. (1987 - 1989). Identified new export business opportunities for Cedar Tree, Inc. and established representation with European and Asian importers. Supervised production of specialty wood products to export specifications. Established credit line, financed shipments, trained staff in export documentation and procedures.

General Sales Manager, Medeira Corporation (1984 - 1987). Hired to develop a new customer base for owners who had purchased the operation during bankruptcy proceedings. Increased sales volume one thousand per cent prior to the sale of the company in 1987.

Export Manager, Manke Lumber Company (1982 - 1984). Established Manke Trading Company as a tax deferred 'direct international sales corporation'(DISC) under federal tax law, to export wholesale purchases of regional sawmill production to buyers in Asia and Europe.

Export Manager, Ostermann & Scheiwe USA, Inc. (1977 - 1982). Conducted export marketing and international sales operations for a subsidiary of the German parent company. Initial startup operation grew to \$5 million in annual sales within five years. Eventually, assisted in the management of the planning mill; developed a national distribution system and implemented an export market development strategy for the Japanese market.

COURSES TAUGHT

Consumer Behavior

Cooperative Education

Directed Research

Individual Study

International Management

International Marketing

Introduction to International Business

Management of Human Resources

Organizational Management

Principles of Management

Principles of Marketing

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

MICHAEL HORNE, M.S.

Lecturer

Management

College of Business

Date of Hire: 2007

mhorne@cwu.edu

Academic Background

M.S. Troy State University, Human Resources Management, 1994
B.S. Wayland Baptist University, Occupational Education, 1990
A.S. Community College of the Air Force, Instructional Technology, 1987
A.S. Central Texas College, General Studies, 1985
A.S. Community College of the Air Force, Criminal Justice, 1983

Professional Certifications

Myer-Briggs Type Indicator (MBTI) and Life Orientations, 1999
Certificate in Human Resources Law, 1998
Arizona Community College Teaching Certificate, 1997
PDI Profiler 360 Degree Feedback Instrument, 1996
DDI Coaching, Performance Management, and Interaction Mgt., 1995
Community College of the Air Force Occupational Instructor C, 1993

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

Administrator, Training and Organizational Development, Central Washington University (December, 2006 - 2009). Identifies and arranges performance improvement interventions for faculty and staff; researchers, creatively designs and implements effective methods to educate, enhance and sustain performance excellence throughout the campus community. Facilitates the translation of university objectives into OD initiatives and manages the execution of those initiatives. Provides consulting services in employee development, group process facilitation, talent identification, and change management to the university president and senior department leaders. Researched and developed e-learning curriculum; provide consultation support for implementation of campus-wide on-line training curriculum encompassing over 2,700 classes on a myriad of disciplines.

Senior Performance Technology & Organizational Development Consultant, Mike Horne Consulting (May, 2001 - 2009).

COURSES TAUGHT

Management of Human Resources
Training and Development

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

METINER G. KIMEL, J.D.

**Lecturer
Management
College of Business
Date of Hire: 2007
kimelm@cwu.edu**

Academic Background

J.D. University of Washington School of Law, Seattle, WA, 1991
LL.M. New York University School of Law, New York, NY, Taxation, 1995
M.B.A. Baruch College, New York, NY, 1987
B.A. University of Pennsylvania, Philadelphia, PA, English, 1980

Professional Certifications

Accounting - NY, No.056696-,
Accounting - WA, No.121632,
California Bar, No.166288,
Washington Bar, No.21280,

Qualification

Professionally Qualified

Professional Memberships

AICPA
NYSSCPA
WSCP

EXPERIENCE

Work

Non-Academic

Managing Member, Kimel Law Offices (May, 2005 - 2009). Practice areas: Representation of debtors, creditors, and creditor committees in bankruptcy cases, debtor/creditor transactions including individual financial workouts, secured commercial transactions, business planning, commercial tax planning and litigation.

Standing Chapter 7 Trustee, Kimel Law Offices (April, 2004 - 2009). Appointed as a Chapter 7 Trustee residing and assigned cases filed in the Yakima Division of the U.S. Bankruptcy Court for Eastern District of Washington.

Shareholder, Velikanje, Moore & Shore, P.S. (August, 1999 - April, 2005). Practice areas: commercial transactions including formation, merger, and dissolution of corporations, partnerships and limited liability companies; commercial tax planning and litigation, pension plan compliance, secured commercial transactions, debtor/creditor transactions including individual financial workouts, and representation of both debtors, creditors, and creditor committees in bankruptcy cases.

Recent significant cases include: In re Racing Strollers, Inc. dba the Baby Jogger Company, Case No. 02-0800 R11. Special counsel to the Debtor and counsel for Mary Baechler, the principal shareholder. Successfully obtained a dismissal of the case after a sale of substantially all of the assets of the business resulted in a fully solvent estate.

Associate Attorney, Lobel, Opera & Friedman LLP (July, 1995 - June, 1999). Involved in corporate, partnership, and individual financial restructurings, bankruptcy sales, bankruptcy related litigation including relief from the automatic stay, claims litigation, professional fee litigation, and creditor committee representation. Significant cases include:

In re VCS Samoa Packing Company and Related Case, Case No. 97-05565 H11 (In re Van Camp Seafood Company). Represented the Official Committee of Unsecured Creditors in the Van Camp Seafood Company case. Successfully sold the debtors' business and confirmed a Chapter 11 liquidating plan distributing approximately \$97 million in sales proceeds to creditors. Case administration included filing approximately 50 preference cases, as well as review and preparation of objections in connection with approximately 2,000 claims.

In re Sun World International, Inc. SB 94-23212 DN. Represented Cadiz Land Company, Inc., the buyer of the debtor's agricultural businesses, resulting in the confirmation of a liquidating plan which restructured \$158 million in secured and \$23 million in unsecured debt.

In re Villamar 162 Associates, a California limited partnership. SA 96-16411 JR. Represented the debtor. Utilized bankruptcy to successfully effectuate a sale of a 162-unit apartment complex for \$11.12 million.

In re Wimbledon 176, a California limited partnership. SA 96-16409 JR. Represented the debtor. Utilized bankruptcy to successfully effectuate a sale of a 176-unit apartment complex for \$8.15 million.

In re Pacific Capital Company, a California general partnership, SA 95-23189 LR. Represented the debtor. Through a plan of reorganization, successfully restructured \$3.1 million of debt secured by a 91-unit apartment building complex, and \$1.7 million in unsecured debt.

Law Clerk to the Hon John A. Rossmeissl, U.S. Bankruptcy Court (September, 1992 - August, 1994). Prepared judge for daily court calendar by reviewing pleadings and briefing the judge. Reviewed ex parte orders for procedural and substantive compliance.

Drafted memoranda opinions for the following published decisions: In re Morse, 164 B.R. 651 (E.D. WA 1994); In re Hunt, 160 B.R. 133 (9th Cir. BAP 1994); in re Keller, 157 B.R. 680 (E.D. WA 1993).

Contributed to the following published opinions: In re Sundance Corp., 149 BR 641 (Bankr. E.D. WA. 1993). Contributor: Easter Washington Bankruptcy Notes. Speaker: Annual Bankruptcy Seminar and Retreat, the Bankruptcy section of the Federal Bar Association for the Eastern District of Washington (June 1993).

Law Clerk to the Hon John E. Ryan, U.S. Bankruptcy Court (September, 1991 - September, 1992). Prepared judge for daily court calendar by reviewing pleadings and briefing the judge.

Drafted memoranda opinions for the following published decisions: In re Dividend Development Corp., 145 B.R. 651 (C.D. Cal. 1992). In re RB Furniture, Inc., 141 B.R. 706 (C.D. Cal 1992); In re IRFM, Inc., 138 B.R. 595(C.D. Cal. 1992); In re Anaheim Elec. Motor, Inc. 137 B.R. 791 (Bankr. C.D. Cal. 1992); and In re Bloomingdale, 137 B.R. 351 (Bankr. C.D. Cal. 1991).

Contributed to the following published opinions: In re IRFM, Inc., 144 B.R. 351 (Bankr C.D. Cal. 1992) aff'd 52 F.3d 228 (9th Cir. 1995); In re Mercado, 144 B.R. 498 (Bankr. C.D. Cal. 1992); In re McGaw Property Management, Inc., 133 B.R. 227 (Bankr. C.D. Cal. 1991).

Summer Intern, Securities and Exchange Commission (June, 1990 - August, 1990). Researched and wrote memoranda on various enforcement and disclosure issues involving insider information, SEC accounting rules, anti-fraud matters, and small business investment companies.

Accountant, Accountemps, Robert Half Accounting Services (June, 1989 - August, 1989). Contracted for various accounting tasks on a per diem basis. Extended assignments included Westin Resorts International and Simpson Investments Corp.

Accountant, Weber Lipshie & Co. (January, 1986 - August, 1988). Planned fieldwork, supervised staff, and prepared audit reports of financial statements for various clients. Areas of accounting and audit experience include retail, wholesale, and manufacturing operations, trading operations, nonprofit organizations, partnerships, third party audits, and bankruptcy accounting. Prepared tax returns for audit clients. Advised individual clients with regard to federal and state income tax planning.

Academic

Adjunct Professor, Yakima Valley Community College (September, 2005 - June, 2007). Teaching introductory business law class which covers civil procedure, constitutional law, torts, criminal law, contracts and the UCC provisions under Articles 2, 3, and 9.

COURSES TAUGHT

Advanced Business Law

Legal Environment of Business

Tax and Legal Strategies for Business (Specialized Masters)

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

Service to the Profession

Board of Directors: Moderate Involvement

2004-2005 through 2008-2009: Yakima Volunteer Attorney Services, Board of Director and Treasurer (Local).

2004-2005 through 2007-2008: Eastern Washington Bankruptcy Bar Association (Local).

Editorial: Newspaper

2004-2005 through 2006-2007: Eastern Washington Bankruptcy Bar Newsletter, Editor :Write and make editorial selections of practice oriented articles for bankruptcy practitioners in Washington State (Local).

Member: Committee/Task Force

2004-2005 through 2006-2007: Bankruptcy Standing Advisory Rules Committee (Local).

BRIAN W. KULIK, PH.D.

Assistant Professor

Management

College of Business

Date of Hire: 2005

kulikb@cwu.edu

Research Focus of Effort

Diversification and firm performance, agent behavior, corruption, computational organization theory, contingency theory at the organizational level of analysis, affective-cognitive modeling of work group dynamics, research methods, and strategic groups.

Academic Background

Ph.D. Washington State University, Pullman, WA, Business Administration, 2006

M.S. Washington State University, Pullman, WA, Statistics, 2004

M.B.A. University of Denver, Denver, CO, Business Administration, 2000

M.S. University of Cincinnati, Cincinnati, OH, Materials Science and Engineering, 1994

B.E. Vanderbilt University, Nashville, TN, Mechanical and Materials Engineering, 1988

Dissertation

Strategic Action and Executive Behavior: An Agent-Based Simulation

Qualification

Academically Qualified

Professional Memberships

Academy of Management

Beta Gamma Sigma

Decision Sciences International

National Scholars Honor Society

EXPERIENCE

Work

Non-Academic

Production Engineer, Advanced Manufacturing Technology Engineer, Materials Engineer, Lockheed-Martin Astronautics (1997 - 2000).

Accounts Manager & Assistant to the President, Proform Custom Products (1994 - 1995).

Materials Engineer, Warner Robins Air Logistics Center (1989 - 1991).

Academic

Assistant Professor, Central Washington University (2005 - 2009).

Instructor/Teaching Assistant, Washington State University (2000 - 2005). Department of Management & Operations. Tier I/II Writing Portfolio Reviewer, Dept. of Writing Programs (2004-2005).

Instructor of English as a Second Language (ESL), Hua Language Center. Taipei, Taiwan (1995 - 1996).

Research/Teaching Assistant, The University of Cincinnati (1991 - 1994). Department of Materials Science & Engineering.

Research Assistant, Vanderbilt University (1986 - 1988). Department of Mechanical & Materials Engineering.

COURSES TAUGHT

Cooperative Education

Directed Research

Introduction to Business Statistics

Organizational Management

Principles of Management

Strategic Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		3	1	4
Publications in Refereed Conference Proceedings		1		1
Presentations of Refereed Papers		9	2	11
Totals		13	3	16

Refereed Articles

Contribution to Practice

- Kulik, B. W., O'Fallon, M. J., & Salimath, M. S. (2008-2009). Do Competitive Environments Lead to the Rise and Spread of Unethical Behavior? Parallels from Enron. *Journal of Business Ethics*, 83, 703-723.
- Kulik, B. W. & Baker, T. (2007-2008). Putting the Organization Back Into Computational Organization Theory: A Complex Perrowian Model of Organizational Action. *Computational Mathematical Organization Theory*, 14, 84-119.
- Kulik, B. W. (2004-2005). Agency Theory, Reasoning and Culture at Enron: In Search of a Solution. *Journal of Business Ethics*, 59 (4), 347-360.

Learning & Pedagogical Scholarship

- Lapsley, R., Kulik, B., Moody, R., & Arbaugh, J. B. (2007-2008). Is Identical Really Identical? An Investigation of Equivalency Theory and Online Learning. *Journal of Educators Online*, 5 (1).

Refereed Proceedings

Contribution to Practice

- Kulik, B. W. & Baker, T. (2006-2007). Putting the organization back into computational organization theory: A multiple-perspective model. *Academy of Management*.

Presentations of Refereed Papers

International

- Cant, A. G. & Kulik, B. W. (2007-2008). BEYOND THE LIP SERVICE: INTEGRATING ETHICS ACROSS THE BUSINESS SCHOOL CURRICULUM. International Business Research Conference, Sydney, Australia.
- Kulik, B. W. & Baker, T. (2007-2008). PUTTING THE ORGANIZATION BACK INTO COMPUTATIONAL ORGANIZATION THEORY: A MULTIPLE-PERSPECTIVE MODEL. Academy of Management, Philadelphia, Pennsylvania.
- Kulik, B. W., O'Fallon, M., & Salimath, M. S. (2006-2007). INTRAORGANIZATIONAL COMPETITION AND CORRUPTION: EMERGENCE AND DIFFUSION. Decision Sciences International, San Antonio, Texas.
- Kulik, B. W. (2006-2007). AN ORGANIZATION THEORY BASED MULTIPLE AGENT SIMULATION STUDY OF DIVERSIFICATION. Decision Sciences International, Phoenix, Arizona.
- Kulik, B. W. (2004-2005). AN AFFECTIVE PROCESS MODEL OF WORK GROUP DIVERSITY, CONFLICT, AND PERFORMANCE: A PARADIGM EXPANSION. Academy of Management, New Orleans, Louisiana.
- Kulik, B. W. & Reed, R. (2004-2005). BUILDING AN EXAM QUESTION DATABANK FOR INTRODUCTORY MANAGEMENT: AN ITEM ANALYSIS APPROACH. Academy of Management, New Orleans, Louisiana.
- Kulik, B. W. (2004-2005). FACTOR ANALYSIS IN MANAGEMENT RESEARCH AND THE NUMBER-OF-FACTORS DECISION: TOWARD AN UNBIASED PROCEDURE. Academy of Management, New Orleans, Louisiana.

National

- Kulik, B. W. (2006-2007). RESEARCH AND DEVELOPMENT AND THE INNOVATIVE ORGANIZATION. Western Academy of Management, Long Beach, California.
- Kulik, B. W. (2005-2006). THAT'S FASCINATING! AND THE PUBLISHING PROCESS. Western Academy of Management, Las Vegas, Nevada.
- Kulik, B. W. & Rich, D. W. (2004-2005). AGENCY CULTURE AND ENRON: AN ETHICS FRONTIER WHERE INTEGRITY-BASED AND STEWARDSHIP APPROACHES FAIL TO TREAD. Western Academy of Management, Anchorage, Alaska.
- Rich, D. W. & Kulik, B. W. (2004-2005). THE GENDER FRONTIER: WHEN DOES GENDER-RELATED TURNOVER MATTER? Western Academy of Management, Anchorage, Alaska.

SERVICE

Service to the Institution

Department Assignments

Member:

- 2008-2009: Department of Management
 2008-2009: Curriculum Innovation Committee
 2007-2008: Faculty Search Committee - Management

College Assignments

Faculty Advisor:

- 2006-2007 through 2008-2009: Alpha Kappa Psi - CWU

Member:

- 2008-2009: Curricula & Assurance of Learning Committee
 2007-2008: Assurance of Learning Committee

University Assignments

Member:

- 2007-2008 through 2008-2009: Faculty Senate Curriculum Committee
 2007-2008 through 2008-2009: One Book One Campus Implementation Committee

Service to the Profession

Academic Conference: Discussant

- 2007-2008: Academy of Management, Discussant for MED paper session (International).
 2007-2008: Academy of Management, Facilitator for SIM paper session (International).

Chair: Conference / Track / Program

- 2006-2007: Decision Sciences International, OB Session Chair (International).
 2005-2006: Western Academy of Management, Research Methods Session Chair (National).

2005-2006: Western Academy of Management, OMT Track Chair (National).

Editor: Academic PRJ

2008-2009: Computational and Mathematical Organizational Theory, Area Editor (National).

Reviewer: Ad Hoc Reviewer for a Journal

2008-2009: Computational and Mathematical Organizational Theory (National).

Reviewer: Conference Paper

2008-2009: International Western Academy of Management (International).

2007-2008 through 2008-2009: Academy of Management (National).

2006-2007: Decision Sciences International (National).

2005-2006: International Western Academy of Management (International).

Honors/Awards

Award

2007-2008: Best Paper Proceedings, Organization and Management Theory Track Academy of Management.

2005-2006: Outstanding Graduate Student for Research WSU College of Business.

JAMES L. NIMNIGHT, PH.D.

Professor
Management
College of Business
Date of Hire: 1988
nimnicht@cwu.edu

Research Focus of Effort

To further our understanding of the theoretical underpinnings of Organizational Science along with tangible applications of sound theory to Human Resource Management.

Academic Background

Ph.D. University of Nebraska, Lincoln, Nebraska, Management, 1990
M.S. Eastern Washington University, Cheney, WA, Business Administration (HRM), 1972
B.A. University of Washington, Seattle, WA, Business Administration (HRM), 1971

Qualification

Academically Qualified

Professional Memberships

Academy of Management
Decision Sciences Institute
Northwest Human Resource Management Association
Society for Human Resource Management

EXPERIENCE

Work

Academic

Professor of Management, Central Washington University (1992 - 2009). Department of Management, College of Business.
Foreign Exchange Professor of Human Resource Management, University of Pecs (2004 - 2004).
Visiting Professor of Business, The College of William and Mary (2002 - 2003).
Foreign Exchange Professor of Human Resource Management, University of Pecs (2001 - 2001).
Director of Business Administration Department, Central Washington University (1995 - 1996). College of Business.
Associate Professor of Management, Central Washington University (1988 - 1992). Department of Business Administration.
Assistant Professor of Management, Eastern Washington University (1983 - 1988). Department of Management.
Teaching and Research Assistant, University of Nebraska (1982 - 1983).
Assistant Professor of Management and Marketing, Gonzaga University (1979 - 1982). School of Business.
Instructor/Coordinator, Rogue Community College (1972 - 1979). Business Administration.

Consulting

2004-2007: Lacy and Kane Law Offices
2003: Boys Smith Vision Clinic

COURSES TAUGHT

Cooperative Education
Individual Study
Management of Human Resources
Organizational Behavior
Principles of Organizational Behavior
Problems in Human Resource Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	1	2		3
Publications in Refereed Conference Proceedings		3		3
Presentations of Non-Refereed Papers			1	1
Totals	1	5	1	7

Refereed Articles

Contribution to Practice

Gierlasinski, N. J., Nixon, D. R. , & Nimnicht, J. L. (2008-2009). A Comparison of Interviewing Techniques: HR Versus Fraud Examination. *International Journal of Business and Economics (IJBE)*, 7 (1), 47-52.

Nimnicht, J. L., Franz, W. W. , & Graber Pigeon, N. (2004-2005). Use Caution: Avoid Wrongful Discharge, A Costing Approach. *Journal of Individual Employment Rights*, 11 (1), 39-51.

Discipline-Based Scholarship

Nimnicht, J. L., Nixon, D. R. , Cant, A. G. , & Kang, D. S. (2005-2006). The Use and Effectiveness of Contemporary Training Methods in High Technology Firms In South Korea. *International Journal of Business Research*, IV (1), 59-67.

Refereed Proceedings

Contribution to Practice

Avey, J. B., Nimnicht, J. L. , Pigeon, N. G. , & Cant, A. G. (2008-2009). Two Field Studies Examining the Association Between Positive Psychological Capital and Employee Performance. *Institute of Behavioral and Applied Management*.

Gierlasinski, N. J., Nixon, D. R. , & Nimnicht, J. L. (2007-2008). A Comparison of Interviewing Techniques: HR versus Fraud Examination. *Global Conference on Business & Economics*.

Richmond, F. L., Nimnicht, J. L. , Barnes, S. E. , & Schepman, S. (2005-2006). Increasing Sales at a Retail Coffee Company: The Effects of a Feedback Intervention. *Institute of Behavioral and Applied Management*.

Presentations of Non-Refereed Papers

National

Nimnicht, J. L., Nixon, D. R. , & Meisenhelter, M. (2004-2005). SENIOR FACULTY PERFORMANCE ENHANCEMENT. Institute of Behavioral and Applied Management, Scottsdale, Arizona.

SERVICE

Service to the Institution

Department Assignments

Chair:

2008-2009: On-Line Course Committee

2008-2009: Management Department On-line Committee

Member:

2008-2009: Department of Management

2006-2007: CWU Faculty Search Committee - Assistant Professor of HRM

2006-2007: CWU Faculty Search Committee - Professor of Business Law

2005-2006: CWU Faculty Search Committee - Assistant Professor of Management

Other Institutional Service Activities:

2006-2007: CWU Society for Human Resource Management: Presenter, Current Issues in Human Resource Management

College Assignments

Faculty Advisor:

2004-2005 through 2008-2009: CWU Society for Human Resource Management Chapter: Founder and Advisor. Rated top ten chapter in the nation for all university SHRM chapters since 1994 (based on Merit Award)

Member:

2007-2008 through 2008-2009: Student Committee

2006-2007 through 2007-2008: CWU College of Business Scholarship Committee

2006-2007: CWU College of Business Finance Personnel Committee

University Assignments

Member:

2005-2006 through 2008-2009: CWU Athletic Compliance Committee

2006-2007: CWU Distinguished Professor Selection Committee

Other Institutional Service Activities:

2006-2007: Workshop for new CWU faculty: Presenter, Scholarship Assessed

Service to the Profession

Advisor

2006-2007: NHRMA Student Games & HR in Leadership Conference, Advisor/Director (Regional).

2006-2007: Alpha USA, HR Practices Consultant (National).

Board Member: Advisory Board

2004-2005: Society for Human Resource Management, College Relations Board Member (National).

2004-2005: Society for Human Resource Management, College Relations Board Member (National).

Board Member: PRJ Editorial Review Board

2005-2006 through 2008-2009: Journal of Leadership and Organizational Studies (National).

Other Professional Service Activities

2004-2005: Institute of Behavioral and Applied Management, Board of Governors Member (National).

Reviewer - Article / Manuscript

2004-2005 through 2008-2009: Institute of Behavioral and Applied Management (National).

2004-2005 through 2008-2009: Decision Science Institute (National).

2004-2005 through 2008-2009: Journal of Managerial Issues (National).

Reviewer: Conference Paper

2005-2006: Academy of Management Human Resource Management and Organizational Behavior Divisions (National).

Service to the Community

Chair of a Committee

2004-2005 through 2008-2009: Ellensburg Foursquare Church, Chair, Building Committee

Professional Development

Research-Related Conference/Seminar

2007-2008: Institute of Behavioral and Applied Management. Orlando, Florida.

Instructional-Related Conference

2007-2008: NHRMA. Tri-cities, Washington.

2006-2007: NHRMA. Spokane, Washington.

2005-2006: NHRMA. Sunriver, Oregon.

Professional Development

2007-2008: Society for Human Resource Management. Attended annual conference with nine students. Las Vegas, Nevada.

2007-2008: Society for Human Resource Management. Attended annual conference with six students. Chicago, Illinois.

Professional Seminars / Workshops

2007-2008: Design & Use of Blackboard Classes. Ellensburg, Washington.

2006-2007: CWU Workshop on usage of Blackboard. Ellensburg, Washington.

2006-2007: Costco Business Presentation. Issaquah, Washington.

Honors/Awards

Award

2008-2009: For A Comparison of Interviewing Techniques: HR versus Fraud Examination, International Journal of Business & Economics, Vol. 7, No. 1 CWU College of Business Research Grant Award.

2007-2008: Only two time winner of this award in SHRM history. Society for Human Resource Management Foundation National Faculty Advisor of the Year.

2006-2007: Faculty Excellence in Advising CWU College of Business Advisory Board.

2004-2005: CWU College of Business Research Grant Award.

2004-2005: Faculty Excellence in Professional Service CWU College of Business.

DON R. NIXON, PH.D.

**Professor
Management
College of Business
Date of Hire: 1986
nixond@cwu.edu**

Research Focus of Effort

To understand how the relationship between managers and employees affects productivity in the organization.

Academic Background

Ph.D. Georgia State University, Management, Business Policy, Systems, 1982

M.B.A. Georgia State University, Management, International Business, 1974

B.B.A. Georgia State University, Management, International Business, 1972

Qualification

Academically Qualified

Professional Memberships

Academy of Management

Institute for Behavior and Applied Management

Pan-Pacific Business Association

EXPERIENCE

Work

Academic

Professor of Management, Central Washington University (1991 - 2009).

Associate Professor of Management, Central Washington University (1986 - 1991).

Associate Professor of Management, Middle Tennessee State University (1984 - 1986).

Assistant Professor of Management, University of West Georgia (1977 - 1984). Holder of the Warren P. Sewell Chair of Private Enterprise.

COURSES TAUGHT

Business and Society

Cooperative Education

International Management

Organizational Behavior

Organizational Management

Personal Financial Planning

Principles of Management

Strategic Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	1	1	1	3
Publications in Refereed Conference Proceedings		1		1
Presentations of Non-Refereed Papers			2	2
Totals	1	2	3	6

Refereed Articles

Contribution to Practice

Gierlasinski, N. J., Nixon, D. R. , & Nimnicht, J. L. (2008-2009). A Comparison of Interviewing Techniques: HR Versus Fraud Examination. *International Journal of Business and Economics (IJBE)*, 7 (1).

Discipline-Based Scholarship

Nimnicht, J. L., Nixon, D., Cant, A. G. , & Kang, D. S. (2005-2006). The Use and Effectiveness of Contemporary Training Methods in High Technology Firms In South Korea. *International Journal of Business Research*, IV (1), 59-67.

Learning & Pedagogical Scholarship

Bagamery, B. D., Lasik, J. J. , & Nixon, D. R. (2005-2006). Determinants of Success on the ETS Business Major Field Exam for Students in an Undergraduate Multi-Site Regional University Business Program. *Journal of Education for Business*, 81 (1), 55-63.

Refereed Proceedings

Contribution to Practice

Nimnicht, J. L., Gierlasinski, N. J. , & Nixon, D. R. (2007-2008). A Comparison of Interviewing Techniques: HR versus Fraud Examination. *Global Conference on Business & Economics*.

Presentations of Non-Refereed Papers

International

Nixon, D. R. & Richmond, L. (2004-2005, June). PEDAGOGIES OF THE BUSINESS CAPSTONE COURSE - FROM A STUDENT PERSPECTIVE. International Conference on Business Economics, Athens, Greece.

National

Nimnicht, J. L., Nixon, D. R. , & Meisenhelter, M. (2004-2005). SENIOR FACULTY PERFORMANCE ENHANCEMENT. Institute of Behavioral and Applied Management, Scottsdale, Arizona.

SERVICE

Service to the Institution

Department Assignments

Chair:

2004-2005 through 2005-2006: Department Chair or Co-Chair, Business Administration Department

Member:

2006-2007 through 2008-2009: Department of Management Personnel Committee

2004-2005 through 2008-2009: Department of Management

College Assignments

Chair:

2007-2008: Curricula Committee

Member:

2008-2009: Curricula & Assurance of Learning Committee

University Assignments

Member:

2004-2005 through 2008-2009: CWU Faculty Senate

2006-2007: CWU Faculty Senate Executive Committee

2004-2005 through 2006-2007: CWU Faculty Senate Code Committee

Other Institutional Service Activities:

2008-2009: NWCCU, Section 9

Service to the Profession

Academic Conference: Panelist

2005-2006: Institute of Behavioral and Applied Management, Scottsdale, Arizona (National).

Other Professional Service Activities

2004-2005: International Conference on Business Economics, Management and Marketing, Session Chair, Athens, Greece (International).

HEATHER POWELL, M.B.A.

Lecturer

Management

College of Business

Date of Hire: 2008

hpowell@cwu.edu

Academic Background

M.B.A. Florida International University, Miami, FL, International Business, 2004

B.A. San Francisco State University, San Francisco, CA, Technical Geography, 1999

Professional Certifications

Registered Yoga Teacher (RYT), 2007

Cisco Certified Design Analyst (CCDA), 2005

Cisco Certified Sales Expert (CCSE), 2005

ESRI Authorized Trainier for ArcGIS, 2003

Qualification

Professionally Qualified

EXPERIENCE

Work

Non-Academic

Owner/Yoga Instructor, Feather Yoga Studio (2007 - 2009). Own and operate yoga studio offering a number of weekly, small-group yoga classes, plus private instruction and yoga-at-work programs. Class style is traditional Hatha yoga with a lyengar influence. Awarded multi-year government contract in 2008.

Enterprise Account Manager, CISCO Systems USA (January, 2006 - April, 2007). Managed global accounts with joint partner planning and extended team to drive core and advanced technology sales. Customer base: PacifiCare, Experian Globally, BAX Global, and Edison Mission Group

Key Accomplishments: Leveraged CISCO Executives for customer calls, 75% sales growth with advanced technology sales, maintained CXO relationships in account base, and exceeded services goal by 100% in FY07.

Associate Sales Representative, CISCO Systems (January, 2005 - December, 2005). Developed solid knowledge of Cisco end-to-end solutions for business needs. Attends and participates in technical, professional and sales classes. The last five months of the program were spent in the field covering for a major account manager on leave.

Key Accomplishments: Covered a major account managers territory in South Coast Enterprise for five months - representing \$5,000,000 of Cisco business, top of the stack rankings in quarterly assessment, managed call campaigns in Enterprise, Commercial, and Service Provider space that generated in real revenue for Cisco - over \$200,000 of leads for FY06.

Business Development Manager, EarthData Group (September, 1999 - July, 2004). Managed over 50 accounts, including government and business sales in Florida, and Latin America. Successfully established and maintained strategic regional business partnerships and industry alliances. Developed and executed significant corporate marketing campaigns to prospective clients to help educate and build relationships with the region.

Key Accomplishments: Organized joint seminars in the state of Florida - targeted 3,000 new users, increasing customer base 1.5%, developed the 2004 marketing plan and sales forecast - sales growth 25% and operating income growth of 30% while maintaining an 87% repeat client, and repeatedly exceeded sales quota for each quarter.

GIS Specialist, EarthData Group (January, 2001 - July, 2003). Business development for multimillion-dollar projects in Latin America as the acting Liaison for the EarthData Group to the Inter-American Development Bank and the World Bank for project in Latin America. Directly supervised administrative assistant and developed training activities and taught Environmental Systems Research Institute (ESRI) authorized training courses as well as custom courses specific to clients' needs.

Key Accomplishments: Targeting multimillion-dollar project for IADB and WB, organized successful exhibits at tradeshow with over 10,000 domestic and international attendees, managed over 10 employees' participation, created and managed the office's yearly budget of over \$1 million, and implemented three-year strategic plan into business unit's core operation.

GIS Instructor, Aeroterra S.A. (EarthData affiliate) (September, 1999 - December, 2000). Liaison between the end users and software manufacturers on delicate technical matters. Provided technical support for multiple software products in Spanish via telephone and e-mail. Taught ESRI course material in Spanish for introduction to ArcView, Advanced ArcView, Introduction to PC ARC/INFO, and DAK.

Key Accomplishments: Designed and developed training course for Inter-American Development Bank Project and excellent problem solving skills - 97% resolution on all technical support cases.

Board Member - Vendor Service Committee Chair, Cesar Chavez Student Center (January, 1996 - January, 1998). Coordinated selection process of independent retail operators. Worked closely with multiple business owners to promote the centers commitment to service excellence. Reviewed viability of remodeling project. Active member of the Finance and Executive committees.

Key Accomplishments: Successfully mediated public meetings addressing difficult community issues, key participant in the development on the organization's annual budget of \$4.5 million, evaluated request for proposals from prospective vendors with

over five successful recommendations to the board for 6-year contracts, and lobbied at the state and federal level for increased educational funding.

Quality Control Intern, Geographic Institute (July, 1998 - December, 1998). Ensured quality control of all digital maps on a 1:250,000 scale using satellite imagery in ArcView GIS to correctly review the seven thematic layers and corresponding attributes.

Key Accomplishment: improved data quality in a timely manner allowing managing director to meet project deadline.

Academic

Instructor, Yakima Valley Community College (January, 2008 - June, 2008). Taught Customer Service 1, Customer Service 2, Sales Management, and Human Relations in the Workplace.

COURSES TAUGHT

Essential Marketing Concepts

Principles of Marketing

Sales Force Management

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

MARK P. PRITCHARD, PH.D.

Associate Professor

Management

College of Business

Date of Hire: 2006

pritcham@cwu.edu

Academic Background

Ph.D. University of Oregon, Leisure Services Department, 1992

M.S. University of Oregon, Leisure Services Department, 1989

B.S. University of Oregon, Leisure Services Department, 1987

Dissertation

The development of a psychological commitment instrument for measuring travel service loyalty.

Professional Certifications

Dip. Teach, 1981

Qualification

Academically Qualified

EXPERIENCE

COURSES TAUGHT

Consumer Behavior

Cooperative Education

Directed Research

Essential Marketing Concepts

Market Research

Marketing Problems and Policy

Principles of Marketing

Sports Marketing and Sponsorship

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	5	2		7
Publications in Refereed Conference Proceedings		4		4
Presentations of Refereed Papers		4		4
Presentations of Non-Refereed Papers			1	1
Totals	5	10	1	16

Refereed Articles

Contribution to Practice

Pritchard, M. P. & Funk, D. (2008-2009). The Formation and Effect of Attitude Importance in Professional Sport. *European Journal of Marketing*.

Pritchard, M. P., Funk, D. C. , & Alexandris, K. (2008-2009). Barriers to Repeat Patronage: The Impact of Spectator Constraints. *European Journal of Marketing*, 43 (1/2), 169-187.

Discipline-Based Scholarship

Brown, W. A. & Pritchard, M. (2006-2007). Trust in the Board: A Strategic Imperative in Times of Uncertainty. *Journal of Nonprofit & Public Sector Marketing*, 15 (1), 105-126.

Pritchard, M. P. & Funk, D. C. (2006-2007). Symbiosis and Substitution in Spectator Sport. *Journal of Sport Management*, 20 (3), 297-320.

Pritchard, M. P. & Havitz, M. E. (2006-2007). Destination Appraisal: An Analysis of Critical Incidents. *Annals of Tourism Research: A Social Sciences Journal*, 33 (1), 25-46.

Funk, D. C. & Pritchard, M. P. (2006-2007). Sport Publicity: Commitment's Moderation of Message Effects. *Journal of Business Research*, 59 (5), 613-621.

Pritchard, M. P. & Havitz, M. E. (2005-2006). Ratios of Tourist Experience: It Was the Best Of Times it Was the Worst Of Times. *Tourism Analysis*, 10 (3), 291-297.

Refereed Proceedings

Contribution to Practice

- Pritchard, M. P. & Funk, D. C. (2007-2008). Examining Attitude Strength in Team Attachment: Form, Function, and Effect. *Academy of Marketing Science Conference*.
- Pritchard, M. P. & Moody, R. (2006-2007). How Does Commitment Form in Risk Averse and Risk Tolerant Service Patrons? *Academy of Marketing Science Conference*.
- Pritchard, M. P. & Funk, D. C. (2004-2005). Spectator Responses to Perceptions of the Sport Product. *Canadian Congress on Leisure Research*.
- Funk, D. C. & Pritchard, M. P. (2004-2005). The Role of Perceived Importance in Brand and Product Level Responses. *Australia and New Zealand Marketing Academy Conference*.

Presentations of Refereed Papers

International

- Smith, J. B., Mitchell, R. K. , & Pritchard, M. P. (2005-2006). COUNTERVAILING KNOWLEDGE STRUCTURES: THE IMPACT OF FATALISM, REFUSAL, AND DEPENDENCY COGNITIONS ON THE VENTURE CREATION DECISION. AGSE International Entrepreneurship Research Exchange, Auckland, New Zealand.

National

- Funk, D. C., Pritchard, M. P. , & Neal, L. (2007-2008, November). A STIMULUS-RESPONSE PERSPECTIVE FOR WHY ATTENDING A SPORTING EVENT IS IMPORTANT. Sports Marketing Association, Pittsburg, Pennsylvania.
- Pritchard, M. P. (2005-2006). THE ROLE OF CONSCIENCE & CONFLICT IN ETHICAL DECISION-MAKING. Sports Marketing Association, Denver, Colorado.
- Pritchard, M. P. & Funk, D. (2004-2005). THE NATURE OF CONSTRAINTS TO ATTENDANCE. Sports Marketing Association, Phoenix, Arizona.

Presentations of Non-Refereed Papers

Local

- Pritchard, M. P. (2006-2007). TESTING A STRUCTURAL MODEL OF SERVICE COMMITMENT. University of Western Australia, Perth, Australia.

Description: Presentation made at the College of Business

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

College Assignments

Faculty Advisor:

2007-2008: Marketing Club

Member:

2007-2008 through 2008-2009: Faculty Committee

2005-2006 through 2006-2007: CWU Faculty Search Committee - Business Law & Marketing

University Assignments

Chair:

2004-2005 through 2005-2006: ASU Honors College: Representative: Advised SCRD honors students

Member:

2004-2005 through 2005-2006: ASU School Graduate Committee: Contribute to the ongoing management of SCRD's graduate program

2004-2005: ASU School Curriculum Committee: Aided in the development of SCRD's application for undergraduate and graduate degree status

2004-2005: ASU University Teaching and Learning Excellence Committee: Contribute to the discussion on innovative pedagogy and learner-centered education

Other Institutional Service Activities:

2006-2007 through 2007-2008: CWU SOURCE: Representative: Aided in planning and developing the 2007 Research Symposium

Dissertation Assignments

Faculty Advisor:

2005-2006: Derek Brechner: Arizona Senior Olympics: Motivations & constraints to participation

2005-2006: Tiffany Nichols: Factors that inhibit & facilitate employee participation in municipal recreation programs

2004-2005: Rachel Lynch: Sport leadership behavior: A comparison of athlete-coach perceptions

2004-2005: Ashleigh Rinehart: Employee satisfaction in intercollegiate athletics at ASU

Service to the Profession

Academic Conference: Discussant

2006-2007: Academy of Marketing Science Conference, Services Marketing & Sports Marketing Tracks, Coral Gables, Florida (National).

2004-2005: Sports Marketing Association, Benchmarks in Arizona's Golf Industry (National).

Editor: Associate Editor

2005-2006 through 2007-2008: Journal of Sports Management (National).

Reviewer: Conference Paper

2004-2005: American Marketing Association, Services Marketing Track, San Francisco, California (National).

WILLIAM J. PROVAZNIK, A.B.D.

Lecturer

Management

College of Business

Date of Hire: 2008

provaznb@cwu.edu

Research Focus of Effort

Organizational sense-making, institutional theory and strategy, differences between eastern and western firms, CEO and upper echelon decision making, managerial cognition, and trust, information & alliance networks.

Academic Background

A.B.D. University of Nebraska at Lincoln, Strategic Management, --N/A--

M.B.A. University of Nebraska at Omaha, Business Administration, 2003

B.A. University of Nebraska at Lincoln, Psychology, 1994

Qualification

Academically Qualified

EXPERIENCE

Work

Non-Academic

Business Venture, Mary's Spa (2002 - 2007). Personal care salon catering to professional women in west Omaha.

Area Manager, Werner Enterprises (2003 - 2004). Manager of driver-managers for the expedited services division of the company. Overall responsibility to manage and supervise marketing managers in their support of expedited freight while developing and coordinating logistical resources to support these high revenue clients.

Founder/General Manager, Nebraska Stoneware (1997 - 2003). Import furniture and ceramics for distribution in Midwest retail outlets as well as direct sales. Import custom malleable/ductile iron goods and machined steel components for Midwest manufacturing firms.

General Manager, Steril Manufacturing (2001 - 2003). General Manager of 100 employee funeral accessories and tent OEM manufacturer. Overall responsibilities included all executive decisions of the company such as raising capital, sales, and marketing. Primary goal was to reconfigure operations to shift the company towards becoming a distribution firm via outsourcing non-core operations. Immediate goal was to staunch negative cash flow while preserving viable growth options.

Options Trader, Ameritrade Inc. (1998 - 2001). Traded equities, mutual funds, options and money markets and evaluated their suitability for Ameritrade's highest two percent revenue generating clients. By 2001 was an intern for the product development division of the company. In 2000, received the Award for Excellence for attracting and retaining high volume customers and work done creating faster options trading platforms. *Series 7 and 63 three licensed.

Sales Representative, Imports International (1996 - 1998). Bought and sold wholesale furniture imported from Taiwan to regional merchants while managing the marketing activities of the company.

Retailer, Val-U-Furniture (1997 - 1998). Retailer of promo furniture, framed art, and promo Christmas goods.

Market Analyst/Software Trainer, McCann Erickson Saigon (1995 - 1997). Located and generated data for marketing director, which required unconventional sources given the state control of information in Vietnam. Assisted in the implementation and use of new graphics and publication software. Assisted sales staff in developing presentations for their clients, which included Coca Cola, San Miguel, Nestle, and Exxon.

Project Specialist, South Korean Consulate in Vietnam (1995 - 1996). Located information and created reports for consulate staff. Was responsible for creating vendor lists of manufacturers and suppliers in southern Vietnam and building contact data bases for both the Consulate and Korean businesses in the Ho Chi Minh City area.

Founder/General Manager, Provaznik Engineering (1990 - 1994). Provide general contracting services for existing home/rental residential construction.

Academic

Lecturer, Management, Central Washington University (2008 - 2009).

Adult Education Instructor, Southeast Community College - Lincoln (1994 - 1995). Organized and taught on the job training programs for non-English speaking employees of local companies such as Telex, Brugger's Bagels and Land & Sky Manufacturing. Worked through the State Department and the College to relocate political refugees into Lincoln and assist in getting them skilled employment.

Consulting

2008: American Information Technology and Management Association, Developed and taught strategic management and human resource management seminars to executives and government officials in Vietnam.

2006: Viet Com Bank, Advised and assisted in the creation of comprehensive industry analysis of the commercial feed industry in South Vietnam to guide French and American venture capitalists in evaluating feed producers interested in foreign investments.

2005: Centers for Disease Control and Prevention, Assisted in developing goals for national pandemic influenza response plan.

2004: Steril Manufacturing, Developed system for costing product and service offerings and for identifying non-core processes that would be better performed outside the firm.

COURSES TAUGHT

Principles of Management
Strategic Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		1		1
Publications in Refereed Conference Proceedings				
Presentations of Refereed Papers		4		4
Totals		5		5

Refereed Articles

Contribution to Practice

Provaznik, W. J. (2008-2009). Lost in Translation: Organizational Behavior Constructs Across Cultures - Hope as an Example. *Economics & Business Journal: Inquiries & Perspectives*, 1 (1), 105-117.

Presentations of Refereed Papers

International

Combs, G., Nadkarni, S., & Provaznik, B. (2006-2007). TO BE OR NOT TO BE: AN ANALYSIS OF OPTIMISM AND HOPE IN THE UNITED STATES AND INDIA. Academy of International Business, Beijing, China.

National

Provaznik, W. P., Hughes, L. W. , & Avey, J. B. (2008-2009). PUSHING THE MARGINS: A DYNAMIC MODEL OF IDIOSYNCRATIC CREDIT IN TOP MANAGEMENT TEAM BEHAVIOR. Business and Leadership Symposium, Fort Hays, Kansas.

State

Provaznik, W. J. (2008-2009). CONSPIRATORIAL TRADE: A PRELIMINARY INVESTIGATION INTO THE RELATIONSHIP BETWEEN CULTURE AND NATIONAL INFORMAL ECONOMIC ACTIVITY. Nebraska Economic and Business Association Conference, Crete, Nebraska.

Provaznik, W. J. (2007-2008). LOST IN TRANSLATION: ORGANIZATIONAL BEHAVIOR CONSTRUCTS ACROSS CULTURES - HOPE AS AN EXAMPLE. Nebraska Economic and Business Association Conference, Crete, Nebraska.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

College Assignments

Faculty Advisor:

2008-2009: Alpha Kappa Psi Advisor

LYNN RICHMOND, PH.D.

Associate Professor

Management

College of Business

Date of Hire: 1992

richmond@cwu.edu

Research Focus of Effort

Employee productivity, job satisfaction, positive organizational behavior, and classroom workgroups/teams.

Academic Background

Ph.D. University of Oregon, Organizational Sociology & Social Psychology, 1970

M.S. University of Oregon, Sociology, 1961

B.A. California State University, Long Beach, Social Science & Secondary Education, 1958

Qualification

Academically Qualified

Professional Memberships

Academy of Management

Academy of Organizational Culture, Communications and Conflict

American Society for Training and Development

Institute for Behavioral and Applied Management (IBAM)

Society for Human Resource Management (SHRM)

Strategic Management Society

Western Decision Sciences Institute (WDSI)

EXPERIENCE

Work

Non-Academic

Owner/Developer, LakeHills (1978 - 1983). A 160 acre planned unit development.

Academic

Associate Professor, Central Washington University (2006 - 2009). Tenure, Department of Management.

Associate Professor, Central Washington University (1999 - 2006). Tenure-track, Department of Business Administration.

Associate Professor, Central Washington University (1996 - 1999). Non-Tenure-track, Department of Business Administration.

Lecturer, Central Washington University (1994 - 1996). Full-time Non-Tenure-track, Department of Business Administration.

Lecturer, Central Washington University (1992 - 1994). Part-time Non-Tenure-track, Department of Business Administration.

Lecturer, Linfield College (1991 - 1992). Business Administration, Division of Continuing Education.

Associate Director, Linfield College (1988 - 1991). Division of Continuing Education.

Administrator, Lane Community College (1983 - 1987). Downtown Center and Evening College.

Study Director, University of Oregon (1966 - 1978). Maturational Reform and Rural Delinquency (a 12+ year basic research project tracing the so-called Maturational Reform effect in a rural and small-town environment, under terms of a longitudinal grant from the National Institute of Mental Health), administered by the University of Oregon.

COURSES TAUGHT

Cooperative Education

Directed Research

Individual Study

Organizational Behavior

Organizational Change

Principles of Organizational Behavior

Strategic Management

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	3			3
Publications in Refereed Conference Proceedings	1	2		3
Presentations of Non-Refereed Papers			1	1
Totals	4	2	1	7

Refereed Articles

Discipline-Based Scholarship

- Coetzer, G. H. & Richmond, L. (2008-2009). An Empirical Examination of the Relationships Between Adult Attention Deficit, Personal Task Management Systems and Role Stress. *Journal of Behavioral and Applied Management*, 10 (2), 206-226.
- Coetzer, G. H. & Richmond, L. (2006-2007). An Empirical Analysis of the Relationship Between Adult Attention Deficit and Efficacy for Working in Teams. *Team Performance Management*, 13 (1/2), 5-20.
- Richmond, F. L. & Schepman, S. (2005-2006). Fifty Years of Employee Motivation Surveys: Three from the Last Half of the Twentieth Century. *Journal of Organizational Culture, Communications and Conflict*, 9 (2), 15-33.

Refereed Proceedings

Contribution to Practice

- Schepman, S. B. & Richmond, F. L. (2006-2007). Increasing Productivity: A Successful Organizational Intervention. *Applied Business Research Conference*.
- Richmond, L., Nimnicht, J., Barnes, S. E. , & Schepman, S. B. (2004-2005). Increasing Sales Performance at a Retail Coffee Company. *Institute of Behavioral and Applied Management*.

Discipline-Based Scholarship

- Richmond, L. & Schepman, S. B. (2004-2005). Three Employee Motivation Surveys. *Academy of Organizational Culture, Communications and Conflict*.

Presentations of Non-Refereed Papers

International

- Nixon, D. R. & Richmond, L. (2004-2005, June). PEDAGOGIES OF THE BUSINESS CAPSTONE COURSE - FROM A STUDENT PERSPECTIVE. International Conference on Business Economics, Athens, Greece.

SERVICE

Service to the Institution

Department Assignments

Member:

- 2008-2009: Department of Management
- 2007-2008 through 2008-2009: Management Department Personnel Committee
- 2004-2005 through 2008-2009: Search Committees: Management Faculty
- 2004-2005 through 2005-2006: Business Administration - CWU Lynnwood: Program Director
- 2004-2005 through 2005-2006: Office of the Chair, Business Administration

College Assignments

Member:

- 2008-2009: Finance and Operations Supply Chain Department Personnel Committee
- 2008-2009: Curricula & Assurance of Learning Committee
- 2004-2005 through 2007-2008: Student Committee
- 2004-2005 through 2005-2006: CB Executive Committee

University Assignments

Member:

- 2008-2009: Faculty Senate Evaluation and Assessment Committee
- 2007-2008 through 2008-2009: Alternate, Faculty Senate
- 2006-2007 through 2008-2009: Castner Scholarship Selection Committee (Law & Justice Department)
- 2007-2008: Search Committee, Westside Academic Advisor
- 2004-2005 through 2007-2008: Faculty Senate Code Committee
- 2005-2006: Faculty Administration Joint Work Group: (to revise faculty code following adoption of CBA)

Other Institutional Service Activities:

- 2004-2005: Faculty Marshall - Westside University Commencement

Service to the Profession

Other Professional Service Activities

- 2006-2007: Faculty Site Visits to Community Businesses, Microsoft Corporate Campus (State).
- 2005-2006: Faculty Site Visits to Community Businesses, Boeing 777 final assembly line (State).
- 2005-2006: Faculty Site Visits to Community Businesses, Tommy Bahama design operation (State).
- 2005-2006: Faculty Site Visits to Community Businesses, Costco International Headquarters (State).
- 2004-2005: Faculty Site Visits to Community Businesses, Paccar International: Kentworth truck final assembly line (State).

Reviewer - Article / Manuscript

- 2005-2006 through 2008-2009: Journal of Organizational Culture, Communications and Conflict (National).

Reviewer: Conference Paper

- 2008-2009: Western Decision Sciences Institute (National).
- 2007-2008: Applied Business Research Conference (National).
- 2005-2006: Institute of Behavioral and Applied Management (National).
- 2004-2005: Journal of Organizational Culture, Communications and Conflict (National).

Service to the Community

Chair of a Committee

2004-2005 through 2007-2008: Institutional Effectiveness Review Committee, Edmonds Community College (Instructional) Business Division

Member of a Committee

2004-2005 through 2007-2008: Advisory Committee, (Instructional) Business Division, North Seattle Community College

2004-2005 through 2007-2008: Washington Business Week, Steering Committee - Snohomish County, sponsored by Edmonds School District

2004-2005 through 2006-2007: Edmonds Community College and Edmonds School District Articulation Council

Honors/Awards

Award

2008-2009: Recipient of a Research Grant Award.

2008-2009: Nominated for CB Advisory Board Excellence in Teaching.

2007-2008: Recipient of a Research Grant Award.

2007-2008: Nominated for CB Advisory Board Excellence in Teaching Award.

2006-2007: Nominated for CB Advisory Board Excellence in Teaching.

2005-2006: Recipient of a Research Grant Award.

Honor

2004-2005: Selected by EdCC Administration as Instructor/Classroom for Governor's tour of 2-plus-2 partnership (CWU and EdCC).

JEFFREY LEWIS STINSON, PH.D.

Assistant Professor
Management
College of Business
Date of Hire: 2008
stinsonj@cwu.edu

Research Focus of Effort

My research is primarily at the intersection of sport and fundraising; through my research, I hope to develop better understanding of how sport influences charitable choice and how sports and related activities can be used to solicit and cultivate donors.

Academic Background

Ph.D. University of Oregon, Marketing, 2005
M.B.A. University of Minnesota, 2000
M.A. University of Minnesota, Recreation & Leisure Studies, 1997
B.A. Bemidji State University, Sport Studies & Management, 1995

Dissertation

The effects of intercollegiate athletics on private giving to academic and athletic programs at national collegiate athletic association institutions.

Qualification

Academically Qualified

Professional Memberships

Academy of Marketing Science
North American Society for Sport Management
Sport Marketing Association

EXPERIENCE

COURSES TAUGHT

Consumer Behavior
Cooperative Education
Essential Marketing Concepts
Market Research
Marketing Problems and Policy
Marketing Promotion Management
Principles of Marketing

INTELLECTUAL CONTRIBUTIONS

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals		4		4
Publications in Refereed Conference Proceedings				
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings			1	1
Presentations of Refereed Papers	1	5		6
Presentations of Non-Refereed Papers		2		2
Totals	1	11	1	13

Refereed Articles

Contribution to Practice

Stinson, J. L. & Howard, D. R. (2008-2009). Intercollegiate Athletics as an Institutional Fundraising Tool: An Exploratory Donor-Based View. *Journal of Nonprofit & Public Sector Marketing*, 22 (1).
Stinson, J. L. & Howard, D. R. (2007-2008). Winning Does Matter: Patterns in Private Giving to Athletic and Academic Programs at NCAA Division I-AA and I-AAA Institutions. *Sport Management Review*, 11 (1), 1-20.
Stan, S., Evans, K., Wood, C., & Stinson, J. L. (2006-2007). Segment Differences in the Asymmetric Effects of Service Quality on Business Customer Relationships. *Journal of Services Marketing*, 21 (5).
Stinson, J. L. & Howard, D. R. (2006-2007). Athletic Success and Private Giving to Athletic and Academic Programs at NCAA Institutions. *Journal of Sport Management*, 21 (2), 235-264.

Chapters, Cases, Readings, Supplements

Chapter

Stinson, J. L. & Howard, D. R. (2007). "Athletic fundraising and institutional development: Friends or foes.," In T. Slack and M. Parent (Ed.) *International Perspectives on the Management of Sport*. London: Butterworth-Heinemann.

Presentations of Refereed Papers

National

- Stinson, J. L. (2007-2008). ATHLETIC GIVING AND ACADEMIC GIVING: EXAMINING THE VALUE OF SPLIT DONORS TO EDUCATIONAL INSTITUTIONS. Academy of Marketing Science Conference, Vancouver, Canada.
- Stinson, J. L. & Howard, D. R. (2006-2007). ALLOCATION PATTERNS OF SPLIT DONORS AND IMPLICATIONS FOR INSTITUTIONAL GIVING. Sports Marketing Association, Pittsburgh, Pennsylvania.
- Stinson, J. L., McEvoy, C., & Mahony, D. F. (2005-2006). RESEARCH ON INTERCOLLEGIATE ATHLETIC FUNDRAISING: PAST RESULTS AND FUTURE NEEDS. North American Society of Sport Management, Kansas City, Kansas.
- Stinson, J. L. & Howard, D. R. (2005-2006). INSTITUTIONAL GIVING AT NCAA I-AA AND NON-FOOTBALL DIVISION I INSTITUTIONS: DOES BASKETBALL MATTER IN THE ABSENCE OF BIG-TIME FOOTBALL. Sports Marketing Association, Denver, Colorado.
- Stinson, J. L. & Howard, D. R. (2004-2005). ORGANIZATIONAL FUNDRAISING STRUCTURE AND DONOR RESPONSE. North American Society of Sport Management, Saskatchewan, Canada.
- Stinson, J. L. & Howard, D. R. (2004-2005). INSTITUTIONAL AND DONOR CHARACTERISTICS AS DETERMINANTS OF THE INFLUENCE OF ATHLETIC SUCCESS ON INSTITUTIONAL GIVING. Sports Marketing Conference, Tempe, Arizona.

Presentations of Non-Refereed Papers

National

- Stinson, J. L. (2007-2008). CONNECTING ATHLETICS AND ACADEMICS: CULTIVATING ACADEMIC SUPPORT FROM ATHLETIC DONORS. Association of American Law Schools, New York, New York.
- Stinson, J. L. (2008-2009, January). LEVERAGING ATHLETIC SUCCESS: CULTIVATING LAW SCHOOL SUPPORT FROM ATHLETIC DONORS. American Association of Law Schools Conference, San Diego, California.

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management

College Assignments

Chair:

2006-2007: NDSU College of Business Scholarship Committee

Faculty Sponsor:

2008-2009: Associate Director of Northwest Center for Sport Business

Member:

2008-2009: Faculty Committee

2007-2008: MMF Teamwork Assessment Subcommittee

2005-2006 through 2007-2008: MMF Search Committee

2006-2007: MMF Communication Assessment Subcommittee

2005-2006: MMF Written Assessment Committee

2004-2005: Graduate School Website Committee

University Assignments

Member:

2008-2009: Academic Service Learning Faculty Fellow

2007-2008: Alternate CB representative to Institutional Review Board

2004-2005: Graduate School Academic Grievance Committee: Doctoral Student Member

2004-2005: Graduate School Council: Doctoral Student Member

Service to the Profession

Advisor

2007-2008: Faculty in Residence Education Program (Local).

Board Member: PRJ Editorial Review Board

2007-2008 through 2008-2009: Sports Marketing Quarterly (National).

Reviewer: Ad Hoc Reviewer for a Journal

2005-2006: International Journal of Sport Finance (International).

Reviewer: Conference Paper

2007-2008: Academy of Marketing Science Conference (National).

2005-2006: North American Society of Sport Management (National).

2004-2005: Academy of Marketing Science Conference (National).

Service to the Community

Other Community Service Activities

2004-2005 through 2006-2007: United Way, Community Reviewer for Funding Proposals

Positions Held in Civic Organizations

2008-2009: Ellensburg United Methodist Church, Board Chair

JOAN TITO, M.B.A.

**Lecturer
Management
College of Business
Date of Hire: 2001
titoj@cwu.edu**

Academic Background

M.B.A. City University, Bellevue, WA, Business Administration, 2000

B.A. National-Louis University, Evanston, IL, 1991

Professional Certifications

E.S.L., 1996

Qualification

Other

EXPERIENCE

COURSES TAUGHT

International Marketing

Marketing Promotion Management

Principles of Marketing

SERVICE

Service to the Institution

Department Assignments

Member:

2008-2009: Department of Management