
CIR SCHOOL REPORT (BUSINESS)

CENTRAL WASHINGTON UNIVERSITY - FACULTY VITAE



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ACCOUNTING

MARYANNE ATKINSON

Associate Professor
AtkinsoM@cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Fall Quarter 2003
Tenure Status: Tenured

AACSB Qualifications:

Atkinson, Maryanne (SA & Participating) – ACCT/LYNNWOOD (ASSOCIATE PROFESSOR)
PhD in Accounting from Drexel University in 1990. She has two category A and two category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Accounting, Drexel University 1990
Dissertation: A study of population characteristics affecting the performance of audit sampling techniques in substantive tests.
M.B.A. Management Analysis, Drexel University 1983
B.S. Accounting, Drexel University 1977

Professional Licensures & Certifications

Certified Public Accountant 1978

Professional Experience

2003 - Ongoing Associate Professor, Central Washington University, Lynnwood, Washington
2004 - 2008 Instructor, C.P.A. Continuing Education Classes
Including: Ethics for Washington C.P.A.s, Fraud Anticipation and Detection, Compilation and Review of Financial Statements, Accounting and Auditing Update, Financial Accounting Disclosures
1996 - 2003 Assistant Professor, Central Washington University, Lynnwood, Washington
1989 - 1996 Assistant Professor, University of Delaware, Newark, Delaware
1981 - 1989 Graduate Research Fellow, Drexel University, Philadelphia, Pennsylvania
1979 - 1981 Accounting Director, Community Accountants, Philadelphia, Pennsylvania
1977 - 1979 Staff Accountant, Schwartz, Sobel and Co., Philadelphia, Pennsylvania

Teaching

Accounting Information Systems
Cooperative Education
Cost Accounting
Individual Study
Intermediate Accounting I
Intermediate Accounting II

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Atkinson, M., Bayazit, O., & Karpak, B. (2015). A case study using the analytic hierarchy process for IT outsourcing decision making. *International Journal of Information Systems and Supply Chain Management*, 8(1), 60-84.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Atkinson, M., & Bayazit, O. (2014). A multi-criteria approach to CPA firm selection: A case study. *International Journal of Procurement Management*, 7(1), 1–18.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Locked B

Atkinson, M., & Thompson, J. H. (2011). Relationship-based persuasion: A guide for the CPA. *International Review of Social Sciences and Humanities*, 1(2), 40–45. Submitted

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Atkinson, M. (2013- Submitted). Fraud in Healthcare Organizations: Profiteering at Society's Expense. *International Journal of Management Accounting Research*.

Committees - University/College/Department

College

Member

Scholarship Committee (College of Business) Fall Quarter 2008 - Ongoing

Student Committee (College of Business) Fall Quarter 2007 - Ongoing

Department

Department Personnel Committee (Accounting) Fall Quarter 2012 - Ongoing

Service: Other University/Professional/Public

Committee Member

Member, American Society of Women Accountants Fall Quarter 2012 - Ongoing

Member, WA Society of Certified Public Accountants Fall Quarter 2012 - Ongoing

Faculty Advisor

Advisor - Society of Student Accountants, The student organization coordinates an accounting department recruiting event for all of the CWU campuses in September of each year. We bring in speakers for students at the Lynnwood Center to help them understand the nature of different types of accounting careers. Fall Quarter 2014 - Winter Quarter 2015

Advisor - SSA, Advisor to the Society of Student Accountants, Fall Quarter 2013 - Summer Quarter 2014

Other Community Service Activities

Community Service, I volunteer an average of 5.5 hours per week at KSER, a community radio station in Snohomish County, where the Lynnwood Center is located. I'm a host and producer, and I teach a class on broadcasting that's conducted at the station for community members. Fall Quarter 2014 - Summer Quarter 2015

Volunteer service, KSER 90.7fm radio, on air host and volunteer trainer. Fall Quarter 2012 - Summer Quarter 2014

Other Institutional Service Activities

Other University Service, I have served as the Narrator at the West Side Commencement ceremony, and I attend many other student-related events during the course of the school year. I will represent the CWU accounting program at presentations at North Seattle College and Edmonds Community College. I coordinated the Rock Salt fall recruiting event, I attended the Des Moines recruiting event, and I will attend the student Honors Banquet., Fall Quarter 2014 - Summer Quarter 2015

Professional Development

CPA Continuing Professional Education classes taught, Seattle, Washington, 40 Hours Fall Quarter 2012 - Summer Quarter 2013

MELISSA A BECKER

Senior Lecturer
BeckerM@cwu.edu

Current Position

Position Title: Senior Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Becker, Melissa (IP & Participating) (F14-15, W15-10, Sp15 – 15) 89% - ACCT/ELLENSBURG (SENIOR LECTURER)

MBA in Finance and Economics from Baylor University in 1983. Worked for Enron as the VP of Strategic Initiatives from 1997-2005. Former partner with Arthur Andersen. Obtained a new professional certification related to the primary teaching area, Certified Internal Auditor, with a second in process (CMA).

Education

M.B.A. Finance and Economics, Baylor University, Waco, Texas 1983
B.B.A. Finance, Baylor University, Waco, Texas 1982

Professional Licensures & Certifications

CMA - In process of obtaining 2015
Certified Internal Auditor 2010
Project Management Professional 2003
Certified Public Accountant 1989

Professional Experience

2005 - Ongoing Senior Lecturer, Central Washington University, College of Business, Ellensburg, Washington

2005 - 2005 Consulting Services, 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.

1997 - 2005 Vice President, Strategic Initiatives, Enron Corp., Houston, Texas
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.

1997 - 1997 Partner, Business Consulting, Arthur Andersen, LLP, Houston, Texas
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.

1989 - 1997 Manager/Senior Manager, Business Consulting, Arthur Andersen, LLP, Houston, Texas
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.

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

1984 - 1987 Financial Analyst, Fuddruckers, Inc., San Antonio, Texas
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.

Teaching
Accounting I
Accounting II
Financial Accounting
Financial Accounting Analysis
Intro Financial Mgt
Managerial Accounting
Service: Other University/Professional/Public

Faculty Sponsor

Faculty Sponsor, Development of Effective Business Communications Training for Accounting Students, Piloted 2013-2014. Fully implemented winter quarter 2015. Fall Quarter 2012 - Ongoing

Member of a Committee

Cle Elum Kiwanis, Member Fall Quarter 2009 - Ongoing

Officer: Organization / Association

Cle Elum-Roslyn Boosters, Treasurer Fall Quarter 2014 - Ongoing

Positions Held in Civic Organizations

Cle Elum-Roslyn Parent Action Council, President Fall Quarter 2010 - Spring Quarter 2015

Dollars for Scholars, President Fall Quarter 2009 - Ongoing

MARVIN L BOUILLON

Professor
(509)963-3560
Bouillon@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 2009
Tenure Status: Tenured

AACSB Qualifications:

Bouillon, Marvin (SA & Participating) +Masters faculty – ACCT/ELLENSBURG (PROFESSOR)
PhD in Business Administration (Accounting) from University of Kansas in 1986. He has two category A and two category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Business Administration (Accounting), University of Kansas, Lawrence, Kansas 1986 Dissertation: Economic Determinants of the Decision to Liquidate LIFO inventory Quantities
M.S.	Accounting, University of Kansas, Lawrence, Kansas 1984
M.B.A.	University of Northern Iowa, Cedar Falls, Iowa 1982
B.A.	Accounting and Math Education, University of Northern Iowa, Cedar Falls, Iowa 1974
A.A.	Ellsworth Community College, Iowa Falls, Iowa 1972

Professional Licensures & Certifications

Private Pilot's License 1998
Iowa Teaching Certificate 1979
Certified Public Accountant, Iowa (inactive) 1976

Professional Experience

2009 - Ongoing	Chair & Professor, Department of Accounting, Central Washington University, Ellensburg, Washington
1999 - 2013	Co-Owner and Officer in wife's business, Storybook Weddings, Inc., Boone, Iowa
2011 - 2012	Interim Chair, Department of Management, Central Washington, Ellensburg, Washington
2006 - 2009	Chair, Accounting and Finance Departments (Interim Chair, 2006-2008), Iowa State University, Ames, Iowa
2004 - 2009	Director of MAcc Program, Iowa State University, Ames, Iowa
1986 - 2009	Department of Accounting, Iowa State University, Ames, Iowa
1999 - 2003	President, The Cessna Group, Boone, Iowa
1999 - 1999	Faculty Internship, Cargill, Cedar Rapids, Iowa
1992 - 1998	Owner, Marvin L. Bouillon, CPA, Boone, Iowa
1982 - 1986	Graduate Teaching Assistant (Accounting), The University of Kansas, Lawrence, Kansas
1982 - 1986	Instructor (Accounting), Washburn University, Topeka, Kansas
1979 - 1982	Accountant, Gordon Miller, Waverly, Iowa Various tax seasons.
1980 - 1981	Partner, Miller and Bouillon Accountants, Waverly, Iowa
1979 - 1980	Jr. High Math Teacher, Ackley-Geneva Community School, Ackley, Iowa

1976 - 1978 Staff Accountant, Gary Rosene, CPA, Storm Lake, Iowa
 1975 - 1976 Accountant, Waterloo Farm Systems, Inc., Waterloo, Iowa
 1974 - 1975 Staff Accountant, Mosebach, Griffin, and Simmer Company, Grundy Center, Iowa
 1974 - 1974 Accountant, New London Engineering Company, New London, Wisconsin

Teaching

Controllership

Cooperative Education

Cost Accounting

Individual Study

Managerial Accounting

Thesis

Volunteer Income Tax Assistant

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Gary, R. F., Denison, C. A., & Bouillon, M. L. (2011). Can obtaining an accounting Ph.D. provide a positive financial return? *Issues in Accounting Education*, 26(1), 23–38.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Bouillon, M. L., & Ravenscroft, S. (2010). Undergraduate preparation and dissertation methodologies of accounting PhDs over the past 40 years. *Global Perspectives on Accounting Education*, 7, 19–29.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Bouillon, M. L., & Ehoff, C. E. (2014, October). *Can we predict success in Intermediate Accounting I using sophomore-level accounting classes?* *International Business Conference*. Las Vegas, NV: The Clute Institute.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Bouillon, M. L., & Ehoff, C. E. (2014, October). *IFRS Worldwide adoption: How close are we?* *International Business Conference*. Las Vegas, NV: The Clute Institute.

[Applied or Integration/Application Scholarship]

Grants

Bouillon, Marvin (CoInvestigator) Gary Heesacker Endowed Scholarship (July 1, 2012, USD 100,000.00 Summer Quarter 2014)

Bouillon, Marvin (Program Coordinator) Faculty development and student scholarship funds in Accounting (December 15, 2009, USD 50,000.00 Summer Quarter 2014)

Bouillon, Marvin (Program Coordinator) Yakima Recruiting Event Funding (December 16, 2009 - June 30, 2014), USD 6,500.00 Summer Quarter 2014

Bouillon, Marvin (Program Coordinator) Rock Salt/ACE Recruiting Event in Seattle Area (December 16, 2009 - June 30, 2014), USD 12,500.00 Summer Quarter 2014

Bouillon, Marvin (CoInvestigator) Beta Alpha Psi Development Fund (July 1, 2011 - June 30, 2014), USD 4,100.00 Summer Quarter 2014

Bouillon, Marvin (CoInvestigator) City of Liuzhou (July 1, 2010, USD 216,000.00 Summer Quarter 2014)

Bouillon, Marvin (Program Coordinator) Grangxi University of Finance and Economics (July 1, 2014, USD 80,000.00 Summer Quarter 2014)

Bouillon, Marvin (CoInvestigator) O'Shaughnessy Endowment (July 1, 2011 - July 1, 2012), USD 400,000.00 Summer Quarter 2012

Committees - University/College/Department

University

Chair

ADCO: Chair (CWU) Spring Quarter 2013 - Spring Quarter 2014
Search Committee: Senior Development Officer (CWU) Spring Quarter 2012 - Fall Quarter 2012
College of Business: Emeritus Faculty Task Force, Chair (CWU) Fall Quarter 2011 - Spring Quarter 2012

Member

Dean of School of Graduate Studies and Research Search Committee (CWU) Winter Quarter 2015 - Ongoing
Faculty Senate (CWU) Summer Quarter 2014 - Ongoing
Faculty Senate: Executive Committee (CWU) Summer Quarter 2014 - Ongoing
College of Business: Admissions Task Force (CWU) Spring Quarter 2014 - Fall Quarter 2014
University: Graduate Council Procedures Committee (CWU) Winter Quarter 2014 - Ongoing
University: Graduate Council (CWU) Winter Quarter 2014 - Ongoing
ADCO: University Program Review Committee (CWU) Spring Quarter 2013 - Summer Quarter 2014
ADCO: University Policy Advisory Committee (CWU) Spring Quarter 2013 - Spring Quarter 2014
ADCO: New Student Convocation Committee (CWU) Spring Quarter 2013 - Fall Quarter 2013
ADCO: Faculty Senate Academic Affairs Committee (CWU) Spring Quarter 2013 - Spring Quarter 2014
ADCO: Paperwork Reduction Task Force (CWU) Fall Quarter 2011 - Spring Quarter 2012
ADCO: Subcommittee examining its by-laws and mission (CWU) Summer Quarter 2011 - Winter Quarter 2012
Search Committee, Asst. VP of Business and Auxiliaries (CWU) Summer Quarter 2011 - Fall Quarter 2011
College of Business: Computer Skills Task Force (CWU) Fall Quarter 2010 - Spring Quarter 2011
Search Committee: VP of Business and Financial Affairs (CWU) Summer Quarter 2010 - Fall Quarter 2010
University: Budget and Finance Committee (CWU) Spring Quarter 2010 - Summer Quarter 2014
ADCO: Member (CWU) Fall Quarter 2009 - Ongoing

Other

University: Faculty Liaison for Women's BB Team (CWU) Winter Quarter 2014 - Ongoing
ADCO: Meetings with Faculty Senate Executive Committee (CWU) Spring Quarter 2013 - Spring Quarter 2014
ADCO: Monthly meeting with Chair of Dean's Academic Team (CWU) Spring Quarter 2013 - Spring Quarter 2014
ADCO: Monthly meeting with Provost as Chair-elect to ADCO (CWU) Summer Quarter 2012 - Spring Quarter 2013
ADCO: Chair Elect (CWU) Spring Quarter 2012 - Spring Quarter 2013

College

Chair

College of Business: Learning Community Committee (College of Business) Spring Quarter 2012 - Summer Quarter 2012

Member

College of Business: Awards Committee (College of Business) Fall Quarter 2010
College of Business: Faculty Committee (College of Business) Fall Quarter 2009 - Ongoing
College of Business: Dean's Executive Committee (College of Business) Fall Quarter 2009 - Ongoing

Department

Chair

Accounting Department: MPA Director (Accounting) Winter Quarter 2014 - Ongoing

Management Department: Interim Chair (Management) Fall Quarter 2011 - Summer Quarter 2012
Accounting Department: Faculty Search Committee (Accounting) Fall Quarter 2010 - Ongoing
Accounting Department: Accounting Advisory Council (Accounting) Winter Quarter 2010 - Ongoing
Accounting Department: Chair (Accounting) Fall Quarter 2009 - Ongoing
Accounting Department: Curriculum Committee (Accounting) Fall Quarter 2009 - Ongoing

Service: Other University/Professional/Public

Advisor

Company Advisor, Alaska Business Week. This year I will attend the Alaska Business week. It will be for seven days where we meet about 12 to 14 hours a day. Summer Quarter 2010 - Ongoing

Chair: Committee / Task Force

Finance Committee, Washington Business Week, Spring Quarter 2013 - Fall Quarter 2014

Chair: Conference / Track / Program

Chair of the Week, Advanced Poland Business Week, Winter Quarter 2014 - Fall Quarter 2014

Chair of the Week, Washington Business Week Winter Quarter 2012 - Summer Quarter 2013

Committee Chair

Students of Color Task Force Committee, Washington Business Week Fall Quarter 2012 - Spring Quarter 2013

Committee Member

Strategic Operations Committee, Washington Business Week Fall Quarter 2011 - Summer Quarter 2013

Faculty Advisor

Faculty Co-advisor, Beta Alpha Psi , While I listed as a Co-advisor of Beta Alpha Psi, Margaret Smith has done 99 percent of the duties since the Fall 2012. Generally, I help recruit students and provide funding and secretarial support for the organization. Fall Quarter 2010 - Ongoing

Officer: Organization / Association

Treasurer, Washington Business Week, Summer Quarter 2013 - Fall Quarter 2014

Executive Board of Directors, Washington Business Week, Fall Quarter 2011 - Fall Quarter 2014

Vice-Chair of Programs, Washington Business Week Fall Quarter 2011 - Winter Quarter 2014

Board of Directors, Washington Business Week, Executive Board of Directors, Board of Directors, Finance Committee, CWU WBW, and judging., Fall Quarter 2010 - Ongoing

Other Community Service Activities

VITA Coordinator, Spring Quarter 2014 - Ongoing

Company Advisor, Advanced Poland Business Week, I was a Company Advisor for 15 Poland students. Winter Quarter 2014 - Fall Quarter 2014

Member, Ellensburg Chamber of Commerce, Fall Quarter 2011 - Ongoing

Volunteer Classroom Leader, Junior Achievement, Presented their business program to two classes in Selah. Fall Quarter 2011 - Spring Quarter 2012

Other Institutional Service Activities

Organized the Fall Chair's Forum, ADCO, Spring Quarter 2013 - Fall Quarter 2013

Other Institutional Service Activities, Consulting, I met with George Clark and his staff on numerous occasions pertaining to RCM. Spring Quarter 2012 - Spring Quarter 2014

Other Institutional Service Activities, Consulting, Provided consulting services to the VP of Business and Financial Affairs Office pertaining to a new model for allocating indirect costs at the Fall Quarter 2011 - Spring Quarter 2012

Other Institutional Service, Wrote Chair Letters for FSCM, Management and Economics Departments, Fall Quarter 2011 - Ongoing

Other Institutional Service Activities, Department Personnel Committees, Served on the Department Personnel Committees for Economics, FSCM and Management, as needed., Fall Quarter 2011 - Ongoing

Other Institutional Service Activities, International Partnerships Created for Students, In October 2011 I was a member of a team that traveled to Guilin and Liuzhou. We met with two universities in Guilin and two universities in Liuzhou to discuss 3+1 and 2+2 options for CWU. In 2011-2012 we admitted five students into our MPA program from the Liuzhou City Project. In 2010-2011 I was a member of a team that admitted three students into our MPA program from the Liuzhou City Project. In 2010 I was a member of a team that worked with Beijing Normal University, Zhuhai (BNUZ) in an attempt to establish a 2+2 or 1+3 program at CWU. Fall Quarter 2010 - Ongoing

Other Institutional Service Activities, Consulting, Provided consulting services to Continuing Education pertaining to spreadsheet model development. Fall Quarter 2010 - Spring Quarter 2012

Other Professional Service Activities

Program Reviewer, University of Massachusetts - Lowell, Program Reviewer for the proposed MS in Accounting degree. Fall Quarter 2011 - Spring Quarter 2012

Presentation

Presentation, Advanced Poland Business Week, I presented on "Succeeding in Spite of Family Obstacles." Summer Quarter 2014

Color Commentator, Athletic Department, I provided color commentary for home women and men basketball games. Fall Quarter 2012 - Spring Quarter 2013

Professional Development

AAA Meeting, Atlanta, Georgia Summer Quarter 2014

APLG, San Antonio, Texas Winter Quarter 2014

AACSB Accounting Standards, San Antonio, Texas Winter Quarter 2014

AAA Meeting, Anaheim, California Summer Quarter 2013

AAA Meeting, Washington, DC Summer Quarter 2012

AAA Meeting, Denver, Colorado Summer Quarter 2011

Beta Alpha Psi Meeting, Portland, Oregon Spring Quarter 2011

APLG Meeting, Savannah, Georgia Winter Quarter 2011

Optional: Honors and Awards

CWU Women's Basketball Team, Faculty Appreciation Night Winter Quarter 2014

Membership

Washington Society of Certified Public Accountants 2011 - Ongoing

American Real Estate Society (inactive) 2008 - 2010

Financial Executives International (inactive) 2007 - 2009

Accounting Programs Leadership Group 2006 - Ongoing

Member of Managerial Accounting Section of AAA 2000 - Ongoing

American Accounting Association 1986 - Ongoing

Iowa Society of Certified Public Accountants (inactive) 1976 - 2010

CLEMENSE EHOFF

Assistant Professor
(509)963-3677
EhoffC@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Fall Quarter 2013
Tenure Status: Tenure Track

AACSB Qualifications:

Ehoff, Clemense (SA & Participating) +Masters Faculty - ACCT/ELLENSBURG (ASSISTANT PROFESSOR)

PhD in Business Administration from Golden Gate University in 2003. He has eight category A and 11 category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Business Administration, Golden Gate University, San Francisco, California 2003
Dissertation: Removed from Scheduled Maintenance: An Inquiry into the Problems Threatening the Survival of U.S. Elevator Manufacturers

M.B.A. Accounting & Finance, Regis University, Denver, Colorado 1981

B.A. Accounting, Loyola University of Maryland, Baltimore, Maryland 1970

Professional Licensures & Certifications

Chartered Global Management Accountant, AICPA 2012
Certified Public Accountant, State of Maryland 1973

Professional Experience

2013 - Ongoing Assistant Professor, Central Washington University, Ellensburg, Washington
As a full-time professor, I am responsible for teaching Financial Accounting, Intermediate Accounting and International Accounting. Used a distance education platform for Intermediate Accounting. Used a distance education and an online platform for International Accounting. International Accounting was taught at the undergraduate and graduate levels. I was a member of the Faculty Senate for the 2013-2014 academic year. Nominated for the College of Business "Advisory Board Award for Faculty Excellence in Teaching" for 2013-2014.

1997 - Ongoing Accounting Practitioner and Management Consultant, Clemense E. Ehoff Jr. CPA, Baltimore, Maryland
Since 1993, I have maintained a private accounting, tax, and management consulting practice specializing in small business clients, including restaurants, automobile dealerships, and estate administration. I developed and installed a billing and accounts receivable system for the Towson, Maryland YMCA Child Care Department using Quicken and Quick Books software packages. I trained the staff in the use of the system. This system was adopted throughout the YMCA of Central Maryland.

2012 - 2013 Accounting Professor, Berkeley College, Woodland Park, New Jersey
As a full-time professor, I am responsible for teaching Accounting Principles, Intermediate Accounting, International Accounting, Government and Non-Profit Accounting, Auditing, and Introduction to Business. Completed Berkeley College's online training and taught Accounting Principles online during the July 2012 quarter.

2009 - 2012 Assistant Professor, Kean University, Union, New Jersey

- As a full-time professor, I am responsible for teaching Accounting Principles, Intermediate Accounting, Cost Accounting, International Accounting, Government and Non-Profit Accounting, Managerial Accounting, Auditing, Advanced Accounting, Income Taxation, and the Seminar in Professional Accounting Practice (the Graduate Accounting Capstone course) at the Union and Toms River, New Jersey campuses. Other duties include student advisement, University Committee participation, accounting research publications and presentations, and community service. In 2011, I formed the Divine Mercy International Widows and Orphans Organization, and obtained charitable organization status under Section 501(c) 3 of the Internal Revenue Code. During the 2011-2012 academic year, taught the Graduate capstone and the undergraduate International Accounting courses as an adjunct professor.
- 1997 - 2009 Vice President and CFO, R.K. Tongue Co., Inc., Baltimore, Maryland
As Chief Financial Officer of a \$20 million medium sized insurance agency, I was responsible for accounting operations, financial policy, strategic and financial planning, and financial systems development and implementation.
- 1997 - 2009 Adjunct Professor, University of MD, Jones International University, DeVry University. , Baltimore, Maryland
As an adjunct professor, I taught Accounting Principles, Intermediate Accounting, Cost Accounting, Managerial Accounting, Auditing, Advanced Accounting, Income Taxation, Corporate Finance and Investments in the face-to-face classroom, and the online classroom, at the undergraduate and graduate level. I wrote online course curriculum for Financial Accounting, Managerial Accounting, and Income Taxation.
- 1995 - 1997 Associate Professor, Roger Williams University, Bristol, Rhode Island
As a full-time faculty member, I taught Financial Accounting, Financial Management, and Federal Income Tax. Other duties included student advising, serving on the University Curriculum Committee and Faculty Senate, and Coordinator of the Master of Science in Accounting program. I developed a Master of Science in Accounting program that was similar to advanced degrees offered by other Rhode Island colleges and universities and unique with respect to an emerging topics component. By design, the emerging topics component would change as the needs of the accounting profession changed. Nominated for the 1996 and 1997 Excellence in Teaching Award.
- 1995 - 1995 Adjunct Professor, Baltimore City Community College, Baltimore, Maryland
As an adjunct professor, I taught Accounting Principles I during the 1995 spring session.
- 1993 - 1993 Assistant Professor, Morgan State University, Baltimore, Maryland
As visiting professor for the spring semester, I taught three courses: (1) Personal Income Taxation at the graduate level, (2) Managerial Accounting at the graduate level, and (3) Accounting Principles at the undergraduate level.
- 1993 - 1993 Adjunct Professor, University of Baltimore, Baltimore, Maryland
As an adjunct professor, I taught two courses during the 1993 summer session: (1) Financial Accounting at the graduate level, and (2) Cost Accounting at the undergraduate level.
- 1991 - 1992 Doctoral Dissertation, Golden Gate University, Baltimore, Maryland
After leaving Schindler Elevator Corporation in late 1990, my professional activities were devoted to research and completion of Removed from Scheduled Maintenance: An Inquiry into the Problems Threatening the Survival of U.S. Elevator Manufacturers, a doctoral dissertation for a Ph.D. in Business Administration from Golden Gate University, San Francisco, California. For many years the \$5 billion U.S. elevator industry was dominated by seven major U.S. manufacturers. During the 1980s, three of these manufacturers were sold to foreign competition. This study sought to provide a clearer insight into two of the problems threatening the survival of

the four remaining U.S. elevator manufacturers: (1) pricing construction contracts in a declining market, and (2) halting the loss of existing maintenance contracts. This dissertation begins with a brief history of the U.S. elevator industry. A critique of existing construction pricing (or bidding) models found in the current financial literature and in practice among the U.S. elevator manufacturers was undertaken. The probabilistic model, predominant in the literature, lacked practical guidance for incorporating the benefits of follow on maintenance business (where profits for elevator manufacturers are most lucrative). In practice, U.S. elevator manufacturers have ignored the probabilistic model and have left incorporating future benefits of maintenance to the judgment of the bidder. The net present value (NPV) model, widely used in capital budgeting decisions, was proposed as the appropriate model for combining construction contracts with follow on maintenance business. Use of the NPV model was demonstrated with a selection of fifty bids, taken from the files of a U.S. elevator manufacturer. Quantifying opportunity costs associated with pricing alternatives illustrated an important advantage of using the NPV model rather than probabilistic models, which measure only probabilities of winning the bid. A critique of current customer satisfaction/dissatisfaction literature focused on the importance of customer behavior and attitudes. A callback study, performed on more than five hundred elevators operating in the Baltimore/Washington, D.C. area, showed that although U.S. elevator manufacturers' maintenance proved superior to independent maintenance, customer perception to the contrary has apparently caused the loss of maintenance contracts. With respect to new equipment, design improvements made over the years have not improved elevator performance. U.S. elevator manufacturers have fallen far behind their Japanese counterparts.

1991 - 1991

Adjunct Professor, Towson State University, Baltimore, Maryland

As an adjunct professor, I taught Intermediate Accounting III to the undergraduates during the summer session.

1987 - 1991

Region Administration Manager, Schindler Elevator Corporation, San Francisco, California

The Pacific Northwest Region was comprised of three elevator installation and service offices: San Francisco, Seattle, and Honolulu. As Region Administration Manager, I was responsible for all financial and administrative activities of the Region. Developed a \$50 million Region financial plan, analyzed current operating performance, and submitted monthly forecasts to headquarters. Provided financial consulting services to the Region Manager, the Sales Manager, the Field Manager, and District Managers. With a staff of nine employees, I provided a broad range of administrative support services to the Region including purchasing, billing, collections, construction estimating, payroll processing, computer activities (minicomputer and personal computer), human resources activities, preparation and filing of external reports, fleet control, building and warehouse maintenance and leasing, inventory control, records maintenance, secretarial services, etc.

1985 - 1987

Western Zone Financial Control Manager, Westinghouse Elevator Company, San Francisco, California

The Western Zone of Westinghouse Elevator Company was comprised of seven elevator installation and service offices: San Francisco, Seattle, Honolulu, Los Angeles, Minneapolis, Chicago, and Detroit. As Zone Financial Manager, I was the financial staff assistant to A.D. Lee, Zone Manager. Developed a \$120 million Zone financial plan, set objective for each of the seven Regions, monitored current operating performance, and submitted monthly forecasts to headquarters. Provided financial consulting services to the Zone Manager and the seven Region Managers. Served as Zone financial representative on special task forces.

1981 - 1985

Controller, American Elevator (Div. of Westinghouse Elevator Company), San Francisco, California

- American Elevator was one of fifteen acquisitions made by Westinghouse Elevator's Independent Service Division. This \$3 million entrepreneurial company performed elevator maintenance, repair and modernization in the San Francisco Bay Area. As Controller, I was responsible for all financial aspects of the company, including accounting (general ledger, billing, payroll, accounts payable, financial statements), strategic and financial planning, forecasting, asset control, collections, administrative support, etc. Converted a manual ledger system to a computerized ledger system. Customized canned software to fit the elevator maintenance business, and designed a unique elevator job cost system. Supervised a staff of three employees.
- 1979 - 1981 Audit Administrator, Westinghouse Electric Corporation, Denver, Colorado
As Audit Administrator, I was responsible for all Internal Audit activity for two of Westinghouse Electric Corporation's subsidiaries: Wyoming Mineral, Denver, Colorado, a uranium mining subsidiary; and Western Zirconium, Ogden Utah, a metal producer and fabricator. Developed audit plans, designed tailored audit programs for uranium mine sites, directed audits of Wyoming Mineral, its joint ventures, and Western Zirconium. Supervised and trained staff auditors.
- 1973 - 1979 Lead Auditor, Westinghouse Electric Corporation, Baltimore, Maryland
Planned and performed financial and operational audits at the Westinghouse Defense Center and Community Development Business Units. Responsible for writing tailored audit programs, supervising subordinate staff, and conducting workshops on Real Estate, Construction, and other topics of special interest. Promoted from Senior to Lead Auditor in 1977.
- 1972 - 1973 Staff Accountant, McFerrin, Pridgeon & Wilson, Baltimore, Maryland
Staff auditor assignments including audit work, report writing, audit program development, financial statement and tax return preparation. Assignments included manufacturing, public utility, and service organizations
- 1970 - 1972 Staff Accountant, Price Waterhouse, Baltimore, Maryland
Staff auditor assignments including audit work, report writing, audit program development, financial statement and tax return preparation. Assignments included manufacturing, public utility, and service organizations

Teaching

Financial Accounting

Independent Study

Intermediate Accounting II

Intermediate Accounting III

International Accounting

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Gray, D., & Ehoff, C. (2015). Sarbanes Oxley and Dodd Frank: Then there was fraud. *Journal of Business and Economics Research*, 13(1), 19–26.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Gray, D., & Ehoff, C. (2014). Lower of cost or market inventory valuation: IFRS versus US GAAP. *Journal of Business & Economics Research*, 12(1), 19–22.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Fischer, D., & Ehoff, C. (2014). The 2009 New York Accountancy Law's paradoxical impact on faculty: Non-CPAs versus inactive CPAs. *Journal of Accounting, Ethics and Public Policy*, 15(2), 251–256.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Ehoff, C., & Fischer, D. (2013). Why the SEC is delaying adoption of international financial reporting standards. *International Business & Economics Research Journal*, 12(2), 223–228.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Bloom, B. S., & Ehoff, C. (2012). Accounting capstone course design: Using the internet to modernize a graduate capstone course. *American Journal of Business Education*, 5(1), 67–74.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Ehoff, C., & Fischer, D. (2012). Should the SEC adopt international financial reporting standards? *Review of Business Information Systems*, 16(1), 15–20.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Ehoff, C. (2010). Diagnostic tools for the elevator business. *Journal of Business Case Studies*, 6(6), 135–138.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Ehoff, C. (2010). Financial statements are about to get a new look. *Journal of Business & Economics Research*, 8(12), 69–75.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Locked B

Ehoff, C., & Gray, D. (2014). Going concern: Where is it going? *Journal of Business & Economics Research*, 12(2), 121–124.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Not Classified

Fischer, D. (2012). An overview of the November 2011 SEC staff paper on IFRS/GAAP differences. *Journal of the CPA Practitioner*, 9–11.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Presentation

Completed/Published

Locked B

Bouillon, M. L., & Ehoff, C. E. (2014, October). *Can We Predict Success in Intermediate Accounting I Using Sophomore-Level Accounting Classes? International Business Conference*. Las Vegas, NV: The Clute Institute.

[Teaching and Learning Scholarship]

Bouillon, M. L., & Ehoff, C. E. (2014, October). *IFRS Worldwide Adoption: How close are we? International Business Conference*. Las Vegas, NV: The Clute Institute.

[Applied or Integration/Application Scholarship]

Ehoff, C., & Gray, D. (2013). *Going concern: Where is it going? The Clute Institute International Academic Conference*. Las Vegas, NV: The Clute Institute.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Gray, D. (2013, September). *Lower of cost or market inventory valuation: IFRS versus US GAAP. The Clute Institute International Academic Conference*. Las Vegas, Nevada: The Clute Institute.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Ehoff, C. (2012, October). *Why the SEC is delaying adoption of international financial reporting standards. International Business & Economics Research Conference*. Las Vegas, Nevada: The Clute Institute.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Fischer, D. (2012, April). *How to use the SEC staff paper on GAAP/IFRS differences in an international accounting course. AAA Mid-Atlantic Regional Meeting*. American Accounting Association.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Bloom, D. (2011, October). *More notes on accounting capstone course design: Using the internet to modernize a graduate capstone course. International Business & Economics Research Conference*. Las Vegas, Nevada: The Clute Institute.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Fischer, D. (2011, October). *Should the SEC adopt international financial reporting standards? International Business & Economics Research Conference*. Las Vegas, Nevada: The Clute Institute.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Ehoff, C. (2010, October). *Diagnostic tools for the elevator business. International Business & Economics Research Conference*. Las Vegas, Nevada: The Clute Institute.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Ehoff, C. (2010, October). *Financial statements are about to get a new look. International Business & Economics Research*. Las Vegas, Nevada: The Clute Institute.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Member

Faculty Senate (CWU) Fall Quarter 2014 - Spring Quarter 2015

College of Business Faculty Committee (CWU) Fall Quarter 2013 - Ongoing

Faculty Senate (CWU) Fall Quarter 2013 - Spring Quarter 2014

Other

Accounting & Finance Club (CWU) Fall Quarter 2014 - Ongoing

College

Member

Faculty Committee (College of Business) Fall Quarter 2014 - Spring Quarter 2015

Service: Other University/Professional/Public

Advisor

Advisor, KPMG Accounting Case Competition, Advisor to four CWU accounting students who participated in the 2014 KPMG Accounting Case Competition held at Seattle University. Winter Quarter 2014

Income tax and Consulting Practitioner, Small Income Tax and Consulting Practice, Fall Quarter 2013 - Ongoing

Board of Directors: Substantial Involvement

Treasurer, Divine Mercy Widows and Orphans Organization, Treasurer and Member of Board of Directors for the Divine Mercy widows and Orphans Organization (DMIWOO), a 501 c (3) charitable organization form to assist widows and orphans of Obike, Nigeria. Formed 3 years ago. Raised over \$30,000. Website is www.dmiwoo.org. It tells the complete story of the organization and its mission. , Fall Quarter 2013 - Ongoing

Professional Development

Online Course Development, Ellensburg, Washington, 2 Hours Spring Quarter 2014

Canvas Workshop, E, Washington, 2 Hours Spring Quarter 2014

Faculty 180 Training, Ellensburg, Washington, 2 Hours Fall Quarter 2013

The Clute International Academic Conference, Las Vegas, Nevada, 10 Hours Fall Quarter 2013

Ethics CPE, Ellensburg, Washington, 4 Hours Fall Quarter 2013

Membership

Divine Mercy International Widows and Orphans Organization 2011 - Ongoing

American Accounting Association 1993 - Ongoing

American Institute of Certified Public Accountants 1973 - Ongoing

Maryland Associations of CPAs 1973 - Ongoing

DARRYL HARRIS

Lecturer
HarrisDa@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2015
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Harris, Darryl (IP & Supporting) (W15 – 5 cr) 11% ACCT (LECTURER)

M.Acc. from Washington State University in 1988. At time of hire was Associate Director of UW Medical Centers (2007-09). Active CPA. Has 30 years of progressive work experience in Accounting. Completed his Certified Fraud Examiner Spring 2015

Education

M.Acc. Income Taxation, Washington State University, Pullman, Pullman, WA 1988

Professional Licensures & Certifications

Certified Fraud Examiner 2015
Certified Public Accountant, Washington State 1995

Professional Experience

2010 - Ongoing	Lecturer, Central Washington University, Des Moines, Washington
2009 - Ongoing	Instructor, Highline College, Des Moines, Washington Primary teaching areas: Introduction to Financial Accounting, Practical Accounting, QuickBooks. Average class size of 26. Member of Veterans Committee at the college.
2002 - 2013	Director, Harris Tax Consultancy, Kent, Washington Firm prepares income tax returns and provides bookkeeping services to the adult family home industry using QuickBooks and other software packages.
2008 - 2009	Audit Manager, CHAN Healthcare Auditors, St. Louis, Missouri Served as a team member responsible for performing the audit function for the Franciscan Health System of hospitals. Identified and eliminated major inefficient business processes at Franciscan Medical Group that resulted in key savings to the group and the Franciscan Health System. Conducted risk assessments and met with audit committee and line management to discuss key audit findings and recommendations. Attended a variety of professional development classes on various audit topics to maintain current license.
2007 - 2009	Director of Medical Center, Internal Audit, University of Washington, Seattle, Washington Lead and directed the startup internal audit function for the medical centers of UW. Worked collaboratively with team members, prepared the audit risk analysis, and met with the board and senior management to discuss, implement audit plans and results. Laid the groundwork for collaboration between UW and Harborview Medical Center audit processes when there was none previously.
2004 - 2007	Internal Audit Manager, Ernst & Young, LLP, Seattle, Washington Experience includes working with clients on all aspects of Sarbanes Oxley to include scoping and planning, documentation and creation, test design and execution, and remediation recommendations. Clients included Alaska Airlines, Multicare, Cisco Systems, and National Bank of Greece. Brought in \$250,000 in business on one engagement (Washington State Ferry System). Taught staff and managers

- professional development classes to include fraud concepts and the basics of internal auditing in accordance with Generally Accepted Auditing Standards.
- 1998 - 2004
Audit Manager, Kaiser Permanente, Oakland, California
Served as the Internal Audit manager for Group Health Cooperative's internal audit department on a contract between Kaiser and Group Health. Responsibilities were similar to a Director of Internal Audit. Supervised field auditors, reviewed work papers and audit reports; communicated audit results to senior executives and the audit committee. Played a major role in streamlining the internal audit function making it more accessible and helpful to Group Health senior management.
- 1993 - 2003
Adjunct Professor, Bellevue College, Bellevue, Washington
Primary teaching areas: Introduction to Financial Accounting, Introduction to Managerial Accounting, Cost Accounting, Intermediate Accounting I & II, Payroll, QuickBooks and Peachtree. Average class size of 35. Developed and taught a new Auditing class online. Average class size of 15 students. Experience working with QuickBooks and Peachtree in professional capacity. Participated in full time faculty meetings as requested by the chairs of the transfer and paraprofessional programs.
- 1990 - 1997
Senior Audit, Group Health Cooperative, Seattle, Washington
Responsibilities included supervision of staff and ensuring the audit was completed on time. A major skill set was project management.
- 1988 - 1990
Staff Auditor, Price Waterhouse, Seattle, Washington
Responsibilities included auditing financial statements for companies in a variety of industries to include retail.
- 1987 - 1988
Graduate Teaching Assistant, Washington State University, Pullman, Washington
Assisted two instructors with the management of their classes to include performing administrative work. Held office hours and met with students on a regular basis.
Teaching assignments: Intermediate Accounting Class (UG), Introductory Accounting for MBA Students (GR). Average class size of 25.
- 1985 - 1986
Tutor, Academic Advising, Washington State University, Pullman, Washington
Tutored students on pre-college mathematics, accounting and other business courses. Assisted the Director on various projects and met with the parents of students to explain academic progress of their students. Worked with a variety of students from diverse cultures and population groups.

Teaching

Cost Accounting

Current Issues in IT

Intermediate Accounting I

Membership

Washington Society of CPAs 2004 - Ongoing

Institute of Internal Auditors, Puget Sound Chapter 2004 - Ongoing

Past President, Seattle Chapter, National Association of Black Accountants 1994 - Ongoing

Outstanding Member, Seattle Chapter, National Association of Black Accountants 1993 - Ongoing

ROBERT E HOLTFFRETER

Professor
Holtfret@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 1999
Tenure Status: Tenured

AACSB Qualifications:

Holtfreter, Robert (SA & Participating) +Masters Faculty – ACCT/ELLENSBURG (PROFESSOR)

PhD in Accounting from University of Nebraska in 1978. He has 44 category A intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Accounting, University of Nebraska 1978 Dissertation: Toward New Interim Financial Reporting Guidelines
M.S.	Accounting, Northern Illinois University 1968
B.S.	Accounting, Northern Illinois University 1963

Professional Experience

1993 - Ongoing	Professor, Department of Accounting, Central Washington University, College of Business, Ellensburg, Washington
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Teaching

Accounting II
Cooperative Education
Cost Accounting
Financial Accounting Analysis
Fraud Examination
Individual Study
Managerial Accounting

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

- Holtfreter, R. E. (2015). Avoid these tax scams like the plague. *Fraud Magazine*, 30(3), 58–59, 67.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2015). Burgeoning botnets - part 1. *Fraud Magazine*, 30(2), 39–42.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2015). Burgeoning botnets - part 2. *Fraud Magazine*, 30(3), 39–43.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E., & Harrington, A. (2015). Data breach trends in the United States. *Journal of Financial Crime*, 22(2), 242–260.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Holtfreter, R. E. (2015). P.O. identity theft/money-wiring transactions. *Fraud Magazine*, 30(2), 62–64.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, K., Reisig, M. D., Pratt, T. C., & Holtfreter, R. E. (2015). Risky remote purchasing and identity theft victimization among older internet users. *Psychology, Crime & Law*, 21(7), 681–698.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

- Holtfreter, R. E. (2015). Beware of these recent MoneyPak scams. *Fraud Magazine*, 30(1), 60–61.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2014). Identity theft complaints drop more than 21 percent in 2013 - Part 2. *Fraud Magazine*, 29(5), 26–30.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2014). New cyberschemes are targeting individuals, universities and businesses. *Fraud Magazine*, 29(5), 14–15.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2014). Scams target smartphones and utility company customers. *Fraud Magazine*, 29(6), 58–59.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2014). Beware of these telephone scams - Victims are piling up. *Fraud Magazine*, 29(4), 14–15.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2014). Identity theft complaints drop more than 21 percent in 2013 - Part 1 of 2. *Fraud Magazine*, 29(4), 23–28.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2014). Beware of "free" puzzles, collect scam calls and more. *Fraud Magazine*, 64–66.
[Attachment]
- [Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E., McLeod, T., & Harrington, A. (2014). Identity theft tax refund fraud: A growing epidemic part 2 of 2. *Fraud Magazine*, 28(3).
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E., & Harrington, A. (2014). Towards a model for data breaches: A universal problem for the public. *International Journal of Public Information Systems*, 10(1), 40–58.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Holtfreter, R. E. (2014). Cyber criminals step up their games to harvest PII: Ramped-up spear-phishing, beta bot malware, pirated software and spam schemes. *Fraud Magazine*, 28(2), 60–62.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E., McLeod, T., & Harrington, A. (2014). Identity theft tax refund fraud: A growing epidemic part 1 of 2. *Fraud Magazine*, 28(2), 48–53.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2014). That gift card may not be so giving: Don't let it steal your PII. *Fraud Magazine*, 29(1), 64–65.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2014). Will hackers win the battle? *Strategic Finance*, January 2014, 27–34.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Holtfreter, R. E. (2013). Identity theft complaints climb again in 2012. *Fraud Magazine*, 6(27), 38–46.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2013). Scams target elderly, mobile phone users and travelers. *Fraud Magazine*, 28(5), 62–64.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2013). Scanning scam (and other frauds): QR Codes, telecommunication and photo sharing. *Fraud Magazine*, 27(6), 58–60.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2013). European fraudsters say pay up or your computer and files are goners! *Fraud Magazine*, 28(4), 49–56.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2013). Facebook phishing schemes are turning "friends" into enemies. *Fraud Magazine*, 28(4), 64–67. [Attachment]
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Holtfreter, R. E. (2013). Typosquatting: The good, bad and ugly. *Fraud Magazine*, 28(3), 62–64.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2013). Avoid the bait: Phishing schemes continue to flourish. *Fraud Magazine*, 28(1), 56–58.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2013). "Eurograbber" banking Trojan: Draining accounts via mobile devices. *Fraud Magazine*, 28(2), 58–60. [Attachment]

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2012). Identity theft complaints soared in 2011: Fraudsters hitting military personnel hard. *Fraud Magazine*, 27(6), 42–48.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2012). Mobile devices - A gold mine for cyber criminals' exploitation. *Fraud Magazine*, 27(5), 68–70.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2012). New banking identity theft scams inject fake chat boxes, rogue web pages. *Fraud Magazine*, 27(6), 16–18.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2012). Scamming grandparents out of their life savings. *Fraud Magazine*, 27(4), 54–56.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2012). Phishing season is always open with no bag limit or license needed. *Fraud Magazine*, 27(3), 64–66.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2012). Beware of these new cellphone identity theft scams. *Fraud Magazine*, 27(2), 56–57.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2012). Data breaches, a 3-part series: Breaking breach secrecy, part 3. *Fraud Magazine*, 27(1), 41–50.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2012). Fraudsters claiming victims via payday and LinkedIn scams. *Fraud Magazine*, 27(1), 56–57 & 69.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2011). Data breaches, a 3-part series: Breaking breach secrecy, part 1. *Fraud Magazine*, 26(5), 44–51.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2011). Data breaches, a 3-part series: Breaking breach secrecy, part 2. *Fraud Magazine*, 26(6), 48–54.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2011). My, oh my: Identity theft complaints have decreased for second year in a row. *Fraud Magazine*, 26(4), 48–52.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E., & McLeod, T. (2011). Scareware fraud: Part two. *Fraud Magazine*, 25(3), 28–30, 43–44.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2011). The kiss of identity theft: Password simplicity and redundancy. *Fraud Magazine*, 25(3), 54–57.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2011). Cyber theft ring broken: Celebrating disruption of a major global crime operation. *Fraud Magazine*, 26(1), 54–57.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2011). Identify thieves could have your number: The phone rings and then silence. Identity theft? Maybe. *Fraud Magazine*, 25(2), 54–57.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Holtfreter, R. E. (2011). Scareware fraud: All trick and no treat? Part one. *Fraud Magazine*, 25(2), 28–30 & 46–50.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Holtfreter, R. E. (2010). FTC consumer sentinel network data book: Is the positive news about identity theft for real? *Fraud Magazine*, 24(5), 16–18 & 65.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Holtfreter, R. E. (2010). Ignore these e-mails! Anatomy of a social engineering scam. *Fraud Magazine*, 24(6), 16–18 & 56–57.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Accepted

Not Classified

Holtfreter, R. E. (2014). Phishing Schemes are Thriving/Worse Passwords/NewTrojan. *Fraud Magazine*, 28(3).

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Other

Completed/Published

Not Classified

Masberg, B. A., Jagodzinski, F. B., Garcia, C. M., Holtfreter, R. E., Fu, P., Stein, S. G., Holden, W. (2014). Enterprise Information System Committee Student Computer Labs Task Force Statement of Findings. *CWU*.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Chair

ASL Faculty Fellows Group Institutional Sub-Committee (CWU) Fall Quarter 2013 - Spring Quarter 2014

Co-Chair

ASL Faculty Fellows Group Institutional Sub-Committee (CWU) Fall Quarter 2013 - Spring Quarter 2014

Member

Faculty Senate Honorary Degree Committee (CWU) Spring Quarter 2015

Faculty Senate Honorary Degree Committee (CWU) Spring Quarter 2015

Faculty Senate Honorary Degree Committee (CWU) Winter Quarter 2015

ASL Faculty Fellows Group (CWU) Fall Quarter 2013 - Ongoing

New College Ad Hoc Committee (CWU) Fall Quarter 2013 - Spring Quarter 2014

EISC Computer Labs Task Force (CWU) Fall Quarter 2013 - Summer Quarter 2014

Faculty Senate - Senator - alternate (CWU) Fall Quarter 1998 - Ongoing

College

Chair

Curricula & Assurance of Learning Sub Committee (College of Business) Fall Quarter 2013 - Winter Quarter 2014

Member

Dept. of Accounting Personnel Committee (College of Business) Winter Quarter 2014 - Ongoing

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2008 - Ongoing

Service: Other University/Professional/Public

Board Member: Advisory Board

Advisory Council, Gerson Lehrman Group, Winter Quarter 2014 - Ongoing

Advisory Board Member, Association of Certified Fraud Examiners, Fall Quarter 2013 - Ongoing

Advisory Board Member, White Collar Crime Consortium, Spring Quarter 2010 - Ongoing

Board Member: PRJ Editorial Review Board

Editorial Review Board, Journal of Management Systems, Fall Quarter 2014 - Summer Quarter 2015

Editorial review Board member, Public Municipal Finance Journal Fall Quarter 2013 - Ongoing

Editorial Review Board, Internal Controls Journal, Fall Quarter 2013 - Ongoing

Editorial Review Board, International Business - Economics Advancement Journal Fall Quarter 2013 - Ongoing

Editorial Review Board, Journal of Forensic & Investigative Reporting, Member, Spring Quarter 2010 - Ongoing

Editorial Review Board, Fraud Magazine, Fall Quarter 2004 - Ongoing

Editorial Review Board, Journal of Forensic Accounting, Member Fall Quarter 2002 - Fall Quarter 2013

Faculty Advisor

Advisor - ACFE Student Chapter, Department Fall Quarter 2014 - Ongoing

Member of a Committee

Business & Valuation Committee, Washington Society of Certified Public Accountants (WSCPAs) Winter Quarter 2012 - Fall Quarter 2012

Enforcement Advisory Committee, State of Washington Department of Fish & Wildlife, Fall Quarter 2006 - Ongoing

Officer: Organization / Association

President of the CWU chapter, Phi Kappa Phi National Honorary Society Fall Quarter 2014 - Ongoing

Identity Theft Prevention Analyst, Association of Certified Fraud Examiners, Author, Fall Quarter 2008 - Ongoing

Professional Development

American Accounting Association annual conference, Anaheim, California Summer Quarter 2013

Association of Certified Fraud Examiners, Las Vegas, Nevada Summer Quarter 2013

Optional: Honors and Awards

Institute of Management Accountants, Lybrands International Research Award, "For an outstanding contribution to accounting education" Spring Quarter 2014 - Spring Quarter 2015

American Accounting Association, Finalist for the AICPA Bea Saunders Innovation in Accounting Award, Nominated Spring Quarter 2013 - Summer Quarter 2013

American Accounting Association, Finalist for the American Institute of CPA's "Mark Chair/FSA Teaching Innovation Award, Nominated Spring Quarter 2013

Membership

Mid-West Business Administration Association 2014 - Ongoing

Association of Certified Fraud Examiners 2014 - Ongoing

Institute of Managerial Accountants 2014 - Ongoing

North American Accounting Society 2014 - Ongoing

Washington Society of Certified Public Accountants 2014 - Ongoing

American Accounting Association 2014 - Ongoing

Cooperative Learning in Higher Education 2014 - Ongoing

Institute of Decision Sciences 2014 - Ongoing

Institute of Internal Controls 2011 - Ongoing

JOHN J LASIK

Senior Lecturer
LasikJ@cwu.edu

Current Position

Position Title: Senior Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Lasik, John (IP & Supporting) +Masters (F14-5, W15-5, Sp15-15) 56% - ACCT/ELLENSBURG (SENIOR LECTURER)

MBA with a specialization in Finance from Mississippi State University in 1977. Was the Assistant/Associate Dean for the College of Business at CWU from 1994-2007 and performed CFO-type duties. Obtained a new professional certification related to his primary teaching area (Certified Management Accountant – June 2010). Director for the CWU Federal Credit Union 2000-2012. Has conducted research and made recommendations on interest rates for all credit union savings/loan programs to ensure compliance with National Credit Union Administration (NCUA) charter.

Education

M.B.A. Finance, Mississippi State University 1977
B.S. Accounting, Pennsylvania State University 1969

Professional Licensures & Certifications

Certified Public Accountant, State of Washington (retired) 2011
Certified Management Accountant (CMA) 2010

Professional Experience

2007 - Ongoing	Senior Lecturer, Department of Accounting, Central Washington University, Ellensburg, Washington Teaching various accounting-related courses.
2000 - 2013	Volunteer Director, Central Washington University Federal Credit Union, Ellensburg, Washington 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.
1994 - 2007	Assistant/Associate Dean, Central Washington University College of Business, Ellensburg, Washington 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.
1985 - 1994	Assistant/Associate Professor, Department of Business Administration (Finance), Central Washington University, Ellensburg, Washington Teaching courses in: Financial Management, Investments, Personal Financial Planning, Management of Financial Institutions, and Case Studies in Financial Management.
1984 - 1985	Examiner/Investigator, Seattle Regional Office of the U.S. Securities and Exchange Commission, Seattle, Washington

- Involvement in oversight examinations of the National Association of Securities Dealers (NASD) and regulatory examinations and investigations of securities firms throughout the Pacific Northwest.
- 1980 - 1984 Assistant Professor of Business Administration (Finance), Central Washington University, Ellensburg, Washington
Teaching various finance- and accounting-related courses.
- 1977 - 1980 Teaching Assistant/Instructor, Mississippi State University, Starkville, Mississippi
Teaching courses in Money & Banking, Bank Management, and Financial Management.
- 1978 - 1978 Assistant Professor, Mississippi University for Women, Columbus, Mississippi
Teaching courses in Cost Accounting, Financial Accounting, and Financial Management.

Teaching

Accounting II
Acct for Non-Profit Org
Advanced Cost Accounting
Cooperative Education
Cost Accounting
Governmental & Non-Profit Acct
Independent Study
Intermediate Accounting I
Intermediate Accounting II
Intermediate Accounting III
Managerial Accounting

Service: Other University/Professional/Public

Board of Directors: Substantial Involvement

Volunteer Director, CWU Federal Credit Union, 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. Fall Quarter 2000 - Spring Quarter 2012

Membership

Institute of Management Accountants (IMA) 0 - Ongoing

MATTHEW LOTHYAN

Lecturer
mlothyan@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Winter Quarter 2015
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Lothyan, Matthew (IP & Supporting) (W15 – 5 cr) 11% -ACCT/DES MOINES (LECTURER)
Master of Accountancy from Brigham Young University in 1996 and a Master of Adult Education from Western Washington University in 2010. 20 years of progressive work experience in tax and current CPA credentials.

Education

Masters of Adult Education	Western Washington University, Bellingham, Washington 2010
Master of Accountancy	Taxation with an emphasis in International Tax, Brigham Young University, Provo, Utah 1996
B.S.	Accounting with a minor in Spanish, Brigham Young University, Provo, Utah 1996

Professional Licensures & Certifications

Community & Technical College Teaching Certificate 2010
Certified Public Accountant (Washington) 1997

Professional Experience

2015 - 2015	Lecturer, Department of Accounting, Central Washington University, College of Business
2010 - 2013	Accounting Instructor, Edmonds Community College, Edmonds, Washington Taught payroll tax, income tax, financial and basic accounting courses to a diverse student body using web based technology. Developed and adapted course curriculum to create a positive learning environment. Established course and program assessments for assessing student learning and effectiveness of instructional strategies to achieve the desired learning outcomes. Ensured course content and delivery met accreditation standards. Instructed learners utilizing various teaching methodologies to accommodate different learning styles. Assisted in the administration of the free Voluntary Income Tax Assistance (VITA) clinic for students and the community. Resolved Learning Management System (LMS) questions for instructors by working in the Learning Resource Center while also teaching full-time. Performed an analysis of three Learning Management Systems to assist the State Board of Community and Technical Colleges (SBCTC) in determining which LMS to adopt as a consortium of institutions of higher education in Washington State. Participated in advisory committee meetings to gain insight of the desired information and skill sets to incorporate into the accounting curriculum. Performed peer classroom observations to gain instructional insight and provide feedback as needed. Trained new adjunct instructors teaching beginning level accounting courses on course design, delivery methods, course objectives, Learning Management System setup, and course content. Advised students on academic courses to complete degree and or transfer to a four year institution.
2006 - 2006	International Tax Manager, Telect, Inc. , Spokane, Washington

Responsible for preparation of all work papers required to complete consolidated Federal income tax return, including managing fixed asset ledgers and creating tax trial balances. Reviewed FAS 109 calculation, including domestic and international entities, for both internal and external reporting purposes. Resolved two year outstanding UK VAT audit assessment in two weeks and saved company \$30,000 USD in penalties and interest. Reviewed all sales and excise tax returns for 50 states and various municipalities, including Canadian GST and WA B&O tax returns.

2000 - 2004 Tax Manager, Western Wireless Corporation, Bellevue, Washington
Prepared income tax returns for more than 40 domestic and foreign entities, including joint ventures, limited liability companies, and disregarded entities. Researched complex federal, state, and local tax issues and provided written technical memorandum to both internal and external groups. Implemented cumulative tax minimization strategies that resulted in collective savings to the company of more than \$1,000,000. Identified and resolved computer hardware and software issues for tax department.

1998 - 2000 Tax Analyst, Western Wireless Corporation, Bellevue, Washington
Compiled all required work papers and schedules for the income tax return process, including detailed trial balances, fixed asset detail, and other ad hoc schedules. Prepared FAS 109 calculation for both internal and external reporting purposes.

1996 - 1998 Tax Consultant, Ernst & Young, LLP, Seattle, Washington
Focused on the federal and state income tax consequences of mergers and acquisitions. Specialized in analyzing the federal income tax consequences of international cross-border transactions.

1987 - 1989 Volunteer Representative, Church of Jesus Christ of Latter Day Saints, Ecuador

Teaching
Intermediate Accounting II

Membership
Washington Society of Certified Public Accountants 1997 - Ongoing
American Institute of Certified Public Accountants 1997 - Ongoing

KAREN D MARTINIS

Professor
Martinis@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 1993
Tenure Status: Tenured

AACSB Qualifications:

Martinis, Karen (IP & Participating) +Masters faculty- ACCT/ELLENSBURG (PROFESSOR)

MBA from the University of Puget Sound in 1979. At time of hire, was Senior Auditor for Arthur Anderson & Co. Has relevant active service on boards of directors (FISH, Kittitas County Friends of Animals & Ellensburg Ski Club). Has practice oriented intellectual contributions (paper and presentations). Has documented continuing professional education experience (40 CPE hours). Retiring in fall 2015

Education

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

Professional Licensures & Certifications

Certified Public Accountant, State of Washington 1975

Professional Experience

1979 - Ongoing Professor, Central Washington University, Ellensburg, Washington
1979 - 2013 CPA Practice, Karen Martinis CPA, Ellensburg, Washington
Tax returns, tax planning, contract employee for auditing, bookkeeping, and consulting.
1973 - 1976 Senior Auditor, Arthur Anderson & Co, Seattle, Washington
Auditor in international accounting firm.

Teaching

Accounting I
Advanced Accounting
Applied Accounting Techniques
Cooperative Education
Financial Accounting
Individual Study
Intermediate Accounting I
Intermediate Accounting II

Scholarly Contributions and Creative Productions

Proceedings

Completed/Published

Locked B

Martinis, K. D., & Tidd, R. R. (2013). Banquets as a recruiting tool for accounting students. In *American Society of Business and Behavioral Studies* (Vol. 20, pp. 94–97).

[Teaching and Learning Scholarship] [Non-blind, Peer Reviewed]

Martinis, K., & Tidd, R. (2011). Does performing additional work improve a student's accounting principles grade? First analysis. In *American Society of Business and Behavioral Sciences* (Vol. 18, pp. 432–434). Las Vegas, NV.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Presentation

Completed/Published

Locked B

Martinis, K., Prachyl, C., & Sullivan, C. (2012, February). *Comparison and contrast of the CPA exam results among States in our Country. American Society of Business and Behavioral Sciences*. Las Vegas, NV.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Member

Sabbatical Leave Committee (CWU) Fall Quarter 2013 - Spring Quarter 2016

Member of Search Committee for selection of the Director of Career Services (CWU) Spring Quarter 2013

Career Services Advisory Board - Cooperative Education Committee (CWU) Fall Quarter 2006 - Ongoing

College

Academic Advising Committee (College of Business) Fall Quarter 2010 - Fall Quarter 2014

Scholarship Committee (College of Business) Fall Quarter 2008 - Ongoing

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2008 - Ongoing

Department

Faculty Search Committee (Accounting) Fall Quarter 2011 - Spring Quarter 2012

Department Personnel Committee (Accounting) Fall Quarter 2010 - Summer Quarter 2014

Service: Other University/Professional/Public

Board of Directors: Moderate Involvement

Treasurer and Board Member, Ellensburg Ski Club, Fall Quarter 2000 - Ongoing

Board of Directors: Substantial Involvement

Treasurer and Board Member, Kittitas County Friends of Animals, This activity meets the requirement of PQ Validating Experience - "Serving as an active member of a board of directors with responsibilities related to the primary teaching area. Fall Quarter 2014 - Summer Quarter 2016

Treasurer and Board Member, Kittitas County Friends of Animals. I am the treasurer and Executive Board Member of Kittitas County Friends of Animals. This is part of a validating experience. Fall Quarter 2013 - Ongoing

Friends in Service for Humanity (FISH), Friends in Service for Humanity (FISH), Treasurer and board member of local food bank. Fall Quarter 2008 - Summer Quarter 2012

Chair: Conference / Track / Program

Chair: Accounting Education Conference Track, American Society of Business and Behavioral Sciences Fall Quarter 2005 - Spring Quarter 2012

Faculty Advisor

Faculty Advisor, Accounting/Finance Club, Fall Quarter 2005 - Summer Quarter 2014

Faculty Sponsor

SOURCE Mentor, University, Mentor to Dan Clausen for Business Plans. Spring Quarter 2013

Faculty Sponsor, 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. , Fall Quarter 2001 - Ongoing

Faculty Sponsor, 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. Fall Quarter 1988 - Spring Quarter 2012

Student placements

Faculty Sponsor, Coordinator for Recruiting Events, I have been the contact person and organizer for various recruiting events such as open houses, socials, speakers, lunches, etc. , Fall Quarter 1988 - Summer Quarter 2014

Professional Development

Various CPE Topics, 40 Hours Fall Quarter 2014 - Spring Quarter 2015

Correspondence Courses, Correspondence, Washington, 40 Hours Fall Quarter 2012 - Spring Quarter 2013

Optional: Honors and Awards

College of Business Advisory Board, Faculty Excellence Award - Advising Spring Quarter 2015

H.O.P.E. (Honoring our Professor's Excellence), Award Fall Quarter 2010 - Spring Quarter 2011

College of Business Advisory Board, Faculty Excellence Award - Advising Fall Quarter 2010 - Spring Quarter 2011

Membership

American Accounting Association 1979 - Ongoing

American Institute of Certified Public Accountants 1979 - Ongoing

Washington State Society of Certified Public Accountants 1979 - Ongoing

American Society of Business and Behavioral Sciences 1979 - 2013

MICHAEL R RUBLE

Associate Professor
RubleM@cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Fall Quarter 2004
Tenure Status: Tenured

AACSB Qualifications:

Ruble, Michael (PA & Participating) +Masters faculty– ACCT/LYNNWOOD (ASSOCIATE PROFESSOR)

PhD in Accounting from Arizona State University in 1984. Maintains PA qualifications through sustained professional engagement activities including consulting as an expert witness (10-15 per year), maintaining a current CPA license, CFF credential, and continuing professional education. Retiring end of spring 2016.

Education

Ph.D. Accounting, Arizona State University 1984
M.B.A. Pacific Lutheran University 1979
B.A. Business, Central Washington University 1970

Professional Licensures & Certifications

Certified in Financial Forensics (CFF) 2008
CPA - Idaho (inactive) 1988
CPA - Washington 1971

Professional Experience

1998 - Ongoing Consultant, Patton & Ruble, Seattle, Washington
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.

1998 - Ongoing Associate Professor, Central Washington University, Lynnwood, Washington
1991 - 1998 Assistant Professor, Western Washington University, Bellingham, Washington
1986 - 1991 Assistant Professor, University of Idaho, Moscow, Idaho
1985 - 1986 Visiting Assistant, Arizona State University, Phoenix, Arizona
1984 - 1985 Assistant Professor, Idaho State University, Pocatello, Idaho
1978 - 1980 Assistant Professor, Central Washington University, Ellensburg, Washington
1978 - 1978 Controller, Colotrym Company, Seattle, Washington
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.

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

1970 - 1975 Audit Staff, Deloitte & Touche, CPA's, Seattle, Washington
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.

Teaching

Advanced Accounting
Auditing

Cooperative Education
Cost Accounting
Fraud Examination
Intermediate Accounting I
Intermediate Accounting II
Intermediate Accounting III
Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Ruble, M. R., Patton, R. T., & Nelson, D. M. (2014). Patton-Nelson personal consumption tables 2011-12. *Journal of Legal Economics*, 21(1), 41-55.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Ruble, M. R., & Noga-Styron, K. (2010, autumn). *Crime and the great recession, an analysis of economic and crime variables from 2002 to 2010*. *Academy of Criminal Justice Sciences*. San Diego, CA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Chapter

Completed/Published

Locked B

Noga-Styron, K. E., & Ruble, M. (2012). Crime and the great recession: An analysis of economic and crime variables from 2002 to 2010. In *Contemporary Issues in Criminal Justice: A Research-Based Introduction* (pp. 59-74). Looseleaf Law Publications, Inc.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Committees - University/College/Department

College

Member

Scholarship Committee (College of Business) Fall Quarter 2008 - Fall Quarter 2013

Student Committee (College of Business) Fall Quarter 2007 - Ongoing

Department

Chair

Acct. Dept. Scholarship Committee (Accounting) Fall Quarter 2009 - Spring Quarter 2013

Service: Other University/Professional/Public

Mentoring Activities

Farm Business Management Advisor, Have service as advisor to Lynden Christian High School FFA Farm Business Management team instructing them in principles of budgeting, cash management, risk analysis, financial statement analysis and other farm management topics to prepare for state and national competition. Team has won the state contest in 7 of the last 10 years and placed in the national competition in the top 10 4 of 7 times including a 2nd and 5th place. Fall Quarter 2005 - Ongoing

Professional Development

AICPA Forensic Accounting & Valuation Conference, Las Vegas, Nevada, 18 Hours Fall Quarter 2013

AICPA Fraud and Forensic Acct. Conference, Orlando, Florida, 18 Hours Fall Quarter 2012

Maintain CFF designation through earning clock hours and participating in forensic accounting engagements Fall Quarter 2012 - Ongoing

Maintain CPA certification through obtaining clock hours, 20 Hours Fall Quarter 2012 - Ongoing

Forensic Accounting Consulting Fall Quarter 1998 - Ongoing

Optional: Honors and Awards

Lynden Christian FFA Chapter, Honorary member of Lynden Christian FFA Chapter, Award given for support of the LC Chapter of FFA through activities related to Coach/Mentor of Farm Business

Management team since 2005 to present. Team has won state title in all but two of those years and finished in the top 5 at nationals twice. Winter Quarter 2013

Membership

American Academy of Economics and Financial Experts 2014 - Ongoing

American Accounting Association 2014 - Ongoing

National Association of Forensic Economics 2014 - Ongoing

Association of Certified Fraud Examiners 2014 - Ongoing

Washington Society of CPA's 2014 - Ongoing

American Institute of CPA's/Fraud and Valuation Services Section 2014 - Ongoing

JOHN FREDERICK SCHRAGE

Lecturer
SchrageJ@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Schrage, John (PA & Supporting) (F14-10, W15-15, Sp15-10) 50% ACCT 50% SCM/LYNNWOOD (LECTURER)

Ph.D. in Business and Distributive Education from Michigan State University in 1978. Over the five year period, provided academic consulting services on business curriculum for three universities (domestic and international) and professional consulting on workplace technologies and web site development for nine companies.

Education

Ph.D. Business and Distributive Education, Michigan State University, East Lansing, Michigan 1978
Dissertation: Analysis, Classification, and Synthesis of Research Findings and Thought Pertaining to Business Data Processing Education from 1971 to 1976.
M.S. Business Education, Southern Illinois University, Edwardsville, Illinois 1973
B.S. Applied Mathematics (Computer Science), Southern Illinois University, Edwardsville, Illinois 1969

Professional Licensures & Certifications

Certified Systems Professional 1985

Professional Experience

2012 - Ongoing Professional Consulting, Small Businesses
Contacted by group of three Illinois-based small businesses to review business use of windows versus Apple laptops as main machine on mobile use in organization.
Consulting five small businesses to review the Windows 10 new operating system as replacement for Windows 7 and 8. This will start in August when Windows 10 is released. Contacted by Napa Valley winery to do a comparison of their website to their main 5 competitors in pro and con matrix mode.

1978 - Ongoing Independent Consultant, Self Employed

2013 - 2014 Academic Consultant, Domestic and International Universities
Contacted by HBCU in Alabama to provide business curriculum advice (Feb-May 2013). Business curriculum revision for course pre-requisites for a unique on-line business degree for small Lutheran colleges which provide programs in the US in 2013-14. SIUE Alumni from India to design program for students in India for joint program in business and engineering with preference to technology (March 2014-Present).

2012 - 2013 Visiting Professor of Business Administration, Concordia University Nebraska, Seward, Nebraska

1969 - 2012 Emeritus Associate Professor in Computer Management and Information Systems, Southern Illinois University, Edwardsville, Illinois
Full time (1978-2006). Part time (2011-2012, 2010, 2008, 1971-1973, 1969)

2007 - 2008 Lecturer in Information Systems, San Francisco State University, San Francisco, California

2007 - 2008 Lecturer in Management, Southern Illinois University Carbondale, Illinois
1969 - 1986 Application Software Analysis and Design (53A), United States Army
1976 - 1978 Assistant Professor in Computer Technology, Purdue University, Fort Wayne,
Indiana
1973 - 1976 Data Processing Instructor, Musegon Community College, Muskegon, Michigan

Teaching

Accounting Information Systems

Cost Accounting

Management Information Systems

KENNETH ALAN SMITH

Associate Professor
SmithKA1@cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Winter Quarter 2015
Tenure Status: Tenure Track

AACSB Qualifications:

Smith, Kenneth (SA & Participating) +Masters Faculty ACCT/DES MOINES (LECTURER)

Ph.D. in Accounting from the University of Missouri in 2001. He has five category A and three category B intellectual contributions from fall 2010-spring 2015.

Biography

Kenneth "Ken" Smith joined Central Washington University as an Associate Professor in 2014. His teaching and research focus on measuring the financial and non-financial performance of government and nonprofit organizations. He is interested in how these organizations use information and communicate amongst one another. Ken is President and Co-founder of the Institute for Better Governance, and past President of the Association of Government Accountants, Seattle Chapter and the Oregon Public Performance Measurement Association. He has written numerous academic and general public papers, and book chapters including the governmental chapters of the Advanced Accounting (12th Edition) textbook. His former work experience includes: owning his own business; serving as the interim Executive Director for the international nonprofit Wheels for Humanity; auditing and litigation support with CPA firms; and faculty appointments at University of Washington, Willamette University, Pepperdine University, and Texas A&M University. In 2012 he received the Lifetime Achievement Award for Government Accounting Research from the Association for Government Accountants. In 2015 he won the AGA Chapter Recognition Platinum Award for chapter-wide excellence in advancing government accounting.

Education

Ph.D.	Accounting, University of Missouri, Columbia, Missouri 2001 Dissertation: Towards an Understanding of the factors associated with Municipal Service Efforts and Accomplishments Reporting: An investigation of Economic and Political Incentives
M.B.A.	Ball State University 1992
B.A.	Accounting, Anderson University 1988

Professional Licensures & Certifications

Certified Public Accountant (CPA) - inactive, California State Board of Accountancy 2000

Professional Experience

2015 - Ongoing	Associate Professor, Department of Accounting, Central Washington University, College of Business, Des Moines, Washington
2010 - 2015	Senior Lecturer, University of Washington, Seattle, Washington
2004 - 2010	Assistant Professor of Accounting and Information Science, Willamette University, Salem, Oregon
2001 - 2004	Assistant Professor of Accounting, Pepperdine University, Malibu, California
2003 - 2003	Interim Executive Director and Vice President of Finance, Wheels for Humanity, North Hollywood, California Provided assistance to a growing nonprofit organization. Responsible for advising the Board on accounting and financial matters. Also providing assistance on strategic planning and executive staffing. Used college student intern to assist with improving the capabilities of the accounting system and to report on the internal control structure.

- 2000 - 2001 Visiting Assistant Professor of Accounting, Texas A&M University, Corpus Christi, Texas
- 2000 - 2000 Director of Litigation Services, Ueltzen & Company, LLP, Sacramento, California
Served as consultant to legal counsel and professional liability insurance company on cases involving alleged malpractice by CPA's. Prepared reports, assisted in deposition preparation, prepared trial exhibits, and attended settlement conferences.
- 1997 - 1999 Audit Manager - CPA, Grant Thornton, LLP, Stockton, California
Responsible for planning and supervising audits of small and medium businesses (up to \$100 million sales) and large governmental entities (up to \$3 billion in assets). Prepared and taught Continuing Professional Education (CPE) courses.
- 1992 - 1997 Graduate Research and Teaching Assistant, University of Missouri, Columbia, Missouri
- 1995 - 1996 President, Graduate - Professional Council, University of Missouri, Columbia, Missouri
Served as liaison between 6,000 post-undergraduate students and the campus administration. Managed budget of over \$100,000 and supervised 6 other elected officers. Developed new programs for orientation and grant funding. Spokesperson with newspapers and television stations.
- 1989 - 1992 Instructor, Team Leader, and Student Council Advisor, Indiana Business College, Anderson and Muncie, Indiana
- 1985 - 1988 Accounting Assistant, Christian Missionary Fellowship, Indianapolis, Indiana Summers. General bookkeeping duties for \$3,000,000 non-profit agency including cash flow analysis, bank reconciliations and annual budget assistance. Re-programmed computer applications for accounts payable, accounts receivable, payroll, fixed assets and investments. Performed month end closing and assisted during year-end closing.
- 1987 - 1987 Bookkeeper, Indiana East central Regional Food Bank, Anderson, Indiana Summer. Full-charge bookkeeper for United Way affiliated agency that served eleven counties. Performed accounts payable, accounts receivable, payroll, bank reconciliation and prepared financial statements.

Teaching

Auditing

Cooperative Education

Fraud Examination

Governmental & Non-Profit Acct

Seminar in Auditing

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Schiffel, L., Smith, K. A., & Arunachalam, V. (2014). Impacts of nonfinancial performance measures on health insurance decision-making. *International Journal of Management Accounting Research*, 4(2), 159–181.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Schiffel, L., Schroeder, D. L., & Smith, K. A. (2013). IMA 2012 salary survey: Leaning into the wind. *Strategic Finance*, June, 27–44.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Schiffel, L., Schroeder, D. L., & Smith, K. A. (2012). IMA 2011 salary survey: What does this recovery feel like? *Strategic Finance*, June, 29–47.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Smith, K. A., & Thompson, F. (2012). Budgets? We don't need no stinkin' budgets. *Yearbook of Swiss Administrative Sciences*, 53–66.

[Applied or Integration/Application Scholarship]

Schiffel, L., Smith, K. A., & Schroeder, D. L. (2011). IMA 2010 salary survey: How's that recovery workin' for you? *Strategic Finance*, June, 27–46.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Locked B

Masterson, D., & Smith, K. A. (2012). The GASB as a contentious accountability and governance system in US local government. *Evans School Review*, 2(1), 85–103.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Case Study

Completed/Published

Locked B

Smith, K. A., Ciotti, L., & McNeilly, E. Pineville Hearing and Deafness Center: A and B, Electronic Hallway 1–25 (2013).

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Other

Completed/Published

Locked B

Deis, D. R., Rubin, M. A., & Smith, K. A. (2012). Independent academic study of the scope of the GASB. *Prepared for the Financial Accounting Foundation, the Organization That Oversees the Governmental Accounting Standards Board (GASB)*.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Committees - University/College/Department

College

Member

Curricula & Assurance of Learning Committee (College of Business) Spring Quarter 2015 - Ongoing

Service: Other University/Professional/Public

Faculty Advisor

SSA Advisor, Accounting - Des Moines, Serve as faculty advisor for the Student Society of Accountants, Fall Quarter 2014 - Ongoing

Member: Committee/Task Force

WA State Auditor - Local Government Performance Center, Technical Advisory Committee, Work with high-ranking leaders in local government (elected, management and technical) to assist the State Auditor's Office in providing useful programs and services., Fall Quarter 2014 - Ongoing

Optional: Honors and Awards

Association of Government Accountants, Platinum Award - Seattle Chapter, Our chapter (while I was President) earned the Platinum status. We had never achieved higher than Bronze. And we have built a great board/succession plan to continue earning Gold or better status. Fall Quarter 2014 - Summer Quarter 2015

Cornelius E. Tierney/Ernst & Young, Research Award, for career accomplishments - minimum of 15 years Spring Quarter 2012

Membership

Washington Finance Officers Association 2015 - Ongoing

Association of Government Accountants 2001 - Ongoing

American Accounting Association 1997 - Ongoing

MARGARET A SMITH

Senior Lecturer
Margaret@cwu.edu

Current Position

Position Title: Senior Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

ACSB Qualifications:

Smith, Margaret (IP & Participating) – ACCT/ELLENSBURG (LECTURER)

MBA from Gonzaga University in 1982. At time of hire had worked as the Director of Internal Audit at Central Washington University for 14 years and has current CIA. Provided voluntary consulting for a local non-profit regarding financial statement reporting in 2014.

Education

M.B.A. Business Administration, Gonzaga University, Spokane, WA 1982
B.A. Central Washington University, Ellensburg, WA 1976

Professional Licensures & Certifications

CIA (Certified Internal Auditor): non-practicing 1995
CPA (Certified Public Accountant): non-practicing 1982

Professional Experience

2014 - Ongoing Senior Lecturer, Department of Accounting, Central Washington University, College of Business, Ellensburg, Washington
2014 - 2014 Consultant, Local non-profit
Provided consulting regarding financial statement reporting.
2010 - 2014 Lecturer, Department of Accounting, Central Washington University, College of Business, Ellensburg, Washington
1996 - 2011 Director, Internal Audit, Central Washington University, Ellensburg, Washington
1994 - 1996 Internal Auditor, Central Washington University, Ellensburg, Washington
1992 - 1994 Accounting Principal, Central Washington University, Ellensburg, Washington
1992 - 1992 Assistant Accountant, City of Ellensburg, Ellensburg, Washington
1989 - 1992 Accounting Lecturer, Central Washington University, Ellensburg, Washington
1991 - 1991 Accounting Instructor, Yakima Valley Community College, Yakima, Washington
1988 - 1988 Comptroller/Office Manager, Kittitas Valley Community Hospital, Ellensburg, Washington
1980 - 1988 State Examiner, Washington State Auditor's Office, Yakima, Washington
1980 - 1980 Staff Accountant, Faunt, Lewis and Bare CPS's, Hermiston, Oregon
1978 - 1979 Accounting Supervisor, Lamb Weston, Hermiston, Oregon
1976 - 1977 Staff Accountant, O'Shaughnessy and Company, CPS's, Hermiston, Oregon
1974 - 1976 Office Manager, Catholic Credit Union, Ellensburg, Washington

Teaching

Accounting I
Auditing
Cooperative Education
Cost Accounting
Financial Accounting
Volunteer Income Tax Assistant

Committees - University/College/Department

University

Chair

Search Committee for Manager of Student Accounts (CWU) Fall Quarter 2011 - Spring Quarter 2012

Member

CWU's Inclusiveness/Diversity Committee (CWU) Fall Quarter 2010 - Spring Quarter 2011
Resource Central (CWU) Fall Quarter 2008 - Spring Quarter 2011

Service: Other University/Professional/Public

Faculty Advisor

Faculty Advisor, Beta Alpha Psi Winter Quarter 2012 - Ongoing

Member: Committee/Task Force

Member, Northwest Inter-institutional Roundtable of Internal Auditors Fall Quarter 1994 - Spring Quarter 2011

Other Community Service Activities

Volunteer, Spirit Therapeutic Riding Center Fall Quarter 2011 - Ongoing
Mediator and Victim Offender Mediator, Yakima and Kittitas County Dispute Resolution Center Fall Quarter 1996 - Ongoing

Other Institutional Service Activities

Other Institutional Service Activities, Represented College of Business at Recruiting Function in Moses Lake Fall Quarter 2011 - Spring Quarter 2012

Positions Held in Civic Organizations

Voluntary Financial Guardian, Kittitas County Superior Court Fall Quarter 2008 - Spring Quarter 2011

Professional Development

Attend Regional Internal Audit Conference Yearly Fall Quarter 2012 - Fall Quarter 2015

JAMES H. THOMPSON

Associate Professor

jht@cwu.edu

Current Position

Position Title: Associate Professor

Current Position Start Date: Fall Quarter 2010

Tenure Status: Tenure Track

AACSB Qualifications:

Thompson, James (SA & Participating) +Masters Faculty –ACCT/DES MOINES (ASSOCIATE PROFESSOR)

PhD in Accounting from the University of Oklahoma in 1982. He has nine category A and seven category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Accounting, University of Oklahoma, Norman, Oklahoma 1982

M.Acc. University of Oklahoma, Norman, Oklahoma 1980

B.S. Accounting, Auburn University, Auburn, Alabama 1976

B.S. Mathematics and Science Education, Auburn University, Auburn, Alabama 1974

Professional Experience

2010 - Ongoing Associate Professor, Department of Accounting, Central Washington University, College of Business, Ellensburg, Washington

2007 - 2010 Associate Professor, Washington State University, Richland, Washington

2006 - 2006 Visiting Professor of Accounting, Washington State University, Pullman, Washington

1991 - 2006 Professor & Chairman, Oklahoma City University, Oklahoma City, Oklahoma Professor, July 1991-Dec. 2006. Chairman, Mar. 1993-Dec. 2006

2005 - 2005 Visiting Professor of Accounting, Washington State University, Pullman, Washington

1986 - 1991 Associate & Assistant Professor, University of Mississippi, Mississippi

Associate Professor, Aug. 1988-July 1991. Assistant Professor, Aug. 1986-May 1988.

1988 - 1988 Visiting Assistant Professor of Accounting, University of Oklahoma, Norman, Oklahoma

1987 - 1987 Visiting Assistant Professor of Accounting, University of Oklahoma, Norman, Oklahoma

1986 - 1986 Visiting Assistant Professor of Accounting, University of Oklahoma, Norman, Oklahoma

1980 - 1986 Assistant Professor & Instructor, Auburn University, Auburn, Alabama Assistant Professor, Jan. 1983-Aug. 1986. Instructor, Sept. 1980-Dec. 1982.

1981 - 1981 Visiting Assistant Professor of Accounting, University of Oklahoma, Norman, Oklahoma

Teaching

Advanced Accounting

Auditing

Cooperative Education

Cost Accounting

Intermediate Accounting I

Intermediate Accounting II

Intermediate Accounting III

Sem in Prof Account & Ethics
Seminar in Auditing
Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Thompson, J. H. (2015). Relationship between the content of corporate responsibility reports and business codes of ethics with CSR rankings of companies in the energy sector. *Oil, Gas, and Energy Quarterly*, 63(3), 463–474.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thompson, J. H. (2013). Corporate social responsibility reporting of U.S. companies in the energy sector. *Oil, Gas & Energy Quarterly*, 62(1), 57–70.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thompson, J. H. (2013). A global comparison of insider trading regulations. *International Journal of Accounting and Financial Reporting*, 3(1), 1–23.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thompson, J. H., Hodge, T. G., & Koski, A. M. (2012). A study of compliance of oil and gas companies' audit reports with the reporting model provided by Auditing Standard No. 5. *Oil, Gas & Energy Quarterly*, 62(1), 65–78.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thompson, J. H. (2012). A survey of accounting faculty perceptions regarding tenure and post-tenure review. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, 2(1), 36–45.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Webb, K. J., Hodge, T. G., & Thompson, J. H. (2012). Small business sustainability: What is the CPA's role? *International Journal of Business and Social Science*, 3(12), 1–7.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thompson, J. H., & Ward, B. H. (2012). Empirical support for the PCAOB's elimination of the independent auditor's opinion regarding management's assessment of internal control. *International Journal of Accounting and Financial Reporting*, 2(1), 263–268.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thompson, J. H. (2012). Insider trading in the United States. *International Journal of Business & Management Tomorrow*, 2(2), 1–5.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thompson, J. H., & Thornton, J. M. (2011). A survey of accounting educators regarding convergence of financial reporting standards. *International Journal of Humanities and Social Science*, 1(6), 7–12.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Locked B

Thompson, J. H. (2013). Ethics in the accounting curriculum. *Journal of Studies in Education*, 3(2), 87–102.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Atkinson, M., & Thompson, J. H. (2011). Relationship-based persuasion: A guide for the CPA. *International Review of Social Sciences and Humanities*, 1(2), 40–45.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Thompson, J. H. (2011). A comparative empirical analysis of characteristics associated with accounting internships. *International Journal of Business, Humanities and Technology*, 1(1), 54–68.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Presentation

Completed/Published

Locked B

Thompson, J. H., Betts, B., Liu, F., & McGowan, S. (2014, spring). *Relationship between the content of CSR reports and codes of ethics with green rankings for companies in the energy sector. Western regional Meeting of the American Accounting Association*. Salt Lake City, UT: American Accounting Association.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Thompson, J. H. (2013, April). *An analysis of ethics-related articles published by the Journal of Accountancy and the Accounting Review*. Western Regional meeting of the American Accounting Association. San Francisco, CA: American Accounting Association.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thompson, J. H., Ayson, C., Koski, A., & Wales, L. (2012, April 20). *Ethics in the accounting curriculum*. Western Regional Meeting of the American Accounting Association. Vancouver, WA.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Thompson, J. H., Matsyshen, D., Deniston, B., & Rangel, O. (2011, April). *Insider trading in the United States*. American Accounting Association, Western Regional Meeting. Los Angeles, CA.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Committees - University/College/Department

University

Member

Senior Lecturer Faculty Development Committee (CWU) Winter Quarter 2015 - Spring Quarter 2015

University Inclusiveness and Diversity Committees (CWU) Fall Quarter 2014 - Spring Quarter 2015

University Inclusiveness and Diversity Committees (CWU) Fall Quarter 2012 - Fall Quarter 2013

Other

Service Log (CWU) Winter Quarter 2013 - Summer Quarter 2014

College

Chair

College Personnel Committee (College of Business) Fall Quarter 2014 - Spring Quarter 2015

Member

Faculty Committee (College of Business) Fall Quarter 2010 - Ongoing

Department

Chair

Intermediate Accounting Committee (Accounting) Fall Quarter 2014 - Spring Quarter 2015

Member

Intermediate Accounting Committee (Accounting) Fall Quarter 2012 - Spring Quarter 2013

Service: Other University/Professional/Public

Mentoring Activities

Society of Student Accountants, Accounting department, Attend meetings, Fall Quarter 2014 - Spring Quarter 2015

Other Professional Service Activities

Moderator and Reviewer, American Accounting Association, Western region, Served as moderator for session and reviewed papers for inclusion in the annual program Fall Quarter 2012 - Spring Quarter 2014

Reviewer: Conference Paper

Reviewer, Annual Meeting of the American Accounting Association Spring Quarter 2014

Reviewer, Review papers for the Western Regional Meeting of the American Accounting Association, Fall Quarter 2013 - Summer Quarter 2014

Professional Development

Western regional meeting of the American Accounting Association, Salt Lake City, Utah, 10 Hours Fall Quarter 2013 - Summer Quarter 2014

Audit bootcamp, Chicago, Illinois, 16 Hours Fall Quarter 2012 - Spring Quarter 2013

Attend professional meeting and present paper, San Francisco, California, 8.5 Hours Fall Quarter 2012 - Spring Quarter 2013

Membership

Phi Kappa Phi 2014 - Ongoing

American Accounting Association 2014 - Ongoing

American Institute of Certified Public Accountants 2014 - Ongoing

Beta Alpha Psi 2014 - Ongoing
Kappa Delta Pi 2014 - Ongoing
Oklahoma Society of Certified Public Accountants 2014 - Ongoing
Pi Mu Epsilon 2014 - Ongoing

RONALD R TIDD

Professor
TiddR@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 2004
Tenure Status: Tenured

AACSB Qualifications:

Tidd, Ronald (Other & Participating) +Masters Faculty – ACCT/ELLENSBURG (PROFESSOR)
PhD in Business Administration from University of Minnesota in 1992. Retiring fall 2015.

Education

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

Professional Licensures & Certifications

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

Professional Experience

2001 - Ongoing Professor of Accounting, Central Washington University, Ellensburg, Washington
1997 - 2001 Assistant Professor of Accounting, Michigan Technological University, Houghton, Michigan
1991 - 1997 Assistant Professor of Accounting, Syracuse University, Syracuse, New York
1995 - 1995 Lecturer, East China University of Technology, Shanghai, China
1985 - 1991 Lecturer, University of Minnesota, Minneapolis, Minnesota
1983 - 1985 Tax Supervisor, Fox & Company, Boise, Idaho
1979 - 1983 Tax Manager, Peat, Marwick, Mitchell, & Co., Des Moines, Iowa
1979 - 1979 Financial Planner, Whittaker Corp., Jeddah, Saudi Arabia
1977 - 1979 Staff Auditor, Peat, Marwick, Mitchell, & Co., Santa Fe, New Mexico

Teaching

Accounting Information Systems
Cooperative Education
Foundations of Tax
Income Tax Accounting I
Income Tax Accounting II
Prof Writ & Spk Accountant

Thesis

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Bailey, W. A., Tidd, R. R., & Callahan, R. (2013). The effect of the Affordable Care Act on charitable hospitals. *The CPA Journal*, LXXXIII (5), 57–62.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Proceedings

Completed/Published

Locked B

Martinis, K. D., & Tidd, R. R. (2013). Banquets as a recruiting tool for accounting students. In *American Society of Business and Behavioral Studies* (Vol. 20, pp. 94–97).

[Teaching and Learning Scholarship] [Non-blind, Peer Reviewed]

Martinis, K., & Tidd, R. (2011). Does performing additional work improve a student's accounting principles grade? First analysis. In *American Society of Business and Behavioral Sciences* (Vol. 18, pp. 432–434). Las Vegas, NV.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Presentation

Completed/Published

Locked B

Tidd, R. R. (2013, May). *Marketplace Fairness Act of 2013: Roadkill or convergence*. Institute of Management Accountants meeting. Bellevue, WA: IMA.

[Applied or Integration/Application Scholarship] [Invited]

Tidd, R. (2012, January). *Student e-portfolios: Collaboration and creation using Web 2.0 tools*. International Academy of Business and Public Administration Disciplines. Orlando, FL.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Member

Faculty Senate Bylaws and Academic Code Committee (CWU) Summer Quarter 2008 - Spring Quarter 2012

Academic Technology Advisory Council (ATAC) (CWU) Fall Quarter 2007 - Ongoing

Faculty Senate (CWU) Fall Quarter 2006 - Spring Quarter 2012

Graduate Council (CWU) Fall Quarter 2001 - Fall Quarter 2013

Reviewer

SOURCE Judge (CWU) Spring Quarter 2012 - Spring Quarter 2013

College

Member

Online Learning Taskforce (College of Business) Fall Quarter 2012 - Ongoing

Student Computing Skills Taskforce (College of Business) Fall Quarter 2010

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2008 - Ongoing

Department

Faculty Search Committee (Accounting) Fall Quarter 2012 - Winter Quarter 2013

Department Secretary Search Committee (Accounting) Fall Quarter 2012 - Winter Quarter 2013

Department Personnel Committee (Accounting) Fall Quarter 2008 - Spring Quarter 2014

Service: Other University/Professional/Public

Advisor

Department Representative, Wildcat Day Spring Quarter 2011

Faculty Advisor

Faculty Advisor, Director, CWU Master of Professional Accountancy Program Fall Quarter 2002 - Spring Quarter 2013

Presentation

Presentation, "Marketplace Fairness Act of 2013: Roadkill or Convergence," presentation to Institute of Management Accountants, May 15, 2013. Spring Quarter 2013

"Your Path to Professional," presentation to CWU Beta Alpha Psi and Accounting Club, November 2012. Fall Quarter 2012

Speech / Presentation at a Community Meeting

Presentation, "Student ePortfolios: Reaching out beyond Our Ivory Towers," presentation to CWU Vanguard Online Learning Community, January 2013.

Winter Quarter 2013

Professional Development

AICPA Annual Federal Tax Update, Ellensburg, Washington, 14 Hours Fall Quarter 2014
Practitioners Symposium and Tech+ Conference, Las Vegas, Nevada, 23.5 Hours Summer
Quarter 2014

Advanced Excel: Practical Applications for the Accounting Professional Winter Quarter 2014

The Teaching Professor Technology Conference, Atlanta, Georgia Fall Quarter 2013

Introducing Blackboard Collaborate 12 Fall Quarter 2012

Vanguard Multimodal Learning Community Fall Quarter 2011 - Ongoing

Explorers Multimodal Learning Community Fall Quarter 2011 - Ongoing

Introduction to Elluminate Spring Quarter 2011

Using Social Media for Teaching & Learning Spring Quarter 2011

Blackboard Training- Introduction to Blackboard 9.1 Spring Quarter 2011

Adobe Connect 8 for Education Spring Quarter 2011

Multistate Taxation of e-Commerce Fall Quarter 2010

Optional: Honors and Awards

College of Business Advisory Board Faculty Excellence Award - Professional Service Fall
Quarter 2012

Membership

Washington State High Technology Crime Investigation Association 2006 - 2008

Association of Certified Fraud Examiners 2002 - 2008

Washington Society of Certified Public Accountants 2002 - Ongoing

American Institute of Certified Public Accountants 1978 - Ongoing

ASHER B WILSON

Senior Lecturer
WilsonAs@cwu.edu

Current Position

Position Title: Senior Lecturer
Current Position Start Date: Fall Quarter 1985
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Wilson, Asher (IP & Supporting) +Masters Faculty – ACCT/DES MOINES (SENIOR LECTURER)

J.D. in Commercial, Tax and Real Estate from University of Washington in 1975. At time of hire worked one year as Corporate Counsel for Westin Hotels and resorts. Is currently working full-time as a Corporate Tax Manager for the Port of Seattle and has job responsibilities related to the field in which he is teaching.

Biography

Overview of Professional Achievements:

I have over 30 years of college teaching experience developing, organizing and instructing more than 120 college and professional development classes across professions (law, accounting, real estate, insurance) and academic disciplines (law, tax, finance, accounting, English as a second language) to various audiences in the Pacific Northwest.

I also have over 40 years of practice experience as an attorney and certified public accountant, including virtually all major practice areas and all elements of practice from elder law to anti-trust, from zoning law to limited partnership tax shelters, from new hotel development for Westin Hotels and Resorts to month long trials, from juvenile offender input interviewing to international licensing of computer software and tax compliance for the largest Port District in the Pacific Northwest.

Education

J.D.	Commercial, Tax, and Real Estate Law, University of Washington, School of Law, Seattle, Washington 1975
M.B.A.	Finance , University of California, Graduate School of Business, Berkeley, California 1972
B.A.	Economics , University of California, College of Arts and Sciences, Berkeley, California 1968

Professional Licensures & Certifications

C.P.A. - Washington State 1979
Attorney - Washington State & Federal Courts 1975

Professional Experience

1999 - Ongoing	Corporate Tax Manager, Port of Seattle, Seattle, Washington
1985 - Ongoing	Senior Lecturer, Central Washington University, Des Moines/Lynnwood, Washington
2004 - 2004	Lecturer, Pacific Lutheran University, Parkland, Washington
1999 - 1999	Pro-Bono Work, Learning Disabilities Association of Washington, Washington
1998 - 1998	Pro-Bono Work, Society of Counsel for the Representation of Accused Persons
1996 - 1997	Lecturer, University of Washington, Seattle, Washington
1996 - 1996	Attorney, Law Office of Asher B. Wilson, Bellevue, Washington
1996 - 1996	Lecturer, Seattle Pacific University, Seattle, Washington
1986 - 1989	Attorney, Hagen, Dye & Hirschy, Portland, Oregon
1985 - 1986	Corporate Counsel, Westin Hotels and Resorts, Seattle, Washington

1979 - 1985 Attorney, Diamond and Sylvester, Seattle, Washington
1977 - 1979 Attorney, Heckendorn & Judd, Seattle, Washington
1975 - 1977 Certified Public Accountant, Ernst and Ernst, Honolulu, Hawaii
1968 - 1971 Russian Linguist/Interrogator, Military Intelligence, US Army, Ft. Hood, Texas

Teaching

Advanced Business Law
Cooperative Education
Income Tax Accounting I
Income Tax Accounting II
Independent Study

Professional Development

WSCPAs - Washington Sales Tax and New Developments Fall Quarter 2014
WCPE - IRS Audit Selection Fall Quarter 2014
WCPE - Top 10 AMT Fall Quarter 2014
WCPE - Avoiding Tax Practice Mistakes Fall Quarter 2014
WSCPAs - A Comprehensive Guide to Schedule C Fall Quarter 2014
WSCPAs - Basis Calculations & Distributions for Pass-Through Entity Fall Quarter 2014
WSCPAs - Federal Tax Update: Individual and Business Current Fall Quarter 2014
WCPE - Roth IRA Conversions Fall Quarter 2014
WCPE - World's Liveliest Accounting Update Fall Quarter 2014
WCPE - International Tax Update Fall Quarter 2014
WCPE - Taxation Stocks and Bonds Fall Quarter 2014
WSCPAs - Federal Tax Appeals and Alternative Dispute Resolution Fall Quarter 2014
WSCPAs - Federal Tax Implications of Health Care Reform Fall Quarter 2014
WSCPAs - Real Estate Taxation (25% CA Content) Fall Quarter 2014
WSCPAs - Corporate Income Tax Return Fundamentals Fall Quarter 2014
WSCPAs - Advanced Tax Planning Techniques Fall Quarter 2014
WSCPAs - Mergers & Acquisitions: Tricks, Traps, & Terrors Fall Quarter 2014
WSCPAs - Effective Writing for CPAs: Simplify the Process Fall Quarter 2014
WSBAs - 13th Annual Ethics, Professionalism, and Civility: The Hard Questions Fall Quarter 2013
WSBAs - Residential Real Property in a Distressed Market Fall Quarter 2013
WSBAs - The Legislative Process: Insight into How It Really Works Fall Quarter 2013
WSBAs - Liens: What You Need to Know Today Fall Quarter 2013
WSBAs - Annual Antitrust: Consumer Protection Fall Quarter 2013
WSCPAs - Estate Planning Seminar Fall Quarter 2013
WSCPAs - Ethics and Developments Fall Quarter 2013
WSCPAs - Washington State Tax Fall Quarter 2012
WEBCAST: Federal Taxation of Partnerships and LLCs Part II: Sales, Bequests, Redemptions and Liquidations (WEB070 10/31/11). Webcast, Virtual Fall Quarter 2011
WEBCAST: Enterprise Risk Management for Small and Medium-Sized Enterprises (SMEs) (WEB099 12/16/11). Webcast, Virtual Fall Quarter 2011
Governmental Accounting & Auditing Conference (GAAC 04/18/11). Tacoma, Washington Spring Quarter 2011
Washington State Tax Conference (WSTC 05/18/11). Seattle, Washington Spring Quarter 2011
Business & Industry Conference (BIC 05/23/11). Bellevue, Washington Spring Quarter 2011
International Tax Conference (INTC 05/04/11). Seattle, Washington Spring Quarter 2011

Membership

Washington Society of Certified Public Accountants 1979 - Ongoing
Washington State Bar Association 1975 - Ongoing

KE ZHONG

Associate Professor

ZhongK@cwu.edu

Current Position

Position Title: Associate Professor

Current Position Start Date: Fall Quarter 2012

Tenure Status: Tenured

AACSB Qualifications:

Zhong, Ke (SA & Participating) +Masters Faculty- ACCT/DES MOINES (ASSOCIATE PROFESSOR)

PhD in Business Administration with a specialization in Accounting from Southern Illinois University in 2005. She has three category A and one category B intellectual contributions from fall 2010-spring 2015.

Education

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

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

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

Professional Experience

2012 - Ongoing Associate Professor of Accounting, Central Washington University, Des Moines, Washington

2008 - 2012 Assistant Professor of Accounting, Central Washington University, Des Moines, Washington

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

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

1998 - 2000 Auditor, Guanghua Accounting & Auditing Firm, Chengdu, China

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

1997 - 1998 Staff Accountant, The People's Insurance Company of China, Chengdu, China

Teaching

Advanced Accounting

Cooperative Education

Independent Study

Intermediate Accounting I

Intermediate Accounting II

Intermediate Accounting III

Sem in Financial Acct

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Gribbin, D. W., Qian, H., & Zhong, K. (2012). The effect of product demand decline on investments in innovations: Evidence from the U.S. defense industry. *Journal of Applied Business and Economics*, 13(3), 48–62.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Qian, H., Zhong, K., & Zhong, Z. (Ken). (2012). Seasoned equity issuers' R&D investments: Signaling or overoptimism. *The Journal of Financial Research*, 35(4), 553–580.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Zhong, K., Welker, R. B., & Gribbin, D. W. (2010). Method-shifting in aggressive earnings reporting: The case of the US software industry's response to new US regulation. *Journal of Business Finance & Accounting*, 37(7-8), 792–814.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Ning, Y., Wang, F., & Zhong, K. (2011, October). *Changes in deferred revenues: Implications for future performance and stock prices*. *Financial Management Association International (FMA)*. Denver, CO.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Member

Enterprise Information Systems Committee (CWU) Winter Quarter 2014 - Ongoing

Faculty Senate (CWU) Fall Quarter 2012 - Ongoing

College

Chair

Department of Accounting Personnel Committee (College of Business) Fall Quarter 2014 - Ongoing

Member

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2008 - Ongoing

Department

Chair

Department Personnel Committee (Accounting) Fall Quarter 2014 - Ongoing

Service: Other University/Professional/Public

Faculty Advisor

Society of Student Accountants in Lynnwood Winter Quarter 2015 - Ongoing

Society of Student Accountants in Des Moines, Fall Quarter 2013 - Fall Quarter 2014

Membership

Washington Society of Certified Public Accountants 2014 - Ongoing

American Accounting Association 2008 - Ongoing

Beta Gamma Sigma 2008 - Ongoing

International Association for Accounting Education and Research 2008 - Ongoing

ECONOMICS

NICHOLAS BERGAN

Lecturer
NBergan@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Winter Quarter 2015
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Bergan, Nicholas (IP & Supporting) (W15 – 5 cr, Sp15 – 5 cr) 22% - ECON/ELLENSBURG (LECTURER)

M.S. in Economics from Florida State University in 2004. At time of hire and currently, works as an Insurance and Variable Annuities Agent for Primerica Financial Services, Citigroup (2006-present). Completed continuing education workshops and training in 2010 and 2011.

Education

M.S. Economics, Florida State University, Tallahassee , Florida 2004
Thesis: Load vs no-load mutual funds: A comparative study, 1995-2004
B.A. Economics, St. Louis University, St. Louis, Missouri 2002

Professional Licensures & Certifications

Professional Educator's Certificate, Social Studies, Grades 6-12, State of Florida Department of Education 2002

Professional Experience

2012 - Ongoing Adjunct Online Faculty, Florida International University
2012 - Ongoing Adjunct Online Faculty, Florida State University
2012 - Ongoing Adjunct Online Faculty, Oregon State University
2011 - Ongoing Adjunct Online Faculty, Florida Atlantic University
2006 - Ongoing Insurance and Variable Annuities Agent, Primerica Financial Services, Citigroup, W. Palm Beach, Florida
Recruit, train, and mentor new agents to deliver and sell financial information to potential and existing clients. Sell different types of clients such as: insurance, variable annuities, mortgages, and loans through different analytical tools to deliver the best potential customer service and help clients become debt free with financial freedom.
2002 - Ongoing Inner Council Member for Board of Trustees and Seminole Booster Ambassador, Florida State University, Tallahassee , Florida
2000 - Ongoing Associate Supervisor, Educational Testing Services, St. Louis, Missouri
Administer, monitor and facilitate instruction to approximately 45 students for accredited exams. Worked closely with the policy and procedure manual, while maintaining proper supervision of testing regulations.
2004 - 2008 Night Audit Manager, Hampton Inn & Suites, Hilton Corporation, Boynton Beach, Florida
Work for an industry leading hotel as a customer service agent to succeed guests' expectations while balancing all account transactions. Verifies and balances entries and records of financial transactions reported by various hotel departments during business day, using adding, bookkeeping, and calculating machines. Review revenue management and pricing information forecasts for previous and upcoming month to provide accurate revenue projections.

- 2003 - 2004 Management Consultant I, Florida Department of Education, DVR, Tallahassee , Florida
Analyzed and interpreted data into presentable reports that are distributed statewide monthly, quarterly, and annually. Tracked state and federal measures and prepared reports to analyze the gap implications compared to the standards. Reviewed, analyzed, and researched legislative issues and prepared analysis of the projected effect of any proposed legislation.
- 2002 - 2004 Instructor, Upward Bound Program, Florida State University, Tallahassee , Florida
- 2000 - 2002 Supplemental Instructor, St. Louis University - Economics Department, St. Louis, Missouri
- 2000 - 2002 Research Analyst, Federal Reserve Bank of St. Louis, St. Louis, Missouri
Planned and implemented customer service projects that aligned to the Banks' objectives. Led and facilitated meetings, track penetration levels, and coordinated research projects. Worked and coordinated multiple research projects where I developed both quantitative and qualitative methods of analysis.
- 2000 - 2002 Associate Supervisor, ACT, Inc., St. Louis, Missouri
Administer, monitor and facilitate instruction to approximately 45 students for accredited exams. Worked closely with the policy and procedure manual, while maintaining proper supervision of testing regulations.

Teaching

Economic History of Asia

Economic History of US

Professional Development

Turnitin Spring Quarter 2011

The Reasons Why Diversity Matters Winter Quarter 2011

Welcoming Diversity Winter Quarter 2011

Basic Principles of APA Format Winter Quarter 2011

Enhancing Student Learning Winter Quarter 2011

Angel Winter Quarter 2011

Information Literacy, Faculty in Service Winter Quarter 2011

Moodle Winter Quarter 2011

ROBERT J CARBAUGH

Professor
Carbaugh@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 1987
Tenure Status: Tenured

AACSB Qualifications:

Carbaugh, Robert (SA & Participating) – ECON/ELLENSBURG (PROFESSOR)

PhD in Economics from Colorado State University in 1974. He has 16 category A and four category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Economics, Colorado State University, Fort Collins, Colorado 1974
Dissertation: Analytical Survey of the International Monetary System
M.S. Economics, Colorado State University, Fort Collins, Colorado 1972
B.B.A. Business Economics, Gonzaga University, Spokane, Washington 1969

Professional Experience

1999 - 2013 Co-Chair, Central Washington University, Department of Economics, Ellensburg, Washington
1985 - 2013 Professor, Central Washington University, Ellensburg, Washington
Received tenure in 1987
2008 - 2008 Consultant, Yakima Herald Republic, Yakima, Washington
Yakima Valley's Labor Market, April 2008
2008 - 2008 Consultant, Yakima Herald Republic
Labor Market Cited for RV Company's Move to Valley, April 2008
2008 - 2008 Consultant, Yakima Herald Republic
Will High Gas Prices Discourage Consumption? May 2008
2008 - 2008 Consultant, KOHO Radio
Banking Crisis of September 2008
2005 - 2005 Consultant, Chicago Tribune
Boeing-Airbus Subsidy Dispute at WTO, June 2005
2005 - 2005 Consultant, Washington Observer
Boeing-Airbus Subsidy Dispute, June 2005
2005 - 2005 Consultant, Russian Business Newspaper Kommersant
Boeing-Airbus Subsidy Dispute, June 2005
1990 - 1991 Acting Chair, Central Washington University, Department of Economics, Ellensburg, Washington
1975 - 1985 Assistant Professor, Associate Professor, University of Wisconsin-Eau Claire, Eau Claire, Wisconsin
Received tenure in 1981
1974 - 1975 Assistant Professor, South Dakota State University, Brookings, South Dakota
1973 - 1974 Instructor, Colorado State University, Fort Collins, Colorado
1970 - 1974 Graduate Teaching Assistant, Graduate Research Assistant, National Science Foundation Fellow, Colorado State University, Fort Collins, Colorado

Teaching

Economics Assessment
International Economics

Money and Banking
Principles of Economics Macro
Principles of Economics Micro
Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

- Carbaugh, R. J. (2015). A primer on the export-import bank: Should it continue? *Challenge*, 58(1), 64–76.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Carbaugh, R. J. (2014). Mariners get dynamic on ticket prices. *Puget Sound Business Journal*.
[Applied or Integration/Application Scholarship] [Editorially Reviewed]
- Dittmer, T., & Carbaugh, R. J. (2014). Major league baseball: Dynamic ticket pricing and measurement costs. *Journal for Economic Educators*, 14(1), 44–57.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Sipic, T., & Carbaugh, R. J. (2014). Teaching horizontal mergers to undergraduates: The case of American Airlines and US Airways. *Journal of Economics and Finance Education*, 13(2), 112–125.
<http://www.economics-finance.org/jefe/current.pdf>
[Teaching and Learning Scholarship] [Blind Peer Reviewed]
- This paper proposes a novel approach to teaching about horizontal mergers. We use the case of the recent airline merger between American Airlines and US Airways to analyze its potential economic impacts. We describe the merger, discuss the institutional details of the US government's decision-making process of approving or rejecting mergers, and explain the merger's trade-offs using the Williamson model of market power and economic efficiency. The paper provides lecture materials, including an Excel simulation, presentation and sample assignments that can be used by instructors teaching undergraduate courses in intermediate microeconomics, managerial economics, industrial organization, and law and economics.
- Carbaugh, R. J., & St. Brown, M. (2012). Industrial policy and renewable energy: Trade conflicts. *Journal of International and Global Economic Studies*, 5(1), 1–16.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Carbaugh, R. J., & Prante, T. (2011). A primer on profit maximization. *Journal for Economic Educators*, 11(2), 34–45.
[Teaching and Learning Scholarship] [Blind Peer Reviewed]
- Olienyk, J., & Carbaugh, R. J. (2011). Boeing and Airbus: Duopoly in jeopardy? *Global Economy Journal*, 11(1), Article 4, 1–9.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Carbaugh, R. J. (2011). NAFTA and the U.S.-Mexican trucking dispute. *Journal of International and Global Economic Studies*, 4(1), 1–10.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Carbaugh, B., & Ghosh, K. (2011). Reforming the U.S. Tax System. *Challenge*, 54(2), 61–79.
[Basic or Discovery Scholarship] [Blind Peer Reviewed]
- Carbaugh, R. J., & Tenerelli, T. (2011). Restructuring the U.S. Postal Service. *Cato Journal*, 31(1), 129–150.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Carbaugh, R. J., & Ghosh, K. (2010). United-Continental Merger. *Journal of Industrial Organization Education*, 5(1), 1–12.
[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Book

Completed/Published

Locked A

- Carbaugh, R. J. (2015). *International Economics, 15th edition* (pp. 1–527). Boston, MA: Cengage Learning.
[Teaching and Learning Scholarship] [Blind Peer Reviewed]
- Carbaugh, R. J. (2014). *Contemporary Economics: An Applications Approach, 7th edition* (p. 454). Armonk, New York: M. E. Sharpe.

[Teaching and Learning Scholarship] [Non-blind, Peer Reviewed]

Carbaugh, R. J. (2013). *International Economics, 14th edition* (p. 550). Cincinnati, Ohio: Cengage Learning/SouthWestern.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Carbaugh, R. J. (2011). *Contemporary Economics: An Applications Approach, 6th Edition* (pp. 1–427). Armonk, NY: M. E. Sharpe Inc.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Carbaugh, R. J. (2011). *International Economics, 13th edition*. Cengage Learning/SouthWestern.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Locked B

Carbaugh, R. J. (2011). *Instructor's Manual for International Economics, 13th edition*. Cengage Learning/SouthWestern.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Other Teaching Materials

Completed/Published

Locked B

Carbaugh, R. J. (2015). *Exploring Further: International Economics, 15th Edition*. Cengage Learning/SouthWestern.

[Teaching and Learning Scholarship] [Non-blind, Peer Reviewed]

Carbaugh, R. J. (2015). *Instructor's Manual for International Economics, 15th edition*. Cengage Learning/SouthWestern.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Carbaugh, R. J. (2013). *Instructor's Manual for International Economics, 14th edition*. Cengage Learning/SouthWestern.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Member

Distinguished Professor Selection Committee (CWU) Spring Quarter 2015

Faculty Senate (CWU) Fall Quarter 2014 - Ongoing

(CWU) Fall Quarter 2014 - Fall Quarter 2015

(CWU) Fall Quarter 2014 - Fall Quarter 2015

Distinguished Professor Selection Committee (CWU) Spring Quarter 2013

College

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2010 - Ongoing
Service: Other University/Professional/Public

Board of Directors: Substantial Involvement

Board of Directors Member, Central Washington University Retirement Association, Fall Quarter 2013 - Spring Quarter 2014

Board of Directors Member, CWU Credit Union, Fall Quarter 2013 - Summer Quarter 2014

Committee Member

College of Business Personnel Committee, Member of the College of Business Personnel Committee, 2014-2015. Make recommendations to the Dean regarding tenure and promotion. Fall Quarter 2014 - Fall Quarter 2015

Tenure Committee, John Jay College of Criminal Justice, The City University of New York, City University of New York, Invited member of tenure committee concerning tenure status of Dr. Christopher Warburton Spring Quarter 2013

Member of Selection Committee, CWU Retirement Association Scholarship Spring Quarter 2013

Other Institutional Service Activities

Phone Conference with Mabton High School Students, Discussed the economics of increasing the minimum wage in the state of Washington Winter Quarter 2015

Other Professional Service Activities

Interview for article, with Nicole Klauss, Reporter for the Ellensburg Daily Record, "Arguing Both Sides of the Minimum Wage Coin," that was published in the Ellensburg Daily Record on March 14, 2015. Winter Quarter 2015

Interview for article, Christian Science Monitor, Will the U.S. Postal Service Survive? Spring Quarter 2013

Interview for article, with Tim Cama, Transportation Topics (American Truckers Association/Arlington VA). Interview with Tim Cama who wrote an article dealing with the U.S.- Mexico trucking dispute under NAFTA, published on May 6, 2013. Spring Quarter 2013

Interview for article, with Paul Viera, Ottawa correspondent for the Wall Street Journal, Helped him prepare an article, "Canada's Postal Agency to End Home Mail Delivery," that was published in the Wall Street Journal on December 11, 2013. Winter Quarter 2013

Interview for article, with Laurent Belsie/Business Editor of Christian Science Monitor, "Euro Debt Crisis: Spain Might be the New Greece." April 24-2012
Spring Quarter 2012

Interview for article, with Laurent Belsie/Business Editor of Christian Science Monitor, "Postal Service Closings: System Faces Cash Crunch. Again" April 24, 2012 Spring Quarter 2012

Radio Broadcast, with Frank Carmichael, Happenings Questions and Answers (Happenings Magazine), Kenosha WI. The Future of the U.S. Postal Service. May 8, 2012 Spring Quarter 2012

Membership

Alpha Sigma Nu 2014 - Ongoing

Omicron Delta Epsilon 2014 - Ongoing

Phi Beta Kappa 2014 - Ongoing

Phi Kappa Phi 2014 - Ongoing

Sigma Xi 2014 - Ongoing

Western Economics Association 2014 - Ongoing

RONALD D ELKINS

Assistant Professor
ElkinsR@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Elkins, Ronald (IP & Supporting) (F14 – 15 cr, W15 – 15 cr) 67% ECON/ELLENSBURG (NTT ASSISTANT PROFESSOR)

MS in Material Logistics Support from Naval PostGraduate School in 1988. At time of hire was Commander and chief for 25 years in the US Navy. Has continuing consulting work for a major consulting company in Washington D.C. working for the Federal government (Department of Defense).

Education

M.S. Material Logistics Support, Naval PostGraduate School, Monterey, Monterey, CA 1988
B.A. Business Administration, Central Washington University 1975

Professional Experience

2012 - Ongoing Logistics and Budget Management consultant, Independent
I have consulting expertise in the following: Logistics, Supply Chain Management, Integrated Logistics Support, Inventory Control Point (ICP) Casualty Reporting (CASREP), Deployed Material Control (MATCON), Petroleum Management, Waste water facilities management (petroleum), Facilities planning Most Efficient Organization (MEO) planning, Joint operations planning (multi service), Combined operations planning (multi national), Budget analysis / management, and Contracting. Partial consulting research / point papers include: 2012 – 2015 1. Proposed sequestration and its potential impact on the Navy budget process. 2. Budget shortfall and the impact on Integrated Logistics Support (ILS) program management and support for Planned Maintenance cycles. 3. Navy inventory parts shortfall and the projected impact on Operations and Maintenances Effectiveness. 4. Naval Warfare Mission Areas, and Mission Essentiality Code impact on Operations Readiness. 2014 -2015 1. Deployable Carrier Battle Groups (CVBGs) support 2. Excessive delay in Navy Inventory Control Point (ICP) Casualty Reporting (CASREP) procurement action. 3. Centralized procurement of deployed non-standard Navy Inventory Control Point (ICP) Casualty Reporting (CASREP) requirements.

1995 - Ongoing Lecturer of Economics, Central Washington University, Ellensburg, Washington

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

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

1998 - 1998 Consultant, 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!

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

1992 - 1995 Lecturer, Quartermaster School, Fort Lee, Virginia
Joint Petroleum Operations

Teaching

Intro to Bus Statistics

Membership

Council of Supply Chain Management Professionals 2014 - Ongoing

Western Economics Association 2009 - Ongoing

American Statistics Association 2009 - Ongoing

KOUSHIK GHOSH

Professor
GhoshK@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 2003
Tenure Status: Tenured

AACSB Qualifications:

Ghosh, Koushik (SA & Participating) +Masters Faculty – ECON/ELLENSBURG (PROFESSOR)

PhD in Econ from Washington State University in 1994. He has five category A and five category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Economics, Washington State University, Pullman, Washington 1994 Dissertation: The Long-Run Impact of Early Employment Experience of American Youth
M.A.	Economics, Washington State University, Pullman, Washington 1990
B.A.	Economics, Jadavpur University, Calcutta, India 1982

Professional Experience

2011 - Ongoing	Professor, Graduate Faculty, Masters of Professional Accountancy, Central Washington University, Ellensburg, Washington Experience in teaching graduate-level course in Managerial Economics and Business Strategy.
1993 - Ongoing	Professor, Department of Economics, Central Washington University, Ellensburg, Washington Experience in teaching introductory courses in economics, Economic Issues and Globalization, and intermediate level courses in Public Finance, Macroeconomics, Money and Banking, Mathematical Economics, International Economics, Managerial Economics, and Contemporary Economic Problems.
1996 - 2014	Professor, Associate Faculty, Asia Pacific Studies Program, Central Washington University, Ellensburg, Washington
1996 - 2014	Professor, Associate Faculty, Latino Latin American Studies Program, Central Washington University, Ellensburg, Washington
1999 - 2012	Co-Chair, Department of Economics, Central Washington University, Ellensburg, Washington
2000 - 2003	Graduate Faculty, MPA Program, Central Washington University, Ellensburg, Washington
1990 - 1993	Visiting Professor, Department of Social Sciences, Ferris State University, Big Rapids, Michigan Duties included teaching courses in <i>Microeconomic Theory and Macroeconomic Theory</i> at the introductory level and those in <i>Labor Economics</i> and <i>Collective Bargaining/Industrial Relations</i> at intermediate/senior level.
1990 - 1990	Instructor, Washington State University, Pullman, Washington (Summer 1990): Introductory Microeconomic Theory
1985 - 1990	Teaching Assistant, Department of Economics, Washington State University, Pullman, Washington 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 <i>Macroeconomics</i> , and senior level undergraduate courses in

1987 - 1989 *Development Economics, Collective Bargaining, Labor Economics, Comparative Economics Systems, and Microeconomics.*
 Research Assistant, Washington State University, Pullman, Washington
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

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

1984 - 1985 Journalist, Economic Times (India), city?, India

1981 - 1981 Editor, Jadavpur University, Calcutta, India
 Departmental Magazine, Department of Economics

Teaching

Cooperative Education
 Economic Issues
 Individual Study
 International Economics
 Managerial Econ & Bus Strat
 Managerial Economics
 Money and Banking
 Public Finance
 World Econ Issues

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Ghosh, K., Saunders, P. J., & Tenerelli, T. (2012). Wage inequality and offshoring: Are they related? *Indian Journal of Economics & Business, 11(2)*, 503–519.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Ghosh, K., Purkayastha, D., & Tenerelli, T. (2011). Resistance, adaptation, and transformation: How global forces shaped Religion in South Asia. *East-West Connections: Review of Asian Studies, 11(1)*, 41–62.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Carbaugh, B., & Ghosh, K. (2011). Reforming the U.S. Tax System. *Challenge, 54(2)*, 61–79.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Ghosh, K. (2010). Shin-gate: Misunderstanding the power of shame in South Korea. *East-West Connections: Review of Asian Studies, 10(1)*, 107–112.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Carbaugh, R. J., & Ghosh, K. (2010). United-Continental merger. *Journal of Industrial Organization Education, 5(1)*, 1–12.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Ghosh, K., & Purkayastha, D. (2015, March 26–29). *Trade, Wall Street ethics, and asymmetric information. Asian Conference on Ethics, Religion, and Philosophy.* Osaka, Japan.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Ghosh, K., & Purkayastha, D. (2014, July 24–27). *Moving toward a better business model for the Millennial Generation. Conference on Ethics, Religion, and Philosophy.* Brighton, UK.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Ghosh, K. (2012, March). *Solar power, china and climate change*. Asian Studies Development Program. Seattle, WA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Chapter

Completed/Published

Locked B

Ghosh, K., & Purkayastha, D. (2010). A conversation about globalization and culture. In *Jonathan H. Westover (Ed.) Globalization, Labor, and the Transformation of Work* (pp. 213–226). Australia: Common Ground Publishing Pty Ltd.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Other

Completed/Published

Locked Other

Ghosh, K. (2010). Monthly columnist. *The Times of India, The Kolkata Mirror*.

[Applied or Integration/Application Scholarship] [Invited]

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 (2008-2010)

Other Teaching Materials

Completed/Published

Locked B

Ghosh, K. (2010). *Study Guide. Contemporary Economics*. M.E. Sharpe.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Member

DPC (CWU) Fall Quarter 2012 - Ongoing

Other

Faculty Senate General Education Committee (CWU) Spring Quarter 2014

College

Member

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2011 - Ongoing

College Personnel Committee (College of Business) Fall Quarter 2010 - Spring Quarter 2012

Latino-Latin American Studies Committee (College of Arts & Humanities) Fall Quarter 2004 - Ongoing

CB Executive Committee (College of Business) Fall Quarter 2004 - Spring Quarter 2012

Asia Pacific Studies Committee (College of Arts & Humanities) Fall Quarter 2004 - Ongoing

Service: Other University/Professional/Public

DS: Reviewer - Book / Textbook

Reviewer: Book/Textbook, McGraw Hill, Reviewer for the 3rd edition of *Money, Banking, and Financial Markets*, by Steve Cecchetti and Kim Schoenholtz, May 2011 Fall Quarter 2010 - Spring Quarter 2011

Mentoring Activities

Volunteer Mentor, Seattle Performance Arts Community Fall Quarter 2014 - Ongoing

Other Professional Service Activities

Various Meetings of the Cleantech Alliance, Participated in meetings related to climate change and alternative energy organized by Cleantech Alliance. , Fall Quarter 2013 - Ongoing

Professional Development

Delegate, SEATTLE, Washington Fall Quarter 2013

Asian Studies Development Program, Seattle, Washington Fall Quarter 2011 - Spring Quarter 2012

Membership

American Economic Association 1995 - Ongoing

Western Economic Association 1995 - Ongoing

PETER F. GRAY

Lecturer
graypf@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Gray, Peter (SA & Participating) - ECON/ELLENSBURG (LECTURER)

Candidate for PhD - Interdisciplinary Economics, Engineering, Natural Resources, Washington State University. He will remain SA for one calendar year of service while working on obtaining PhD.

Education

Ph.D. Interdisciplinary Economics, Engineering, Natural Resources, Washington State University, Washington In Progress
M.S. Economics & Political Science, California Institute of Technology, Pasadena, California 1987
B.S. Economics, Pitzer College, Claremont, California 1984

Professional Experience

2014 - Ongoing Lecturer, Department of Economics, Central Washington University, College of Business, Ellensburg, Washington
2011 - 2015 Researcher, Northwest Advanced Renewables Alliance
Project to analyze industrial system to convert residual wood material into biojet fuel. Focusing on supply chain economics, including the extent of accessible biomass, and optimal system configurations for sustainably maximizing profit.
2010 - 2015 Economics Instructor, Washington State University, Pullman, Washington
I have taught Economics 102 (World Issues), Economics 101/201 (Micro Principles) and Business 221 (Statistics).
2004 - 2008 Senior Field Engineer/Roving Field Engineer, Unavco, Inc., Plate Boundary Observatory
Responsibilities included setting up and managing office, workshop, and warehouse for GPS station installations, doing site recons, and permitting, working with drilling contractors, and installing GPS monuments, electronics, solar power systems, and telecommunications. Installations involve managing and training installation crews, stainless steel welding, heavy physical work, and operating a wide range of equipment and tools. Troubleshooting and problem solving were daily aspects of the work. I invented and fabricated several tools and instruments specific to station installation. This project took me all over Oregon, Washington, Alaska, and California, plus projects in South Dakota, Texas and an oil platform off California.
2001 - 2005 Flying contest director and scorekeeper, Various
I have directed or co-directed many hang gliding and paragliding contests. Scorekeeping involves sophisticated GPS-based software; work requires technical and human skills. Scorekeeper for three major annual international competitions in Florida and for the U.S. Paragliding Nationals in 2001 and 2002, hang gliding Worlds meets in 2001, and director and scorekeeper for the Monarca Open Paragliding and Mexican Nationals, 2003, 2004, and 2005.
2003 - 2003 Geological Field Survey, Geotechnical Associates, Ellensburg, Washington

- Field mapping using GPS of basalt flows and related structures in the Black Rock Valley east of Yakima, on the proposed site of a Bureau of Reclamation dam and reservoir. Work included detailed geological mapping, post-processing, and data analysis for GIS and a project report. References: Brett Lenz (blenz@geoscientists.org, 925-4082) or Chris Walls (walls@unavco.org).
- 2001 - 2003 GPS Instructor, Troubleshooter, Programmer, and Technical Writer, Earth Imaging Associates project for Grant County PUD
Worked for full duration and extent of the survey project spanning the Columbia from Priest Rapids Dam to Rock Island Dam, plus associated transmission corridors. Helped develop GPS data dictionary, laid out and ran GPS surveys, instructed field techs in GPS operation, and worked on the full range of field survey work, from shovel probing to writing site forms. Did maintenance and troubleshooting of Trimble differential GPS and related equipment. Assisted in management of field crews. Edited draft report sections, and wrote the section on GPS survey techniques and procedures. References: Tom Crawford (crawd@elltell.net, 962-8628) or Tucker Orvald (torvald@sisna.com, 925-5379).
- 1993 - 2001 Science and Policy Writer and Editor, Independent
Wrote and edited many publications in the energy, environment, and nuclear weapons proliferation field, for non-profit groups and coalitions.
- 1990 - 1993 Senior Science and Policy Writer Nuclear Weapons Program, Friends of the Earth and Institute for Science and International Security, Washington, D.C.
Disseminated a variety of research results to the public, and regularly communicated research results to the Military Production Network, a nationwide coalition of non-government organizations interested in nuclear weapons production. Worked with Brazilian and Argentine physicists who were working to prevent a South American nuclear arms race. Reference: Richard Boone (rwboone@silcom.com, 805-962-1707).
- 1989 - 1990 Staff Economist, Environmental Law Institute, Washington, D.C.
Responsibilities included working on a U.S. EPA project to assess the total social costs of environmental regulations. Studied energy efficiency in the U.S., Europe, and Japan, to identify successful measures that could be adapted to national policy. Worked with ELI's Center on Surface Coal Mining and the Virginia Environmental Endowment to resolve conflicts arising from mining for The Washington Monthly that was reprinted in Best of Business Quarterly, translated for publication in Russia, and condensed for Reader's Digest. Wrote Washington Monthly articles on the Department of Energy, alternative fuels, and other topics.

Teaching

- Economic Issues
- Energy Economics
- Intermediate Microeconomic Analysis
- Intro to Business Statistics
- Management Information Systems
- Principles of Economics Micro

DAVID W HEDRICK

Professor
DHedrick@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 2009
Tenure Status: Tenured

AACSB Qualifications:

Hedrick, David (SA & Participating) – ECON/ELLENSBURG (PROFESSOR)

PhD in Economics from University of Oregon in 1984. He has four category A intellectual contributions from fall 2010-spring 2015.

Education

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

Professional Experience

2014 - Ongoing Consultant, Tri-West, Colorado
A Colorado-based national health care consulting firm.
1987 - Ongoing Professor, Central Washington University, Ellensburg, Washington

Teaching

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

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Krieg, J. M., Wassell Jr., C. S., Hedrick, D. W., & Henson, S. E. (2013). Collective bargaining and faculty job satisfaction. *Industrial Relations: A Journal of Economy and Society*, 52(3), 619–644.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Henson, S. E., Krieg, J. M., Wassell, Jr., C. S., & Hedrick, D. W. (2012). Collective bargaining and Community College faculty: What is the wage impact? *Journal of Labor Research*, 33(1), 104–117.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Hedrick, D. W., Henson, S. E., Krieg, J. M., & Wassell, Jr., C. S. (2011). Is there really a faculty union salary premium? *Industrial & Labor Relations Review*, 64(3), 558–575.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Hedrick, D. W., Henson, S. E., Krieg, J. M., & Wassell, C. S. (2010). The effects of AACSB Accreditation on faculty salaries and productivity. *Journal of Education for Business*, 85(5), 284–291.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Grants

Hedrick, David (CoInvestigator), Wassell, Chad (CoInvestigator) The economic impacts of fresh pear production in Washington and Oregon, *Pear Bureau Northwest* (September 22, 2013, USD 23,000.00 Fall Quarter 2010)

Committees - University/College/Department

University

Member

Library Personnel Committee (CWU) Fall Quarter 2013 - Ongoing
Faculty Senate General Education Committee (CWU) Fall Quarter 2012 - Fall Quarter 2014
W. O. Douglas Honor's College Advisory Committee (CWU) Fall Quarter 2011 - Ongoing
Faculty Senate General Education Committee (CWU) Fall Quarter 2010 - Spring Quarter 2011

College

College Personnel Committee (College of Business) Fall Quarter 2012 - Spring Quarter 2013
Faculty Committee (College of Business) Fall Quarter 2009 - Ongoing

Department

Department Personnel Committee (Accounting) Fall Quarter 2014 - Spring Quarter 2015
Department Personnel Committee (Management) Fall Quarter 2013 - Spring Quarter 2015
Department Personnel Committee (Economics Department) Fall Quarter 2005 - Ongoing

Service: Other University/Professional/Public

Advisor

The Relationship of WESTB and SAT for Admission into the Teacher preparation Program, The State of Washington Professional Standards Board, Performed and presented research for the PSB that demonstrated that the SAT could perform the role of the mandated WESTB examination for admission into teacher preparation programs. The research convinced the PSB and the Washington State Legislature to amend the WESTB mandate for students who did well on their SAT examination. The change in laws will lead to significant cost and time savings for students. Fall Quarter 2013

DS: Reviewer - Article / Manuscript

Reviewer for the Labor Studies Journal, University of Michigan (publisher), Performed a blind review of an article of the impacts of faculty collective bargaining on universities. Spring Quarter 2014

DS: Reviewer - Book / Textbook

Textbook review, McGraw-Hill, Reviewed a portion of a new principles of microeconomics textbook. Fall Quarter 2012

Faculty Advisor

Faculty Advisor, Students for Life Club, Faculty Advisor for the University-approved student club. Fall Quarter 2012 - Spring Quarter 2013

Faculty Advisor, Omicron Delta Epsilon, Fall Quarter 2005 - Fall Quarter 2010

Other Institutional Service Activities

Interim Director, Global Services and Initiatives, Part-time overload assignment, 0 Winter Quarter 2014 - Spring Quarter 2014

Interim Director, University English as a Second Language, Assisting in the transition of leadership in the Program. Helped guide the faculty through the creation of a draft strategic plan and wrote reports identifying Program challenges with suggestions for improvement, and provided financial analysis of the Program. Summer Quarter 2013

Other Institutional Service Activities, Summer Session Orientations Fall Quarter 2003 - Ongoing

Other Professional Service Activities

Judge, CB/Boeing Ethics Bowl Spring Quarter 2015 - Ongoing

The Economic Impacts of the Pacific Northwest Health Sciences University, With Chad Wassell Jr. - Assessed the present and project economic impacts of the new medical college in Yakima on Benton/Franklin/Yakima/Kittitas county economies. Featured recently in the Yakima Business Times (file attached). Fall Quarter 2012

Professional Development

Panelist for CWU Professional Development Office, Ellensburg Fall Quarter 2012

Optional: Honors and Awards

Central Washington University, Nomination for Distinguished Professor, The nomination letter and the student support letters are attached. Some of the letters are dated early since I have been nominated almost every year for the last 7 or so years. Fall Quarter 2012

College of Business Advisory Board, Faculty Excellence Award - Research Fall Quarter 2010 - Spring Quarter 2011

Membership

American Economic Association 1984 - Ongoing

Omicron Delta Epsilon 1984 - Ongoing

PETER J SAUNDERS

Professor
509/945-1872
Saunders@gwmail.cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 1991
Tenure Status: Tenured

AACSB Qualifications:

Saunders, Peter (SA & Participating) – ECON/ELLENSBURG (PROFESSOR)

PhD in Economics from University of Colorado, Boulder in 1981. He has four category A intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Economics, University of Colorado, Boulder, Boulder, Colorado 1981 Dissertation: Influence of money on output and the price level in the 1970's.
M.A.	Economics, University of Colorado, Boulder, Boulder, Colorado 1979
M.A.	Economics, Wayne State University, Detroit, Michigan 1978
B.Sc.	Economics, The London School of Economics and Political Science, London, England 1974

Professional Experience

1988 - Ongoing Professor, Department of Economics, Central Washington University, College of Business, Ellensburg, Washington

Teaching

Money and Banking
Principles of Economics Macro
Principles of Economics Micro

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Sarker, S., Biswas, B., & Saunders, P. J. (2014). Labor Income Tax and Output: A Structural VAR Analysis. *Journal of Business Inquiry*, 13(2), 101–127.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Ghosh, K., Saunders, P. J., & Tenerelli, T. (2012). Wage inequality and offshoring: Are they related? *Indian Journal of Economics & Business*, 11(2), 503–519.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Saunders, P. J. (2011). A time-series investigation of the impact of corporate and personal current taxes on economic growth in the U.S. *Indian Journal of Economics & Business*, 10(1), 25–38.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Zhou, L., Biswas, B., Bowles, T., & Saunders, P. J. (2011). Impact of globalization on income distribution inequality in 60 countries. *Global Economy Journal*, 11(1), 1–16.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Committees - University/College/Department

University

Member

Faculty Senate Distinguished Professor Selection Committee (CWU) Fall Quarter 2012 - Summer Quarter 2013

Ad Hoc Honorary Degree Committee (CWU) Fall Quarter 2007 - Spring Quarter 2012
Faculty Development and Research Council (CWU) Fall Quarter 1991 - Summer Quarter 2013
Classified Staff Grievance Committee (CWU) Fall Quarter 1990 - Spring Quarter 2012

College

Chair

Faculty Committee (College of Business) Fall Quarter 2009 - Summer Quarter 2011

Member

Faculty Committee (College of Business) Fall Quarter 2008 - Ongoing

Department

Chair

Department Personnel Committee (Economics Department) Fall Quarter 2008 - Spring Quarter 2012

Member

Department Personnel Committee (Economics Department) Fall Quarter 2012 - Summer Quarter 2013

Department Personnel Committee (Management) Fall Quarter 2011 - Spring Quarter 2012

Faculty Search Committee (Economics Department) Fall Quarter 2010 - Spring Quarter 2011

Department Personnel Committee (Economics Department) Fall Quarter 2002 - Ongoing

Service: Other University/Professional/Public

Advisor

Advisor to Economics Club, Dept. of Economics, Advising and coordinating the Economics Club's activities, Fall Quarter 2013 - Ongoing

Board Member: PRJ Editorial Review Board

Global Journal of Finance, Member of the Board of Editors Fall Quarter 2014 - Ongoing

International Journal of Social and Economic Research, Member of the Board of Editors Fall Quarter 2014 - Ongoing

Board Member: PRJ Editorial Review Board, International Journal of Social and Economic Research, Fall Quarter 2011 - Ongoing

Board Member: PRJ Editorial Review Board, Global Journal of Finance and Economics, Fall Quarter 2010 - Ongoing

TONI SIPIC

Assistant Professor
SipicT@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Fall Quarter 2011
Tenure Status: Tenure Track

AACSB Qualifications:

Sipic, Toni (SA & Participating) – ECON/ELLENSBURG (ASSISTANT PROFESSOR)

PhD in Economics from the University of Oregon in 2011. He has one category A pending, five in the works and seven category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Economics, University of Oregon, Eugene, Oregon 2011
Dissertation: Political Economy of Environmental Disasters and Voluntary Approaches in Environmental Policy

M.S. Economics, University of Nevada, Reno, Reno, Nevada 2006

B.S. Business Economics, Northland College, Ashland, Wisconsin 2003

B.S. Computer Information Systems minor in Mathematics, Northland College, Ashland, Wisconsin 2003

Professional Experience

2011 - Ongoing Assistant Professor, Central Washington University, Ellensburg, Washington
2008 - 2011 Independent Course Instructor, University of Oregon, Eugene, Oregon

Principles of Microeconomics: Summer 2010
Environmental and Resource Economics: Spring 2009 and 2010
Introduction to Econometrics: Summer 2008 and 2009
Industrial Organization: Winter 2009, Winter and Spring 2011

2005 - 2006 Teaching Assistant for Principles of Microeconomics, Principles of Macroeconomics, Intermediate Microeconomics, Intermediate Macroeconomics, Industrial Organization, International Trade, and Introduction to Econometrics.
Independent Course Instructor, University of Nevada, Reno, Reno, Nevada

Principles of Statistics: Spring and Fall 2005
Principles of Microeconomics: Summer 2005
Principles of Macroeconomics: Summer 2005 and Spring 2006

2002 - 2003 Teaching Assistant for Principles of Microeconomics and Principles of Statistics
Undergraduate Teaching Assistant, Northland College, Ashland, Wisconsin
Principles of Microeconomics: Fall 2002 and 2003.

Teaching

Cooperative Education
Econ Enrgy/Res/En
Environmental/Resource Econ
Graduate Research
Individual Study
Intro to Bus Statistics

Principles of Economics Micro
Public Finance
Resource Analysis

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Sipic, T., & Carbaugh, R. J. (2014). Teaching horizontal mergers to undergraduates: The case of American Airlines and US Airways. *Journal of Economics and Finance Education*, 13(2), 112–125.

<http://www.economics-finance.org/jefe/current.pdf>

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

This paper proposes a novel approach to teaching about horizontal mergers. We use the case of the recent airline merger between American Airlines and US Airways to analyze its potential economic impacts. We describe the merger, discuss the institutional details of the US government's decision-making process of approving or rejecting mergers, and explain the merger's trade-offs using the Williamson model of market power and economic efficiency. The paper provides lecture materials, including an Excel simulation, presentation and sample assignments that can be used by instructors teaching undergraduate courses in intermediate microeconomics, managerial economics, industrial organization, and law and economics.

Presentation

Completed/Published

Locked B

Sipic, T. (2014, Summer). *Political economy of climate change: Evidence from Congressional roll call data. 5th World Congress of Environmental and Resource Economists (WCERE)*. Istanbul.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

WCERE occurs every four years and is a premier conference in the field of environmental economics. I presented my solo authored paper "Political Economy of Climate Change: Evidence from Congressional Roll Call Data".

Sipic, T. (2012, November). *Political economy of climate change: Evidence from congressional roll call data. 82nd Southern Economic Association Annual Meeting*. New Orleans, LA.

<http://www.etnpconferences.net/sea/seaarchive/sea2012/User/ProgramParticipantList.php>

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Sipic, T. (2012, June). *Political economy of climate change: Evidence from Congressional roll call data. 2nd Annual AERE Summer Conference*. Asheville, NC.

<http://www.webmeets.com/AERE/2012/prog/viewsession.asp?sid=81>

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Sipic, T. (2011, September). *Climate change and Civil War. Belpasso International Summer School on Environmental and Resource Economics*. Belpasso, Sicily: UNESCO.

http://www.feem-project.net/belpasso_2011/programme_overview.html

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Sipic, T. (2011, June). *Climate change and Civil War. 1st Inaugural AERE Summer Conference, Seattle, WA*. Seattle.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Sipic, T. (2011, Spring). *Eco-Labeling and Tourism. Innovation & Entrepreneurship Research Workshop, Lundquist Center for Entrepreneurship, University of Oregon*. Lundquist Center for Entrepreneurship, University of Oregon.

[Basic or Discovery Scholarship] [Invited]

Sipic, T. (2010, Autumn). *Eco-Labeling of Services: The Blue Flag. Informing green markets: The roles of industry, NGOs and government, an Erb Institute Conference, University of Michigan*. Erb Institute Conference, University of Michigan, Ann Arbor, MI.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Locked Other

Sipic, T. (2014, April). *Risk communication. Seismic Hazards & the Built Environment, Cascadia Hazards Institute Conference*. Cascadia Hazards Institute.

http://www.cascadiahazards.org/index.php?option=com_content&view=article&id=64&Itemid=217

[Applied or Integration/Application Scholarship] [Invited]

Sipic, T. (2013, December). *Energy: A system at risk. Cascadia Hazards Institute Round Table Discussion*.

Mary Grupe Center: Cascadia Hazards Institute.

http://www.cascadiahazards.org/index.php?option=com_content&view=article&id=41&Itemid=159

[Applied or Integration/Application Scholarship] [Invited]

Grants

Sipic, Toni (CoPI), Melbourne, Timothy (PI), McMullin-Messier, Pamela (CoPI), Smith, Carlo (CoPI), Egger, Anne (CoPI) NSF grant application, *National Science Foundations* (January 1, 2014, USD 2,891,292.00 Winter Quarter 2013

Committees - University/College/Department

University

Member

Faculty Senate Curriculum Committee (CWU) Fall Quarter 2013 - Ongoing

Institute for Integrated Energy Studies (CWU) Spring Quarter 2013 - Ongoing

Faculty Senate General Education Committee (CWU) Winter Quarter 2013 - Spring Quarter 2013

Resource Management Program Committee (CWU) Fall Quarter 2011 - Ongoing

Other

Cascadia Hazards Institute (CWU) Fall Quarter 2013 - Ongoing

College

Member

International Initiatives Task Force (College of Business) Fall Quarter 2012 - Spring Quarter 2013

Student Committee (College of Business) Fall Quarter 2011 - Ongoing

Department

Department Advisory Board Committee (Economics Department) Fall Quarter 2012 - Ongoing

Service: Other University/Professional/Public

Advisor

Omicron Delta Epsilon Honors Club Advisor, College of Business, I serve as a faculty adviser for CWU chapter of the international economics honor society Omicron Delta Epsilon. I help with events and hold lectures for the club on issues of student's interest. Fall Quarter 2012 - Ongoing

Faculty Advisor

Economics Club Advisor, CWU College of Business, I serve as a faculty adviser for the Economics Club with Dr. Peter Saunders. I help with events and hold lectures for the club on issues of student's interest. Winter Quarter 2014 - Ongoing

Student Competition, CWU, Served as a faculty adviser to a group of business and engineering students for the University of Washington Environmental Innovation Challenge.

<http://www.foster.washington.edu/centers/entrepreneurship/eic/Pages/eic.aspx>, Fall Quarter 2013 - Spring Quarter 2014

SOURCE mentoring, CWU, I mentored Jacob Clement on his presentation of our joint work on tourism and natural disasters. , Spring Quarter 2013

Faculty Sponsor

SOURCE mentoring, CWU, I mentored Michael Gilman on his source presentation of our joint work on nuclear safety agreements. Spring Quarter 2014

Invited Lecture

Club presentation, CWU, I was invited by the Central Neuroscience club to discuss the book and documentary film "Freakonomics" with anthropologist Dr. Mark and sociologist Dr. Eric Cheney. Some dozen students attended the event. Winter Quarter 2013

Mentoring Activities

Club presentation, CWU College of Business, Dr. Peter Saunders and myself were invited by the Economics club and Omicron Delta Epsilon to discuss socialism. The event was attended by some thirty people, including students, administrators and community members. Spring Quarter 2014

Club presentation, CWU College of Business, I was invited by the Economics club and Omicron Delta Epsilon to discuss graduate school options for economics majors, The presentation was attended by some ten students., Winter Quarter 2014

Majors fair, CWU College of Business, Represented the economics department at the majors fair. Talked to prospective students informing them of economics major opportunities at CWU. Winter Quarter 2014

SOURCE mentoring, CWU, I mentored a student Roszika Steele on her project for the business plan competition. Spring Quarter 2013

Majors fair, CWU College of Business, Represented the economics department at the majors fair. Talked to prospective students informing them of economics major opportunities at CWU. Winter Quarter 2013

Other Institutional Service Activities

Graduation ceremony attendance, CWU Spring Quarter 2014

Graduation ceremony attendance, CWU Spring Quarter 2013

Graduation ceremony attendance, CWU Spring Quarter 2012

Website Administrator, CWU, I manage the department Facebook (116 likes

<https://www.facebook.com/pages/CWU-Department-of-Economics/274090652643702>) and LinkedIn (105 members https://www.linkedin.com/groups/CWU-Department-Economics-4202411?trk=groups_members-h-dsc&goback=%2Eanp_4202411_1411753976169_1) pages where I regularly post information on events and employment. Spring Quarter 2012 - Ongoing

Other Professional Service Activities

Business Analytics proposal, CWU College of Business, Proposal to change the Economics and Business Forecasting specialization. Fall Quarter 2013 - Ongoing

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Economic Inquiry, Served as an anonymous external reviewer of a paper submitted to the journal Economic Inquiry. Fall Quarter 2013

Reviewer: Ad Hoc Reviewer for a Journal, Ecological Economics, Served as an anonymous external reviewer of a paper submitted to the journal Ecological Economics. Summer Quarter 2013

Reviewer: Ad Hoc Reviewer for a Journal, Economics of Education Review Fall Quarter 2011 - Spring Quarter 2012

Reviewer: Conference Paper

SOURCE participation, CWU, I served as a judge for session 42 at SOURCE. , Spring Quarter 2014

SOURCE participation, CWU, I served as a chair of session 41. Spring Quarter 2013

Professional Development

Faculty180 workshop Spring Quarter 2014

Canvas Workshop, Ellensburg, Washington Fall Quarter 2013

Southern Economic Association 2012 meeting, New Orleans, Louisiana Fall Quarter 2012

Optional: Honors and Awards

CWU College of Business, Advising, I received the College of Business Advisory Board Award for Faculty Excellence in Advising. Spring Quarter 2014

CWU College of Business, Teaching Award Nominee, I was nominated for College of Business Advisory Board Award for Faculty Excellence in Teaching. Spring Quarter 2014

CWU College of Business, Teaching Award Nominee, I was nominated for College of Business Advisory Board Award for Faculty Excellence in Teaching. Spring Quarter 2013

University of Oregon, Graduate School Research Award Fall Quarter 2010

University of Oregon, Mikesell Research Paper Award in Environmental and Resource Economics. Fall Quarter 2010

University of Oregon, Best Field Paper Award Fall Quarter 2010

University of Oregon, Graduate Teaching Fellowship Fall Quarter 2006 - Spring Quarter 2011

Membership

Western Economics Association International 2014 - Ongoing

Urban Economics Association 2013 - Ongoing

American Economic Association 2011 - Ongoing

European Association of Environmental and Resource Economists (EAERE) 2010 - Ongoing

Association of Environmental and Resource Economists (AERE) 2009 - Ongoing

American Statistical Association (ASA) 2005 - 2006

ANA L TONSETH

Lecturer
TonsethA@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenured Track

AACSB Qualifications:

Tonseth, Ana (Other & Supporting) (F14 – 10 cr, W15 – 10 cr) 44% - ECON/ELLENSBURG (LECTURER)

M.S. in Logistics and Supply Chain Management from University of Westminster in 2012.

Education

M.S. Logistics & Supply Chain Management (specialization in logistics services and retail supply chain), University of Westminster, London, England 2012
Thesis: Postponement strategies: A case study in British American Tobacco inbound printed material supply chain. (won a best dissertation prize)

B.S. Industrial and Systems Engineering (specialization in logistics and manufacturing), UNITEC - Central American University of Technology, San Pedro Sula, Honduras 2007

Professional Experience

2014 - Ongoing Lecturer, Central Washington University, College of Business, Department of Finance & SCM, Ellensburg, Washington

2012 - 2012 Operations Integration Advisor, British American Tobacco, London, UK
Carry out appropriate internal and external research to understand the current inbound material flows and factories servicing BAT. Present findings and recommendations on whether a postponement strategy would improve performance for BAT by improving one or more key metrics. Make use of external research to define successful use of postponement in peer companies identifying the key drivers of the change and how each company should approach the implementation. Prepare a recommendation on the approach and capabilities BAT could use, should it decide to invest and implement a postponement strategy with key suppliers.

2011 - 2011 Short course teacher, Central American University of Technology (UNITEC), San Pedro Sula, Honduras
Plan, prepare and deliver module on Lean Manufacturing, Key Performance Indicators Management and Quality Systems to Operations Management and Logistics students. Assess, record and report on the development, progress and attainment of students.

2010 - 2011 Lean Manufacturing Supervisor, Hanes Brands Inc. , Villanueva, Honduras
Lead the plant's continual improvement efforts by the facilitation, training and implementation of Lean Manufacturing Initiatives at all organizational levels. Apply Lean tools for improvement of those projects already identified during the planning and execution of "Kaizens" events. Record the financial impact of Lean Initiatives on the Plant Cost Savings Report. This should include financial benefits associated with inventory reductions and cost avoidance.

2007 - 2010 Spanish Teacher Assistant for Marta Bohn, Yakima Police Department, Yakima, Washington

Volunteer. Assist lead teacher on day-to-day Spanish teaching activities. Help students communicate and understand the Spanish language. Encourage students to practice vocabularies they have learned and assist them in accurately listening, speaking, writing and reading Spanish.

2008 - 2009

Project Coordinator, Yude Canahuati S.A. (Ford Motors Dealership), San Pedro Sula, Honduras

Active participation in the implementation of local initiatives and continual improvement of the organization. Document and monitor processes in order to assure the standardization of the company. Conduct process audits at all organizational levels. Keep track of Key Performance Indicators (KPI) on Sixtina Balanced Scorecard.

2006 - 2007

Internship and Temporary Placement, Honduran Brewery S.A. (SAB Miller International), San Pedro Sula, Honduras

Assist Production Manager and Plant Manager with their day-to-day duties. Document processes and update daily production reports. Create a plan for the improvement of production at the Beer Bottling Plant as part of the undergraduate final project.

Teaching

Intro to Bus Statistics

Supply Chain Management

CHAD WASSELL

Professor
WassellC@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 2013
Tenure Status: Tenured

AACSB Qualifications:

Wassell, Charles (SA & Participating) – ECON/ELLENSBURG (PROFESSOR)

PhD in Economics from University of Wisconsin – Madison in 2003. He has five category A and one category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Economics, University of Wisconsin - Madison, Madison, Wisconsin 2003
M.S. Economics, University of Wisconsin - Madison, Madison, Wisconsin 1997
B.A. Economics, University of California - Berkeley, Berkeley, California 1993

Professional Experience

2013 - Ongoing Professor, CWU Department of Economics, Ellensburg, Washington
2008 - 2013 Associate Professor, CWU Department of Economics, Ellensburg, Washington
2003 - 2008 Assistant Professor, CWU Department of Economics, Ellensburg, Washington
2001 - 2003 Visiting Assistant Professor, CWU Department of Economics, Ellensburg, Washington
1996 - 2001 Teaching Assistant, University of Wisconsin - Madison, Madison, Wisconsin

Teaching

Econ Enrgy/Res/En
Economic Research
Graduate Research
Individual Study
Intermed Macroeconomics Analys
Intro Financial Mgt
Introduction to Econometrics
Introduction to Forecasting
Principles of Economics Macro
Principles of Economics Micro
Resource Analysis
Thesis/Proj Study/Exam

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Krieg, J., Wassell, C., Hedrick, D., & Henson, S. (2013). Collective bargaining and faculty job satisfaction. *Industrial Relations: A Journal of Economy and Society*, 52(3), 619–644.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Dittmer, T. P., & Wassell, Jr., C. S. (2012). A competitive market in the short and long run exemplified: U.S. biodiesel from 2004-2009. *Journal of Economics and Finance Education*, 11(2), 34–50.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Henson, S. E., Krieg, J. M., Wassell, Jr., C. S., & Hedrick, D. W. (2012). Collective bargaining and Community College faculty: What is the wage impact? *Journal of Labor Research*, 33(1), 104–117.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Hedrick, D. W., Henson, S. E., Krieg, J. M., & Wassell, Jr., C. S. (2011). Is there really a faculty union salary premium? *Industrial & Labor Relations Review*, 64(3), 558–575.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Hedrick, D. W., Henson, S. E., Krieg, J. M., & Wassell, Jr., C. S. (2010). The effects of AACSB Accreditation on faculty salaries and productivity. *Journal of Education for Business*, 85(5), 284–291.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Dittmer, T. P. (2013, June). *Wind power contracts and inefficiency*. *Western Economic Association Annual Meeting*. Seattle, WA: WEA.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Grants

Hedrick, David (CoPI), Wassell, Chad (CoPI) Pear Bureau Northwest Comprehensive Analysis (September 22, 2010 - September 23, 2010), USD 23,000.00 Fall Quarter 2010

Committees - University/College/Department

University

Member

Investment Council (CWU) Winter Quarter 2014 - Ongoing

Faculty Development and Research Council (CWU) Winter Quarter 2013 - Fall Quarter 2014

Faculty Senate (CWU) Fall Quarter 2011 - Spring Quarter 2012

Retirement and Insurance Council (CWU) Fall Quarter 2005 - Ongoing

College

Faculty Committee (College of Business) Fall Quarter 2007 - Ongoing

Department

Department Personnel Committee (Economics Department) Fall Quarter 2007 - Ongoing

Service: Other University/Professional/Public

DS: Reviewer - Book / Textbook

Textbook Review, McGraw-Hill, Reviewed a portion of a new principles of economics textbook. Fall Quarter 2012

Other Institutional Service Activities

Other Institutional Service Activities, Full Member of the Graduate Faculty at CWU Fall Quarter 2010 - Ongoing

Other Institutional Service Activities, Resource Management (REM) Program Faculty Fall Quarter 2005 - Ongoing

Presentation

The economic impacts of the Pacific Northwest Health Sciences University, With David Hedrick -- Assessed the present and projected economic impacts of the new medical college in Yakima on Benton/Franklin/Yakima/Kittitas county economies. Featured recently in the Yakima Business Times (file attached). Fall Quarter 2012 - Winter Quarter 2013

Optional: Honors and Awards

College of Business Advisory Board, Faculty Excellence in Research Fall Quarter 2010 - Spring Quarter 2011

Membership

American Economics Association 2003 - Ongoing

Econometric Society 2003 - Ongoing

Western Economic Association International 2003 - Ongoing

FINANCE

BO HAN

Lecturer
HanB@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2015
Tenure Status: Tenure Track

AACSB Qualifications:

Han, Bo (SA & Participating) (W15-10 cr, Sp15 – 10 cr) 100% - FIN/DES MOINES (LECTURER)
ABD for PhD Finance from University of Washington. He will remain SA for one calendar year of service while working on obtaining PhD.

Education

Ph.D. Candidate	Finance, University of Washington, Seattle, Washington In Progress Dissertation: Essays on Corporate Governance and International Bond Market
M.S.	Business Administration, University of Washington, Seattle, Washington 2009
B.A.	Finance, Nankai University, Tianjin, China 1998

Professional Experience

2015 - Ongoing	Lecturer, Department of Finance and SCM, Central Washington University, College of Business, Des Moines, Washington
2015 - 2015	Assistant Professor, Department of Finance and SCM, Central Washington University, College of Business, Des Moines, Washington
2014 - 2014	Instructor, School of Business, University of Washington, Bothell Corporate Policy and Planning (BBUS451)
2011 - 2013	Instructor, International Business Programs, University of Washington, Seattle, Washington Instructor for International Finance (BUSIP5000).
2002 - 2013	Instructor, Foster School of Business, University of Washington, Seattle, Washington For classes: Business Finance, International Finance, Derivatives Markets, Business Economics, and International Business.
2002 - 2011	Teaching Assistant, Foster School of Business, University of Washington, Seattle, Washington For classes in International Finance (EMBA 540), International Business (IBUS 300), Microeconomics (EMBA 501) and Microeconomics (TMMBA 512).
1998 - 2000	Financial Accountant, Motorola China Electronic Ltd. (MCEL), Tianjin, China
1997 - 1997	Credit Analyst Intern, Industrial Bank of China, Jinan, China

Teaching

Interm Financial Mgt
Intro Financial Mgt
Investments

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Not Classified

Han, B., & Xu, T. (2013). Managerial incentives and corporate cash holdings. *Journal of Applied Business and Economics*, 14(1).

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Committees - University/College/Department

College

Member

Curricula & Assurance of Learning Committee (College of Business) Winter Quarter 2015 - Ongoing

Service: Other University/Professional/Public

Faculty Advisor

Undergraduate advising, Winter Quarter 2015 - Spring Quarter 2016

Faculty Sponsor

Co-lead the establishment of CFP program, Winter Quarter 2015 - Spring Quarter 2016

Optional: Honors and Awards

Foster School of Business, Dean's Outstanding Teaching Award Spring Quarter 2012

Membership

Financial Management Association 2008 - Ongoing

American Finance Association 2006 - Ongoing

Western Finance Association 2005 - Ongoing

MARIAM NAWAZ KHAN

Lecturer
KhanMN@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Khan, Mariam (Other & Supporting) (F14 – 10 cr) 22% - FIN/LYNNWOOD (LECTURER)

MBA with focus in finance from Ryerson University in 2010.

Education

M.B.A.	Finance, Ryerson University 2010
Bachelors of Commerce	Finance, McMaster University 2006

Professional Experience

2011 - 2012	Lecturer, Finance, King Saud University, Riyadh, Kingdom of Saudi Arabia Taught second year Fundamentals of Investments and fourth year Real Estate Finance courses. Assessed students coursework and material. Provided mentoring, advice and support to students. Actively lead classroom discussions and encouraged interaction among students.
2010 - 2010	Graduate Teaching Assistant , Ryerson University, Toronto, Ontario Advanced Investment Management course and Intermediate Managerial Finance Course. Assisted professor with reviewing classroom material, preparing lectures and excel sheets for lab work. Provided one on one tutoring to students. Graded exams and assignments promptly. Supervised tests and exams.
2008 - 2009	Hedge Fund Accountant, SS&C Technologies, Toronto, Ontario Produced monthly, quarterly, and year-end financial statements including analytical review. Processed daily transactions involving trades, corporate actions, subscriptions, and redemptions. Involved in projects such as pricing of derivatives, implementation of new systems, and launch of new products, and documentation of procedures. Reconciled cash and holdings between core systems, custodian and Investment Manager. Generated daily and monthly client reports and NAV calculations. Cross-trained new employees and supervised their work to ensure accuracy. Managed constant relationships with clients and counterparties.
2006 - 2006	Investment Accountant, State Street Bank and Trust Company, Toronto, Ontario Maintained complete accounting records of assets, liabilities, income and expenses on an accrual basis for investment funds holding equities, fixed income securities, and derivatives. Researched pricing and trade processing exceptions and resolved them. Calculated net asset value per share on a daily basis.

Teaching

Intro Financial Mgt
Investments

LEE EDGAR MCCLAIN

Lecturer
McClainL@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

McClain, Lee (IP & Supporting) (F14 – 10 cr, Sp15 – 15 cr) 56% - FIN/DES MOINES (LECTURER)

MBA from the Wharton School in 1990. Has 20+ years of progressive experience including Controller of McNett Corporation. Currently has a consulting firm, McClain Consulting, in which he commits 800-1000 hours a year working with businesses, educational institutions, and nonprofits on a variety of financial, statistical and IS topics.

Education

M.B.A. The Wharton School, University of Pennsylvania, Philadelphia, Pennsylvania
1990

Professional Experience

2014 - Ongoing	Lecturer, Department of Finance and SCM, Central Washington University, College of Business, Des Moines, Washington Classes in Finance and Information Systems
2012 - Ongoing	Lecturer, University of Washington, Bothell, Bothell, Washington Classes in Finance, Investing, and Futures and Options.
1991 - Ongoing	Owner, McClain Consulting Created a variety of supplements for academic textbooks including test banks, instructor manuals, PowerPoint slides, and text inserts. Developed information technology, financial, budgeting, and decision models for business firms. Certified Global Business Professional by NASBITE.
1991 - Ongoing	Senior Lecturer, Western Washington University Classes in Principles of Finance, Personal Finance/Investing, Investments, Multinational Corporate Finance, International Business, Business Statistics, Applied Business Statistics, Management Information Systems, Telecommunications, Hardware/OS, Operations Management.
2009 - 2013	Consultant, Center for Economic Vitality Advise small and medium size businesses on marketing, finance, operations, and IT. Develop financial, budgeting, and decision models for business firms.
1994 - 1997	Controller, McNett Corporation Controller of an accounting and computer systems staff of eight. Supervised staff in AP, AR, GL, Order Entry and tax. Administered a 30 computer Novell Network. Made hardware and software purchases and setup. Managed information system for organization. Provided financial analysis of ongoing activities and new business ventures. Developed annual departmental budgeting and monitored compliance.
1990 - 1991	Financial Analyst for Performance Reporting and Analysis, Arco Products Company, Los Angeles, California Analyzed expense and volumetric data for two refineries with budgets of \$700 million. Reported results weekly to the VP of Manufacturing. Completed detailed study on inventory policy for the company President. Developed manufacturing cost allocations that determined inventory values.

- 1989 - 1989 Financial Analyst for Corporate Treasury, Exxon Corporation, New York, New York
Evaluated Exxon's \$15 billion Treasury Share Repurchase Program. Analyzed and executed short-term investments up to \$50 million.
- 1980 - 1988 Navigator, United States Air Force
Achieved highest rating of evaluation navigator within four years. Flew 300+ successful missions making accurate decision.
- 1980 - 1988 Assistant Professor, University of California - Berkeley, Berkeley, California
Supervised leadership and management training for groups of 4 to 90. Taught college classes of 15 to 60 students.

Teaching

- Interm Financial Mgt
- Intro Financial Mgt
- Management Information Systems

Scholarly Contributions and Creative Productions

Other Teaching Materials

Completed/Published

Locked Other

- McClain, L. E. (2013). *Created Online Material for 3rd Statistics textbook. Anderson/Sweeney/Williams.*
[Teaching and Learning Scholarship] [Not Reviewed]
- McClain, L. E. (2012). *Created Online Material for Decision Science textbook. ASW.*
[Teaching and Learning Scholarship] [Not Reviewed]
- McClain, L. E. (2011). *Created Online Material for 2nd Statistics textbook. Anderson/Sweeney/Williams.*
[Teaching and Learning Scholarship] [Not Reviewed]
- McClain, L. E. (2010). *Online Material for Statistics textbook. Anderson/Sweeney/Williams.*
[Teaching and Learning Scholarship] [Not Reviewed]

Service: Other University/Professional/Public

Committee Member

Member, WWU's CBE Technology Committee Fall Quarter 2009 - Ongoing

DS: Reviewer - Book / Textbook

- Reviewed MIS textbook Fall Quarter 2014 - Spring Quarter 2015
- Reviewed Personal Finance textbook Fall Quarter 2014 - Spring Quarter 2015
- Focus group on Statistics textbook Fall Quarter 2011 - Spring Quarter 2012
- Focus Group on Office Textbook Fall Quarter 2010
- Focus group on MIS textbook Fall Quarter 2010 - Spring Quarter 2011
- Focus group on Personal Finance textbook Fall Quarter 2010 - Spring Quarter 2011

Officer: Organization / Association

President, Brookfield Lane HOA Winter Quarter 2014 - Fall Quarter 2015

Professional Development

Conferences on teaching Information Systems by Cengage/Aplia and Pearson Fall Quarter 2011 - Ongoing

THOMAS TENERELLI

Associate Professor
TenerelT@cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Fall Quarter 2013
Tenure Status: Tenured

AACSB Qualifications:

Tenerelli, Thomas (SA & Participating) – FIN/ELLENSBURG (ASSOCIATE PROFESSOR)

PhD in Economics from the University of Chicago in 2006; also completed AACSB's bridge program for Finance Spring 2014. He has four category A and two category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Economics, University of Chicago, Chicago, Illinois 2006
M.A. Economics, University of Chicago, Chicago, Illinois 1992
B.A. Political Economy of Industrial Societies, University of California, Berkeley, Berkeley, California 1988

Professional Experience

2013 - Ongoing Associate Professor, Department of Finance & Supply Chain, Central Washington University, Ellensburg, Washington
2007 - 2013 Assistant Professor, Department of Economics, Central Washington University, Ellensburg, Washington
2004 - 2007 Visiting Instructor, Department of Economics, Illinois Wesleyan University, Bloomington, Illinois

Teaching

Cooperative Education
Government and Business
Individual Study
Intro Financial Mgt
Intro to Bus Statistics
Introduction to Forecasting
Investments
Principles of Economics Macro
Principles of Economics Micro
Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Tenerelli, T. (2013). Understanding concerns about the effects of large mobile telecom mergers on industry competition: The case of the proposed AT&T-T-mobile merger. *Regional Business Review*, 32, 66–85.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
Ghosh, K., Saunders, P. J., & Tenerelli, T. (2012). Wage inequality and offshoring: Are they related? *Indian Journal of Economics & Business*, 11(2), 503–519.
[Basic or Discovery Scholarship] [Blind Peer Reviewed]
Ghosh, K., Purkayastha, D., & Tenerelli, T. (2011). Resistance, adaptation, and transformation: How global forces shaped religion in South Asia. *East-West Connections: Review of Asian Studies*, 11(1), 41–62.
[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Carbaugh, R. J., & Tenerelli, T. (2011). Restructuring the U.S. postal service. *Cato Journal*, 31(1), 129–150.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Tenerelli, T. (2012, Summer). *Another rational reason to vote*. *Western Economics Association International*. San Francisco, CA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Tenerelli, T. (2010, Autumn). *The Labor Market for Physicians*. *Western Economics Association International*. Portland, OR.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Chair

Library Advisory Council (CWU) Fall Quarter 2012 - Summer Quarter 2013

Co-Chair

Faculty Senate Academic Affairs Committee (CWU) Fall Quarter 2014 - Winter Quarter 2015

Member

Faculty Senate Academic Affairs Committee (CWU) Spring Quarter 2015 - Ongoing

Library Advisory Council (CWU) Fall Quarter 2013 - Ongoing

International Initiatives Task Force (CWU) Fall Quarter 2012 - Summer Quarter 2013

Faculty Senate Academic Affairs Committee (CWU) Fall Quarter 2008 - Summer Quarter 2014

College

Chair

Student Committee (College of Business) Fall Quarter 2012 - Summer Quarter 2014

Member

Student Committee (College of Business) Fall Quarter 2014 - Ongoing

Scholarship Committee (College of Business) Winter Quarter 2010 - Winter Quarter 2014

Student Committee (College of Business) Fall Quarter 2007 - Summer Quarter 2012

Department

Chair

Economics Major Marketing Committee (Economics Department) Fall Quarter 2012 - Summer Quarter 2013

Service: Other University/Professional/Public

Academic Conference: Discussant

Discussant, Western Economic Association International (WEAI) Conference Summer Quarter 2012

Advisor

Internship Adviser, College of Business Fall Quarter 2014

Internship Adviser, College of Business Spring Quarter 2014

Committee Member

Fin 370 / 470 Course Review Committee, College of Business Fall Quarter 2014

Faculty Advisor

Individual Study, College of Business, Honored request for Josh Andreychuk to do a course substitution for a required finance course so that he could graduate. Spring Quarter 2015

Other Community Service Activities

Indoor Soccer Coach, Ellensburg Parks and Recreation, The purpose of coaching is to provide a valuable learning experience to the children of the local community and thus further the university's interest and prestige by building strong community relations and an appreciation of what Central Washington University gives back to the community. Winter Quarter 2014

Judge, Washington Business Week Summer Quarter 2013 - Summer Quarter 2014

Other Institutional Service Activities

Convocation, University Fall Quarter 2014 - Ongoing

Administration of Finance Department LinkedIn Group Page, College of Business, The purpose of the LinkedIn Group is to build a valuable educational and networking resource for our students, alumni, and faculty to continually access. The LinkedIn Group includes / will include information on developing finance skills, building professional and labor market skills, career development activities on campus, important financial news and links, skills for career & life success, etc. Fall Quarter 2014 - Summer Quarter 2015

Honors Banquet, College of Business Spring Quarter 2014 - Ongoing

Attend Job Market Talk - Bo Han, College of Business Spring Quarter 2014

Majors Fair, College of Business Winter Quarter 2014 - Ongoing

Attend Job Market Talk - Seong Jong Joo, College of Business Winter Quarter 2014

Open House, College of Business Fall Quarter 2013 - Ongoing

Senior Bar-B-Q, College of Business Summer Quarter 2013

Commencement Reception, College of Business Spring Quarter 2013 - Ongoing

Commencement, College of Business Spring Quarter 2013 - Ongoing

Developed an Economics Major Marketing PowerPoint, College of Business Fall Quarter 2012

Administration of Facebook Page, Department of Economics Fall Quarter 2012 - Summer Quarter 2013

Discover Orientation, College of Business Summer Quarter 2012

Wildcat Day, College of Business Spring Quarter 2012

Presentation

University 101 Presentations, College of Business, Discuss the finance major with University 101 classes. Fall Quarter 2014

Professional Development

Webinar: Teaching Business with Video at Temple University Spring Quarter 2014

Online Course Design & Development Workshop Spring Quarter 2014

Post Doctoral Bridge Program Spring Quarter 2014 - Summer Quarter 2014

Faculty 180 Training Fall Quarter 2013

ReSource Day, Ellensburg, Washington Fall Quarter 2013

Demo of WayPoint Fall Quarter 2012

Professional Development Panel Discussion and Faculty Forum Fall Quarter 2012

Membership

Western Finance Association 2015 - Ongoing

Western Economic Association International (WEAI) 2012 - Ongoing

American Economic Association (AEA) 2011 - Ongoing

FANG WANG

Associate Professor
WangF@cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Fall Quarter 2013
Tenure Status: Tenured

AACSB Qualifications:

Wang, Fang (SA & Participating) +Masters Faculty– FIN/DES MOINES (ASSOCIATE PROFESSOR)

PhD in Economics (specializing in Finance) from West Virginia University in 2007. She has five category A and five category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Economics (specializing in Finance), West Virginia University 2007 Dissertation: Three essays on corporate liquidity, financial distress, and equity returns.
M.A.	Economics, West Virginia University 2004
M.S.	Economics, East Carolina University 2002
B.A.	Economics (specializing in Finance), Southeast University, China 1998

Professional Experience

2013 - Ongoing	Associate Professor, Central Washington University, College of Business, Des Moines, Washington
2007 - 2013	Assistant Professor, Central Washington University, Ellensburg, Washington Department of Finance and SCM
2004 - 2006	Instructor, West Virginia University, Morgantown, West Virginia Taught Survey of Finance, Business Finance, and Financial Institutions and Markets.

Teaching

Advanced Financial Management
Cooperative Education
Individual Study
Intro Financial Mgt
Investments
Mngmt Financial Institutions
Personal Financial Planning
Personal Investments

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Liao, K., Bayazit, O., & Wang, F. (2014). Building a natural disaster risk index for supply chain operations. *International Journal of Information Systems and Supply Chain Management*, 7(4), 20–30.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Wang, F. (2012). Idiosyncratic corporate liquidity and equity returns. *Banking and Finance Review*, 4(2), 47–70.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Wang, F. (2012). Residual cash, firm value and financial distress. *Journal of International Finance and Economics*, 12(3), 247–270.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
Ke, K., & Wang, F. (2011). Financial networks with electronic transactions: Risk management with variable weights. *Review of Business Research*, 11(5), 95–106.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Accepted

Locked A

Kong, S., & Wang, F. (2015). Closed-end funds and the financial crisis. *International Journal of Financial Services Management*, In Press.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Proceedings

Completed/Published

Locked B

Kong, S. (Xiaofei), & Wang, F. (2011). Financial crisis and closed-end funds. In *Applied Business and Entrepreneurship Association International*.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Wang, F., Huang, D., & Brown, W. (2014, April). *Inflation illusion, characteristics and stock prices*. Eastern Finance Association annual meeting.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Wang, F., & Kong, S. (2012, Autumn). *Closed-end funds and the financial crisis*. Academy of Financial Services Annual Conference.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Ning, Y., Wang, F., & Zhong, K. (2011, October). *Changes in deferred revenues implications for future performance and stock prices*. Financial Management Association International (FMA). Denver, CO.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Ke, K. (Grace), & Wang, F. (2011, October). *Financial networks with electronic transactions: Risk management with variable weights*. International Academy of Business and Economics. Las Vegas, NV.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Member

Honorary Degree Committee (CWU) Winter Quarter 2013 - Ongoing

Equal Opportunity Committee (CWU) Fall Quarter 2012 - Ongoing

The Office for Equal Opportunity Search Committee (CWU) Fall Quarter 2012 - Summer Quarter 2012

College

Student Computing Skills Task Force (College of Business) Fall Quarter 2012 - Ongoing

Faculty Committee (College of Business) Fall Quarter 2012 - Ongoing

International Initiatives Task Force (College of Business) Fall Quarter 2012 - Ongoing

Dean Search Committee (College of Business) Fall Quarter 2011 - Spring Quarter 2012

Department

Chair

Department Personnel Committee (Finance and Supply Chain Management) Fall Quarter 2013 - Ongoing

Member

Faculty Search Committee (Finance and Supply Chain Management) Fall Quarter 2013 - Spring Quarter 2014

Service: Other University/Professional/Public

Committee Member

Program committee member and reviewer, Eastern Finance Association Annual Meeting Fall Quarter 2006 - Ongoing

DS: Reviewer - Article / Manuscript

Reviewer, International Journal of Technology, Policy and Management Fall Quarter 2011 - Ongoing

DS: Reviewer - Book / Textbook

Reviewer, McGraw Hill Fall Quarter 2011 - Spring Quarter 2012

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer, Operations and Supply Chain Management: An International Journal Fall Quarter 2012 - Ongoing

Reviewer, Journal of Banking and Finance Fall Quarter 2009 - Ongoing

Reviewer, China Economic Review Fall Quarter 2008 - Ongoing

Reviewer, Journal of Financial Education Fall Quarter 2008 - Ongoing

Reviewer, Quarterly Journal of Business and Economics Fall Quarter 2006 - Ongoing

Professional Development

Federal Reserve Bank of San Francisco Workshop on Teaching Monetary Policy for Professors, 8 Hours Fall Quarter 2013

GARP (Global Association of Risk Professionals) Webcast presented by Bloomberg: The State of the Credit Markets, 2 Hours Spring Quarter 2013

McGraw-Hill Webinar: Connect Finance from the Instructor Perspective, 2.5 Hours Winter Quarter 2013

Faculty Safari Demonstration of the Student Transfer Credit Report, Unofficial Transcript, and Academic Requirements (CAPS) Report, 2 Hours Fall Quarter 2012

GARP (Global Association of Risk Professionals) Webinar: An Asset Pricing Approach to Liquidity Effects in Corporate Bond Markets, 2 Hours Fall Quarter 2012

CWU Professional Development Panel Discussion and Faculty Forum: Teaching Mistakes from the College Classroom, 2 Hours Fall Quarter 2012

College of Business Faculty Development Day, 5 Hours Fall Quarter 2012 - Spring Quarter 2016

CARMA (Center for the Advancement of Research Methods and Analysis) Webcast: Challenges and Prospects in Rediscovering the Individual in Strategy Research, 2.5 Hours Fall Quarter 2012

Optional: Honors and Awards

College of Business, Faculty Excellence in Teaching, College of Business Advisory Board Award for 2014 Spring Quarter 2014

CWU College of Business Research Grants Award Fall Quarter 2010

CWU Alumni Association, Excellence in Teaching Award Fall Quarter 2010

Membership

American Finance Association 2007 - Ongoing

Eastern Finance Association 2007 - Ongoing

Financial Management Association 2007 - Ongoing

Midwest Finance Association 2007 - Ongoing

MICHAEL T YOUNG

Associate Professor
YoungM@cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Fall Quarter 2007
Tenure Status: Tenured

AACSB Qualifications:

Young, Michael (SA & Participating) – FIN/ELLENSBURG (ASSOCIATE PROFESSOR)

PhD in Finance from University of Missouri-Columbia in 1992. He has two category A and two category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Finance, University of Missouri-Columbia 1992
B.S. General Studies, University of Missouri-Columbia 1985
A.S. Medical Technology, George Washington University 1974

Professional Experience

2007 - Ongoing Associate Professor, Central Washington University, Department of Finance & Supply Chain Management, Ellensburg, Washington
2001 - 2007 Associate Professor, Minnesota State University, Mankato, Minnesota
Courses taught include: Business Finance, Notebook Business Finance, Investments, Strategic Financial Management, Notebook Strategic Financial Management, Short-Term Financial Management, and Investments.
2000 - 2001 Visiting Associate Professor, University of Tennessee at Martin, Martin, Tennessee
Courses taught include: Investment Analysis, Intermediate Financial Management, and MBA International Corporate Finance (Distance Learning Class).
1993 - 2000 Assistant Professor of Finance, Mississippi State University, Starkville, Mississippi
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.
1992 - 1993 Visiting Assistant Professor of Finance, University of Delaware, Newark, Delaware
Courses taught include: Business Finance, Investments, and MBA Corporate Finance.
1986 - 1992 Research Associate/Assistant & Teaching Assistant, University of Missouri, Columbia, Missouri

Teaching

Cooperative Education
Individual Study
Interm Financial Mgt
Intro Financial Mgt
Personal Financial Planning
Working Capital Management

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Foster, M., & Young, M. T. (2013). Capital structure determinants for emerging markets by geographic region. *Journal of Applied Financial Research, Vol. 1*, 55–87.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Foster, M. D., & Young, M. T. (2010). Capital structure determinants in emerging markets. *Journal of Applied Financial Research, 2*, 19–50.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Proceedings

Accepted

Locked B

Young, M. T., Foster, M., & Jobe, M. (2013). Lock-in vs. capitalization market reactions to tax changes. In *Mustang International Academic Conference*.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Accepted

Locked B

Young, M. T., Foster, M., & Jobe, M. (2013, October). *Lock-in vs. capitalization market reactions to tax changes. Society of Business Research International Conference*. Nashville, Tennessee.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Committees - University/College/Department

University

Member

Individual Studies Ad Hoc Committee (CWU) Fall Quarter 2014 - Ongoing

Faculty Senate (CWU) Fall Quarter 2012 - Fall Quarter 2015

Faculty Senate Executive Committee (CWU) Fall Quarter 2012 - Fall Quarter 2015

College

Scholarship Committee (College of Business) Fall Quarter 2012 - Ongoing

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2008 - Ongoing

Service: Other University/Professional/Public

Committee Member

Ad Hoc committee, Scholarly Misconduct, Fall Quarter 2012 - Ongoing

MANAGEMENT

ROBERT L ALLEN

Lecturer
AllenRob@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Allen, Robert (IP & Supporting) 56% - MGT/LYNNWOOD (LECTURER)

MA in East Asian Studies from University of Washington in 1978. President of Information & Trade Services, Inc. Currently working full-time in business with job responsibilities related to the field in which he is teaching.

Education

M.A. East Asian Studies - Contemporary China Prog., University of Washington - School of International Studies, Seattle, Washington 1978
B.A. Asian Studies & English Literature, Washington State University, Pullman, Washington 1976

Professional Licensures & Certifications

Accelerated Chinese Mandarin Certificate 1971

Professional Experience

2001 - Ongoing Lecturer, Department of Management, Central Washington University, Lynnwood, Washington
2000 - Ongoing Adjunct Instructor, Business Division, Edmonds Community College, Lynnwood, Washington
Courses taught include: Intro to Business, Intro to Sales, Intro to Marketing, Time Management, Principles of Management, International Marketing, and Small Business Management.
1991 - Ongoing President, Information & Trade Services, Inc., Seattle, Washington
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).
1992 - 2001 Instructor, Business & Administration Dept., City University, Bellevue, Washington
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.
1992 - 1995 Account Executive, Veritrade International, Seattle, Washington
Provided duty drawback recovery services to qualified U.S. manufacturers.

- 1990 - 1991 Vice President, International Banking Division, First Interstate Bank of Washington, Seattle, Washington
Developed new markets for trade finance services. Bank reorganization and 10% staff reduction resulted in position elimination.
- 1989 - 1990 Director/Export Development, Small Business Development Center, Seattle, Washington
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.
- 1985 - 1989 Vice President/Manager, Trade Services Division & Asst. V.P./Manager, International Division, U.S. Bank of Washington (formerly Old National Bank), Seattle, Washington
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.
- 1981 - 1985 Assistant Vice President/Marketing Manager, Standard Chartered Bank, PLC, Seattle, Washington
Developed trade finance markets and provided international credit services to corporations in bank's seven state Pacific Northwest Region.
- 1978 - 1981 Manager/Prepared Foods Export-Import Division, Food Products International, Inc., Seattle, Washington
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.
- 1970 - 1974 Chinese Mandarin Linguist, United States Air Force Security Service
Vietnam War Combat Veteran

Teaching

Global Leadership and Culture
International Management
Intro to Internatl Bus
Organizational Management
Principles of Management
Strategic Management

Service: Other University/Professional/Public

Board Member: Advisory Board

Board Member: Advisory Board, Food Shippers Association of North America, Founding Member. Bellevue, WA Fall Quarter 2007 - Ongoing

Member: Committee/Task Force

Member: Committee/Task Force, World Affairs Council, Seattle, WA Fall Quarter 2008 - Ongoing

JAMES B AVEY

Associate Professor
509/306-9138
AveyJ@cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Fall Quarter 2011
Tenure Status: Tenured

AACSB Qualifications:

Avey, James (SA & Participating) – MGT/ELLENSBURG (ASSOCIATE PROFESSOR)

PhD Business with a specialization in Management from University of Nebraska-Lincoln in 2007. He has 22 category A and eight category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Management, University of Nebraska-Lincoln, Lincoln, Nebraska 2007
M.B.A.	Strategic Management, City University of Seattle, Seattle, Washington 2002
B.S.	Human Resource Management, Central Washington University, Ellensburg, Washington 2000

Professional Experience

2011 - Ongoing	Associate Professor, Central Washington University, Department of Management, Ellensburg, Washington
2007 - 2011	Assistant Professor, Central Washington University, Department of Management, Ellensburg, Washington
2004 - 2007	Research Assistant, The University of Nebraska-Lincoln, Gallup Leadership Institute, Lincoln, Nebraska
2000 - 2004	Human Resource Management, The Boeing Company, Renton, Washington 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.

Teaching

- Cooperative Education
- Directed Research
- Individual Study
- Leadership Capstone
- Leadership Sport Organiz
- Management of Human Resources
- Organizational Management
- Organizational Staffing
- Princ of Org Behavior
- Problems in HRM

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Luthans, B. C., Luthans, K. W., & Avey, J. B. (2014). Building the leaders of tomorrow: The development of academic psychological capital. *Journal of Leadership & Organizational Studies*, 21(2), 191–199.

- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Palanski, M., Avey, J. B., & Jiraporn, N. (2014). The effects of ethical leadership and abusive supervision on job search behaviors in the turnover process. *Journal of Business Ethics*, 121(1), 135–146.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Avey, J. B., Wu, K., & Holley, E. (2014). The influence of abusive supervision and job embeddedness on citizenship and deviance. *Journal of Business Ethics*, online first.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Avey, J. B. (2014). The left side of psychological capital: New evidence on the antecedents of PsyCap. *Journal of Leadership & Organizational Studies*, 21(2), 141–149.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Larson, M. D., Norman, S. M., Hughes, L. W., & Avey, J. B. (2013). Psychological capital: A new lens for understanding employee fit and attitudes. *International Journal of Leadership Studies*, 8(1), 28–43.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Reichard, R. J., Avey, J. B., Lopez, S., & Dollwet, M. (2013). Having the will and finding the way: A review and meta-analysis of hope at work. *Journal of Positive Psychology*, 8(4), 292–304.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Alkire, T. D., & Avey, J. B. (2013). Psychological capital and the intent to pursue employment with developed and emerging market multinational corporations. *Human Resource Development International*, 16(1), 40–55.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Avey, J. B., Luthans, F., Sweetman, D., Hannah, S. T., & Peterson, C. (2012). Impact of employees' character strengths of wisdom on stress and creative performance. *Human Resource Management Journal*, 22(2), 165–181.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Avey, J. B., Richmond, F. L., & Nixon, D. R. (2012). Leader positivity and follower creativity: An experimental analysis. *Journal of Creative Behavior*, 46(2), 99–118.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Avey, J. B., Wernsing, T. S., & Palanski, M. E. (2012). Exploring the process of ethical leadership: The mediating role of employee voice and psychological ownership. *Journal of Business Ethics*, 107(1), 21–34.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Avey, J. B., Wernsing, T. S., & Mhatre, K. H. (2011). A longitudinal analysis of positive psychological constructs and emotions on stress, anxiety and well-being. *Journal of Leadership and Organizational Studies*, 18(2), 216–228.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Avey, J. B., Palanski, M. E., & Walumbwa, F. O. (2011). When leadership goes unnoticed: The moderating role of follower self-esteem on the relationship between ethical leadership and follower behavior. *Journal of Business Ethics*, 98(4), 573–582.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Avey, J. B., Reichard, R. J., Luthans, F., & Mhatre, K. H. (2011). Meta-analysis of the impact of positive psychological capital on employee attitudes, behaviors, and performance. *Human Resource Development Quarterly*, 22(2), 127–152.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Avey, J. B., Avolio, B. J., & Luthans, F. (2011). Experimentally analyzing the impact of leader positivity on follower positivity and performance. *The Leadership Quarterly*, 22(2), 282–294.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Walumbwa, F. O., Luthans, F., Avey, J. B., & Oke, A. (2011). Authentically leading groups: The mediating role of collective psychological capital and trust. *Journal of Organizational Behavior*, 32(1), 4–24.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Sweetman, D., Luthans, F., Avey, J. B., & Luthans, B. C. (2011). Relationship between positive psychological capital and creative performance. *Canadian Journal of Administrative Sciences*, 28(1), 4–13.
- [Basic or Discovery Scholarship] [Blind Peer Reviewed]
 Avolio, B. J., Avey, J. B., & Quisenberry, D. (2010). Estimating return on leadership development investment. *The Leadership Quarterly*, 21(4), 633–644.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Avey, J. B., Luthans, F., Smith, R. M., & Palmer, N. F. (2010). Impact of positive psychological capital on employee well-being over time. *Journal of Occupational Health Psychology, 15*(1), 17–28.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Hughes, L. W., Avey, J. B., & Nixon, D. R. (2010). Relationships between leadership and followers' quitting intentions and job search behaviors. *Journal of Leadership and Organizational Studies, 17*(4), 351–362.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Norman, S. M., Avey, J. B., Nimnicht, J. L., & Pigeon, N. G. (2010). The interactive effects of psychological capital and organizational identity on employee organizational citizenship and deviance behaviors. *Journal of Leadership and Organizational Studies, 17*(4), 380–391.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Avey, J. B., Nimnicht, J. L., & Pigeon, N. G. (2010). Two field studies examining the association between positive psychological capital and employee performance. *Leadership & Organization Development Journal, 31*(5), 384–401.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Accepted

Locked A

Li, C., Wu, K., Johnson, D. E., & Avey, J. B. (2015). Going against the grain works: An attributional perspective of perceived ethical leadership. *Journal of Business Ethics.*

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Proceedings

Completed/Published

Locked B

Richmond, L., Nixon, D. R., Nimnicht, J. L., & Avey, J. B. (2010). The effects of leaders' positive messages on followers' psychological capital and creative task performance. In *Hawaii International Conference on Business* (pp. 692–708).

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Holley, E., Wu, K., & Avey, J. (2013, Summer). *The voice of a leader: An examination of leader trustworthiness, voice, and performance in China.* Academy of Management. Lake Buena Vista (Orlando), FL: Academy of Management.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Alkire, T. D., & Avey, J. (2012, April). *Psychological capital and the intent to pursue employment with developed and emerging market multinational corporations.* Western Decision Sciences Institute. Kona, Hawaii.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Avey, J., Wu, K., & Holley, E. (2012, November). *Trapped with a mad man: The impact of abusive supervision and job embeddedness on citizenship and deviance.* Southern Management Association Meeting. Ft. Lauderdale, Florida.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Richmond, L., Nixon, D., Nimnicht, J. L., & Avey, J. B. (2010, Autumn). *An investigation of the effects of conveyed positive messages on follower psychological capital and creative task performance.* Hawaii International Conference on Business. Honolulu, Hawaii.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Avey, J. B., Reichard, R., & Mhatre, K. H. (2010, Autumn). *A review, synthesis and meta-analysis of positive psychological capital.* Academy of Management. Montreal, Canada.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Avey, J. B., Mhatre, K., & Reichard, R. J. (2010, April). *Meta-analysis of positive psychological capital with desirable employee outcomes.* Western Psych Association. Cancun, Mexico.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Avey, J. B., Nixon, D., & Richmond, F. L. (2010, October). *Testing the behavioral plasticity hypothesis on leader positivity and follower creativity*. Institute of Behavioral and Applied Management. San Diego, California.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Co-Chair

BFC Task Force- Co Chair (CWU) Fall Quarter 2014 - Ongoing

Member

Budget and Finance Committee (CWU) Fall Quarter 2014 - Ongoing

College

Chair

Faculty Committee (College of Business) Fall Quarter 2011 - Ongoing

Member

Faculty Committee (College of Business) Fall Quarter 2007 - Ongoing

Department

Chair

Faculty Search Committee (Management) Winter Quarter 2012 - Summer Quarter 2013

Member

Faculty Search Committee (Management) Fall Quarter 2008 - Ongoing

Service: Other University/Professional/Public

Academic Conference: Panelist

Panel Speaker Diversity and Inclusion in the Workplace, Guest speaking on diversity and inclusion to center for diversity on CWU campus Spring Quarter 2014

Committee Member

DPC Member Fall Quarter 2011 - Ongoing

Faculty Advisor

Faculty Advisor, CWU College of Business Society for Human Resource Management, Fall Quarter 2007 - Ongoing

Invited Lecture

Speaker at Student Achievement Professional Development Day 2012 (Habits of Effective People) Winter Quarter 2012 - Spring Quarter 2012

Other Professional Service Activities

Whitewater Rafting- Experience Leadership Project for high potential freshmen Fall 2012 Fall Quarter 2012

Presentation

Keynote Speaker, National Residence Hall Board Annual Meeting Keynote Speaker 6/3/2015 Spring Quarter 2015

B Speaker (one invited) at President's Golden Ticket Banquet, CB Speaker (one invited) at President's Golden Ticket Banquet for High Potential Freshmen Spring Quarter 2015

Keynote Speaker for Freshmen Convocation Fall Quarter 2014

Guest speaker, Diversity and Social Justice, Guest speaker to Diversity and Social Justice- Presentation on how young African American's can navigate the corporate climate effectively. Winter Quarter 2012

Speaker at the 5th Annual Leadership Conference by the Center for Leadership and Community Engagement, Speaker at the 5th Annual Leadership Conference by the Center for Leadership and Community Engagement Spring Quarter 2011

Reviewer: Ad Hoc Reviewer for a Journal

Review and Editorial Board, Journal Board Member for Journal of Leadership and Organizational Studies, Journal Board Member for The Leadership Quarterly, Reviewer for Academy of Management Journal, Reviewer for Journal of Applied Psychology, Reviewer for Human Resource Management, Reviewer for Journal of Occupational and Organizational Psychology, Reviewer for Journal of Applied Behavioral Science, Reviewer for Journal of World Business, Reviewer for Human Resource

Development Quarterly, Reviewer for Journal of Management Studies, Reviewer for Consulting Psychology Journal: Practice and Research, Review Board Member for Journal of Leadership and Organizational Studies, Fall Quarter 2008 - Ongoing

Speech / Presentation at a Community Meeting

Facilitate a Workshop for CWU HR on Succession Planning Summer Quarter 2014

Optional: Honors and Awards

College of Business, Excellence in Faculty Research, CB Award for Excellence in Faculty Research 2015 Fall Quarter 2014 - Spring Quarter 2015

College of Business, Excellence in Professional Service, CB award for Excellence in Professional Service (2015) Fall Quarter 2014 - Spring Quarter 2015

Emerald Publisher, Research, Emerald Publisher Top 50 papers in Human Resource Management Winter Quarter 2013 - Spring Quarter 2013

College of Business Advisory Board, Faculty Excellence Award - Research Fall Quarter 2011 - Spring Quarter 2012

Membership

Academy of Management 2008 - Ongoing

European Association of Work and Organizational Psychology 2008 - Ongoing

Society for Human Resource Management 2008 - Ongoing

WENDY W COOK

Chair, Department of Management
CookW@cwu.edu

Current Position

Position Title: Chair, Department of Management

Current Position Start Date: Fall Quarter 2015

Tenure Status: Tenure Track

AACSB Qualifications:

Cook, Wendy (SA & Participating) – MGT/DES MOINES (ASSISTANT PROFESSOR)

PhD in OB/HRM from University of Washington in 2006. She has four category A and two category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Business Administration: OB/HRM concentration, University of Washington, Seattle, Washington 2006

B.A. Psychology - Magna cum laude, Southern Illinois University, Carbondale, Carbondale, Illinois 2001

Professional Experience

2009 - Ongoing Assistant Professor, Central Washington University, Des Moines, Washington

2009 - 2009 Consultant, Grenada National Organization of Women
OD Trainer

2008 - 2009 Associate Professor of Business Administration, Business Department, St George's University, ., Grenada

Design and teach courses in organizational behavior, leadership, strategic management, conflict negotiation, and business ethics.

2008 - 2008 Lecturer, Masters Certificate Program, Bainbridge Graduate Institute, Bainbridge Island, Washington

Design and co-teach a course on sustainability, community and social justice.

2008 - 2008 Lecturer, University of Washington, Seattle, Washington

Design and teach ethics class for evening MBA students.

2007 - 2008 Executive Negotiations Faculty, University of Washington, Seattle, Washington
Oct. 2007 and April 2008. Design and co-teach a one-day seminar on negotiations to executives in the Boeing AIMS program. Nov. 2007. Design and deliver a class on negotiations to executives enrolled in the Executive Development Program (EDP), a one-year certification program offered at the University of Washington.

2007 - 2008 Visiting Assistant Professor, Business Department, University of Washington - Bothell, Bothell, Washington

Design and teach courses in leadership and decision making (UG), leading and managing change (MBA), managing employee motivation and performance (MBA), negotiations (MBA), and business, government & society (UG).

2006 - 2007 Assistant Professor, Division of Business and Accountancy, Truman State University, Kirksville, Missouri

Taught organizational behavior and international business courses at the undergraduate and graduate levels.

2005 - 2005 Instructor, Department of Management and Organization, University of Washington, Seattle, Washington

Designed and taught introductory negotiations, management, and business, government & society courses.

- 2005 - 2005 Consultant, Hillel Foundation for Jewish Life, University of Washington Branch
Independent Consultant. Consulted the organization on implementing time-management initiatives particular to the organization's needs as a nonprofit.
- 2005 - 2005 Consultant, NPR
Expert interviewee on 'The Conversation' a local NPR program. Discussed hiring and turnover trends with respect to the Glass Ceiling and diversity.
- 2004 - 2004 Teaching Assistant, Employee Relations, University of Washington, Seattle, Washington
Educational Outreach. Attended classes and graded exams on legal issues in Human Resources.
- 2003 - 2003 Lead Teaching Assistant, Teaching Effectiveness Seminar, Business School, University of Washington, Seattle, Washington
Introduced various teaching methods to incoming Ph.D. students prior to their first teaching assignment at the University of Washington.
- 2003 - 2003 Teaching Assistant, Employee Relations, University of Washington, Seattle, Washington
Educational Outreach. Attended classes on legal issues in Human Resources.
- 2003 - 2003 Management Course, University of Washington, Seattle, Washington
- 2002 - 2003 Instructor, Department of Management and Organization, University of Washington, Seattle, Washington
Designed and taught introductory Organizational Behavior undergraduate courses.
- 2002 - 2002 Teaching Assistant, Professor Greg Bigley, Executive MBA, University of Washington, Seattle, Washington
Graded exams for Dr. Bigley's two EMBA classes.
- 2000 - 2001 Student Recruiter, ITT Technical Institute, Las Vegas, Nevada
- 1999 - 2000 Teaching Assistant, Psychology Department, Southern Illinois University, Carbondale, Illinois
Coordinated lab/quiz sections for up to 35 students. Occasionally taught the large (300+ students) lecture classes.
- 1988 - 1991 Quality Assurance Supervisor, City of Las Vegas Planning Department, Las Vegas, Nevada

Teaching

Appl Mgt & Org Behavior
Cooperative Education
Decision Making & Org Change
Directed Research
Employee Relations
Ind Rel/Collect Bargn
Leadership Bus Organiz
Management of Human Resources
Organizational Change
Principles of Management
Strategic Management

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Ceranic, T. L., Montiel, I., & Cook, W. (2013). Grenada Chocolate Company: Big decisions for a young social enterprise on a small island. *Journal of Business Ethics Education*, 10, 327–338.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Pigeon, N. G., Cook, W., & Nimnicht, J. L. (2012). Women managers to women employees: Helping hands or competitive jerks? *Gender in Management: An International Journal*, 27(6), 417–425.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Bluhm, D. J., Cook (Harman), W., Lee, T. W., & Mitchell, T. R. (2011). Qualitative research in management: A decade of progress. *Journal of Management Studies*, 48(8), 1866–1891.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Ceranic, T., Monteil, I., & Cook, W. (2011). Sierra Nevada Brewing Co.: End of incentives. *Case Research Journal*, 31(2), 1–12.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Proceedings

Completed/Published

Locked B

Cook, W. W., Pigeon, N. G., & Nimnicht, J. L. (2012). Women managing women: A good idea? In *Institute for Behavioral and Applied Management, National conference*. IBAM.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Chapter

Completed/Published

Locked B

Lee, T. R., Cook, W. W., & Mitchell, T. R. (2010). Qualitative strategies in organizational psychology. In *APA Handbook of Industrial and Organizational Psychology*.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Member

Faculty Senate Academic Affairs Committee (CWU) Fall Quarter 2014 - Spring Quarter 2015

Library Advisory Council (CWU) Fall Quarter 2014 - Spring Quarter 2015

College of Business Admissions Policy Committee (CWU) Summer Quarter 2014

Hiring Committee for Des Moines Center (CWU) Winter Quarter 2013

Faculty Senate (CWU) Winter Quarter 2013 - Spring Quarter 2013

Other

Faculty Senate (CWU) Fall Quarter 2014 - Fall Quarter 2015

College

Chair

Curricula & Assurance of Learning Committee (College of Business) Winter Quarter 2015 -

Ongoing

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2009 - Ongoing

Department

Faculty Search Committee (Management) Spring Quarter 2015

Member

Curriculum Redesign Committee (Management) Spring Quarter 2013 - Summer Quarter 2014

Faculty Search Committee (Management) Fall Quarter 2012

Service: Other University/Professional/Public

Board of Directors: Moderate Involvement

Board of Directors, Simeon Institute, Serve on the Board of Directors for the non-profit Simeon Institute that focuses on crisis management preparation in higher education., Spring Quarter 2014 -

Ongoing

Faculty Sponsor

HR Bootcamp Summer Quarter 2013

Other Institutional Service Activities

Met with industry and board members to gain understanding of their hiring needs. Presented at CB and department meetings. Fall Quarter 2012 - Winter Quarter 2013

Other Professional Service Activities

Board President, Three Tree Montessori School, Board of Trustees president for a Montessori School in Burien, WA.

The Annual Report showing me as Board President is attached. Fall Quarter 2012 - Winter Quarter 2014

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Academy of Management Learning and Education, Fall Quarter 2012 - Ongoing

Professional Development

AACSB Assurance of Learning, Austin, Texas Spring Quarter 2015

Emergency Preparedness Training, Ellensburg, Washington Fall Quarter 2014

Online Teaching Workshop, Ellensburg, Washington Winter Quarter 2014

Higher Education Teaching and Learning Conference, Orlando, Florida Winter Quarter 2013

Mediator training, Seattle, Washington Fall Quarter 2012

Institute for Behavioral and Applied Management Annual Conference, Nashville, Tennessee Fall Quarter 2012

International Leadership Association Annual Conference, London, UK Fall Quarter 2011

Optional: Honors and Awards

Career Services Partners in Excellence, Faculty Advisor of the Quarter, Supervising student internships. Winter Quarter 2012

College of Business Advisory Board, Faculty Excellence Award - Teaching Fall Quarter 2010 - Spring Quarter 2011

CB Advisory Board, Excellence in Teaching, I have been nominated each year, and received the award in 2011. Fall Quarter 2009 - Ongoing

Membership

Society for Human Resource Management (SHRM) 2009 - Ongoing

Society of Industrial/Organizational Psychologists (SIOP) 2006 - Ongoing

European Academy of Management (EURAM) 2005 - Ongoing

Western Academy of Management (WAM) 2004 - Ongoing

Institute of Behavioral and Applied Management (IBAM) 2003 - Ongoing

Academy of Management (AOM) 2001 - Ongoing

BRYAN DEPTULA

Assistant Professor
DeptulaB@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Fall Quarter 2013
Tenure Status: Tenure Track

AACSB Qualifications:

Deptula, Bryan (SA & Participating) – MGT/DES MOINES (ASSISTANT PROFESSOR)

PhD in Business Administration from Florida Atlantic University in 2014. NO LONGER WITH THE UNIVERSITY AFTER SPRING 2015.

Biography

Language fluency: Spanish (conversational)

Internationally experiences with cultural competency: Traveled to over 22 countries on 5 continents.

Education

Ph.D.	Business Administration, Florida Atlantic University, Boca Raton, Florida 2014 Dissertation: Developmental partnerships: Understanding and modeling developmental relationships in the 21st century.
M.B.A.	Management, Suffolk University, Boston, Massachusetts 2008 Thesis: The Quest for a Ph.D. in Organizational Behavior and Management
Corporate Executive Education	INSEAD University, Fontainebleau, France 2006
B.A.	Economics, University of Delaware, Newark, Delaware 1998

Professional Experience

2009 - 2013	Research Assistant, Florida Atlantic University, Boca Raton, Florida Conducted research in the fields of leadership, mentoring, training and development, and organizational behavior. Responsibilities include: writing articles for scholarly journals, writing literature reviews, collecting quantitative and qualitative data, coding data, performing statistical analysis of data, writing results. Taught undergraduate students. Experience teaching: MAN 3025: Introduction to Management and Organizational Behavior and MAN 4046: Leadership, Supervisory Skills, and Team Development.
2003 - 2009	Director of Sales and Marketing, Director of International Operations, First Choice Holdings, LLC, Peabody, Massachusetts Supervised division operations, controlled \$27M budget. Decided product offerings, pricing, corporate structure, and marketing outlets. Identified business development opportunities. Created innovative business model that revolutionized company and affected paradigm shift within industry. Generated 50% of company revenue; grown from 0 to 4000 persons. Developed and implemented continuing education, training, and employee development programs. Wrote sales manual for national sales meetings. Personally trained over 2000 individuals at conferences. Instructed courses on strategy, leadership, sales management, and organizational behavior. Bilingually negotiated with international corporations and Boards of Tourism in Mexico, Bahamas, and Jamaica. Institutionalized future based contracting. Liaised with international federal and state governmental offices. Managed American and Foreign personnel at international locations.

- 2000 - 2003 Director, Vacation Travel International, Denver, Colorado
 Director: Developed corporate strategy, crafted professional skills training curriculum, executed sales campaigns. Director of International Operations: Constructed international program, met brand promise.
- 1998 - 1999 Portfolio Manager, Endeavor Group Investment, Corona Del Mar, California
 Provided in-depth analysis for financial planning and annuities based asset allocation.
- 1993 - 1998 Delinquent Account Coordinator & Fraud Detection Analyst, MBNA America, Newark, Delaware
 Delinquent Account Coordinator: Generated successful repayment of delinquent accounts. Fraud Detection Analyst: Proactively pursued individuals using credit fraudulently.

Teaching

Directed Research
 Foundations of Leadership
 Leadership Capstone
 Management of Human Resources
 Principles of Management
 Problems in HRM

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Not Classified

Williams, E. A., Pillai, R., Deptula, B., & Lowe, K. B. (2012). The effects of crisis, cynicism about change, and value congruence on perceptions of authentic leadership and attributed charisma in the 2008 presidential election. *The Leadership Quarterly*, 23(3), 324–341.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Presentation

Completed/Published

Locked B

Deptula, B. J., Williams, E. A., Castro, S. L., Scandura, T. A., & Woods, J. M. (2013, November). *Measurement refinement in the mentoring arena and movement toward the integration and measurement of authenticity in developmental relationships*. Southern Management Association Conference. New Orleans, LA: Southern Management Association.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Deptula, B., & Williams, E. A. (2012, Autumn). *Authenticity in relational mentoring: A theory of developmental partnerships that produce high level outcomes*. University of Houston Doctoral Symposium in Leadership. Houston, TX.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Deptula, B., & Williams, E. A. (2012, Autumn). *Authentic leadership and the formation of developmental relationships: Transformational leadership as a moderating mechanism*. Academy of Management. Boston, MA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Deptula, B., & Ellis, K. (2012, Autumn). *Cynicism and merger & acquisition: Moderating role of justice and authentic leadership*. Academy of Management. Boston, MA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Deptula, B. (2012, Autumn). *Mentoring and justice in the U.S. and Middle East - A comparison of mentoring approaches*. Academy of International Business Southeast USA Meeting. Ft. Lauderdale, FL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Deptula, B., & Pillai, R. (2012, Autumn). *The influence of follower personality and values on perceptions of authentic presidential leadership*. Western Academy of Management. La Jolla, CA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Williams, E. A., & Deptula, B. (2010, Autumn). *Mentoring for management development: Implications for learning*. Southern Management Association Meeting. St. Pete Beach, FL.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Deptula, B., Williams, E. A., Pillai, R., & Lowe, K. B. (2010, Autumn). *The effects of crisis, cynicism about change, and value congruence on perceptions of leadership in the 2008 presidential election: The role of authentic leadership and attributed charisma in the national vote*. Southern Management Association. St. Pete Beach, FL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Deptula, B., & Williams, E. A. (2010, Autumn). *The moderating effects of authentic leader-mentor protégé relationships on the association between organizational culture and organizational learning*. Academy of Management. Montreal, Canada.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

College

Member

Student Committee (College of Business) Fall Quarter 2014 - Spring Quarter 2015

Service: Other University/Professional/Public

Chair: Conference / Track / Program

Volunteer Session Coordinator, Academy of Management: Research Methods Division Fall Quarter 2012 - Spring Quarter 2013

Session Chair/Discussion Leader, Southern Management Association, Ft. Lauderdale, FL Fall Quarter 2012

Co-chair: Symposium, Western Academy of Management, Follower characteristics and leader selection: The role of values, personality, and rhetoric... integrating new ideas and research. La Jolla, CA. Fall Quarter 2012

Team Leader: Graduate student assistants, Academy of International Business Southeast USA, Boca Raton, FL Spring Quarter 2012

Organizer: Professional Development Workshop, Southern Management Association, The importance of relationship development and emotional intelligence for management development and education. St. Pete Beach, FL Fall Quarter 2010

Planning Committee, Academy of Management: New Doctoral Student Consortium Fall Quarter 2010 - Spring Quarter 2011

Mentoring Activities

Mentoring, CWU - College of Business: School of Management, Each semester I mentor students who have previously taken one of my courses. These students serve as mentors to other students who are currently enrolled in section of the course in which they (mentors) were enrolled prior. The objective is to help current students learn from these mentors about assignments, work flow, and successful navigation of the course project. Mentors benefit by learning how to interact with others by providing developmental feedback, Fall Quarter 2013 - Spring Quarter 2015

Other Institutional Service Activities

President's LEADERS: Leader Quest, CWU - College of Business: School of Management and Center for Leadership and Community Engagement, The purpose of this service is to lead a collaborative partnership program between the College of Business - School of Management (COB) - and the Center for Leadership and Community Engagement (CLCE). This initiative is designed to develop student leaders at CWU. A major goal of this partnership is to create the President's Leadership Education Advancement Development Experiential for Respected Students (President's LEADERS).

I led a team of Faculty and staff from the COB and CLCE to introduce the President's LEADERS as a curricular (credit bearing) and co-curricular (non-credit bearing) Leader Quest initiative dedicated to developing students across CWU into leaders in their respective disciplines.

Service responsibilities include:

Administering program: (a) Direct admission and advancement process - establish admission criteria, (b) Approve Leader Quest level status achievements, (c) Collaborate with CLCE to create and maintenance President's LEADERS Leader Quest website. Increasing the proliferation of student leaders at CWU. Finding innovative ways to complement curricular with co-curricular leadership developmental experiences. Ensuring delivery of high quality theoretical leadership content in all President's LEADERS Leader Quest related activities. Align student development goals with meeting the needs of the university and community stakeholders. Encourage students to participate in CLCE sponsored experientials. Fall Quarter 2013 - Spring Quarter 2015

Other Professional Service Activities

Community Engagement: Promotion of Human Resources Minor, CWU - College of Business: School of Management, My students are required to complete a group projects for MGT 382 and HRM 381. The group project ask students to solve an organizational, management, and/or human resource problem. Each student team must contact an organization within the communities surrounding CWU campuses, interview them, and propose a solution using course concepts to a problem identified by the organization. I offer students extra credit if they invite the organizational contacts to contact me to discuss the group project. Additional extra credit is offered to students for inviting organizational contacts to the presentation. Students provide me with contact information for the person within the organization who they interviewed. I personally reach out to each of these contact, cultivate a relationship, and invite them for a discussion about how their organization might build a relationship with CWU. The purpose of developing these contacts is to attract these organizations to CWU job and career fairs, create opportunities for CWU students to get internships, and promote the Human Resources minor on the West Side campuses. Activities include email dialogue, phone conversations, and in-person meetings with organizational contacts. A list of organizations my class projects have touched in our community is available upon request.

Ultimately, my efforts increase market awareness of CWU academic programs, increase the presence and visibility of the Des Moines and Lynnwood campuses, and generate job and internship opportunities for our students. Fall Quarter 2013 - Spring Quarter 2015

Reviewer: Conference Paper

Reviewer: Southern Management Association Conference, Organizational Behavior Division, Review, provide feedback, and accept or reject conference papers and symposium submissions. , Spring Quarter 2015

Reviewer: Academy of Management Conference, Organizational Behavior Division, Review, provide feedback, and accept or reject conference papers and symposium submissions. Winter Quarter 2015

Reviewer: Academy of Management Conference and Southern Management Association Conference, Organizational Behavior Division, Review, provide feedback, and accept or reject conference papers and symposium submissions. Winter Quarter 2014

Reviewer: Conference Paper, Academy of International Business Southeast USA Fall Quarter 2012 - Spring Quarter 2013

Reviewer: Conference Paper, Academy of Management: Organizational Behavior Division Fall Quarter 2011 - Spring Quarter 2013

Reviewer: Conference Paper, Southern Management Association: Organizational Behavior Division Fall Quarter 2011 - Spring Quarter 2013

Professional Development

University of Houston Doctoral Symposium in Leadership, Houston, Texas Fall Quarter 2012

Western Academy of Management: Doctoral/Junior Faculty Consortium, La Jolla, California Fall Quarter 2012

Optional: Honors and Awards

College of Business, Advisory Board Award for Faculty Excellence in Teaching, See attached. Fall Quarter 2013 - Spring Quarter 2014

Academy of Management, Outstanding Reviewer Award, Organizational Behavior Division. San Antonio, TX. Spring Quarter 2011

Membership

Phi Kappa Phi 2011 - Ongoing

Academy of Management 2009 - Ongoing

Southern Management Associations 2009 - Ongoing

Western Academy of Management (WAM) 2009 - Ongoing

Beta Gamma Sigma Honor Society 2008 - Ongoing

JODI M HAMMOND

Lecturer
HammondJM@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Hammond, Jodi (IP & Supporting) (F14 – 5 cr) 11% - MGT/ELLENSBURG (LECTURER)

J.D. from Arizona State University in 2005. At time of hire and currently the Deputy County Attorney for Kittitas County Prosecuting Attorney's Office.

Education

J.D. Arizona State University College of Law, Tempe, Arizona 2005
B.A. English and Law & Justice, Central Washington University, Ellensburg, Washington 2002

Professional Experience

2014 - Ongoing Lecturer, Central Washington University, College of Business, Department of Management, Ellensburg, Washington
Teaching legal environment of business.

2011 - Ongoing Deputy County Attorney, Kittitas County Prosecuting Attorney's Office, Ellensburg, Washington
Prosecute misdemeanor offenses within the Kittitas County District Court, both Upper and Lower County. Cases include: DFW cases, DUIs, assault 4th degree, DV misdemeanor offenses, DWLS, etc. Experience in adult crimes includes reviewing cases for charging, victim contact, negotiating settlements, attending and arguing pretrial hearings, and conducting jury trials.

2009 - 2013 Facilitator of online associate courses, University of Phoenix
Instruct beginning level online course, specifically Political Science 110: Introduction to American National Government. Review and grade papers, provide student feedback, respond to student questions and concerns, facilitate online discussion.

2005 - 2011 Deputy County Attorney, Maricopa County Attorney's Office, Phoenix, Arizona
Prosecute various crimes, initially misdemeanors and conducting preliminary hearings and making initial plea offers on felonies; both misdemeanor and felony juvenile crimes; felony DUIs and vehicular crimes where the driver is impaired; currently Domestic Violence felonies including Child Abuse. Experience in adult crimes includes charging, victim contact, plea offers and jury trials.

Teaching

Legal Environment of Business

ERICA HOLLEY

Assistant Professor
HolleyE@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Spring Quarter 2012
Tenure Status: Tenure Track

AACSB Qualifications:

Holley, Erica (SA & Participating) – MGT/LYNNWOOD (ASSISTANT PROFESSOR)

PhD in Business Administration with a focus on Organizational Behavior from University of Washington in 2012. She has four category A and six category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Business Administration, University of Washington, Seattle, Washington 2012 Dissertation: A time for cognitive change: The reappraisal of anger, interpersonal injustice, and counterproductive work behaviors.
M.S.	Business Administration, University of Washington, Seattle, Washington 2009
B.S.B.A.	University of Nebraska Lincoln, Lincoln, Nebraska 2006

Professional Experience

2012 - Ongoing	Assistant Professor, Department of Management, Central Washington University, Lynnwood, Washington
2006 - 2011	Graduate Research/Teaching Assistant, University of Washington, Seattle, Washington
2005 - 2006	Undergraduate Research Assistant, University of Nebraska, McNair Hispanic Scholar, Lincoln, Nebraska

Teaching

Appl Mgt & Org Behavior
Business Boot Camp
Cooperative Education
Management of Human Resources
Princ of Org Behavior
Principles of Management

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Johnson, M., Holley, E., Morgeson, F., LaBonar, D., & Stetzer, A. (2014). Outcomes of absence control initiatives: A quasi-experimental investigation into the effects of policy and perceptions. *Journal of Management*, 40(4), 1075–1097.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Avey, J. B., Wu, K., & Holley, E. (2014). The influence of abusive supervision and job embeddedness on citizenship and deviance. *Journal of Business Ethics*, online first.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Avey, J. B., Wu, K., & Holley, E. (2014). The influence of abusive supervision and job embeddedness on citizenship and deviance. *Journal of Business Ethics*, online first.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Eberly, M. B., Holley, E. C., Johnson, M. D., & Mitchell, T. R. (2011). Beyond internal and external: A dyadic theory of relational attributions. *Academy of Management Review*, 36(4), 731–753.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Holley, E., Wu, K., & Avey, J. (2013, Summer). *The voice of a leader: An examination of leader trustworthiness, voice, and performance in China*. Academy of Management. Lake Buena Vista (Orlando), FL: Academy of Management.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Eberly, M., Holley, E., Johnson, M., & Mitchell, T. (2012, August). *Pushing the boundaries of attribution theory: How attributions inform relationships at work*. Academy of Management. Boston, MA.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Avey, J., Wu, K., & Holley, E. (2012, November). *Trapped with a mad man: The impact of abusive supervision and job embeddedness on citizenship and deviance*. Southern Management Association Meeting. Ft. Lauderdale, FL.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Holley, E. (2011, August). *A time for cognitive change: The reappraisal of interpersonal injustice*. Academy of Management. San Antonio, TX.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Holley, E., Johnson, M., & Jensen, J. (2010, August). *Credibility perceptions: Effects on attitudes, intentions, and behaviors*. Academy of Management. Montreal, CA.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Chapter

Completed/Published

Locked B

Holley, E., & Wu, K. (2013). A New Voice in China. In *Voice and whistleblowing in organizations: Overcoming fear, fostering courage, and unleashing candour*. Camberley, UK: Edward Elgar Publishing.

[Applied or Integration/Application Scholarship] [Invited]

Committees - University/College/Department

University

Member

CWU ITV task force (CWU) Fall Quarter 2014 - Ongoing

ITV Evaluation Task Force (CWU) Fall Quarter 2013 - Spring Quarter 2014

College

Online Learning Taskforce (College of Business) Fall Quarter 2012

CB Faculty Hiring Committee (College of Business) Fall Quarter 2012 - Fall Quarter 2015

Faculty Committee (College of Business) Fall Quarter 2012 - Ongoing

Service: Other University/Professional/Public

Board Member: PRJ Editorial Review Board

Board Member: PRJ Editorial Review Board, Journal of Leadership and Organizational Studies, Fall Quarter 2012 - Ongoing

Faculty Sponsor

Faculty Sponsor, Human Resource Management Bootcamp, In the summer, I organize and take a group of students from Ellensburg, Des Moines, and Lynnwood out to organizations to learn from HR professionals in the field., Summer Quarter 2013 - Ongoing

Member: Committee/Task Force

Ph.D. Project, Management Doctoral Students Association, Hispanic Member Fall Quarter 2006 - Spring Quarter 2012

Reviewer: Conference Paper

Reviewer: Conference Paper, Academy of Management Fall Quarter 2010 - Spring Quarter 2012

Professional Development

Academy of Management Conference, Orlando, Florida Summer Quarter 2013

Academy of Management Conference, Boston, Massachusetts Summer Quarter 2012

Optional: Honors and Awards

Central Washington University, Excellence in Research Spring Quarter 2014

CWU Advisory Board, Excellence in Teaching Spring Quarter 2013

Membership

Academy of Management 2007 - Ongoing

LARRY W HUGHES

Lecturer
HughesL@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Tenure Track

AACSB Qualifications:

Hughes, Larry (SA & Supporting) (F14-5, W15- 10 cr, Sp15- 10 cr) 56% - MGT/ELLENSBURG (LECTURER)

PhD in Leadership, Organizational Behavior, Behavioral Statistics/Methods from University of Nebraska at Lincoln in 2005. He has four category A and two category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Business with a Specialization in Management, University of Nebraska at Lincoln, Lincoln, Nebraska 2005 Dissertation: Transparency, translucence or opacity? An experimental study of a leader's relational transparency and style of humor delivery on follower creative performance.
M.B.A.	Organizational Behavior, University of Nebraska at Kearney, Kearney, Nebraska 2002
B.S.	Business Administration, University of Nebraska at Kearney, Kearney, Nebraska 2000
A.A.	General Studies, Mid-Plains Community College, North Platte, Nebraska 1992

Professional Experience

2011 - Ongoing	Adjunct Instructor, Bryan College of Health Sciences
2010 - Ongoing	Assistant Professor of Business, Nebraska Wesleyan University
2009 - Ongoing	Lecturer, Department of Management, Central Washington University, Ellensburg, Washington
2006 - 2009	Assistant Professor of Management (Special Appointment), University of Nebraska at Kearney, Kearney, Nebraska
2005 - 2006	Visiting Professor of Management, Fort Lewis College, Durango, Colorado
2003 - 2005	Instructor, Adjunct, Southeast Community College, Lincoln, Nebraska
2002 - 2005	Graduate Assistant, University of Nebraska at Lincoln, Lincoln, Nebraska

Teaching

- Appl Mgt & Org Behavior
- Comp Policy/Admin
- Contemp Mgt Pract
- Essential Mkt Concepts
- Management of Human Resources
- Organizational Management
- Principles of Management
- Principles of Marketing
- Training and Development

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Larson, M. D., Norman, S. M., Hughes, L. W., & Avey, J. B. (2013). Psychological capital: A new lens for understanding employee fit and attitudes. *International Journal of Leadership Studies*.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Hughes, L. W., Avey, J. B., & Nixon, D. R. (2010). Relationships between leadership and followers' quitting intentions and job search behaviors. *Journal of Leadership and Organizational Studies*, 17(4), 351–362.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Hughes, L. W., Gardner, W. L., & Norman, S. M. (2010). Transparency, translucence or opacity? A field investigation of the mediating role of positive emotions in trustful leader-follower relations. *Journal of Business & Leadership: Research, Practice, and Teaching*, 6, 38–47.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Accepted

Locked A

Provaznik, W. J., & Hughes, L. W. (2015). It's how we do things here: Regional population personality and corruption. *Economics and Business Journal: Inquiries and Perspectives*.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Presentation

Completed/Published

Locked B

Provaznik, W. J., & Hughes, L. W. (2012, Autumn). *It's how we do things here: Regional population personality and corruption*. 2012 Annual Meeting of the Nebraska Economics and Business Association. Lincoln, Nebraska.

[Applied or Integration/Application Scholarship]

Hughes, L. W., Gardner, W. L., & Norman, S. M. (2010, Autumn). *The mediating role of positivity in transparent and trustful leader-follower relations*. Symposium of Business and Leadership: Research, Practice, and Teaching. Hayes, Kansas.

[Applied or Integration/Application Scholarship]

Committees - University/College/Department

College

Member

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2009 - Spring Quarter 2011

Service: Other University/Professional/Public

Board Member: PRJ Editorial Review Board

Editorial Board, Economics & Business Journal Fall Quarter 2010 - Ongoing

Editorial Board, Advances in Business Research Journal Fall Quarter 2010 - Ongoing

Editorial Board, Leadership and Organization Development Journal, Fall Quarter 2010 - Ongoing

Invited Lecture

Invited Lecture, NOVA, A Chapter of Business and Professional Women, March & June Winter Quarter 2012 - Spring Quarter 2012

Invited Lecture, NOVA, A Chapter of Business and Professional Women, March & June Winter Quarter 2011 - Spring Quarter 2011

Invited Lecture, Nebraska Society of Certified Public Accountants, annual conference, Lincoln, Nebraska Winter Quarter 2011

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer, Journal of Business & Leadership Winter Quarter 2011 - Ongoing

Reviewer, Journal of Leadership and Organizational Studies Fall Quarter 2009 - Ongoing

Reviewer: Conference Paper

Reviewer: Conference Paper, Midwest Academy of Management Fall Quarter 2008 - Spring Quarter 2012

Reviewer: Conference Paper, Academy of Management, Fall Quarter 2006 - Fall Quarter 2010

METINER GEORGE KIMEL

Lecturer
KimelM@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Kimel, Metiner (PA & Supporting) +Masters 67% - MGT/ELLENSBURG (LECTURER)

J.D. from University of Washington in 1991 (and only teaches Business Law courses). Active attorney for his own practice, Kimel Law Offices.

Education

LL.M. Taxation, New York University School of Law, New York, New York 1995
J.D. University of Washington School of Law, Seattle, Washington 1991
M.B.A. Baruch College, New York, New York 1987
B.A. English, University of Pennsylvania, Philadelphia, Pennsylvania 1980

Professional Licensures & Certifications

California Bar 1994
Washington Bar 1991
Accounting - WA 0
Accounting - NY 0

Professional Experience

2005 - Ongoing Managing Member, Kimel Law Offices, Yakima, Washington
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.

2004 - Ongoing Standing Chapter 7 Trustee, Kimel Law Offices, Yakima, Washington
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.

2005 - 2007 Adjunct Professor, Yakima Valley Community College, Yakima, Washington
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.

1999 - 2005 Shareholder, Velikanje, Moore & Shore, P.S., Yakima, Washington
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.

1995 - 1999 Associate Attorney, Lobel, Opera & Friedman LLP, Irvine, California
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.

1992 - 1994 Law Clerk to the Hon John A. Rossmeissl, U.S. Bankruptcy Court, Yakima, Washington
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).

1991 - 1992 Law Clerk to the Hon John E. Ryan, U.S. Bankruptcy Court, Santa Ana, California
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).

1990 - 1990 Summer Intern, Securities and Exchange Commission, Seattle, Washington
Researched and wrote memoranda on various enforcement and disclosure issues involving insider information, SEC accounting rules, anti-fraud matters, and small business investment companies.

1989 - 1989 Accountant, Accountemps, Robert Half Accounting Services, Seattle, Washington
Contracted for various accounting tasks on a per diem basis. Extended assignments included Westin Resorts International and Simpson Investments Corp.

1986 - 1988 Accountant, Weber Lipshie & Co., New York, New York

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.

Teaching

Advanced Business Law
Legal Environment of Business

Membership

California Bar Association 1994 - Ongoing
Washington Bar Association 1991 - Ongoing
AICPA 0 - Ongoing
NYSSCPA 0 - Ongoing
WSCP A 0 - Ongoing

KATHRYN MARTELL

Dean
MartellK@cwu.edu

Current Position

Position Title: Dean
Current Position Start Date: Summer Quarter 2012
Tenure Status: Tenured

AACSB Qualifications:

Martell, Kathryn (PA & Participating) – ELLENSBURG (ADMINISTRATOR)

PhD in Strategic Management from the University of Maryland in 1989. Dean at CWU since 2013, prior appointment was Dean at Kean University. Attends at least 3 conferences a year (professional development), made presentation at AACSB ICAM conference (2013) and Assessment Conference (2012), has served on 3 PRTs and on organizing committee for AACSB Assessment Conference (4 years), and has facilitated AACSB Assessment seminars domestically and abroad. Member of the Measuring College Learning/ Business expert panel at the Social Science Research Council (NY).

Education

Ph.D. Strategic Management with a minor in International Business, The University of Maryland, College Park, Maryland 1989
Dissertation: Aligning Executive Human Resource Management with Business Unit Strategy: An Empirical Analysis of the Fortune 500

B.A. Economics, The University of Chicago 1979

Professional Experience

2013 - Ongoing Dean, Central Washington University, College of Business, Ellensburg, Washington

2002 - Ongoing Facilitator and Accreditation Consultant, AACSB
More than 1500 faculty and administrators have attended the dozens of Assurance of Learning seminars I have facilitated for AACSB since passage of the new standards in 2003. I have also provided consulting on assessment to approximately 100 Schools of Business in the US, Canada, Central America, Europe, and Australia.

2010 - 2013 Dean, Kean University, College of Business & Public Management and Professor of Management, Union, New Jersey
Chief Executive and Academic Officer for College of 3000 students pursuing undergraduate and graduate degrees in Accounting, Finance, Marketing, Management, International Business, General Business, Criminal Justice, and Public Administration. Since joining Kean, I have reorganized the College to achieve greater synergy, pulled together a terrific office staff and management team, developed a new strategic plan, launched a comprehensive assessment system for all majors, negotiated new international partnership, overseen hiring of eight new faculty members and created two new revenue-generating programs to supplement dwindling state support. I am an active member of the University's Academic Affairs team.

2008 - 2009 Interim Associate Provost for Accreditation and Assessment, Montclair State University
I led the University's response to Middle States Commission on Higher Education's demand for a report showing significant progress on assessment of undergraduate degree programs and General Education by April 15, 2009. In this capacity I worked closely with the Deans' offices in each college to develop assessment programs for their majors.

- 2002 - 2008 Associate Dean and Professor of Management, Montclair State University, School of Business, Montclair, New Jersey
In my capacity as Associate Dean, I designed the School's Strategic Planning process, planned the School's first Convocation, and took the lead in monitoring the School's conformance with new AACSB standards (including, but not limited to, assessment of student learning). I planned and implemented the School's first "Business Week at Montclair" event that brought dozens of practitioners and successful alumni into our classrooms, and created the first ever School of Business Career Fair that recruited excellent companies to campus, and made our students "job ready" in a short period of time. I took administrative control of the profitable International Disney program to develop systems and quality-control procedures to support the approximately 900 students that enter the program each year, and I continue to serve as its Academic Director. As a result of multiple presentations I made at AACSB regional and national conferences, I considerably raised the school's visibility with AACSB. As a professor, I designed and taught a web-based, team-taught International Management course with a colleague in Budapest that brought students from more than 20 countries into a "virtual" classroom. I also taught the undergraduate capstone course, which I have redesigned to be the centerpiece of the School's Assurance of Student Learning plan.
- 1999 - 2002 Associate Dean for Academic Affairs, Southern Illinois University at Edwardsville (SIUE), School of Business, Edwardsville, Illinois
As Associate Dean, I served as Director of the BSBA and MBA, supervisor of Student Services (advisement staff of 6), and chairperson of the School's Curriculum Committee. While at SIUE, I was actively involved in designing and delivering faculty development programs on topics such as teaching in the active voice, developing course portfolios, teaching strategies, and documenting teaching for tenure and promotion applications (the Scholarship of Teaching). I also wrote and administered two US Department of Education grants (described below), and worked closely with the Provost to develop the University's strategic plan.
- 1991 - 2002 Assistant and then Associate Professor, Southern Illinois University at Edwardsville (SIUE), Department of Management, Edwardsville, Illinois
I taught undergraduate and graduate strategy and international management courses, and received the University's Special Teaching Recognition award, 1998.
- 1989 - 1991 Consultant, Washington Policy & Analysis, Washington, D.C.
Provided analysis and consulting advice on international trade and political issues to governments, utilities, and corporations. Clients included Exxon, Shell Oil, MITI, Tokyo Electric Power Company and the governments of Japan, Mexico, Norway, and Italy.
- 1988 - 1989 Director of Congressional Affairs, U.S. Department of Energy, Washington, D.C.
Served as DOE's primary liaison with Congress and industry on issues related to civilian nuclear energy.
- 1983 - 1988 International Trade Specialist, U.S. Department of Commerce, Washington, D.C.
Analyzed U.S. industrial competitiveness, counseled prospective exporters, wrote country and industry studies, and developed a model to help predict "best prospect" export industries and markets for US manufacturers.
- 1979 - 1983 Consultant, Data Resources, Inc (later DRI/McGraw Hill), Washington, D.C.
Provided econometric analysis, computer consulting services, and data support for domestic and foreign government clients including the US Departments of State, Treasury, and the Central Intelligence Agency.

Scholarly Contributions and Creative Productions

Presentation

Completed/Published

Locked B

Martell, K. (2013, April). *Recasting Assurance of Learning in Curricular Management*. AACSB International Conference (ICAM). Chicago, IL.

[Teaching and Learning Scholarship] [Invited]

Martell, K. (2010, October). *Assurance of Learning: Practice, Problems and Progress*. AACSB International Accreditation Conference. Houston, TX.

[Teaching and Learning Scholarship] [Invited]

Service: Other University/Professional/Public

Committee Member

Member, AACSB Peer Review Team, Indiana State University (2014) and University of Alaska Fairbanks (2014) Winter Quarter 2014 - Fall Quarter 2014

Member, AACSB Assessment Conference Steering Committee Fall Quarter 2012 - Spring Quarter 2015

Other Professional Service Activities

Facilitator, AACSB Assessment Seminar, 3 per year in US, Europe, Africa, Middle East, Central America Fall Quarter 2002 - Spring Quarter 2015

Professional Development

AACSB Accreditation Seminar Fall Quarter 2014

AACSB Volunteer Training Fall Quarter 2014

AACSB International Conferences (ICAM) Fall Quarter 2013 - Fall Quarter 2015

AACSB Advisory Board seminar Fall Quarter 2013

Western region AACSB Deans conference Fall Quarter 2013 - Fall Quarter 2015

AACSB Assessment Conference Fall Quarter 2012 - Fall Quarter 2015

AACSB Deans Conference Winter Quarter 2011 - Ongoing

JAMES MCLAIN

Lecturer
rmclain@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Spring Quarter 2015
Tenure Status: Non-Tenure Track

AACSB Qualifications:

McLain, Ron (IP & Supporting) (Sp15 – 5 cr) 11% - MGT/ELLENSBURG (LECTURER)
MBA from University of Washington in 1991. Retired CEO of AeroGo, Inc. (2007) has maintained professional status through consulting and as Board Member of TrueNorth Wealth Advisors.

Education

M.B.A. Executive MBA, University of Washington, Seattle, Washington 1991

Professional Experience

2013 - Ongoing Consultant, TrueNorth Wealth Advisors, Seattle, Washington
TrueNorth is a Certified Financial Planning firm.

2005 - 2007 CEO, AeroGo, Inc., Seattle, Washington
AeroGo, Inc. is an \$11 million manufacturer of large scale manual and automated material handling equipment. The company has sales offices and Dealers in North and South America, Europe and Asia and caters primarily to the aerospace, off-road equipment and electrical power equipment industries. Acquired company with Japanese investors from Vishay Intertechnology, a \$2.5 billion company. Increased top-line results over 20% each year by reducing costs and dramatically improving product lead time by value engineering custom products. Increased annual bottom-line results from \$57 thousand to \$1.4 million within two years by boosting sales and an increase in throughput of 30% without an increase in staff in a union shop. Reduced final assembly time from six weeks to one by implementing Lean improvements and outsourcing some sub-assemblies, resulting in substantially lower costs.

1992 - 2005 VP of Sales and Marketing, AeroGo, Inc., Seattle, Washington
Developed strong global distribution channels with multiple Dealers in key countries such as Japan. Increased export sales from less than 5% to over 40% of total sales with significant increase in bottom-line results. Increased exports to Asia accounting for 30% of revenue and 40% of profit, becoming the dominate company in our industry throughout Asia with over 50% market share. Developed best-in-the-industry Inside and Field sales force and developed web presence significantly increasing leads and sales.

1988 - 1992 Director of Sales and Marketing, Flow International Corp., Seattle, Washington
Flow International is a manufacturer of high-pressure water jet cutting equipment and machine tools. Flow's products are sold throughout the world. Enhanced domestic and global sales force and developed a distribution network in Asia. Served on product development committee to introduce industry-leading line of machine tools. One of only three staff executives remaining to rebuild company after management shakeup. Developed global distribution channels throughout Asia resulting in a significant increase in export sales.

Teaching

Strategic Management

NANCY G PIGEON

Associate Professor
GraberN@cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Fall Quarter 2013
Tenure Status: Tenured

AACSB Qualifications:

Pigeon, Nancy Graber (SA & Participating) +Masters Faculty– MGT/ELLENSBURG (ASSOCIATE PROFESSOR)

J.D. from McGeorge School of Law in 1990. She has three category A and three category B intellectual contributions from fall 2010-spring 2015.

Education

J.D. McGeorge School of Law, Sacramento, California 1990
M.L.I.R. Michigan State University, East Lansing, Michigan 1983
B.S. Business, University of Rhode Island, Kingston, Rhode Island 1980

Professional Licensures & Certifications

Admitted to practice Law in Connecticut 2005
Admitted to practice Law in Washington State 1990
Admitted to practice Law in California 1990

Professional Experience

2013 - Ongoing Associate Professor of Management/Law, Central Washington University, Department of Management, Ellensburg, Washington

1994 - 2015 Consultant, Investigator and Trainer, Nancy Graber, J.D., Yakima, Washington
Investigate harassment and discrimination claims, consult on management problems and conduct trainings on all labor and employment law matters.

1994 - 2015 Staff Attorney, WA Growers League, Yakima, Washington
Provide legal advice on all labor and employment matters to agricultural employers throughout the state of WA.

2007 - 2013 Assistant Professor of Management/Law, Central Washington University, Ellensburg, Washington
Tenure Track Position

2003 - 2007 Adjunct Faculty, Washington State University, Pullman, Washington
Taught on-line Human Resource Management classes.

1996 - 2007 Assistant Professor of Management/Law, Central Washington University, Ellensburg, Washington
Non-Tenure Track Position

1994 - 1996 Adjunct Faculty, Central Washington University, Ellensburg, Washington

1993 - 1994 Adjunct Faculty, Heritage College, Toppenish, Washington

1990 - 1994 Attorney, Lofland and Associates, Yakima, Washington
Provided legal advice on various labor and employment matters to clients. Drafted motions and appeared in federal and state court.

1990 - 1990 Law Graduate, Carroll, Burdick and McDonough, Sacramento, California
Researched and drafted legal memorandums and briefs for union labor and employment law firm. Conducted salary survey and participated in administrative hearings.

1986 - 1990 Apprentice Arbitrator, Donald H. Wollett, Sacramento, California

- Attended labor and employment arbitrations with Arbitrator, Donald H. Wollett.
Drafted opinions and researched cases.
- 1989 - 1989 Law Clerk, Corbett & Kane, Emeryville, California
Researched and wrote legal memorandums and motions for management labor and employment law firm.
- 1987 - 1987 Law Clerk, Agricultural Labor Relations Board, Sacramento, California
Researched and wrote legal memorandums.
- 1985 - 1986 Compensation Analyst, GTE, Honolulu, Hawaii
Performed wage analysis, conducted Hay evaluations for compensation structure and managed executive continuity program.
- 1983 - 1985 Labor Relations Administrator, GTE, Honolulu, Hawaii
Handled grievances up to arbitration. Trained supervisors in labor relations theory and practice and was a member of negotiation team.
- 1982 - 1983 Human Resource Associate, GTE, Needham, Massachusetts
Responsibilities included recruitment of executives and college graduates in engineering and conducted wage and salary studies.
- 1982 - 1982 Human Resource Associate, GTE, Danvers, Massachusetts
Responsibilities included researching collective bargaining agreements, attending grievance hearings and arbitrations and assisting in negotiations. Developed and distributed communications brochure explaining negotiated settlement.

Teaching

Advanced Business Law
Cooperative Education
Employee Relations
Ind Rel/Collect Bargn
Legal Cons Sport Business
Legal Environment of Business
Problems in HRM

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Pigeon, N. G., Cook, W., & Nimnicht, J. L. (2012). Women managers to women employees: Helping hands or competitive jerks? *Gender in Management: An International Journal*, 27(6), 417–425.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Norman, S. M., Avey, J. B., Nimnicht, J. L., & Pigeon, N. G. (2010). The interactive effects of psychological capital and organizational identity on employee organizational citizenship and deviance behaviors. *Journal of Leadership and Organizational Studies*, 17(4), 380–391.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Avey, J. B., Nimnicht, J. L., & Pigeon, N. G. (2010). Two field studies examining the association between positive psychological capital and employee performance. *Leadership & Organization Development Journal*, 31(5), 384–401.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Proceedings

Completed/Published

Locked B

Pritchard, M. P., Nichols, T., & Pigeon, N. G. (2013). Employee health: Motivations and constraints to fitness program participation. In *16th Biennial World Marketing Congress* (Vol. Proceedings, pp. 360–363). Melbourne, Australia: Monash University, Campbell, C. & Ma, J. (eds).

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Cook, W. W., Pigeon, N. G., & Nimnicht, J. L. (2012). Women managing women: A good idea? In *Institute for Behavioral and Applied Management, National conference*. IBAM.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Pigeon, N. G. (2014, April). *Workplace wellness: Curbing the rise in health care costs - shared responsibility of employer and employee. American College of Sports Medicine Northwest Regional Meeting*. Wenatchee, WA - Convention Center: American College of Sports Medicine.

[Applied or Integration/Application Scholarship] [Invited]

Committees - University/College/Department

University

Member

Faculty Senate Dispute and Allegations Committee (CWU) Fall Quarter 2014 - Ongoing

Faculty Disputes and Allegations Committee (CWU) Spring Quarter 2014 - Ongoing

Library Advisory Council (CWU) Fall Quarter 2006 - Spring Quarter 2014

College

Chair

Student Committee (College of Business) Fall Quarter 2007 - Spring Quarter 2011

Member

Nimnicht Scholarship committee (College of Business) Fall Quarter 2012 - Spring Quarter 2013

Student Committee (College of Business) Fall Quarter 2012 - Ongoing

Student Committee (College of Business) Fall Quarter 2011 - Spring Quarter 2012

Scholarship Committee (College of Business) Fall Quarter 2009 - Ongoing

CB Executive Committee (College of Business) Fall Quarter 2009 - Spring Quarter 2011

Online Learning Taskforce (College of Business) Fall Quarter 2008 - Ongoing

Department

HR Certification committee (Management) Fall Quarter 2012 - Ongoing

E- Learning committee (Management) Fall Quarter 2007 - Ongoing

Service: Other University/Professional/Public

Board of Directors: Substantial Involvement

Board Member and Secretary, Temple Shalom in Yakima, WA , Board member and secretary for Temple in Yakima, WA Fall Quarter 2012 - Fall Quarter 2015

Committee Member

Committee Member, Washington Women's Lawyers, Helping to vet judicial candidates and to recommend to the Governor or President, Fall Quarter 2014 - Fall Quarter 2015

Evaluator for U.S. Eastern District Court Judge with Washington Women Lawyer Committee , Washington Women's lawyers, On a committee to help select the Federal Eastern District and Appellate court Judges Spring Quarter 2014 - Ongoing

Evaluator for Kittitas County Supreme Court Candidate, Washington Women Lawyers Fall Quarter 2011

Faculty Advisor

Legal Advisor to Students, CWU faculty, I provide a legal clinic to students with legal difficulties to advise them and provide help. Fall Quarter 2012 - Ongoing

Faculty Advisor, Co-Advisor to SHRM, Fall Quarter 1996 - Ongoing

Member of a Committee

Candidate Evaluator, Kittitas County Supreme Court Fall Quarter 2011 - Spring Quarter 2012

Member, Yakima County Bar Association Fall Quarter 2007 - Ongoing

Mediator, Personnel Committee Member and Employment Law Consultant, Dispute Resolution Center of Yakima and Kittitas Counties Fall Quarter 1993 - Spring Quarter 2015

Mentoring Activities

LLC Trivia Night Winter Quarter 2015 - Ongoing

Other Institutional Service Activities

Department of Management Representative, CWU Majors Fair Fall Quarter 2009 - Ongoing

Positions Held in Civic Organizations

Secretary, Temple Shalom Fall Quarter 2011 - Spring Quarter 2014

Board Member, Temple Shalom in Ellensburg, WA Fall Quarter 2010 - Spring Quarter 2011

Presentation

Religious discrimination - An employer's Quagmire, Yakima County Bar Association, 1 CLE (Continuing Legal Education Credit). Fall Quarter 2010 - Spring Quarter 2011

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Academy of Legal Studies in Business Journal , Reviewing submissions to journal for possible publication Fall Quarter 2010 - Ongoing

Professional Development

Evaluator for judicial appointments in WA state, Washington Spring Quarter 2014 - Ongoing

Optional: Honors and Awards

College of Business Advisory Board, Faculty Excellence Award - Service Spring Quarter 2013

Membership

Academy of Legal Studies in Business 2010 - Ongoing

American Bar Association 2009 - Ongoing

Kittitas County Bar Association 2009 - Ongoing

Society of Human Resource Management 2009 - Ongoing

Yakima County Bar Association 2009 - Ongoing

YVHRA 2009 - Ongoing

WILLIAM J PROVAZNIK

Assistant Professor
ProvaznB@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Winter Quarter 2009
Tenure Status: Tenure Track

AACSB Qualifications:

Provaznik, William (SA & Participating) MGT/ELLENSBURG (ASSISTANT PROFESSOR)

PhD in Strategic Management from the University of Nebraska at Lincoln in 2011. He has three category A and eight category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Strategic Management, University of Nebraska at Lincoln 2011 Dissertation: The Cognition Reality Gap: A Contingency View of the CEO Cognition/Performance Relationship Empirically Examined
M.B.A.	University of Nebraska at Omaha 2003
B.A.	University of Nebraska at Lincoln 1994

Professional Experience

2008 - Ongoing	Assistant Professor, Central Washington University, College of Business, Department of Management, Ellensburg, Washington
2008 - 2008	Consultant, American Information Technology and Management Association Developed and taught strategic management and human resource management seminars to executives and government officials in Vietnam.
2006 - 2008	Consultant, 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.
2002 - 2007	Business Venture, Mary's Spa, Omaha, Nebraska Personal care salon catering to professional women in west Omaha.
2004 - 2006	Consultant, Steril Manufacturing, Omaha, Nebraska Developed system for costing product and service offerings and for identifying non-core processes that would be better performed outside the firm.
2005 - 2005	Consultant, Centers for Disease Control and Prevention Assisted in developing goals for national pandemic influenza response plan.
2003 - 2004	Area Manager, Werner Enterprises, Omaha, Nebraska 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.
2001 - 2003	General Manager, Steril Manufacturing, Omaha, Nebraska 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.
1997 - 2003	Founder/General Manager, Nebraska Stoneware, Omaha, Nebraska

- 1998 - 2001 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.
Options Trader, Ameritrade Inc., Omaha, Nebraska
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.
- 1997 - 1998 Retailer, Val-U-Furniture, Omaha, Nebraska
Retailer of promo furniture, framed art, and promo Christmas goods.
- 1996 - 1998 Sales Representative, Imports International, Omaha, Nebraska
Bought and sold wholesale furniture imported from Taiwan to regional merchants while managing the marketing activities of the company.
- 1995 - 1997 Market Analyst/Software Trainer, McCann Erickson Saigon, Ho Chi Minh City, Viet Nam
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.
- 1995 - 1996 Project Specialist, South Korean Consulate in Vietnam, Ho Chi Minh City, Viet Nam
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.
- 1994 - 1995 Refugee Resettlement Program Coordinator, U.S. State Department - Southeast Community College - Lincoln, Lincoln, Nebraska
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.
- 1990 - 1994 Founder/General Manager, Provaznik Engineering, Omaha, Nebraska
Provide general contracting services for existing home/rental residential construction.

Teaching

Cooperative Education
 Entrepr & Sml Bus Mgt
 Esst. Skills Business Prof
 Individual Study
 Principles of Management
 Strategic Management

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Provaznik, W. J. (2014). U.S. intra-state geographic variation in psychological characteristics and state fiscal shortfalls. *American Journal of Economics and Business Administration*, 6(3), 113–121.

<http://thescpub.com/abstract/10.3844/ajebasp.2014.113.121>

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Accepted

Locked A

Provaznik, W. J., & Wilson, T. (2015). Teaching nice people to hate managing: The impact of non-anonymous peer review on student confidence at reviewing. *Journal of the Academy of Business Education*.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Provaznik, W. J., & Hughes, L. W. (2015). It's how we do things here: Regional population personality and corruption. *Economics and Business Journal: Inquiries and Perspectives*.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Presentation

Completed/Published

Locked B

Provaznik, W. J. (2014, October). *Straight Talk: The effect of personality and experience on efficacy for providing evaluations impacting others' compensation*. Great Plains Economic and Business Conference. Ockinga Conference Center, Kearney Nebraska: University of Nebraska.

[Basic or Discovery Scholarship] [Editorially Reviewed]

Provaznik, W. J., & Hughes, L. W. (2012, Autumn). *It's how we do things here: Regional population personality and corruption*. 2012 Annual Meeting of the Nebraska Economics and Business Association. Lincoln, Nebraska.

[Applied or Integration/Application Scholarship]

Provaznik, W. J. (2011, Autumn). *U.S. intrastate geographic variation in psychological characteristics and corruption*. Western Decision Sciences Institute. Portland, OR.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Accepted

Locked B

Hughes, L. (2012, Summer). *It's how we do things here: Regional population personality and corruption*. Great Plains Conference on Economics.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Provaznik, W. J. (2013, Summer). *Thriving in disorder: Relating enactment to firm performance in chaotic environments*. Great Plains Conference on Economics. Omaha Nebraska: Nebraska Economics and Business Association.

[Basic or Discovery Scholarship] [Editorially Reviewed]

Chapter

Completed/Published

Locked B

Provaznik, W. J. (2013). Arm candy to coyote ugly in two months: What to do when a foreign assignment goes bad. In *Lead More Manage Less*. Self Published.

[Applied or Integration/Application Scholarship] [Invited]

Provaznik, W. J. (2013). Oh... I guess you do call this bullshit a raise: Preparing for your next job. In *Lead More Manage Less*. Self Published.

[Applied or Integration/Application Scholarship] [Invited]

Provaznik, W. J. (2013). You call this bullshit a raise?: Managing your first annual performance review. In *Lead More Manage Less*. Ellensburg, WA: Self Published.

[Applied or Integration/Application Scholarship] [Invited]

Other

Completed/Published

Locked Other

Provaznik, W. J. (2011). The Cognition Reality Gap: A contingency view of the CEO cognition/performance relationship empirically examined. *Dissertation*.

[Basic or Discovery Scholarship] [Non-blind, Peer Reviewed]

Committees - University/College/Department

University

Member

Retirement and Insurance Council (CWU) Fall Quarter 2011 - Ongoing

College

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2008 - Ongoing

Department

Faculty Search Committee (Management) Summer Quarter 2012 - Winter Quarter 2013

Faculty Search Committee (Management) Fall Quarter 2010 - Spring Quarter 2011

Service: Other University/Professional/Public

Advisor

Faculty Liaison, Specialized Studies, Mentored Independent Studies student towards specialized degree involving developing mathematics school for the deaf, Winter Quarter 2015 - Ongoing

Judge, Enterprise Challenge - Yakima Valley Development Association, Evaluated 16 business plans of regional business owners and prospective business owners, providing written suggestions. Also met with each business owner personally to discuss their idea and provide further suggestions. Fall Quarter 2014 - Ongoing

Chair: Conference / Track / Program

Committee Chair, SOURCE Session Chair Fall Quarter 2011 - Spring Quarter 2012

Editor: Academic PRJ

Editor: Academic PRJ, Journal of Managerial Issues, Review articles related to strategic management, CEO decision making, or industry context., Fall Quarter 2013 - Ongoing

Editor: Academic PRJ, Journal of Leadership and Organizational Studies, Review articles related to strategic management, CEO decision making, industry context and organizational performance. Fall Quarter 2011 - Ongoing

Faculty Advisor

Faculty Advisor, Alpha Kappa Psi Advisor, GBM meetings, attend more than 26/year, 90 minutes each. Total 39 hours. Executive meetings, attend at least 5/year, 1 hour each - 5 hours. Interview every candidate for the fraternity at the beginning of their pledging. 52 pledges, 30 minutes each. 26 hours total. There are three initiations/year, involving daylong event, and preceded by two evening events. 10 hours time three times/year -30 hours total. Develop annual budget at beginning of year, review monthly with Executive board: 9 hours. Annual banquet and professional development events where I speak. The banquet speech is, and usually the other presentations are, drafted from scratch every year. Delivery and prep - 3 hours average, 4 time/year. 12 hours. Fall Quarter 2008 - Ongoing

Mentoring Activities

Mentoring Activities, SOURCE Business Plan Competition, Faculty Mentor, Reviewing business plans, practice pitching, assist with SOURCE as support staff, assist students developing business plans as well as with post plan implementation. I typically have 1 to 2 students that I work with through the competition. We meet 4+ times outside of the competition, along with email reviews of their submissions. Fall Quarter 2010 - Ongoing

Officer: Organization / Association

Associate Director, CWU Institute for Innovation and Entrepreneurship, Planning and executing activities that promote economic growth in the Central Washington region by means of fostering new business formation in areas that foster economic development. Fall Quarter 2014 - Ongoing

Other Institutional Service Activities

Director, I'm not really sure what to call this, but I'm spending a significant amount of time on it and it is of value to the College and University. Building an inventory and capability of video content creation for faculty. This is overall focused on developing better online content for the Department of Management, but is intended for the larger College of Business.

The first deliverable is going to be an edited pilot promo video for MGT 200 built for marketing towards a student audience that we can link within our website., Winter Quarter 2014 - Summer Quarter 2014

Other Professional Service Activities

Consultant, Rudder Bows, Advised manufacturing company through it's development of an imports program from Vietnam. Summer Quarter 2013 - Spring Quarter 2014

Forecaster, IARPA (Intelligence Advanced Research Projects Activity), U. S. Department of Defense, Contributing analyst for predictor pool concerning events in Russian and Southeast Asian spheres. Contributions are weekly, cover three to five situations, probability of occurrence, and justifications for predictions. Spring Quarter 2013 - Summer Quarter 2014

Forecaster, Intelligence Advanced Research Projects Activity., Develop predictions of international events occurring and probability of the outcomes for US intelligence agencies. Spring Quarter 2013 - Spring Quarter 2014

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Journal of Leadership and Organizational Studies Fall Quarter 2010 - Summer Quarter 2011

Speech / Presentation at a Community Meeting

Keynote Speaker, CWU Center for Leadership and Community Engagement, Multiple times/yearly speak for various initiatives such as the Cross Cultural Leadership Program and the Tea @ 3 Series, key note presenter at Washington Business Week at CWU., Spring Quarter 2013 - Ongoing

Optional: Honors and Awards

Heritage Center - Alpha Kappa Psi, Advising - Alpha Kappa Psi, Honorable mention at 2013 National Convention for Advisor of the Year award. Summer Quarter 2013

College of Business Advisory Board, Faculty Excellence Award - Advising Spring Quarter 2013

Alpha Kappa Psi National Conference 2013, Advisor of the Year, Honorable Mention for Supporting the Kappa Xi Chapter Spring Quarter 2013 - Fall Quarter 2014

College of Business Advisory Board, Excellence in Teaching, Nominations for Excellence in Teaching every year eligible for. Spring Quarter 2010 - Ongoing

CHASE THIEL

Assistant Professor
(509)963-1042
ThielC@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Fall Quarter 2012
Tenure Status: Tenure Track

AACSB Qualifications:

Thiel, Chase (SA & Participating) +Masters Faculty – MGT/ELLENSBURG (ASSISTANT PROFESSOR)

PhD in Industrial Organizational Psychology from the University of Oklahoma in 2012. He has 22 category A and 17 category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Industrial/Organizational Psychology, University of Oklahoma, Norman, Oklahoma 2012
Dissertation: Leader-facilitated emotion management in context: Empathy & skill

M.S. Industrial/Organizational Psychology, University of Oklahoma, Norman, Oklahoma 2009
Thesis: Leader-Facilitated Emotion Regulation: Different Emotions, Different Strategies

B.S. Psychology, Idaho State University, Pocatello, Idaho 2007

Professional Licensures & Certifications

SHRM Senior Certified Professional, Society for Human Resource Management 2015
Senior Professional in Human Resources, Human Resources Certification Institute 2013

Professional Experience

2012 - Ongoing Director, Northwest Center for Organizational Research, Ellensburg, Washington
2012 - Ongoing Assistant Professor, Central Washington University, College of Business, Department of Management, Ellensburg, Washington

2011 - 2012 Organizational Development and Learning Researcher, Oklahoma Gas and Electric, Oklahoma City, OK, Oklahoma
Consulted senior leadership on the development of a training validation effort

2011 - 2012 Graduate Teaching Assistant, University of Oklahoma, Norman, Oklahoma
2010 - 2011 Project Manager, Center for Applied Social Research, Norman, Oklahoma
National Science Foundation Contract "Grant Case-Based Reasoning and Ethics Instruction: Content and Processing Exercises for Effective Education"

2009 - 2011 Ethics Education Program Coordinator, Graduate College, University of Oklahoma, Norman, Oklahoma

2009 - 2010 Project Manager, Center for Applied Social Research, Norman, Oklahoma
National Institutes of Health Contract "Development of Strategies for Improving Ethical Decision-Making"

2006 - 2007 Regional Manager, Silver Creek Pest Control, Orem, Utah

Teaching

Business and Society
Business Ethics
Cooperative Education
Foundations of Leadership

Organizational Management
Organizational Staffing
Principles of Management

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Griffith, J., Connelly, S., Thiel, C., & Johnson, G. (2015). How outstanding leaders lead with affect: An examination of charismatic, ideological, and pragmatic leaders. *The Leadership Quarterly*, 26, 502–517.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Thiel, C., Griffith, J., & Connelly, S. (2015). Leader-follower interpersonal emotion management: Managing stress by person-focused and emotion-focused emotion management. *Journal of Leadership and Organizational Studies*, 22(1), 5–20.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Griffith, J. A., Connelly, S., & Thiel, C. (2014). Emotion regulation and intragroup conflict: When more distracted minds prevail. *International Journal of Conflict Management*, 25(2), 148–170.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

MacDougall, A., Harkrider, L., Bagdasarov, Z., Johnson, J., Thiel, C. E., Peacock, J., ... Connelly, S. (2014). Examining the effects of incremental case presentation and forecasting outcomes on case-based ethics instruction. *Ethics & Behavior*, 24(2), 126–150.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Thiel, C. E., Hill, J., Griffith, J. A., & Connelly, S. (2014). Political tactics as affective events: Implications for individual perception and attitude. *European Journal of Work and Organizational Psychology*, 23(3), 419–434.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Bagdasariv, Z., Thiel, C. E., Johnson, J. F., Connelly, S., Harkrider, L. N., Devenport, L. D., & Mumford, M. D. (2013). Case-based ethics instruction: The influence of contextual and individual factors in case content on ethical decision-making. *Science & Engineering Ethics*, 19(3), 1305–1322.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Peacock, J., Harkrider, L. N., Bagdasarov, Z., Connelly, S., Johnson, J. F., Thiel, C., Devenport, L. D. (2013). Effects of alternative outcome scenarios and structured outcome evaluation on case-based ethics instruction. *Science & Engineering Ethics*, 3(19), 1283–1303.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Kligyte, V., Connelly, S., Thiel, C. E., & Devenport, L. D. (2013). The influence of anger, fear, and emotion regulation on ethical decision making. *Human Performance*, 26(4), 297–326.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Caughron, J. J., Antes, A. L., Stenmark, C. K., Thiel, C. E., Wang, X., & Mumford, M. D. (2013). Competition and sense making in ethical situations. *Journal of Applied Social Psychology*, 43(7), 1491–1507.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thiel, C., Connelly, S., Harkrider, L., Devenport, L. D., Bagdasarov, Z., Johnson, J. F., & Mumford, M. D. (2013). Case-based knowledge and ethics education: Improving learning and transfer through emotionally rich cases. *Science & Engineering Ethics*, 19(1), 265–286.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Harkrider, L. N., MacDougall, A. E., Bagdasarov, Z., Johnson, J. F., Thiel, C. E., Mumford, M. D., ... Devenport, L. D. (2013). Structuring case-based ethics trainings: How comparing cases and structured prompts influence training effectiveness. *Ethics and Behavior*, 23(3), 179–198.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Bagdasarov, Z., Harkrider, L. N., Johnson, J. F., MacDougall, A. E., Devenport, L. D., Connelly, S., ... Thiel, C. (2012). An investigation of case-based instructional strategies on learning, retention, and ethical decision-making. *Journal of Empirical Research on Human Research Ethics*, 7(4), 79–86.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

- Harkrider, L. N., Thiel, C. E., Bagdasarov, Z., Mumford, M. D., & Johnson, J. F. (2012). Improving case-based ethics training with codes of conduct and forecasting content. *Ethics & Behavior*, 22(4), 258–280.
[Teaching and Learning Scholarship] [Blind Peer Reviewed]
- Johnson, J. F., Bagdasarov, Z., Connelly, S., Harkrider, L., Devenport, L. D., Mumford, M. D., & Thiel, C. (2012). Case-based ethics education: The impact of cause complexity and outcome favorability on ethicality. *Journal of Empirical Research on Human Research Ethics*, 7(3), 63–77.
[Teaching and Learning Scholarship] [Blind Peer Reviewed]
- Thiel, C. E., Bagdasarov, Z., Harkrider, L., Johnson, J. F., & Mumford, M. D. (2012). Leader ethical decision-making in organizations: Strategies for sensemaking. *Journal of Business Ethics*, 107(1), 49–64.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Thiel, C. E., Connelly, S., & Griffith, J. A. (2012). Leadership and emotion management for complex tasks: Different emotions, different strategies. *The Leadership Quarterly*, 23(3), 517–533.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Antes, A. L., Thiel, C., Martin, L. E., Stenmark, C. K., Connelly, S., Devenport, L. D., & Mumford, M. D. (2012). Applying cases to solve ethical problems: The significance of positive and process-oriented reflection. *Ethics & Behavior*, 22(2), 113–130.
[Teaching and Learning Scholarship] [Blind Peer Reviewed]
- Caughron, J. J., Antes, A. L., Stenmark, C. K., Thiel, C., Wang, X., & Mumford, M. D. (2011). Sensemaking strategies for ethical decision making. *Ethics & Behavior*, 21(5), 351–366.
[Basic or Discovery Scholarship] [Blind Peer Reviewed]
- Thiel, C., Connelly, S., & Griffith, J. A. (2011). The influence of anger on ethical decision making: Comparison of a primary and secondary appraisal. *Ethics & Behavior*, 21(5), 380–403.
[Basic or Discovery Scholarship] [Blind Peer Reviewed]
- Griffith, J. A., Connelly, S., & Thiel, C. (2011). Leader deception influences on leader-member exchange and subordinate organizational commitment. *Journal of Leadership & Organizational Studies*, 18(4), 508–521.
[Basic or Discovery Scholarship] [Blind Peer Reviewed]
- Stenmark, C. K., Antes, A. L., Thiel, C., Caughron, J. J., Wang, X., & Mumford, M. D. (2011). Consequences identification in forecasting and ethical decision-making. *Journal of Empirical Research on Human Research Ethics*, 6(1), 25–32.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Martin, L. E., Stenmark, C. K., Thiel, C., Antes, A. L., Mumford, M. D., Connelly, S., & Devenport, L. D. (2011). The influence of temporal orientation and affective frame on use of ethical decision-making strategies. *Ethics & Behavior*, 21(2), 127–146.
[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Proceedings

Completed/Published

Locked B

- Thiel, C., Bagdasarov, Z., Harkrider, L., Johnson, J., & Mumford, M. (2011). Leader ethical decision making in organizations: Strategies for sensemaking. In *Academy of Management* (Vol. 1, pp. 1–6).
[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

- Thiel, C., Harvey, J., Courtright, S., & Bradley, B. (2015, August). *Heating up and cooling down: Relationship conflict, emotion regulation, and team processes*. 74th annual Academy of Management Conference. Vancouver, BC.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]
- Thiel, C., Griffith, J., Hardy, J., Peterson, D., & Connelly, S. (2015, August). *Let's look at this another way: Relationship conflict and interpersonal emotion management*. 74th annual Academy of Management Conference. Vancouver, BC.
[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Griffith, J., Connelly, S., Thiel, C. E., & Johnson, G. (2014, August). *How outstanding leaders lead with affect: Examining charismatic, ideological, and pragmatic leaders*. 73rd annual Academy of Management conference. Philadelphia, PA: Academy of Management.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thiel, C. E., & Peterson, D. (2014, May). *Affective responses in a virtue-less work environment*. Society for Industrial and Organizational Psychology's 29th annual conference. Honolulu, HI: The Society for Industrial and Organizational Psychology.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Stenmark, C., Johnson, J., Thiel, C., Antes, A., Connelly, S., Mumford, M., & Devenport, L. (2012, Spring). *Consequences Identification in Forecasting and Ethical Decision-Making*. 6th ORI Research on Research Integrity Conference. Washington DC: Office of Research Integrity.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Griffith, J., Connelly, S., Thiel, C., & Johnson, G. (2012, Spring). *Emotion regulation and intragroup conflict: When more distracted minds prevail*. Society for Industrial and Organizational Psychology's 27th annual conference. San Diego, CA.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Thiel, C., Connelly, S., & Griffith, J. (2012, March). *Anger and ethical decision-making: An examination of primary vs secondary appraisals*. 6th ORI Research on Research Integrity Conference. Washington, D.C.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

DuBois, J. M., Bante, H. A., Plunk, A., Antes, A., Thiel, C., & Mumford, M. (2012, March). *Development of a publicly accessible test bank on the responsible conduct of research*. 6th ORI Research on Research Integrity Conference. Washington D.C.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Caughron, J. J., Antes, A. L., Waples, E. P., Thiel, C., Mumford, M. D., & Connelly, S. (2012, March). *The role of competition and ethical decision-making*. 6th ORI Research on Research Integrity Conference. Washington, D.C.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Antes, A., Bagdasarov, Z., Thiel, C., Stenmark, C., Mumford, M. D., Connelly, S., & Devenport, L. D. (2012, March). *Thinking about past or likely future ethical experiences: Effects on use of decision making strategies*. 6th ORI Research on Research Integrity Conference. Washington, D.C.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Thiel, C., Bagdasarov, Z., Harkdrider, L., Johnson, J., & Mumford, M. D. (2011, August). *Leader ethical decision-making in organizations: Strategies for sensemaking*. 71st Annual Academy of Management Conference. San Antonio, TX.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Chapter

Completed/Published

Locked B

Thiel, C. E. (2012). Bad apples and work divas: Managing difficult employees. In *The Handbook: A Practical Guide for Managers*. Northwest Center for Organizational Research.

[Applied or Integration/Application Scholarship] [Invited]

Thiel, C. E. (2012). How to manage while safeguarding your values. In *The Handbook: A Practical Guide for Managers*. Northwest Center for Organizational Research.

[Applied or Integration/Application Scholarship] [Invited]

Poster Presentation

Completed/Published

Locked B

Peacock, J., Harkdrider, L., Bagdasarov, Z., Connelly, S., & Thiel, C. (2012, April). *Case-based ethics instruction: Alternative outcome scenarios and structured outcome evaluation*. Society for Industrial and Organizational Psychology. Houston: Society for Industrial and Organizational Psychology.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Bagdasarov, Z. E., Johnson, J., Thiel, C., Harkrider, L., & Connelly, S. (2012, April). *Contextual and individual factors in cases: Influences on ethical decision-making*. Society for Industrial and Organizational Psychology. Houston, TX: Society for Industrial and Organizational Psychology.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Thiel, C. E., Connelly, S., & Griffith, J. (2012, April). *When bossy is better: Leader-facilitated emotion management and job stress*. Society for Industrial and Organizational Psychology. Houston, TX: Society for Industrial and Organizational Psychology.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Locked Other

Thiel, C., Harkrider, L., Connelly, S., Devenport, L., & Peacock, J. (2012, April). *Improving case-based learning and transfer through emotionally rich cases*. Society for Industrial and Organizational Psychology's 27th Annual Conference. San Diego, CA.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Thiel, C., Connelly, S., Griffith, J., Bagdasarov, Z., & Johnson, J. (2011, April). *The influence of anger appraisals on ethical decision-making*. Society for Industrial and Organizational Psychology's 26th Annual Conference. Chicago, IL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Grants

Thiel, Chase (PI) SHRM Society Grant Prospectus, *SHRM* (March 1, 2013 - March 31, 2013) Spring Quarter 2013

Committees - University/College/Department

University

Member

Advisory Board for the Center for Leadership and Community Engagement (CWU) Fall Quarter 2014 - Ongoing

Faculty Senate General Education Committee (CWU) Fall Quarter 2013 - Spring Quarter 2015

College

Online Learning Taskforce (College of Business) Fall Quarter 2012 - Spring Quarter 2013

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2012 - Ongoing

Service: Other University/Professional/Public

Board Member: Advisory Board

CLCE Advisory Board, Currently serve as member of advisory board for the Center for Leadership and Community Engagement. Responsibilities included advisement of new initiatives. Fall Quarter 2013 - Ongoing

Chair: Conference / Track / Program

Symposium Chair, Co-chaired a symposium on behavioral ethics at the Society for Industrial/Organizational Psychology's Annual Conference. Spring Quarter 2015

Faculty Advisor

Faculty Advisor, Latter Day Saints Student Organization, Faculty Advisor of Latter Day Saints Student Organization. Fall Quarter 2014 - Ongoing

Member of a Committee

Management Specialization Curriculum Task Force, Management Department, Served as member of task force created to review and revise as needed management and organization specialization curriculum. Spring Quarter 2013

Officer: Organization / Association

Northwest Center for Organizational Development, College of Business, I currently serve as the Director the College's Northwest Center for Organizational Research. Service in this capacity, I believe, is unique for a rookie professor. In this role I have given significant time and effort to the advancement and promotion of research within our department. Fall Quarter 2012 - Ongoing

Other Community Service Activities

Sunday School President, The Church of Jesus Christ of Latter Day Saints, President of my congregation's Sunday School Organization. Fall Quarter 2012 - Winter Quarter 2015

Other Institutional Service Activities

Faculty Sponsor/Organizer, with support from Boeing Corp, created first ever ethics-focused case competition at Central Washington University. Fall Quarter 2014 - Ongoing

Ethics Training for Beta Alpha Psi Student Group, Created and delivered training in behavioral ethics to student group on campus. This training was awarded best ethics training program at the national level for this student organization. Spring Quarter 2014

Co-Director, President's LEADERS Program, Co-created and co-direct the President's LEADER'S Program -- a co-curricular experiential leader development program. During the current year I worked to successfully launch the program, which involved curriculum development, branding and marketing, stakeholder management, and creation of administrative management tools. Fall Quarter 2013 - Spring Quarter 2015

Other Professional Service Activities

Organizational Development/Change Internal Consultation, Office of Public Affairs, Assisted CWU's Office of Public Affairs with creation of plan to change university culture through rewards, leadership, and policy. Winter Quarter 2013

Consultation Report, Oklahoma Gas & Electric, I consulted a large energy company on the validation of their leader development program. I and the other consultants prepared an annual report of our activities and findings. The report is attached. Spring Quarter 2011 - Spring Quarter 2012

Ethical Measure Development Consultant, Albert Gnaegi Center for Health Care Ethics, St. Louis University Winter Quarter 2010 - Spring Quarter 2011

Expert Rater, University of Oklahoma, Content analysis for multiple colleagues' research projects. Summer Quarter 2007 - Spring Quarter 2012

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Ethics & Behavior Spring Quarter 2012 - Spring Quarter 2014

Reviewer: Ad Hoc Reviewer for a Journal, Journal of Business Ethics Spring Quarter 2012 - Summer Quarter 2014

Reviewer: Ad Hoc Reviewer for a Journal, Organizational Behavior and Human Decision Processes Spring Quarter 2012 - Summer Quarter 2014

Reviewer: Conference Paper

Reviewer: Conference Paper, Southwest Academy of Management Conference Fall Quarter 2012

Reviewer: Conference Paper, European Journal of Work and Organizational Psychology Winter Quarter 2012 - Summer Quarter 2014

Reviewer: Conference Paper, Academy of Management Annual Conference Winter Quarter 2012 - Ongoing

Reviewer: Conference Paper, Society for Industrial/Organizational Psychology Annual Meeting Summer Quarter 2011 - Summer Quarter 2014

Not Designated

Media Mention, My work was referenced in the magazine, Psychology Today. The link is: <http://www.psychologytoday.com/blog/fulfillment-any-age/201209/why-lying-hurts-so-much> Fall Quarter 2012

Professional Development

SPHR Continuing Education Credits Fall Quarter 2014 - Ongoing

Professional Development Workshop: Online Education Who, What and How: Maintaining Learning Quality into the Future, Philadelphia, Pennsylvania, 2 Hours Spring Quarter 2014

SIOP Conference Participation, Houston, Texas, 20 Hours Spring Quarter 2013

Sexual Harassment Training Registration Confirmation, Ellensburg, 2 Hours Spring Quarter 2013

Senior Professional in Human Resources Certification, Washington Fall Quarter 2012 - Winter Quarter 2013

Senior Professional in Human Resources, Seattle, Washington Fall Quarter 2012

Doctoral Consortium, Academy of Management Meeting, San Antonio, Texas Fall Quarter 2011

Optional: Honors and Awards

Academy of Management, Conference Best Paper, OB Division Spring Quarter 2015 - Summer Quarter 2015
College of Business Advisory Board, Faculty Excellence Award - Research Fall Quarter 2012 - Spring Quarter 2013
University of Oklahoma, Psychology Department, Chuck Getty's Excellence in Research Award Fall Quarter 2012
Academy of Management Conference, Best Paper Proceeding Fall Quarter 2011
Academy of Management Conference, Best Student Paper Award, MOC division (finalist), San Antonio, TX Fall Quarter 2011
University of Oklahoma, Robberson Travel Fellowship Fall Quarter 2011
University of Oklahoma, Graduate Senate Travel Scholarship, 2009, 2010, 2011, 2012 Fall Quarter 2009 - Spring Quarter 2012
University of Oklahoma, College of Arts and Sciences Research Travel Award, 2009, 2010, 2011, 2012 Fall Quarter 2009 - Spring Quarter 2012

Membership

American Psychological Association 2012 - Ongoing
Society for Human Resource Management 2012 - Ongoing
Academy of Management 2011 - Ongoing
BYU Management Society 2011 - Ongoing
Society for Industrial and Organizational Psychology 2007 - Ongoing

ANDREW WALDUM

Lecturer
WaldumA@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Waldum, Andrew (Other & Supporting) (F14-5, W15-5, Sp15-10) 44% - MGT/ELLENSBURG (LECTURER)

MBA in International Management and Finance from the University of New Mexico in 2009 Was the Assistant Manager of Student Accounts & Perkins Loan for CWU (2013-2015).

Education

M.B.A. International Management Concentration and Finance, University of New Mexico, Albuquerque, New Mexico 2009
B.S. Business Administration, University of Montana, Missoula, Montana 2005
B.A. Spanish, University of Montana, Missoula, Montana 2005

Professional Experience

2014 - Ongoing Lecturer, Department of Management, Central Washington University, College of Business, Ellensburg, Washington

2014 - Ongoing Lecturer, Department of Management, Central Washington University, College of Business, Ellensburg, Washington

2013 - 2015 Assistant Manager of Student Accounts & Perkins Loan, Central Washington University, Ellensburg, Washington
Assist Student Accounts Manager with managing student Accounts department, including Cashier Services and Accounts Receivable for the university. Responsible for monitoring cash balance of Perkins Loan program, including preparing monthly collection projections, and ensuring that all new loans, cancellation, deferments and payments are properly recorded. Assist with the development of new policies and procedures for CWU's collection of receivables and payment plans. Provide information, advice and/or counsel students, parents, vendors, CWU departments, and outside agencies regarding questions on their financial accounts. Resolve account disputes and make decisions on appeals to university financial holds.

2010 - 2012 Practice Manager, Bothell Pet Hospital, Seattle, Washington
Responsible for overseeing the daily operations of the hospital including staff management, inventory management, client vendor relations, strategic planning, and financial activities. Developed company vision, mission and values statement. Engaged owner and staff in goal setting and strategic planning culminating in annual strategic planning event. Developed and managed annual budget, including monthly financial transaction decisions. Led rebranding effort, which included website, e-newsletter (700+ readers) and brochure. Fostered new client, feedback focused decision making by hosting focus group and open house events. Motivated, mentored and assisted in training staff members.

2010 - 2010 Research Analyst Contract, Bill & Melinda Gates Foundation, Seattle, Washington
Demonstrated problem solving skills while researching, analyzing and coding over 400 Global Health Program historical grants. Consistently summarized and

- synthesized information in grant proposals, budgets and progress reports and proved ability to make grant coding decisions.
- 2007 - 2009 Project Assistant , New Mexico Ethics Alliance, Albuquerque, New Mexico
Non-profit organization providing standards, education & resources. Designed and launched e-newsletter. A capacity building mechanism used by Alliance to inform members and public on current ethics issues. Built database to house Alliance Ethics Library data in Microsoft Access. Increased and managed member-base through goal-setting. Organized process improvement by redesign of member-database in Excel. Proposed, wrote and published ethics resources for Alliance members. Conducted financial analysis to ensure proper allocation of organization's financial resources. Analyzed financial statements and budgets inspecting for errors and omissions.
- 2005 - 2007 International Energy Consultant, Department of Energy - Contractor, Washington D.C.
Analyzed energy, economic and trade developments around the world. Wrote Country Analysis Briefs published on the Energy Information Administration (EIA) website. Independently responsible for tracking oil production on African continent
- 2004 - 2005 Research Assistant Internship, Montana World Trade Center
Conducted market research for Montana-based companies to forecast export success. Located U.S. distributors for companies wishing to import goods. Performed brand price comparisons, and completed competitor data research reports utilized by businesses to enter foreign markets.

Teaching

Organizational Management
Personal Finance

TODD J. WEBER

Assistant Professor
Weber@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Fall Quarter 2011
Tenure Status: Tenure Track

AACSB Qualifications:

Weber, Todd (SA & Participating) – MGT/ELLENSBURG (ASSISTANT PROFESSOR)

PhD in Organizational Behavior from University of North Carolina at Chapel Hill in 2006. He has five category A and 10 category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Organizational Behavior, University of North Carolina at Chapel Hill, Kenan-Flagler Business School, Chapel Hill, North Carolina 2006
Dissertation: Performance oriented cross-cultural management research: Examining the impact of National culture on the practice-performance relationship.

Other Masters Organizational Behavior, Brigham Young University, Marriott School of Management, Provo, Utah 1997

B.S. Sociology, Brigham Young University, Provo, Utah 1995

Professional Experience

2011 - Ongoing Assistant Professor of HRM & MGT, Central Washington University, Ellensburg, Washington

2007 - 2011 Post Doctoral Research Associate, University of Nebraska - Lincoln, Leadership Institute, Lincoln, Nebraska
Worked with: Bruce Avolio, Mary Uhl-Bien, Craig Pearce, Fred Luthans. Involved in a wide range of projects examining leadership and relational dynamics in a number of different contexts. Key responsibilities include management of several research projects (including day to day oversight of data collection, data entry, and analysis of quantitative and qualitative data) as well as involvement in writing academic papers, conference presentations, and project reports.

2005 - 2007 Post Doctoral Research Fellow, Center for Creative Leadership, Research and Innovation, Greensboro, North Carolina
Worked with: Marian Ruderman, Chris Ernst, Kelly Hannum, Bill Gentry. I was extensively involved in the Leadership Across Differences project, a multi-year, multi-country project that examined social identity conflicts via quantitative and qualitative methods. Core responsibilities focused on quantitative analysis and theory building, as well as involvement in computer aided qualitative analysis.
I am also one of the core team members for the World Leadership Survey, a large scale online leadership survey that continues to collect information from CCL participants and external managers on an ongoing bases.

1998 - 2006 Team-Building Seminar Facilitator, UNC-Chapel Hill, Chapel Hill, North Carolina
Worked with: Mabel Miguel. Coordinated and participated in team-building seminars for the Evening, Weekend, and OneMBA programs.

2004 - 2005 Research Intern, Center for Creative Leadership, Research and Innovation, Greensboro, North Carolina

- Worked with: Marian Ruderman, Maxine Dalton, Chris Ernst, Kelly Hannum. Involved in a range of responsibilities with the Leadership Across Differences project, including analysis of quantitative and qualitative data as well as contributing to theoretical and practitioner articles.
- 2003 - 2005 CCIP Administrator, UNC-Chapel Hill, Chapel Hill, North Carolina
The CCIP is an 8 week web based project involving virtual teams of graduate and undergraduate students from schools in over 12 countries.
- 2000 - 2005 Team Building Seminar Coordinator, UNC-Chapel Hill, Chapel Hill, North Carolina
Worked with: Mabel Miguel. Coordinated and participated in team-building seminars for the Evening, Weekend, and OneMBA programs.
- 1999 - 2003 CCIP Webmaster, UNC-Chapel Hill, Cross Cultural Internet Project, Chapel Hill, North Carolina
The CCIP is an 8 week web based project involving virtual teams of graduate and undergraduate students from schools in over 12 countries.
- 1997 - 2003 Research Assistant, UNC-Chapel Hill, Management Department, Chapel Hill, North Carolina
Worked with: Jim Dean, Tom Bateman. Collaborated on projects studying impact of national culture as well as the concept of Flow. Involved in various aspects of research and publication process including research design, theory development, interviews, survey construction, survey administration, statistical analysis, as well as writing and revising submissions.
- 1995 - 1997 Research Assistant, Brigham Young University, Marriott School of Management, Provo, Utah
Worked with: Paul Godfrey and Hal Gregersen. Duties included database construction, content analysis, and statistical analysis, as well as writing and revising submissions.

Teaching

- Cooperative Education
- Leadership Bus Organiz
- Leadership Sport Organiz
- Princ of Org Behavior
- Principles of Management
- Training and Development

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Deal, J. J., Stawiski, S., Graves, L. M., Gentry, W. A., Weber, T. J., & Ruderman, M. (2013). Motivation at work: Which matters more, generation or managerial level? *Consulting Psychology Journal: Practice and Research*, 65(1), 1–16.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Graves, L. M., Ruderman, M. N., Ohlott, P. J., & Weber, T. J. (2012). Driven to work and enjoyment of work: Effects on managers' outcomes. *Journal of Management*, 38(5), 1655–1680.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Sadri, G., Weber, T. J., & Gentry, W. A. (2011). Empathic emotion and leadership performance: An empirical analysis across 38 countries. *The Leadership Quarterly*, 22(5), 818–830.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Gentry, W. A., Booyesen, L., Hannum, K. M., & Weber, T. J. (2010). Leadership responses to a conflict of gender-based tension: A comparison of responses between men and women in the US and South Africa. *International Journal of Cross Cultural Management*, 10(3), 285–301.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Kim, T.-Y., Weber, T. J., Leung, K., & Muramoto, Y. (2010). Perceived fairness of pay: The importance of task versus maintenance inputs in Japan, South Korea, and Hong Kong. *Management and Organization Review*, 6(1), 31–54.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Weber, T. J., & Liu, L. A. (2014, August). *Intercultural Competency (ICC), technology, & cross-cultural collaboration*. *Academy of Management Annual Meeting*. Philadelphia.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Stawiski, S., Gnetry, W. A., Graves, L. M., Deal, J. J., & Ruderman, M. (2011, Autumn). *Managerial promotability: The roles of supervisor support and mentoring subordinates*. *Annual Society for Industrial and Organizational Psychology*. Chicago, IL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Peterson, M. F., Kara, A., Lenartowicz, T., Perez-Floriano, L., & Toffoli, R. (2010, Autumn). *Manager collaboration with subordinates and colleagues across North America*. *Academy of International Business*. Rio de Janeiro, Brazil.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Graves, L. L., Deal, J., Gentry, W., Ruderman, M., & Weber, T. J. (2010, Autumn). *Perceived organizational support: An antecedent of autonomous motivation*. *Annual Society for Industrial and Organizational Psychology*. Atlanta, GA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Graves, L. M., Deal, J. J., Gentry, W. A., Ruderman, M. N., & Weber, T. J. (2010, Autumn). *Perceived organizational support: An antecedent of autonomous motivation?* *Academy of Management*. Montreal, Canada.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Johnson, K., Berdrow, I., Boyacigiller, N. A., Brannen, M. Y., Canney, S., Diets, C., Weber, T. J. (2010, Autumn). *Scientific mindfulness: A foundation for future themes in international business*. *Academy of Management*. Montreal, Canada.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Weber, T. J. (2010, Autumn). *Spanning shifting boundaries: The challenge of visibility, permanence, and salience*. *Annual Society for Industrial and Organizational Psychology*. Atlanta, GA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Not Designated

Weber, T. J. (n.d.). *Cross Cultural Management, Values Congruence, and Social Identity Theory*. *Western Academy of Management*.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Chapter

Completed/Published

Locked B

Deal, J. J., Stawiski, S., Graves, L. M., Gentry, W. A., Ruderman, M., & Weber, T. J. (2012). Comparative perceptions of authority and leadership: A cross-national, cross-generational investigation. In *Managing the New Workforce: International Perspectives on the Millennial Generation*. Edward Elgar.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Johnson, K., Berdrow, I., Boyacigiller, N. A., Brannen, M. Y., Canney, S., Dietz, J., & Weber, T. J. (2011). Scientific mindfulness: A foundation for future themes in international business. In *In Devinney, T., Pederson, T., & Tihanyi, L. (Eds.), Advances in International Management (Vol. 23)*. Emerald.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Weber, T. J. (2010). Leader values and authenticity. In *In Hannum, K., McFeeters, B. B., & Booyesen, L. (Eds.), Leading Across Differences: Casebook* (pp. 163–169). San Francisco, CA: Pfeiffer.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Other

Completed/Published

Locked Other

Gentry, W. A., & Weber, T. J. (2010). Empathy in the workplace: A tool for effective leadership (white paper).
NC: Center for Creative Leadership.

[Applied or Integration/Application Scholarship] [Invited]

Gentry, W. A., Hannum, K. M., & Weber, T. J. (2010). Leadership across difference survey research report.
NC: Center for Creative Leadership.

[Applied or Integration/Application Scholarship] [Invited]

Committees - University/College/Department

College

Chair

Chair for sub-committee (of Faculty Committee) on Faculty Evaluation (College of Business) Fall Quarter 2013 - Ongoing

Member

Faculty Committee (College of Business) Fall Quarter 2011 - Ongoing

Department

Chair

Chair of Web taskforce (Management) Fall Quarter 2013 - Ongoing

Coordinator

CARMA Webcast Consortium Coordinator (Management) Fall Quarter 2012 - Ongoing

Member

Faculty Search Committee (Management) Fall Quarter 2012 - Winter Quarter 2013

Service: Other University/Professional/Public

Board Member: PRJ Editorial Review Board

Academy of Management Review Editorial Review Board, Fall Quarter 2010 - Ongoing

Committee Member

Webmaster for the AOM OB Division, Webmaster for the Academy of Management Organizational Behavior Division - <http://obweb.org/>, Winter Quarter 2015 - Ongoing

Faculty Advisor

Co-Advisor for CWU SHRM Student Club, I serve as a co-advisor for the SHRM student group, along with James Avey and Nancy Graber Pigeon. We meet regularly with the officers from the club, help oversee and attend seminars the club has set up with external speakers, go on company tours, work with the club on fund raising efforts, and support the students as they attend conferences and case competitions. I have directly overseen the online portion of the club, helping to train students regarding the clubs online presence and effective use of social media. Fall Quarter 2011 - Ongoing

Advisor for GIVE Student Club, I serve as the advisor for the CWU GIVE student group, a group of students from across the university who have a shared interest in community service. They are a particularly active group who have done a number of service projects focused on both the university and the larger community. I have also helped to oversee and support the group, including contributions to their online presence by way of photos and a video that promoted recycling on Earth Day:

<http://www.youtube.com/watch?v=SnId0Tea1tk>, Fall Quarter 2010 - Summer Quarter 2015

Other Institutional Service Activities

CB Majors Fair, Represented the CB at a Major's Fair on Jan 28, 2014 Winter Quarter 2015

Other Professional Service Activities

Wildcat Welcome Faculty Representative, Participated as the management department representative Spring Quarter 2013

CARMA Webcast Consortium organizer, CARMA Webcast Consortium, Coordinated and promoted a series of webcasts on various methodological and analytical subjects. The webcasts were primarily for the benefit of the management department, but the entire college of business was invited to attend each webcast or watch them on their own computer. Fall Quarter 2012 - Ongoing

Network of Leadership Scholars Webmaster, Network of Leadership Scholars, Member of the administrative group over technology for the Network of Leadership Scholars, a community of interest focused on leadership that is associated with the Academy of Management Fall Quarter 2010 - Summer Quarter 2015

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: PRJ Review, Military Psychology Fall Quarter 2014 - Ongoing

Reviewer: PRJ Review, Academy of Management Review Spring Quarter 2014

Reviewer: PRJ Review, Industrial and Organizational Psychology: Perspectives on Science and Practice Winter Quarter 2014

Reviewer: PRJ Review, Academy of Management Review Fall Quarter 2013

Reviewer: PRJ Review, Group & Organization Management Fall Quarter 2013

Reviewer: PRJ Review, European Journal of International Management Fall Quarter 2012

Reviewer: PRJ Review, Group & Organization Management Fall Quarter 2012

Reviewer: PRJ Review, Management International Review Fall Quarter 2012

Reviewer: PRJ Review, Academy of Management Review Fall Quarter 2012

Reviewer: Ad Hoc Reviewer for a Journal, Leadership Quarterly Fall Quarter 2007 - Spring Quarter 2012

Reviewer: Conference Paper

Reviewer: Conference Paper, Academy of Management, Reviewed approximately 5 conference papers Winter Quarter 2014

Reviewer: Conference Paper, Academy of Management, Reviewed approximately 5 conference papers Winter Quarter 2013

Reviewer: Conference Paper, Society for Industrial and Organizational Psychology, Reviewed approximately 5 conference papers Fall Quarter 2012

Reviewer: Conference Paper, Academy of Management, Reviewed approximately 5 conference papers Winter Quarter 2012

Reviewer: Conference Paper, Society for Industrial and Organizational Psychology, Reviewed approximately 5 conference papers Fall Quarter 2011

Reviewer: Conference Paper, Academy of Management, Reviewed approximately 5 conference papers Winter Quarter 2011

Reviewer: Conference Paper, Society for Industrial and Organizational Psychology, Reviewed approximately 5 conference papers Fall Quarter 2010

Ad Hoc Conference Reviewer, Review papers for major management conferences, Fall Quarter 2010 - Ongoing

Professional Development

International Organization Network Meetings, Victoria, British Columbia Spring Quarter 2013

CARMA Webcast Consortium Fall Quarter 2012 - Ongoing

Optional: Honors and Awards

College of Business Advisory Board Award, Faculty Excellence in Professional Service Summer Quarter 2014

Carolyn Dexter Award Winner, Academy of Management meetings Fall Quarter 2010

Membership

American Psychological Association 2005 - Ongoing

Society for Industrial and Organizational Psychology 2005 - Ongoing

Academy of Management 1997 - Ongoing

KEKE WU

Assistant Professor
(509)963-2388
CocoWu@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Winter Quarter 2011
Tenure Status: Tenure Track

AACSB Qualifications:

Wu, Keke (SA & Participating) – MGT/ELLENSBURG (ASSISTANT PROFESSOR)

PhD in OB/HR from the University of Alabama in 2010. She has five category A and 17 category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	OB/HR, The University of Alabama, Tuscaloosa, Alabama 2010
MSc	Computer Systems & Software Design, Jacksonville State University, Jacksonville, Alabama 2005
M.B.A.	Jacksonville State University, Jacksonville, Alabama 2002
B.S.	International Business, Guangdong University of Foreign Studies, P.R. China 2000

Professional Experience

2011 - Ongoing	Assistant Professor, Central Washington University, College of Business, Department of Management
2006 - 2010	Instructor, University of Alabama, Tuscaloosa, Alabama Introduction to Human Resource Management (MGT 301) Text: Human Resource Management, Noe, Hollenbeck, Gerhart, & Wright, McGraw-Hill, 5th ed. 2006, ISBN: 0-07-310049-8 Semesters Taught (average teaching evaluation max=5): SMR06 (4.19), SMR07 (sys. missing), FAL08 (4.71), SPR10 (4.18,4.06) Leadership (MGT320) Text: Leadership: Enhancing the Lessons of Experience, Hughes, Ginnett, & Curphy, McGraw-Hill, 6th ed. 2007, ISBN: 0-07-288120-8 Semesters Taught (average teaching evaluation max=5):FAL 07 (2.85,2.19), SPR08 (4.24), FAL08 (3.57), SPR09 (4.18,4.32), SMR09 (4.31), FAL09 (4.47,4.06) Organizational Theory & Behavior (MGT 300) Text: Management, Schermerhorn, Wiley, 10th ed. 2010, ISBN: 978-0-470-29437-6 Semesters Taught (average teaching evaluation max=5): SMR 10 (TBA)
2001 - 2004	Instructor, Jacksonville State University, Jacksonville, Alabama Courses Taught: Computer Programming I (CS231), Fundamentals of Computing (CS230), Honors Intro to Information Technology (CS201H), Intro to Information Technology (CS201), and Intermediate Algebra (MS101).
2000 - 2000	Business Account Manager, China Telecommunication Corp. (China Telecom), what city?, China-PRC Developed business-user market; Managed public relations with major business users; Coordinated inter-department operations within China Telecom.
1997 - 2000	Business Representative, Guanghai Corp., Hong Kong, China- Hong Kong Negotiated foreign trade contracts during the semi-annual International Trade Fairs; Maintained business exchange relationships with foreign business customers.

Teaching

Contemp Mgt Pract

Leadership Bus Organiz
Organizational Change
Organizational Theory
Principles of Management
Strategic Management

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Li, C., & Wu, K. (2014). Investigation of motive between transformational leadership and pro-social voice: An empirical study in China. *International Journal of Leadership Studies*, 9(1), 101–108.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Avey, J. B., Wu, K., & Holley, E. (2014). The influence of abusive supervision and job embeddedness on citizenship and deviance. *Journal of Business Ethics*, online first.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Li, C., Wu, K., Johnson, D. E., & Wu, M. (2012). Moral leadership and psychological empowerment in China. *Journal of Managerial Psychology*, 27(1), 90–108.

<http://www.emeraldinsight.com/doi/full/10.1108/02683941211193875>

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Wu, K., Li, C., & Johnson, D. E. (2011). Role of self-esteem in the relationship between stress and ingratiation. *Psychological Reports*, 108(1), 239–251.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Accepted

Locked A

Li, C., Wu, K., Johnson, D. E., & Avey, J. B. (2015). Going against the grain works: An attributional perspective of perceived ethical leadership. *Journal of Business Ethics*.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Holley, E., Wu, K., & Avey, J. (2013, Summer). *The voice of a leader: An examination of leader trustworthiness, voice, and performance in China*. Academy of Management. Lake Buena Vista (Orlando), FL: Academy of Management.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Holley, E., Wu, K., & Avey, J. (2013, Summer). *The voice of a leader: An examination of leader trustworthiness, voice, and performance in China*. Academy of Management. Lake Buena Vista (Orlando), FL: Academy of Management.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Holley, E., Wu, K., & Avey, J. (2013, Summer). *The voice of a leader: An examination of leader trustworthiness, voice, and performance in China*. Academy of Management. Lake Buena Vista (Orlando), FL: Academy of Management.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Holley, E., Wu, K., & Avey, J. (2013, Summer). *The voice of a leader: An examination of leader trustworthiness, voice, and performance in China*. Academy of Management. Lake Buena Vista (Orlando), FL: Academy of Management.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Avey, J., Wu, K., & Holley, E. (2012, November). *Trapped with a mad man: The impact of abusive supervision and job embeddedness on citizenship and deviance*. Southern Management Association Meeting. Ft. Lauderdale, FL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Li, C., Wu, K., & Johnson, E. D. (2011, November). *Balance-focused attitude and job stress in a moderated mediation model*. Southern Management Association. Savannah, GA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Wu, K., Li, C., & Johnson, E. D. (2011, November). *Growth-need and impression management in the out-group*. Southern Management Association. Savannah, GA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Li, C., Wu, K., & Johnson, E. D. (2011, November). *Perceived motives of paternalistic leadership and turnover intent*. Southern Management Association. Savannah, GA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Wu, K., Li, C., & Johnson, E. D. (2011, April). *Growth-need and work related outcomes of out-group members*. Society for Industrial and Organizational Psychology. Chicago, IL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Li, C., Wu, K., & Qian, X. (2010, Autumn). *A strategic view of corporate social responsibility: two perspectives from resource dependence and institutional theory*. Southwest Academy of Management. Dallas, TX.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Chen, X., Eberly, M., Bachrach, D., & Wu, K. (2010, Autumn). *Do I deserve what I receive? Asymmetric responses to positive vs. negative inequity and moderators: A cross-cultural study between the U.S. and China*. Academy of Management. Montreal, Canada.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Li, C., Wu, K., & Johnson, E. D. (2010, October). *Ethical leadership and affective commitment in a moderated indirect-effect model*. Southern Management Association. St. Pete, FL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Li, C., Wu, K., & Johnson, D. E. (2010, Autumn). *Paternalistic leadership and perceptions of organizational politics: Direct and interactive effects on workplace attitudes*. International Academy of Business and Management. Las Vegas, NV.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Li, C., Wu, K., & Johnson, D. E. (2010, Autumn). *Perceived outcome interdependence and voice behavior in working teams: A social interdependence theory perspective*. Southwest Academy of Management. Dallas, TX.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Xiao, Q., T., G. S., Wu, K., & Li, C. (2010, Autumn). *The dynamics of HMOs' consumer-friendliness and preventive care utilization: A replication and extension*. Southern Management Association. St. Pete, FL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Noble, D., Li, C., & Wu, K. (2010, Autumn). *The interaction between regulatory focus and organizational politics in volunteerism*. Western Academy of Management. Kailua-Kona, HI.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Li, C., & Wu, K. (2010, Autumn). *The role of perceived leader intent in the relationship of transformational leadership and pro-social voice*. Society for Industrial and Organizational Psychology. Atlanta, GA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]
Fei, X., Li, C., & Wu, K. (2010, Autumn). *When the city gate catches fire, the fishes in the moat suffer? Research on CSR reputation spillover*. International Association for Chinese Management Research (IACMR). Shanghai, P.R., China.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Chapter

Completed/Published

Locked B

Holley, E., & Wu, K. (2013). A New Voice in China. In *Voice and whistleblowing in organizations: Overcoming fear, fostering courage, and unleashing candour*. Camberley, UK: Edward Elgar Publishing.

[Applied or Integration/Application Scholarship] [Invited]

Committees - University/College/Department

University

Member

COACH Ad Hoc Committee (CWU) Spring Quarter 2015 - Ongoing
Curricula & Assurance of Learning (CWU) Fall Quarter 2014 - Ongoing

Career Development site task force (CWU) Winter Quarter 2014 - Ongoing
Strategic Operation Planning Committee (CWU) Fall Quarter 2011 - Winter Quarter 2014

College

Student Committee (College of Business) Fall Quarter 2010 - Spring Quarter 2011

Department

Faculty Search Committee (Management) Fall Quarter 2011 - Spring Quarter 2012

Service: Other University/Professional/Public

Board Member: PRJ Editorial Review Board

Board Member: PRJ Editorial Review Board, Journal of Leadership & Organizational Studies, Fall Quarter 2012 - Ongoing

Board Member: PRJ Editorial Review Board, Leadership Quarterly Review Board, 1 review every 4-6 weeks.

16-24 hours per review. Summer Quarter 2011 - Ongoing

Other Professional Service Activities

Exchange program with Shantou University, Winter Quarter 2015 - Ongoing

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer, Journal of Behavioral and Applied Management, Spring Quarter 2015 - Ongoing

Reviewer: Conference Paper

Reviewer: Conference Paper, Southwest Academy of Management Fall Quarter 2010 - Spring Quarter 2011

Reviewer: Conference Paper, Academy of Management, 3-4 reviews per year, Fall Quarter 2008 - Ongoing

Reviewer: Conference Paper, Southern Management Association, 3-4 reviews per year. Reviewer, Discussant and Session Chair, Fall Quarter 2006 - Ongoing

Professional Development

Online Teaching Workshop, Ellensburg, Washington Spring Quarter 2014

CARMA webcast, Ellensburg, Washington Winter Quarter 2014 - Ongoing

New Faculty Orientation, Ellensburg, Washington Fall Quarter 2011

Optional: Honors and Awards

Central Washington University College of Business, student advising, Nomination for College of Business Advisory Board Award for Faculty Excellence in Advising Fall Quarter 2014 - Winter Quarter 2015

Central Washington University College of Business, scholarship, College of Business Advisory Board Award for Faculty Excellence in Research Fall Quarter 2014 - Winter Quarter 2015

Central Washington University College of Business, teaching, Nomination for College of Business Advisory Board Award for Faculty Excellence in Teaching Fall Quarter 2013 - Winter Quarter 2014

Tom Ogg chapter of the National Residence Hall Honorary at CWU, Professors' Excellence, Nomination for the Honor Our Professors' Excellence (H.O.P.E.) Award Fall Quarter 2013 - Winter Quarter 2014

Journal of Managerial Psychology, most downloaded article, My article "Moral Leadership and psychological empowerment in China" is amongst the most frequently downloaded in Journal of Managerial Psychology since its publication in 2011. Winter Quarter 2013 - Fall Quarter 2013

Membership

Western Academy of Management 2011 - Ongoing

Southwest Academy of Management 2009 - Ongoing

Society for Industrial and Organizational Psychology 2008 - Ongoing

International Association for Chinese Management Research 2007 - Ongoing

Academy of Management 2006 - Ongoing

Southern Management Association 2005 - Ongoing

Omicron Delta Kappa Society 2002 - Ongoing

MARKETING

PETER J BOYLE

Professor
(206)528-3160
BoyleP@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 2013
Tenure Status: Tenured

AACSB Qualifications:

Boyle, Peter (SA & Participating) – MKT/LYNNWOOD (PROFESSOR)

PhD in Marketing from Cornell University in 1994. He has four category A and four category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Marketing, Cornell University 1994
M.Sc.	Management, Cornell University 1993
M.B.A.	Marketing, Memorial University, Canada 1986
B.A.	Philosophy, St. Thomas University, Canada 1982

Professional Experience

2013 - Ongoing	Professor, Central Washington University
2000 - 2013	Granted tenure, College of Business, Central Washington University, Lynnwood, Washington
1997 - 1999	Associate Professor, College of Business, Central Washington University, Lynnwood, Washington
1994 - 1997	Assistant Professor, College of Business, Central Washington University, Lynnwood, Washington
1993 - 1993	Visiting Assistant Professor, MBA Program, Koc University, Istanbul, Turkey
1992 - 1993	Part-time Lecturer, Johnson Graduate School of Management, Cornell University, Ithaca, New York
1986 - 1988	Assistant Professor, Commerce Department, Mount Allison University, New Brunswick, Canada
1986 - 1986	Market Researcher, Omnifacts Research, Unknown, Canada
1985 - 1985	Senior Consultant, P.J. Gardiner Institute for Small Business Studies, Unknown, Canada

Teaching

- Consumer Behavior
- Cooperative Education
- Essential Mkt Concepts
- Individual Study
- International Marketing
- Market Research
- Marketing Problems and Policy
- Marketing Promotion Management
- Principles of Marketing

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Boyle, P. J., & Lathrop, E. S. (2013). The value of private label brands to U.S. consumers: An objective and subjective assessment. *Journal of Retailing and Consumer Services*, 20(1), 80–86.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Boyle, P. J., Hanlon, D., & Russo, J. E. (2012). The value of task conflict to group decisions. *Journal of Behavioral Decision Making*, 25(3), 217–227.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Boyle, P. J., & Saad, G. (2011). Product expertise: A moderator of information search in sequential choice. *Marketing Management Journal*, 21(1), 84–96.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Lee, H. J., Boyle, P. J., & Lee, J.-H. (2011). The effects of decision control and the number of alternatives in purchase decision processes. *Journal of Global Academy of Marketing Science*, 21(2), 93–100.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Not Designated

Boyle, P. J., & Nye, P. (2015). Goal Consistency as a Source of Bias in Resolving Ethical Dilemmas. *Target - Business Ethics Quarterly*.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Boyle, P. J., & Kim, J. (2013, August). *Effect of induced entrepreneurial mindset on venture-decision confidence*. *Society for Probability, Uncertainty and Decision Making*. Barcelona, Spain: Society for Probability, Uncertainty and Decision Making.

[Basic or Discovery Scholarship] [Non-blind, Peer Reviewed]

Boyle, P. J., & Stinson, J. L. (2013, Spring). *Restaurant ratings: The influence of menu fonts*. 2013 *Western Decision Sciences Institute*. Long Beach, CA.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Boyle, P. J., Hanlon, D., & Russo, J. E. (2011, August). *Overconfidence in entrepreneurial judgments*. 23rd *Subjective Probability, Utility and Decision Making Conference*. Kingston.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Locked Other

Boyle, P. J. (2014, Spring). *Decision overconfidence*. *Guest Speaker, Negotiation Course, UW Bothell*.

[Teaching and Learning Scholarship] [Invited]

Poster Presentation

Completed/Published

Locked B

Boyle, P. J., & Nye, P. (2014, November). *Goal Consistency as a Source of Bias in Resolving Ethical Dilemmas*. *Society for Judgment and Decision Making*. Long Beach, CA: Society for Judgment and Decision Making.

[Applied or Integration/Application Scholarship] [Non-blind, Peer Reviewed]

Committees - University/College/Department

University

Member

Faculty Development and Research Council (CWU) Fall Quarter 2014 - Ongoing

Faculty Senate (CWU) Spring Quarter 2012 - Ongoing

University Academic Service-Learning Faculty Fellow (CWU) Fall Quarter 2010 - Spring Quarter 2011

University Student Success Council (CWU) Fall Quarter 2010 - Spring Quarter 2011

Library Advisory Council (CWU) Fall Quarter 2006 - Spring Quarter 2011

College

College Personnel Committee (College of Business) Fall Quarter 2013 - Fall Quarter 2014

International Initiatives Task Force (College of Business) Winter Quarter 2012 - Fall Quarter 2012

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2008 - Summer Quarter 2015

Department

Web Task Force (Management) Fall Quarter 2014 - Fall Quarter 2015

Faculty Search Committee (Management) Fall Quarter 2011 - Spring Quarter 2013

MKT 360/362 Committee (Management) Fall Quarter 2008 - Spring Quarter 2013

Department Personnel Committee (Management) Fall Quarter 2006 - Ongoing

Service: Other University/Professional/Public

Academic Conference: Panelist

Panelist and Speaker, LG 2010 Insight Forum Fall Quarter 2010

Faculty Advisor

Faculty Advisor, Entrepreneur Student Club Fall Quarter 2011 - Spring Quarter 2012

Mentoring Activities

Student advising, Career advising, resume editing, recommendation letter writing, Fall Quarter 2014 - Spring Quarter 2015

Other Institutional Service Activities

EDCC Outreach and Partnership, Perform outreach activities on continuing basis with counterparts and administration at EDCC as part of CWU's efforts to attract more student applications from EDCC.,

Fall Quarter 2014 - Spring Quarter 2015

SOURCE - Lynnwood Poster Competition Judge Spring Quarter 2013

SOURCE - Lynnwood Poster Competition Judge Spring Quarter 2011

SOURCE - Student Business Plan Competition Judge Spring Quarter 2011

Other Professional Service Activities

Judge, Student Poster Sessions, Annual Meeting, Society for Judgment and Decision Making, Minneapolis Fall Quarter 2012

Presentation

Presentation, Korea University, New Trends in Marketing Series, 'Overconfidence in decision making' Fall Quarter 2012

Guest Speaker, MBA Retreat, UW Bothell Fall Quarter 2012

Invited Speaker, Business Research Series, School of Business, Pacific Lutheran University, Tacoma: "Effect of Induced Entrepreneurial Goals," (based on joint work with J. Russo, J. Kim & D. Hanlon); Fall Quarter 2012

Business School, Guest Speaker, Korea University Fall Quarter 2010

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Journal of Retailing and Consumer Services Fall Quarter 2010 - Spring Quarter 2011

Reviewer: Conference Paper

Reviewer: Conference Paper, Global Marketing Conference Fall Quarter 2010 - Spring Quarter 2011

Professional Development

CWU - Strengthening Partnerships Meeting Fall Quarter 2012

Optional: Honors and Awards

Central Washington University, Research Grant Awards Program, One award for 'The value of private label brands to U.S. consumers: An objective and subjective assessment' Fall Quarter 2013

Central Washington University, Research Grant Awards Program, One award for 'The Value of Task Conflict to Group Decisions' in the Journal of Behavioral Decision Making. Fall Quarter 2012

Advertising Educational Foundation, Awarded Visiting Professor Fellowship Summer Quarter 2012

Korean Government Grant, Brain Korea 21 Award Fall Quarter 2010

TREGG FARMER

Lecturer
tfarmer@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Spring Quarter 2015
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Farmer, Tregg (IP & Supporting) (Sp15 – 5 cr) 11% - MKT/ELLENSBURG (LECTURER)

MBA from Atkinson Graduate School of Management in 1990. Founder/owner InfoTek Research Group, Inc. (now Tech-MR, LLC) and from 1993-2012 lead an organization of 30+ international quantitative and qualitative market insight consultants.

Education

M.B.A.	Atkinson Graduate School of Management 1990
B.A.	Marketing, Idaho State University 1988
B.A.	Management, Idaho State University 1988

Professional Experience

2012 - Ongoing	Owner, Tech-MR, LLC Currently provide one-on-one market insight and marketing consulting services to domestic and international organizations.
1993 - 2012	CEO, InfoTek Research Group, Inc. Founded company in 1993. Lead an organization of 30+ international quantitative and qualitative market insight consultants over 19 years. Besides developing research capabilities, expanded organization's international market insights capabilities in EMEA, LATAM, and JAPAC. Approximately half of all work completed by InfoTek was overseas.

Teaching

Principles of Marketing

Membership

European Society for Opinion and Market Research 2014 - Ongoing
Qualitative Research Consultants Association 2014 - Ongoing
Association for Qualitative Research 2014 - Ongoing

LAURA M MILNER

Assoc Dean COB
MilnerL@cwu.edu

Current Position

Position Title: Assoc Dean COB
Current Position Start Date: Summer Quarter 2007
Tenure Status: Tenured

AACSB Qualifications:

Milner, Laura (PA & Participating) (F14 – 3 cr) - MGT/ELLENSBURG (ADMINISTRATOR)

PhD in Social Psychology from Kansas State University in 1985. Associate Dean of the College of Business at Central Washington University. Attends professional conferences annually. Departing after Sp15 to become Dean at University of Wisconsin, La Crosse.

Education

Ph.D. Social Psychology, Kansas State University, Manhattan, Kansas 1985
M.S. Social Psychology, Kansas State University, Manhattan, Kansas 1981
B.A. Psychology, University of Georgia, Athens, Georgia 1978

Professional Experience

2007 - 2015 Associate Dean, Central Washington University College of Business, Ellensburg, Washington
- Major Leadership position in AACSB (Association to Advance Collegiate Schools of Business) successful 2010 accreditation. * Along with nearly 50% of the CB faculty on the AOL committee, designed and implemented entire knowledge, skills, and abilities outcomes assessment process with internal/external validity measures for Assurance of Learning program. By December 2009, recognized as a 'mature' system. * Co-author 2009 Initial Accreditation Self-Evaluation Report. - Led curriculum overhaul efforts including enrollment management, retention efforts taking into account 3 different campuses with different populations (classic freshmen and A.A. transfers). * Implemented clear path to degree requirements. Students applying to graduate with a College of Business degree who had not been admitted to the College dropped from 100 in 2007 to 0 in 2008. Rigorous enforcement of prerequisites. New business minor and non-major courses added. Instituted sunset clause for courses. Helped design retention-separation efforts. Worked with other campus departments to get below the 25% AACSB shared curriculum threshold. Enforced direct transfer agreements with community colleges. Coordinated with Westside Center staff, Registrar's office, CWU Advising Office to create clear, consistent messaging to prospective and current students. - Labor Negotiation Table Team representing CWU Administration for the 2009 Contract Agreement, 2011 re-opener. Currently on the Labor Management Council, post negotiation committee, to assist in implementation of contract. - Helped establish CWU's first 2+2 international articulation with Guangxi University of Finance and Economics and CB. - Oversee summer school, a for-profit venue managed toward providing faculty additional resources. Summer 2012 had over \$1 million in gross tuition revenue for CB.

1986 - 2007 School of Management, University of Alaska Fairbanks (UAF), Fairbanks, Alaska
Professor Emerita, 2008-current, MBA Director, 2003-2007, Professor, 1997-2007, Associate Professor, with tenure, 1993-June, 1997, Assistant Professor, 1986-1993.
Major leadership position in 2005 AACSB maintenance-of-accreditation visit. Designed and implemented entire knowledge, skills, and abilities outcomes assessment process with internal/external validity measures for MBA program.

Revitalized MBA Program. Rise in MBA student quality of 119 points on GMAT score during first year as director. Lowered attrition rate from 50% to 6%. Shifted MBA program pedagogy to case-based. Curriculum-wide adoption of case-writing and oral communication rubrics. Rise in MBA student evaluation of faculty from 'good' to 'very good.' 90% of exiting MBA graduates would recommend UAF MBA program; One Year-Out survey indicates an average of 4.6 (on a 5-point scale) to the question, 'I am glad I got my degree from UAF.' Explicit articulation agreements with UAF Engineering and Physics programs for their students in MBA courses and program. Founding member of School of Management Executive Management Committee, the faculty governance structure for school operations, policies, work-load agreements, class scheduling, etc.

Teaching

Academic Advising Sem

Cooperative Education

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Milner, L. M. (2014). Sex-role portrayals of celebrity men and women in mainland China television advertisements: Do the usual rules apply? *International Journal of China Marketing*, 5(1), 17–36.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Committees - University/College/Department

University

Chair

Business Direct Transfer Agreement (DTA) Major Related Program (MRP) Consortium (CWU) Fall Quarter 2010 - Spring Quarter 2012

Member

Faculty & Labor Relations Director Search (CWU) Fall Quarter 2011 - Spring Quarter 2012

Continuing Education Director Search (CWU) Fall Quarter 2011 - Spring Quarter 2012

Asst. Vice President - Finance & Business Auxiliaries Search (CWU) Fall Quarter 2011 - Spring Quarter 2012

Remediation Task Force (CWU) Fall Quarter 2011

Enrollment Management and Financial Aid Planning Task Force: Committee of the Whole, Enrollment Growth Planning Subcommittee, and Financial Aid/Hold Planning Subcommittee (CWU) Fall Quarter 2010 - Spring Quarter 2011

Academic Advising Advisory Council (CWU) Fall Quarter 2009 - Spring Quarter 2012

CWU Labor Management Council; Collective Bargaining Agreement Implementation (CWU) Fall Quarter 2009 - Spring Quarter 2013

Individual Studies Committee (CWU) Fall Quarter 2008 - Spring Quarter 2013

College

Chair

International Initiatives Task Force (College of Business) Fall Quarter 2012 - Spring Quarter 2013

Online Learning Taskforce (College of Business) Fall Quarter 2012 - Spring Quarter 2013

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2008 - Ongoing

Scholarship Committee (College of Business) Fall Quarter 2007 - Ongoing

Member

CB Executive Committee (College of Business) Fall Quarter 2007 - Ongoing

Service: Other University/Professional/Public

Board Member: PRJ Editorial Review Board

Board Member: PRJ Editorial Review Board, Journal of Services Marketing Fall Quarter 1992 - Ongoing

Member of a Committee

Committee Member, Ellensburg Washington Tourism Committee Fall Quarter 2010 - Spring Quarter 2012

Other Institutional Service Activities

Judge, SOURCE (Symposium on University Research and Creative Expression) Judge Fall Quarter 2008 - Spring Quarter 2012

Professional Development

AACSB. Optimizing B-School Financial Performance: Strategies for Sustaining Quality, Tampa, Florida Fall Quarter 2011 - Spring Quarter 2012

National Association of Small Business International Trade Educators, Portland, Oregon Fall Quarter 2011 - Spring Quarter 2012

Introduction to the Incident Command System, FEMA, Emergency Management Institute, CWU, Ellensburg, Washington Fall Quarter 2011 - Spring Quarter 2012

Preventing Sexual Harassment Certificate of Completion, CWU, Ellensburg, Washington Fall Quarter 2011 - Spring Quarter 2012

Leadership Ellensburg: Community Engagement Training, Ellensburg, Washington Fall Quarter 2010 - Spring Quarter 2011

CAST Training: Creative Data Collection Strategies, Ellensburg, Washington Fall Quarter 2010 - Spring Quarter 2011

CASE Training: Alumni Events for Greater Impact, Ellensburg, Washington Fall Quarter 2010 - Spring Quarter 2011

Preventing Employment Discrimination Certificate of Completion, CWU, Ellensburg, Washington Fall Quarter 2010 - Spring Quarter 2011

AACSB: International Conference & Annual Meeting (ICAM), New York, New York Fall Quarter 2010 - Spring Quarter 2011

AACSB Annual Accreditation Conference, Houston, Texas Fall Quarter 2010 - Spring Quarter 2011

CASE Training: IRS Rules, Ellensburg, Washington Fall Quarter 2010 - Spring Quarter 2011

CASE Training: Fundraising for Deans, Ellensburg, Washington Fall Quarter 2010 - Spring Quarter 2011

Membership

American Marketing Association 0 - Ongoing

TIMOTHY MORGAN

Lecturer
TMorgan@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Winter Quarter 2015
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Morgan, Timothy (IP & Supporting) (W15- 5 cr) 11% - MKT/ELLENSBURG (LECTURER)

MSA in Sports Administration/Facility Management from Ohio University in 1987. Currently and at the time of hire is Chief of Tourism and Special Events for Charles County in Maryland.

Education

MSA Sports Administration, Ohio University 1987
B.S. Physical Education, Colorado State University, Fort Collins, Colorado 1983

Professional Experience

2014 - Ongoing Chief of Tourism & Special Events, Charles County Office of Tourism, LaPlata, Maryland
Prepares and administers department budget, tracks expenditures, and prepares reports. Develops, researches, and implements a five-year tourism strategic plan for the County. Developing a Tourism Branding campaign which includes County stakeholders. Serves as liaison to private industry, government agencies, and other organizations. Facilitates the creation and recruitment of special events designed to attract visitors.

2012 - 2014 VP Partnerships, Tacoma South Sound Sports Commission, Tacoma, Washington
Recruited amateur, collegiate, and grassroots events with an economic impact of \$1.5M. Developed and managed hospitality partnership program with hotels and restaurants. Assisted with Strategic Plan Development and solicitation of corporate partners. Mentored, counseled, and supervised student interns. Provided input for several municipalities regarding new and expanding sports facilities.

2009 - 2014 Guest Services Representative (seasonal part-time positions), Portland Trail Blazers (NBA), Portland Timbers (MLS), and Mariners (MLB)

2010 - 2012 Project Manager, Nike, Inc., Beaverton, Oregon
Conducted various data and line art management processes. Assisted Product Development Manager with wear test projects and presentations. Conducted ONE Training preparation duties for SAP Training (90% completion rate). Operated the GOAL, SharePoint, FlexPDM, and Mercer Gold data systems.

2008 - 2009 Tourism Development Manager, Clackamas County Economic Development, Oregon City, Oregon
Recruited three businesses to Clackamas County (bike tour, winery, carriage ride tour). Developed a two-year Tourism Development Strategic Plan and a Sports Facility Guide. Wrote tourism grants and Interpretive Management Plan for the Mt. Hood Scenic Byway. Managed Tourism Development Programs for 12 cities in Clackamas County.

2005 - 2008 State Tourism Director, Delaware Economic Development Office, Wilmington, Delaware
Managed a \$2.2 million state tourism budget. Developed three-year statewide Tourism Strategic Plan. Helped form the Delaware Sports Commission. Secured

- national television coverage and sponsorship's for two events. Mentored, counseled, and supervised staff and student interns.
- 2002 - 2005 Director of Sales, Washington County Visitors Association, Beaverton, Oregon
Generated \$3.5 million of leads from tour operators, and meeting and sports event planners. Sold 20 visitor bureau memberships. Developed and managed tourism sales budget. Developed strategic tourism partnerships. Mentored, counseled, and supervised student interns.
- 2002 - 2005 Director of Sales, Washington County Visitors Association, Beaverton, Oregon
Generated \$3.5 million of leads from tour operators, and meeting and sports event planners. Sold 20 visitor bureau memberships. Developed and managed tourism sales budget. Developed strategic tourism partnerships. Mentored, counseled, and supervised student interns.
- 2001 - 2002 Account Manager, Goodwill Personnel Services, Portland, Oregon
Developed five new accounts that offered employment for disabled workers.
- 2000 - 2001 West Region Sales Director, Wallace's College Bookstores, Lexington , Kentucky
Managed a seven state sales territory (AZ, CA, ID, OR, NV, UT, WA). Developed key relationships with college business administrators from over 200 colleges. Prepared college bookstore management RFPs for submittal.
- 1995 - 2000 Manager Soccer & Team Sales Customer Service; Retail Manager, Nike, Beaverton, Oregon
Supervised order management processes. Collaborated with Sales Reps, Finance, and Distribution Center staff to process orders. Performed management duties at Nike Factory Store. Mentored, counseled, and supervised student interns.

Teaching

Rev Gen & Fin in Sport Bu

Service: Other University/Professional/Public

Board Member: Advisory Board

Board Member, International Air Service Committee (Port of Portland); Greater Wilmington Convention & Visitor's Bureau; Kent County Tourism; Southern Delaware Tourism; Delaware Lodging Association. Winter Quarter 2005 - Fall Quarter 2012

Professional Development

Professional Training Winter Quarter 1997 - Ongoing

Membership

National Association of Sports Commissions 2002 - Ongoing

International Economic Development Council (IEDC) 2002 - Ongoing

SAYANTANI MUKHERJEE

Assistant Professor
(425)640-1574
MukherjeeS@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Fall Quarter 2013
Tenure Status: Tenure Track

AACSB Qualifications:

Mukherjee, Sayantani (SA & Participating) – MKT/LYNNWOOD (ASSISTANT PROFESSOR)

PhD in Marketing from Paul Merage School of Business, University of California in 2007. She has three category A and 11 category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Management (Marketing specialization), Paul Merage School of Business, University of California, Irvine, Irvine, California 2007 Dissertation: Fun element in product experiences: Insights from young adults' engagement with video games
M.B.A.	Marketing, University of Calcutta, Kolkata, India 1999
B.S.	Economics with minor in Mathematics & Political Science, Presidency University, India 1997

Professional Licensures & Certifications

Certificate in Digital Marketing Analytics, University of Washington, Seattle 2015

Professional Experience

2013 - Ongoing	Assistant Professor of Marketing, Central Washington University, Department of Management
2007 - 2013	Assistant Professor of Marketing, College of Business Administration, California State University, Long Beach, California
2001 - 2007	Research/Teaching Assistant, Paul Merage School of Business, University of California, Irvine, California
2000 - 2001	Senior Market Research Analyst, ACNielsen, India
1999 - 2000	Senior Market Research Analyst, Indica Research, India

Teaching

- Business Boot Camp
- Consumer Behavior
- Digital Marketing
- Essential Mkt Concepts
- Foundation of Digital Market
- Principles of Marketing

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Nguyen, H. P., Chen, S., & Mukherjee, S. (2014). Reverse stigma in the Freegan community. *Journal of Business Research*, 67(9), 1877–1884.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Martin, I. M., Kamins, M. A., Pirouz, D. M., Davis, S. W., Haws, K. L., Mirabito, A. M., Grover, A. (2013). On the road to addiction: The facilitative and preventive roles of marketing cues. *Journal of Business Research*, 66(8), 1219–1226.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Grover, A., Kamins, M. A., Martin, I. M., Davis, S., Haws, K., Mirabito, A. M., Rapp, J. (2011). From use to abuse: When everyday consumption behaviours morph into addictive consumptive behaviours. *Journal of Research for Consumers*, 19, 1–6.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Mukherjee, S., Kramer, T., & Lau-Gesk, L. (2012, Autumn). *Finding meaning in mixed affective experiences. Society for Consumer Psychology Conference*. Las Vegas, NV (competitive session).

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Mukherjee, S., Kramer, T., & Lau-Gesk, L. (2012, Autumn). *Finding meaning in mixed affective experiences. Association for Consumer Research*. Vancouver (special session).

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Mukherjee, S., Kramer, T., & Kulow, K. (2012, Autumn). *Variety and the spice of life: The effect of spicy gustatory experiences on variety-seeking. Society for Consumer Psychology Conference International*. Florence, Italy (special session).

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Mukherjee, S., Kramer, T., & Kulow, K. (2012, Autumn). *Variety and the spice of life: The effect of spicy gustatory experiences on variety-seeking. Association for Consumer Research*. Vancouver (special session).

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Grover, A., Kamins, M. A., Martin, I. M., Davis, S., Haws, K., Mirabito, A. M., Rapp, J. (2011, Autumn). *Addiction. Transformative Consumer Research Conference*. Texas (workshop).

[Basic or Discovery Scholarship] [Invited]

Lau-Gesk, L., Kramer, T., & Mukherjee, S. (2011, Autumn). *Coping with mixed emotions: Cognitive resources and reappraisal likelihood. Association for Consumer Research Conference*. St. Louis (competitive session).

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Mukherjee, S., & Martin, I. M. (2011, Autumn). *Prospective supplement users and risk-benefit information. Marketing and Public Policy Conference*. Washington D.C.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Mukherjee, S., & Martin, I. M. (2011, Autumn). *Supplement usage status and risk information. World Marketing Congress Conference*. Reims, France (special session).

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Mukherjee, S., & Martin, I. M. (2010, Autumn). *The magical powers of dietary supplements. Marketing and Public Policy Conference*. Denver, CO (special session).

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Poster Presentation

Completed/Published

Locked B

Li, E., Mukherjee, S., & Nguyen, T. (2014, Summer). *Consuming Selfies. 2014 Summer Marketing Educator's Conference*. San Francisco, CA: American Marketing Association.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

(Poster session; abstract published in proceedings)

Nguyen, H., Chen, S., & Mukherjee, S. (2010, Autumn). *Counter-stigma and achieving happiness through the Freegan Ideology. Association for Consumer Research*. Jacksonville.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Not Designated

Li, E., Mukherjee, S., & Nguyen, T.-D. (2014, Autumn). *Just for Fun? Constructing Self Through Selfies*. *Association for Consumer Research*.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Committees - University/College/Department

College

Chair

Student Professional Development Subcommittee (College of Business) Fall Quarter 2014 - Ongoing

Member

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2013 - Summer Quarter 2014

Service: Other University/Professional/Public

Board Member: PRJ Editorial Review Board

Editorial Review Board Member, Journal of Consumer Marketing, Spring Quarter 2014 - Summer Quarter 2016

Chair: Conference / Track / Program

Special Session Organizer, Marketing and Public Policy Fall Quarter 2010

Chair of a Committee

Chair of the Marketing Undergraduate Programs Committee, California State University, Long Beach Fall Quarter 2011 - Spring Quarter 2013

Assessment Coordinator, Marketing, California State University, Long Beach Fall Quarter 2010 - Spring Quarter 2013

Chair, Marketing Dept. Chair Nominating Committee, California State University, Long Beach Fall Quarter 2010 - Spring Quarter 2011

Committee Member

Member, Marketing Committee Women's University Club, Seattle (local) - Nonprofit Fall Quarter 2014 - Ongoing

Member of a Committee

Secretary and Member, Department Grade Appeals Committee, California State University, Long Beach Fall Quarter 2010 - Spring Quarter 2011

Mentoring Activities

Marketing Club Advisor, Lynnwood, .25 Spring Quarter 2015 - Ongoing

Mentor, Honors Students' Research at California State University, Long Beach Winter Quarter 2010 - Fall Quarter 2011

Other Institutional Service Activities

Marketing Boot Camp, summer terms. Summer Quarter 2014 - Ongoing

Attending orientations and bimonthly meetings at LW, Fall Quarter 2013 - Summer Quarter 2016

Building connections with Edmonds Community College, Fall Quarter 2013 - Summer Quarter 2016

Reviewer: Ad Hoc Reviewer for a Journal

Ad Hoc Reviewer, Journal of Sports Management, .25 Spring Quarter 2015 - Ongoing

Professional Development

Faculty Development Day Fall Quarter 2014

UW Certificate in Digital Marketing Analytics Fall Quarter 2014 - Spring Quarter 2015

Faculty Development Day Fall Quarter 2013 - Fall Quarter 2014

Industry Conferences Fall Quarter 2013 - Fall Quarter 2014

Membership

American Marketing Association 2013 - Ongoing

Association for Consumer Research 2013 - Ongoing

Society for Consumer Psychology 2013 - Ongoing

MARK P. PRITCHARD

Professor
(509)963-2455
PritchardM@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 2010
Tenure Status: Tenured

AACSB Qualifications:

Pritchard, Mark (SA & Participating) – MKT/ELLENSBURG (PROFESSOR)

PhD in Leisure Studies from University of Oregon in 1992. He has six category A and 11 category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Leisure Services Department, University of Oregon, College of Human Movement & Performance 1992
M.S. Leisure Services Department, University of Oregon, College of Human Movement & Performance 1989
B.S. Leisure Services Department, University of Oregon, College of Human Movement & Performance 1987

Professional Licensures & Certifications

Dip. Teach, Education, Western Australian College of Advanced Education 1981

Professional Experience

2010 - Ongoing Professor, Central Washington University, College of Business, Department of Management, Ellensburg, Washington
2010 - 2012 Chair, Central Washington University, College of Business, Department of Management, Ellensburg, Washington
2006 - 2009 Associate Professor, Central Washington University, College of Business, Department of Management, Ellensburg, Washington
- Taught core courses in marketing, consumer behavior & market research. - Proposed and developed new course curricula in Sports Marketing. - Partnered with local businesses (e.g., Suncadia Resort, Treetop) to develop a project-based market research course.
1999 - 2006 Assistant Professor, Arizona State University, College of Public Programs, School of Community Resources & Development, Tempe, Arizona
- Taught predominantly core undergraduate courses on services marketing and research in the tourism & sport industries.- Developed new courses in Sports Marketing and Entrepreneurship.- Partnered with the USDA, state and local chambers of commerce, to organize and deliver 'Growing a Business' workshops throughout Arizona.- Conducted an ongoing research program on consumer behavior and marketing strategy in sport & tourism service industries.
1992 - 1998 Assistant Professor, University of Victoria, Faculty of Business, Victoria, Canada
- Taught & developed undergraduate business courses on marketing research, marketing & marketing strategy.- Taught & developed undergraduate/graduate courses on tourism marketing and international tourism.- Developed the tourism management program & its curriculum by surveying the industry and U.S. academic institutions. - Planned & organized an International Urban Tourism Conference.

1996 - 1996 Visiting Research Fellow, University of Western Australia, Graduate School of Management, Crawley, Australia
- Taught two MBA courses on services marketing & consumer behavior. - Taught a graduate extension course on consumer behavior in Singapore.

Teaching

Business Boot Camp
Consumer Behavior
Cooperative Education
Directed Research
Essential Mkt Concepts
Individual Study
Market Research
Marketing Problems and Policy
Principles of Marketing
Sponsor & Promo Sport Bus
Sports Marketing & Sponsorship

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Pritchard, M. P., & Burton, R. (2014). Ethical failures in sport business: Directions for research. *Sport Marketing Quarterly*, 23(2), 86–99.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Funk, D. C., Beaton, A., & Pritchard, M. P. (2011). The stage-based development of physically active leisure: A recreational golf context. *Journal of Leisure Research*, 43(2), 268–289.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Alexandris, K., Funk, D. C., & Pritchard, M. (2011). The impact of constraints on motivation, activity attachment, and skier intentions to continue. *Journal of Leisure Research*, 43(1), 56–79.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Pritchard, M. P., Stinson, J., & Patton, E. (2010). Affinity and affiliation: The dual-carriage way to team identification. *Sport Marketing Quarterly*, 19(2), 67–77.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Pritchard, M. P., & Funk, D. C. (2010). The formation and effect of attitude importance in professional sport. *European Journal of Marketing*, 44(7/8), 1017–1036.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Book

Completed/Published

Locked A

Pritchard, M. P., & Stinson, J. (2013). *Leveraging Brands in Sport Business* (p. 250). New York, NY: Routledge Press.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Proceedings

Completed/Published

Locked B

Pritchard, M. P., Nichols, T., & Pigeon, N. G. (2013). Employee health: Motivations and constraints to fitness program participation. In *16th Biennial World Marketing Congress* (Vol. Proceedings, pp. 360–363). Melbourne, Australia: Monash University, Campbell, C. & Ma, J. (eds).

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Pritchard, M. P., & Funk, D. C. (2013). The formation of customer engagement behavior (CEB) in a hedonic service setting. In *16th Biennial World Marketing Congress* (Vol. Proceedings, pp. 405–410). Melbourne, Australia: Monash University, Campbell, C. & Ma, J. (eds).

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Pritchard, M. P., & Wilson, T. (2014, December). *Parent sub-brand relationships and the effect of issue involvement. Australian New Zealand Marketing Academy Conference - Brand Management Track*. Brisbane, Australia.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Pritchard, M. P., & Wilson, T. (2014, Summer). *Corporate associations and consumer responses to sub-branding in energy services. American Marketing Association: Services Marketing (SIG)*. Thessaloniki, Greece: American Marketing Association & University of Macedonia.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Pritchard, M. P., Stinson, J., & Funk, D. (2011, December). *Antecedents to customer word-of-mouth: The moderating effect of involvement. Australia and New Zealand Marketing Academy Conference*. Perth, Australia.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Stinson, J. L., & Pritchard, M. P. (2011, May). *Examining a word-of-mouth model in participant sport. Academy of Marketing Science Conference*. Coral Gables, FL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Pritchard, M. P., & Funk, D. (2011, March). *The role of brand affect in the escalation of customer commitment. Thought Leaders in Brand Management*. Lugano.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Chapter

Completed/Published

Locked B

Pritchard, M. P. (2013). Building loyal consumers in sport business. In *Leveraging Brands in Sport Business* (pp. 123–141). New York, NY: Routledge Press.

[Applied or Integration/Application Scholarship] [Invited]

Pritchard, M. P. (2013). Ethical decision-making in sport and business. In *Leveraging Brands in Sport Business* (pp. 66–86). New York, NY: Routledge Press.

[Applied or Integration/Application Scholarship] [Invited]

Pritchard, M. P. (2013). Leveraging destinations through sport events. In *Leveraging Brands in Sport Business* (pp. 186–203). New York, NY: Routledge Press.

[Applied or Integration/Application Scholarship] [Invited]

Stinson, J. L. (2013). Leveraging sport for social marketing and corporate social responsibility. In *Leveraging Brands in Sport Business*. New York: Routledge.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Other

Completed/Published

Locked Other

Pritchard, M. P. (2013). Sabbatical Report. *Internal*.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Committees - University/College/Department

University

Member

Faculty Senate (CWU) Fall Quarter 2013 - Spring Quarter 2015

Department Personnel Committee (CWU) Fall Quarter 2013 - Spring Quarter 2014

College Personnel Committee-Brooks Library (CWU) Fall Quarter 2011 - Spring Quarter 2012

Faculty Senate (CWU) Fall Quarter 2010 - Summer Quarter 2011

Academic Department Chairs Organization (ADCO) (CWU) Fall Quarter 2010 - Spring Quarter 2011

College

Student Committee (College of Business) Fall Quarter 2012 - Spring Quarter 2015

CB Executive Committee (College of Business) Fall Quarter 2010 - Spring Quarter 2011
Student Committee (College of Business) Fall Quarter 2010 - Spring Quarter 2011

Department

College Personnel Committee (Management) Fall Quarter 2014 - Spring Quarter 2015

Service: Other University/Professional/Public

Board Member: PRJ Editorial Review Board

Board Member: PRJ Editorial Review Board, Sports Marketing Quarterly, Spring Quarter 2014 - Ongoing

Committee Chair

Committee Chair, Service Learning Projects, Puget Sound Energy, Oversight of student research projects for corporate client. Spring Quarter 2014

Editor: Associate Editor

Associate Editor, Journal of Sports Management Fall Quarter 2005 - Summer Quarter 2014

Faculty Advisor

Faculty Advisor, Student Service Learning Projects, Managing consumer behavior and market research projects with external companies. Fall Quarter 2014 - Winter Quarter 2015

Faculty Advisor, Marketing Club Fall Quarter 2007 - Spring Quarter 2011

Other Institutional Service Activities

Other Institutional Service Activities, Northwest Center for Sport Business, Director Fall Quarter 2009 - Spring Quarter 2012

Conference Chair & Coordinator, Northwest Sport Business Conference, 2011 - "Facility design in sport business", 2010 - "Leadership in sport business", 2009 - "Leveraging brands in sport business", 2008 - "Corporate social responsibility in sport business: Best practices", 2007 - "Selling tickets & stadiums in sport business". Fall Quarter 2007 - Spring Quarter 2011

Optional: Honors and Awards

College of Business, Faculty Excellence in Research, Jointly awarded to myself and Stinson Spring Quarter 2014 - Ongoing

Fox School of Business, Temple University, Washburn Fellowship, Distinguished Fellow Award and Inaugural Address

Keynote Presentation: Brand resonance and the Escalation of Brand Commitment. Spring Quarter 2012

Sports Marketing Quarterly, 20-20 Award, 20 best articles over the last 20 years. Fall Quarter 2011

College of Business Advisory Board, Faculty Excellence Award - Professional Service Fall Quarter 2010 - Spring Quarter 2011

JEFFREY STINSON

Associate Professor
StinsonJ@cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Fall Quarter 2012
Tenure Status: Tenured

AACSB Qualifications:

Stinson, Jeffrey (SA & Participating) +Masters Faculty – MKT/ELLENSBURG (ASSOCIATE PROFESSOR)

PhD in Marketing from the University of Oregon in 2005. He has eight category A and 15 category B intellectual contributions from fall 2010-spring 2015

Education

Ph.D.	Marketing, University of Oregon 2005
M.B.A.	University of Minnesota 2000
M.A.	Recreation & Leisure Studies, University of Minnesota 1997
B.A.	Sport Studies & Management, Bemidji State University 1995

Professional Experience

2015 - Ongoing	Associate Dean, Central Washington University, College of Business, Ellensburg, Washington
2012 - Ongoing	Associate Professor, Department of Management, Central Washington University, College of Business, Ellensburg, Washington
2008 - 2012	Assistant Professor, Department of Management, Central Washington University, College of Business, Ellensburg, Washington
2005 - 2008	Assistant Professor, North Dakota State University, Fargo, North Dakota
2001 - 2005	Graduate Assistant, University of Oregon
2000 - 2001	Corporate Development Manager, National Multiple Sclerosis Society, Minnesota Implemented corporate team-based fundraising program resulting in over \$500,000 of team-based giving across Minnesota fundraising events in one year. Recruited and secured corporate title sponsors for four Minnesota fundraising events.
1997 - 1998	Sport Program Manager, Special Olympics Minnesota, Minnesota Coordinated training and competition programs for Special Olympic teams in northern Minnesota. Assisted local teams with fundraising and sponsorship.

Teaching

- Business Boot Camp
- Consumer Behavior
- Cooperative Education
- Directed Research
- Essential Mkt Concepts
- Market Research
- Marketing Problems and Policy
- Marketing Promotion Management
- Rev Gen & Fin in Sport Bus
- Sport Sales Seminar
- Sports Marketing & Sponsorship
- Str Mgt/Simulation

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

LaBarge, M. C., & Stinson, J. L. (2013). The role of mental budgeting in philanthropic decision-making. *Nonprofit and Voluntary Sector Quarterly*.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Stinson, J. L., Marguardt, A., & Chandley, J. (2012). An empirical examination of university intercollegiate athletic expenditures. *Sport Marketing Quarterly*, 21(2), 104–114.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Martinez, J. M., Stinson, J. L., & Jubenville, C. B. (2011). Internal marketing perceptions in intercollegiate athletics and their influence on organizational commitment. *Journal of Issues in Intercollegiate Athletics*, 4, 171–189.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Pritchard, M. P., Stinson, J., & Patton, E. (2010). Affinity and affiliation: The dual-carriage way to team identification. *Sport Marketing Quarterly*, 19(2), 67–77.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Stinson, J., & Howard, D. (2010). Athletic giving and academic giving: Exploring the value of SPLIT donors. *Journal of Sport Management*, 24, 744–768.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Martinez, J. M., Stinson, J. L., Kang, M., & Jubenville, C. B. (2010). Intercollegiate athletics and institutional fundraising: A meta-analysis. *Sport Marketing Quarterly*, 19(1), 36–47.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Stinson, J. L., & Howard, D. R. (2010). Intercollegiate athletics as an institutional fundraising tool: An exploratory donor-based view. *Journal of Nonprofit & Public Sector Marketing*, 22(4), 312–335.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Book

Completed/Published

Locked A

Pritchard, M. P., & Stinson, J. (2013). *Leveraging Brands in Sport Business* (pp. 1–250). New York, NY: Routledge Press.

<http://www.routledge.com/books/details/9780415534857/>

[Applied or Integration/Application Scholarship] [Not Reviewed]

Presentation

Completed/Published

Locked B

Martinez, J. M., Dixon, A. W., Stinson, J. L., & Miller, J. J. (2014, October). *Internal brand equity: Implications for revenue generation in athletics*. *Sport Marketing Association*. Philadelphia, PA.

[Applied or Integration/Application Scholarship]

Stinson, J. (2014, September). *Industrial engineering in professional and major intercollegiate sport*. *Boeing Industrial Engineer's Summit*. Renton, WA: Boeing.

[Applied or Integration/Application Scholarship] [Invited]

Stinson, J. L., & Howard, D. R. (2014, April). *Athletic and academic giving at NCAA division I institutions*. *College Sport Research Institute Annual Conference*. Columbia, SC: College Sport Research Institute.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Stinson, J. L., & Howard, D. R. (2014, February). *The psychology of a donor*. *PACnet 2014*. Newport Beach, CA: Paciolan.

[Applied or Integration/Application Scholarship] [Invited]

Boyle, P. J., & Stinson, J. L. (2013, Spring). *Restaurant ratings: The influence of menu fonts*. *2013 Western Decision Sciences Institute*. Long Beach, CA.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Martinez, M., Stinson, J., & Dixon, A. W. (2012, May). *Internal marketing in intercollegiate athletics departments: Maximizing effectiveness across job types*. North American Society for Sport Management Conference. Seattle, WA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

LaBarge, M., & Stinson, J. L. (2012, June). *The role of mental accounting in philanthropic decision making*. Marketing and Public Policy Conference. Atlanta, GA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Stinson, J. L., & Howard, D. R. (2012, May). *Understanding donor patterns in higher education*. North American Society of Sport Management. Seattle, WA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Pritchard, M. P., Stinson, J., & Funk, D. (2011, December). *Antecedents to customer word-of-mouth: The moderating effect of involvement*. Australia and New Zealand Marketing Academy Conference. Perth, Australia.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Stinson, J. L., Marquardt, A., & Chandley, J. (2011, May). *Academic and institutional outcomes of investment in athletics: Exploring the contribution of intercollegiate athletic programs to university brands*. Academy of Marketing Science Conference. Coral Gables, FL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Stinson, J. L., & Pritchard, M. P. (2011, May). *Examining a word-of-mouth model in participant sport*. Academy of Marketing Science Conference. Coral Gables, FL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Stinson, J. L., & Marquardt, A. (2010, August). *Brand equity in higher education: The contribution of intercollegiate athletics*. American Marketing Association. Boston, MA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Chapter

Completed/Published

Locked B

Ron, M., & Stinson, J. L. (2013). Creating value as part of sport marketing. In *Leveraging Brands in Sport Business*. New York: Routledge.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Stinson, J. L. (2013). Leveraging sport for social marketing and corporate social responsibility. In *Leveraging Brands in Sport Business*. New York: Routledge.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Matsuura, Y., Stinson, J. L., & Kalhe, L. R. (2011). Personality and personal values in travel destination preference. In *Personal Values and Strategic Marketing*. Santa Cruz do Sol: EDUNISC.

[Applied or Integration/Application Scholarship] [Invited]

Committees - University/College/Department

University

Chair

Faculty Senate Curriculum Committee (CWU) Summer Quarter 2014 - Spring Quarter 2015

Member

Faculty 180 Committee (CWU) Winter Quarter 2014 - Summer Quarter 2017

Task force to resolve CB-ITAM curriculum conflicts (CWU) Winter Quarter 2014 - Spring Quarter 2015

Academic Department Chairs Organization (ADCO) (CWU) Fall Quarter 2012 - Summer Quarter 2015

Faculty Senate Curriculum Committee (CWU) Fall Quarter 2009 - Summer Quarter 2015

Athletic Compliance Committee (CWU) Fall Quarter 2009 - Summer Quarter 2017

College

Faculty Committee (College of Business) Fall Quarter 2008 - Summer Quarter 2015

Department

Chair

Nimnicht Endowed Scholarship Committee (Management) Fall Quarter 2012 - Spring Quarter 2013
Faculty Search Committee (Management) Fall Quarter 2012 - Spring Quarter 2013

Member

Department Personnel Committee (Finance and Supply Chain Management) Winter Quarter 2013

Service: Other University/Professional/Public

Board Member: PRJ Editorial Review Board

Editorial Board Member, Sport Marketing Quarterly, Journal of Issues in Intercollegiate Athletics, Journal of Applied Sport Management, Fall Quarter 2014 - Summer Quarter 2015

Board Member: PRJ Editorial Review Board, Journal of Issues in Intercollegiate Athletics Fall Quarter 2011 - Summer Quarter 2014

Board Member: PRJ Editorial Review Board, Journal of Sport Administration and Supervision Fall Quarter 2009 - Ongoing

Board Member: PRJ Editorial Review Board, Sport Marketing Quarterly, Fall Quarter 2007 - Summer Quarter 2016

Board of Directors: Substantial Involvement

Finance Officer, Ellensburg Christian School Board, Winter Quarter 2009 - Ongoing

Chair: Committee / Task Force

Management Department Chair, College of Business, 0 Fall Quarter 2012 - Summer Quarter 2015

Committee Chair

CB Admissions Task Force, College of Business, Revise CB Admissions process, Summer Quarter 2014 - Winter Quarter 2015

Committee Member

Strategic Planning Team 2.2, CWU, Focus on faculty, staff and student diversity, Summer Quarter 2014 - Summer Quarter 2015

Development Director Search Committee, CWU Foundation, Search committee for CB & CAH development directors, and annual giving director, Summer Quarter 2014 - Fall Quarter 2014

Faculty Advisor

Faculty Advisor, CWU Wesley, Fall Quarter 2012 - Summer Quarter 2014

Faculty Sponsor

Associate Director, Northwest Center for Sport Business Fall Quarter 2008 - Spring Quarter 2012

Member of a Committee

Board of Directors, Wildcat Club Fall Quarter 2009 - Spring Quarter 2014

Officer: Organization / Association

Director, Northwest Center for Sport Business, Fall Quarter 2012 - Ongoing

Other Community Service Activities

Vice President, Ellensburg Christian School Board Spring Quarter 2015 - Spring Quarter 2016

Coach, Kittitas Valley Youth Soccer Association Fall Quarter 2009 - Ongoing

Other Institutional Service Activities

Recruiting, Athletic Department, Represented CB to Athletic Recruits Winter Quarter 2013

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Journal of Sport Management Fall Quarter 2011 - Spring Quarter 2012

Reviewer: Ad Hoc Reviewer for a Journal, Nonprofit & Voluntary Sector Quarterly Fall Quarter 2011 - Ongoing

Professional Development

CB Online Professional Development Workshop, Ellensburg, Washington Spring Quarter 2014

AACSB Chairs Forum, Tampa Bay, Florida Winter Quarter 2013

CWU New Chairs, Ellensburg, Washington Fall Quarter 2012 - Spring Quarter 2013

Optional: Honors and Awards

CB Advisory Board, Faculty Excellence in Professional Service Spring Quarter 2015

CWU CB Advisory Board, Faculty Excellence in Research, Award for Outstanding Research Contribution Spring Quarter 2014

College of Business Advisory Board, Faculty Excellence Award - Professional Service Fall
Quarter 2010 - Spring Quarter 2011

Membership

Academy of Marketing Science 0 - Ongoing

North American Society for Sport Management 0 - Ongoing

Sport Marketing Association 0 - Ongoing

THERESA WILSON

Assistant Professor
TWilson@cwu.edu

Current Position

Position Title: Assistant Professor
Current Position Start Date: Fall Quarter 2011
Tenure Status: Tenure Track

AACSB Qualifications:

Wilson, Theresa (SA & Participating) – MKT/ELLENSBURG (ASSISTANT PROFESSOR)

PhD in Business Administration from University of Washington in 2011. She has two category A and three category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Business Administration, University of Washington, Seattle, Washington 2011
Dissertation: Market orientation, organizational learning, organizational innovativeness, and firm performance: A synthesis of models.

M.B.A. Marketing and International Business, University of Washington, Seattle, Washington 1992

B.A. Mathematics, Cornell University, Ithaca, New York 1986

Professional Experience

2011 - Ongoing Assistant Professor, Central Washington University, College of Business, Department of Management, Washington

2010 - 2011 Lecturer, Central Washington University, College of Business, Department of Management, Ellensburg, Washington

2009 - 2010 Assistant Professor, Central Washington University, College of Business, Department of Management, Lynnwood, Washington

2007 - 2009 Lecturer, University of Washington, Seattle, Washington

BBUS 421- Consumer Marketing, winter quarters at Bothell Branch Campus. Employed a multimedia lecture style combined with class exercises to teach a rigorous course in undergraduate consumer behavior. Readings included teaching students to read academic journals. Class project required the gathering and analysis of consumer data in application of class concepts to real-world problems.

2004 - 2009 Lead Teaching Assistant, University of Washington, Seattle, Washington

International Business 300- Introduction to International Business for a large lecture class. Responsible for 120 students in quiz sections per week, including supporting students to generate independent group paper and presentations, responding to student questions, and grading. Video of this class was used in the Teaching Effectiveness Program in the University of Washington Business School. Class evaluation average: 4.5/5.

2000 - 2003 Lecturer, University of Washington, Seattle, Washington

Marketing 301- Principles of Marketing. Developed own course materials including overheads, reading packet, and books from the popular business press. Class evaluation average: 4.5/5.

1993 - 1998 Teaching Assistant, University of Washington, Seattle, Washington

Marketing 301- Principles of Marketing. Teaching Assistant for a large lecture class. Responsible for four quiz sections per week. Class evaluation average: 3.8/5.
International Business 300- Introduction to International Business for a large lecture class. Responsible for four quiz sections per week. Class evaluation average: 4.2/5.
1993 - 1998 Lecturer, University of Washington, Seattle, Washington

International Business 330- Managing in Developing Countries. Developed own presentation materials. Class evaluation: 3.6/5.
BBUS 429- International Marketing. Developed own presentation materials. Taught at Bothell Branch Campus. Class evaluation: 4.1/5.

Teaching

Consumer Behavior
Cooperative Education
Essential Mkt Concepts
International Marketing
Marketing Problems and Policy
Principles of Marketing

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Wilson, T. (2014). It takes one to know one: A class exercise in mental models. *Marketing Education Review*, 24(1), 65–68.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Accepted

Locked A

Provaznik, W. J., & Wilson, T. (2015). Teaching nice people to hate managing: The impact of non-anonymous peer review on student confidence at reviewing. *Journal of the Academy of Business Education*.

[Teaching and Learning Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Pritchard, M. P., & Wilson, T. (2014, December). *Parent sub-brand relationships and the effect of issue involvement. Australian New Zealand Marketing Academy Conference - Brand Management Track*. Brisbane, Australia.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Pritchard, M. P., & Wilson, T. (2014, Summer). *Corporate associations and consumer responses to sub-branding in energy services. American Marketing Association: Services Marketing (SIG)*. Thessaloniki, Greece: American Marketing Association & University of Macedonia.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Poster Presentation

Completed/Published

Locked B

Wilson, T. (2014, December). *Corporate associations that build consumer sub-brand responses: The effect of issue involvement. ANZMAC 2014 - Australian and New Zealand Marketing Academy Conference*. Brisbane, Australia: ANZMAC.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

A structural model examines how corporate associations link to sub-brands. Consistent with past work, views of sub-brand social responsibility (SBSR) partially mediated the impact of corporate associations on consumer evaluations of that parent company's sub-brand. Beliefs about corporate

social responsibility (CSR) practices also fueled SBSR. Issue involvement was found to moderate several of these explanations.

Committees - University/College/Department

University

Member

Search Committee for OISP Executive Director (CWU) Fall Quarter 2014 - Winter Quarter 2015
Management Library Liaison (CWU) Fall Quarter 2013 - Ongoing

College

Student Committee (College of Business) Fall Quarter 2014 - Ongoing
Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2012 - Summer Quarter 2014
International Initiatives Task Force (College of Business) Fall Quarter 2012 - Spring Quarter 2015
Student Committee (College of Business) Fall Quarter 2011 - Spring Quarter 2012

Department

Faculty Search Committee (Management) Spring Quarter 2015 - Ongoing
Marketing Curriculum Committee (Management) Winter Quarter 2014 - Ongoing
Faculty Search Committee (Management) Fall Quarter 2012 - Spring Quarter 2013

Service: Other University/Professional/Public

Committee Member

Committee Member, Ellensburg Downtown Association, Member of Promotions and Economic Restructuring Committee. Supervising volunteer student marketing research project to provide data for grant writing. Provide professional advice for economic development of downtown Ellensburg. Member of Promotions Committee - provide advice on promotional activities to support downtown Ellensburg. Fall Quarter 2013 - Ongoing

Faculty Advisor

CWU COB Recruiting Event, Attended COB Spring Recruiting Event for undeclared majors in Ellensburg. Spring Quarter 2015
Advisor for Marketing Club, With Jeff Stinson, I am attempting to start up a Marketing Club at CWU. Spring Quarter 2014 - Ongoing
Faculty Advisor, Transfer Student Orientations, Advised CWU transfer students and parents about business major during two orientation sessions. Summer Quarter 2013
Faculty Advisor, Wildcat Welcome, Spoke to parent and student audience. Advised parents and students about business major. Spring Quarter 2013
Faculty Advisor, Academic Department Fair, Represented Management Department advising possible business majors Fall Quarter 2012

Other Institutional Service Activities

CLCE Banquet - COB Dean's Award, Represented Dean in giving COB Dean's Award to Kevin Moran at CLCE banquet Spring Quarter 2015
Service to Learning Living Center, Provide faculty support to various activities with LLC Fall Quarter 2014 - Ongoing
CWU Open House and Academic Fair, Represented Management/Marketing during the Fair Fall Quarter 2014
Marketing Advisory Board meeting, Attended initial Marketing Advisory Board meeting in Seattle. Fall Quarter 2014 - Ongoing
Wildcat Day Student Orientation, Management Department, Majors Fair department representative Spring Quarter 2014
Website Development, Marketing Department, Creating material for Marketing Website focusing on career path development, Winter Quarter 2014 - Ongoing
Alumni Relations, I have set up a LinkedIn group to provide information and communication with CWU graduates of the College of Business Marketing Specialization. I also collected the profiles of all

CWU marketing majors LinkedIn profiles to have them put on the CWU website., Spring Quarter 2012 - Ongoing

Other Professional Service Activities

Marketing Research Project, Ellensburg Downtown Association, Supervised volunteer internship for Brady Rusch with Ellensburg Downtown Association Promotions Committee to develop online resources to collect data on promotions effectiveness and for grant writing. Coordinated data collection with MKT 362 Spring 2014 class. Winter Quarter 2014 - Spring Quarter 2014

Judge, Washington Business Week, Judge for Business Week competition Summer Quarter 2013

Reviewer: Conference Paper

ANZMAC 2014 conference, Reviewed two conference papers for ANZMAC 2014 conference Summer Quarter 2014

Professional Development

AMA Webcast - How to Make Google Love Your Global Content Fall Quarter 2014

CWU Faculty Development - Engaged Teaching, Ellensburg, Washington Fall Quarter 2014

CWU Master Online Teacher Certification, Ellensburg, Washington Summer Quarter 2014 - Ongoing

Virtual Workshop: Flipping the Classroom Fall Quarter 2013

Professional Development and Faculty Forum, Ellensburg, Washington Fall Quarter 2013

Joys of Teaching International Students Forum, Ellensburg, Washington Fall Quarter 2013

Downtown Design Seminar, Ellensburg, Washington Summer Quarter 2013

AMA Social Media Conference Summer Quarter 2013

High Impact Practices Summer Institute, Ellensburg, Washington Summer Quarter 2013

CIBER Faculty Development in International Business - Africa, South Africa, Zimbabwe, Botswana Spring Quarter 2013

Professional Development and Faculty Forum, Ellensburg, Washington Fall Quarter 2012

CWU Multi-Modal Faculty Group Fall Quarter 2012 - Ongoing

Optional: Honors and Awards

College of Business Advisory Board, Nomination for Excellence in Advising Spring Quarter 2015

College of Business Advisory Board, Nominated for Faculty Excellence Award - Teaching Spring Quarter 2013

SUPPLY CHAIN MANAGEMENT

OZDEN BAYAZIT

Professor
425/640-1574
BayazitO@cwu.edu

Current Position

Position Title: Professor
Current Position Start Date: Fall Quarter 2013
Tenure Status: Tenured

AACSB Qualifications:

Bayazit, Ozden (SA & Participating) +Masters Faculty – SCM/LYNNWOOD (PROFESSOR)
PhD in OSC from Ankara University in 2001. She has five category A and nine category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Operations/Supply Chain Management, Ankara University, Ankara, Turkey 2001
M.B.A. Business Administration, Ankara University, Ankara, Turkey 1996
B.S. Business Administration, Ankara University, Ankara, Turkey 1993

Professional Experience

2013 - Ongoing Professor of Supply Chain Management, Central Washington University, Lynnwood, Washington
2008 - 2013 Associate Professor of Supply Chain Management, Central Washington University, Lynnwood, Washington
2003 - 2008 Assistant Professor of Supply Chain Management, Central Washington University, Lynnwood, Washington
2001 - 2003 Visiting Scholar/Part-time Faculty, Youngstown State University, Youngstown, Ohio
Taught Management Science (undergraduate), Management Information Systems (undergraduate) and Operations Management (graduate and undergraduate).
1994 - 2002 Research/Teaching Assistant, Department of Business Administration, Ankara University, Ankara, Turkey
Taught undergraduate courses in Production/Operations Management, Management Science, Quantitative Techniques, Introduction to Business, and Materials Management.
2000 - 2001 Visiting Researcher, University of Pittsburgh, Pittsburgh, Pennsylvania
1997 - 1999 Lecturer, The Ministry of Education, Ankara, Turkey
Taught Total Quality Management
1997 - 1997 Lecturer, The Turkish Police Academy, Ankara, Turkey
Taught Total Quality Management

Teaching

Adv Topics: Oper/Supp Ch Mgt
Cooperative Education
Global Supply Chain Management
Individual Study
Management Information Systems
Procurement and Supply Mgt
SCM Principles and Practices
Supply Chain Management

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Atkinson, M., Bayazit, O., & Karpak, B. (2015). A case study using the analytic hierarchy process for IT outsourcing decision making. *International Journal of Information Systems and Supply Chain Management*, 8(1), 60–84.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Liao, K., Bayazit, O., & Wang, F. (2014). Building a natural disaster risk index for supply chain operations. *International Journal of Information Systems and Supply Chain Management*, 7(4), 20–30.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Bayazit, O. (2014). Investigating adoption of e-procurement systems: An empirical study. *International Journal of Information Systems and Supply Chain Management*, 7(2), 47–66.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Atkinson, M., & Bayazit, O. (2014). A multi-criteria approach to CPA firm selection: A case study. *International Journal of Procurement Management*, 7(1), 1–18.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Bayazit, O., & Karpak, B. (2013). Selection of a third party logistics service provider for an aerospace company: an analytical decision aiding approach. *International Journal of Logistics Systems and Management*, 15(4), 382–404.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Bayazit, O., & Karpak, B. (2014, July). *An analytical network process approach for selection of a third party logistics service provider: A case study for an aerospace company. ISAHF 2014*. Washington, DC.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Joo, S.-J., & Bayazit, O. (2014, July). *Combining subjective and objective criteria for evaluating suppliers using AHP and DEA. 2014 International Symposium on the Analytic Hierarchy Process*. Washington, D.C.: Creative Decisions Foundation.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Karpak, B., & Bayazit, O. (2014, June). *Selection of a third party logistics service provider for an aerospace company: An analytical network process approach. International Symposium on the Analytic Hierarchy Process*. Washington, DC.

[Applied or Integration/Application Scholarship]

Bayazit, O., & Karpak, B. (2013, June). *Selection of a third party logistics service provider for an aerospace company: Analytical network process approach. MCDM 2013*. Malaga, Spain.

[Applied or Integration/Application Scholarship]

Bayazit, O., & Karpak, B. (2012, October). *An analytic model to evaluate a 3PL partner. INFORMS Conference*. Phoenix, AZ.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Liao, K., & Bayazit, O. (2012, November). *Identifying major factors for supply chain risk from natural disasters: A case study. Decision Sciences Institute Annual Meeting*. San Francisco, CA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Bayazit, O. (2012, January). *An application of the AHP in selection of a third party logistics provider. Orlando International Academic Conference*. Orlando, FL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Bayazit, O. (2012, March). *New product/service development. ISM-WW 2012 Supply Chain All-Day Conference/Trade Show*. Seattle, WA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Bayazit, O., & Fernandez, G. (2011, March). *A survey of key factors in successful launch of an e-procurement program. GBDI Fourteenth International Conference*. Las Vegas, NV.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Chair

Sabbatical Committee (CWU) Fall Quarter 2011 - Spring Quarter 2012

Member

Sabbatical Committee (CWU) Fall Quarter 2010 - Spring Quarter 2011

College

Chair

Service Sub-Committee (College of Business) Fall Quarter 2013 - Summer Quarter 2014

Member

College Personnel Committee (College of Business) Fall Quarter 2014 - Ongoing

Dean Search Committee (College of Business) Fall Quarter 2011 - Spring Quarter 2012

Faculty Committee (College of Business) Fall Quarter 2007 - Ongoing

Department

Faculty Search Committee (Finance and Supply Chain Management) Fall Quarter 2013 - Summer Quarter 2014

Faculty Search Committee (Finance and Supply Chain Management) Fall Quarter 2011 - Spring Quarter 2012

Department Personnel Committee (Finance and Supply Chain Management) Fall Quarter 2010 - Summer Quarter 2014

Service: Other University/Professional/Public

Board Member: Advisory Board

Member, Board of Directors, Center for Excellence for International Trade, Transportation, and Logistics Fall Quarter 2010 - Fall Quarter 2013

Member, Board of Directors, Institute for Supply Management (ISM), Western Washington Chapter Fall Quarter 2006 - Fall Quarter 2013

Board Member: PRJ Editorial Review Board

Editorial Board Member, International Journal of the Analytic Hierarchy Process, Fall Quarter 2013 - Ongoing

Editorial Board Member, International Journal of Information Systems and Supply Chain Management, Fall Quarter 2006 - Ongoing

Chair: Conference / Track / Program

Track Chair, ISAHP Conference-2014 Fall Quarter 2013 - Summer Quarter 2014

Committee Chair

Communications Committee Chair, Institute for Supply Management (ISM), Western Washington Chapter Fall Quarter 2007 - Summer Quarter 2014

Other Institutional Service Activities

Course Review-SCM 425, .53 Fall Quarter 2014 - Ongoing

Reviewer: Ad Hoc Reviewer for a Journal

Ad-Hoc Reviewer, Ad Hoc Reviewer for many academic journals including: The TQM Magazine (2008-present), The International Journal of Production Economics (2008-present), Journal of Manufacturing Technology Management (2008-present), Systems Research and Behavioral Science (2008-present), Academy of Management (2008-present), European Journal of Operational Research (2008-present), International Journal of Information Systems and Supply Chain Management (2008-present), Fall Quarter 2006 - Ongoing

Professional Development

AACSB seminar, "Strategies for Delivering Online and Hybrid Courses" Spring Quarter 2014

ISM-WW 2012 Supply Chain All-Day Conference/Trade Show Winter Quarter 2013

2012 Orlando International Academic Conference Fall Quarter 2012

ISM-WW Monthly Professional Development Meetings Fall Quarter 2012 - Ongoing

Optional: Honors and Awards

2012 Orlando International Academic Conference, Best Paper Award, 'An Application of the AHP in Selection of a Third Party Logistics Provider' Fall Quarter 2011 - Fall Quarter 2012

College of Business Advisory Board, Faculty Excellence in Advising Fall Quarter 2011 - Fall Quarter 2012

Membership

INFORMS 2001 - Ongoing

Institute for Supply Management 2001 - Ongoing

Turkish Finance Association 2001 - Ongoing

Academy of Management 2001 - Ongoing

DEEPAK IYENGAR

Associate Professor of Supply Chain Management
(509)963-2788
IyengarD@cwu.edu

Current Position

Position Title: Associate Professor of Supply Chain Management
Current Position Start Date: Fall Quarter 2015
Tenure Status: Tenure Track

AACSB Qualifications:

Iyengar, Deepak (SA & Participating) – SCM/ELLENSBURG (ASSISTANT PROFESSOR)

PhD in Logistics and SCM from the University of Maryland in 2005. He has six category A and eight category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Logistics & Supply Chain Management with minor in Information Systems, University of Maryland, College Park, Maryland 2005 Dissertation: Effect of Transaction Cost and Coordination Mechanisms on the Length of the Supply Chain
Masters in International Business	International Business and Logistics, Indian Institute of Foreign Trade, New Delhi, India 1996
Bachelor of Commerce	Osmania University, Hyderabad, India 1994
Diploma	Systems Management, NIIT, Hyderabad, India 1993

Professional Experience

2015 - Ongoing	Associate Professor, Central Washington University, College of Business, Ellensburg, Washington
2012 - 2015	Assistant Professor, Central Washington University
2011 - 2012	Assistant Professor Management & Marketing, Qatar University, Doha, Qatar
2010 - 2011	Visiting Assistant Professor of Operations Management & Quantitative Techniques, Indian Institute of Management Indore, Indore, India
2006 - 2010	Assistant Professor of Decision Science and Information Systems, University of Kentucky, Lexington, Kentucky

Teaching

Cooperative Education
Global Supply Chain Management
Lean/Six Sigma Processes
Procurement and Supply Mgt
Quality & Cont Improvement
Supply Chain Management
Supply Chain Strategy

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Badurdeen, F., Shuaib, M., Wijekoon, K., Brown, A. J., Faulkner, W., Amundson, J. S., Boden, B. (2014). Quantitative modeling and analysis of supply chain risks using Bayesian theory. *Journal of Manufacturing Technology Management*, 25(5), 631–654.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Rao, S., Iyengar, D., & Goldsby, T. J. (2013). On the measurement and benchmarking of research impact among active logistics scholars. *International Journal of Physical Distribution & Logistics Management*, 43(10), 814–832.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Griffis, S. E., Rao, S., Goldsby, T. J., Voorhees, C. M., & Iyengar, D. (2012). Linking order fulfillment performance to referrals in online retailing: An empirical analysis. *Journal of Business Logistics*, 33(4), 279–294.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Iyengar, D., Rao, S., & Goldsby, T. J. (2012). The power and centrality of the transportation and warehousing sector within the US Economy: A longitudinal exploration using social network analysis. *Transportation Journal*, 51(4), 373–398.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Rao, S., Goldsby, T. J., Griffis, S. E., & Iyengar, D. (2011). Electronic logistics service quality (e-LSQ): Its impact on the customer's purchase satisfaction and retention. *Journal of Business Logistics*, 32(2), 167–179.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Book

Completed/Published

Locked A

Iyengar, D., Goldsby, T. J., & Rao, S. (2014). *The definitive guide to transportation: Principles, strategies, and decisions for the effective flow of goods and services* (pp. 1–239). Saddle River, NJ: CSCMP, Pearson Education Inc.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Proceedings

Completed/Published

Locked B

Amundson, J., Shuaib, M., Badurdeen, F., Jawahir, I. S., Goldsby, T. J., & Iyengar, D. (2013). Bayesian methodology for supply chain risk analysis: Concept and case studies. In *IIE Annual Conference & Expo - The Industrial and Systems Engineering Research Conference*. San Juan, Puerto Rico.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Nilakantan, R., & Iyengar, D. (2013, June). *Beyond size: The rise in power of the transaction sector in India*. 88th Annual Conference of Western Economic Association International. Seattle, WA.

[Applied or Integration/Application Scholarship] [Non-blind, Peer Reviewed]

Iyengar, D., Rao, S., & Goldsby, T. J. (2012, November). *Factors affecting centrality of industries: Longitudinal analysis using SNA*. 43rd Annual Meeting of the Decision Sciences Institute. San Francisco, CA: Decision Science Institute.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Iyengar, D., & et al. (2010, December). *Does triple bottom line pay: Empirical evidence from the Indian Industries*. 43rd Annual Convention of Operations Research Society of India. Madurai, India.

[Applied or Integration/Application Scholarship] [Invited]

Iyengar, D., Govindaluri, S. M., & Lowalekar, H. (2010, December). *Tradeoff optimization of reward and penalty functions for the determination of optimal project delivery time*. 43rd Annual Convention of Operations Research Society of India. Madurai, India.

[Applied or Integration/Application Scholarship] [Invited]

Chapter

Completed/Published

Locked B

Badurdeen, F., Goldsby, T. J., Iyengar, D., & Jawahir, I. S. (2013). Transforming supply chains to create sustainable value for all stakeholders. In *Treatise on Sustainability Science and Engineering* (pp. 311–338). New York: Springer.

[Applied or Integration/Application Scholarship] [Invited]

Holsapple, C. W., Iyengar, D., Jim, H., & Rao, S. (2011). Parameters for software piracy research. In *Crime Opportunity Theories: Routine Activity, Rational Choice and their Variants. International Library of Criminology, Criminal Justice and Penology - Second Series*. Farnham, Surrey, U.K.: Ashgate.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Goldsby, T. J., & Iyengar, D. (2011). Quality function deployment. In *Six Sigma for Karma Capitalism*. Louisville, KY: Sigma and Advanced Controls, Inc.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Grants

Iyengar, Deepak (CoInvestigator) Project with the Air Force Research Laboratory, *South Carolina Research Authority* (September 1, 2010, USD 300,000.00 Spring Quarter 2011

Committees - University/College/Department

University

Member

Wine Task Force Committee (CWU) Winter Quarter 2014

Faculty Senate Evaluation and Assessment Committee (CWU) Fall Quarter 2013 - Ongoing

College

Co-Chair

Student Committee (College of Business) Fall Quarter 2014 - Ongoing

Member

Student Committee (College of Business) Fall Quarter 2012 - Summer Quarter 2014

Department

Library Liaisons (Finance and Supply Chain Management) Spring Quarter 2013 - Ongoing

Service: Other University/Professional/Public

Editor: Academic PRJ

Book Review Editor, *Transportation Journal* Spring Quarter 2014 - Spring Quarter 2015

Faculty Advisor

Faculty Advisor, Supply Chain Management Association, Fall Quarter 2013 - Spring Quarter 2015

Other Institutional Service Activities

Reviewer, Supply Chain Management, Reviewer of SCM 420 curriculum. Redesign the coursework along with its Taxonomy. Fall Quarter 2014

Reviewer: Ad Hoc Reviewer for a Journal

Ad Hoc Reviewer, *Transportation Journal*,

International Journal of Physical Distribution & Logistics Management, *Journal of Supply Chain Management*, Fall Quarter 2014 - Spring Quarter 2015

Ad-hoc reviewer, *Journal of Organizational Computing and Electronic Commerce*, Summer 2013: *Business-to-Business Electronic Commerce Success: A Supply Network Perspective*

Summer 2012: *Differential Impact of Web and Mobile Interactivity on E-Retailers' Performance*
Summer Quarter 2013

Ad-hoc reviewer, Fall Quarter 2012 - Ongoing

Ad-hoc reviewer, *International Journal of Physical Distribution & Logistics Management*, Winter 2013: *Doctoral Dissertations in Logistics and Supply Chain-Related Areas: 2005-2009*

Summer 2013: Fall Quarter 2012 - Summer Quarter 2013

Professional Development

Council of Supply Chain Management Professionals Fall Quarter 2014 - Spring Quarter 2015

APICS Fall Quarter 2014 - Ongoing

Advanced Manufacturing & Global Supply Chain Conference, Seattle, Washington Summer Quarter 2013 - Fall Quarter 2013

HR Professional Development, Ellensburg, Washington Spring Quarter 2013 - Summer Quarter 2013

Economic Outlook Conference, Ellensburg, Washington Fall Quarter 2012

Decision Science Institute Fall Quarter 2012 - Ongoing

Professional Development Panel Discussion and Faculty Forum, Ellensburg, Washington Fall Quarter 2012 - Winter Quarter 2013

Institute of Supply Management, Seattle Spring Quarter 2012 - Ongoing

Optional: Honors and Awards

Transportation Journal, Best Paper 2012-2013 Fall Quarter 2012 - Summer Quarter 2013

Membership

APICS 2014 - Ongoing

Institute of Supply Management 2012 - Ongoing

Council of Supply Chain Management Professionals 2004 - Ongoing

Decision Science Institute 2004 - Ongoing

SEONG-JONG JOO

Associate Professor
(206)439-3800
JooS@cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Fall Quarter 2014
Tenure Status: Tenure Track

AACSB Qualifications:

Joo, Seong-Jong (SA & Participating) – SCM/LYNNWOOD (ASSOCIATE PROFESSOR)

PhD in Business Administration with an emphasis on Operations Management from Saint Louis University in 1995. He has four category A and eight category B intellectual contributions from fall 2010-spring 2015.

Biography

Before returning to academia, I had served in the Republic of Korea Air Force (ROKAF) for 21 years as a Supply Officer and retired honorably with the final rank of Lieutenant Colonel in the year of 2003. During my service with the ROKAF, I gained practical experience in a variety of areas related to Operations and Supply Chain Management. By bringing my practical experience into the classroom, I have successfully taught various courses in Operations and Supply Chain Management at undergraduate and graduate levels.

Education

Ph.D.	Business Administration, Saint Louis University, St. Louis, Missouri 1995 Dissertation: A longitudinal study of hospital profitability: an event history analysis
M.B.A.	Business Administration, Saint Louis University, St. Louis, Missouri 1992 Thesis: N/A
B.S.	Military Science (Operations Research), Korea Air Force Academy, Seoul, Republic of Korea 1982 Thesis: N/A

Professional Experience

2014 - Ongoing	Associate Professor, Central Washington University, Des Moines, Washington I am an associate professor of supply chain management.
2009 - 2014	Associate Professor, Colorado State University-Pueblo, Pueblo, Colorado I was an associate professor of operations management (tenured).
2008 - 2009	Associate Professor, Clayton State University, Atlanta, Georgia I was an associate professor of supply chain management
2004 - 2007	Assistant Professor, Central Washington University, Ellensburg, Washington I was an assistant professor of operations and supply chain management.
2004 - 2004	Visiting Scholar and Adjunct Professor, Saint Louis University, St. Louis I was a visiting scholar and adjunct professor in the Cook School of Business, Saint Louis University (January - May 2004).
2003 - 2003	UPS Foundation Post Doctoral Fellow, University of Louisville, Louisville, Kentucky I was a UPS foundation post doctoral fellow and assistant research director at the UPS Center for Worldwide Supply Chain Management, University of Louisville.
1982 - 2003	Lieutenant Colonel, Republic of Korea Air Force, Daejeon, Chungnam, Republic of Korea I was a supply officer.

Teaching

Individual Study
Procurement and Supply Mgt
Supply Chain Management
Supply Chain Strategy

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Balfour, R., Joo, S.-J., Whited, I. W., & Lin, J. W. (2015). Assessing the comparative performance of banking branches. *Benchmarking: An International Journal*, 22(5), 963–972.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Joo, S.-J., & Fawler, K. (2014). Exploring comparative efficiency and determinants of efficiency for major world airlines. *Benchmarking: An International Journal*, 21(4), 675–687.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Mhatre, N., Joo, S.-J., & Lee, C. C. (2014). Benchmarking the performance of department stores within an income elasticity of demand perspective. *Benchmarking: An International Journal*, 21(2), 205–217.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Nicolas-Rocca, T. S., Schooley, B., & Joo, S.-J. (2014). Design and development of a patient-centered e-health system to improve patient understanding at discharge. *Communications of the Association for Information Systems*, 34(24), 1–25.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Not Designated

Joo, S.-J., Keebler, J. S., & Hanks, S. (2013). Measuring the longitudinal performance of a 3PL company for branch operations. *Benchmarking: An International Journal*, 20(2), 251–262.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Keebler, J. S., Hill, C. A., & Joo, S.-J. (2013). A conceptual model for the measurement of the expected value of a supply chain relationship. *International Journal of Logistics Economics and Globalization*, 5(1), 43–58.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Min, H., DeMond, S., & Joo, S.-J. (2013). Evaluating the comparative managerial efficiency of leading third party logistics providers in North America. *Benchmarking: An International Journal*, 20(1), 62–78.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Joo, S.-J., Billington, P. J., & Stoeberl, P. A. (2012). Labor management for a restaurant using data envelopment analysis. *International Journal of Services and Operations Management*, 11(1), 1–12.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Joo, S.-J., Nixon, D. R., & Stoeberl, P. A. (2011). Benchmarking with data envelopment analysis: a return on asset perspective. *Benchmarking: An International Journal*, 18(4), 529–542.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Joo, S.-J., & Min, H. (2011). A multiple objective approach to scheduling the preventive maintenance of modular aircraft components. *International Journal of Services and Operations Management*, 9(1), 18–31.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Joo, S.-J., Min, H., Kwon, I.-W. G., & Kwon, H. (2010). Comparative efficiencies of specialty coffee retailers from the perspective of socially responsible global sourcing. *The International Journal of Logistics Management*, 21(3), 490–509.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Kwon, I.-W. G., Joo, S.-J., & Hong, S.-J. (2010). Examining the roles of suppliers in large scale system integration using coordination theory: an exploratory study. *International Journal of Procurement Management*, 3(4), 397–408.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Joo, S.-J., Kwon, I.-W. G., & Lee, C. W. (2010). Future state of outsourcing supply chain information systems: An analysis of survey results. *International Journal of Enterprise Information Systems*, 6(3), 1–16.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Accepted

Locked A

Joo, S.-J., Min, H., & Smith, C. D. (2015). Benchmarking freight rates and procuring cost-attractive transportation services. *International Journal of Logistics Management*.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Joo, S.-J., & Smith, C. D. (2015, April). *Benchmarking shipping costs using and data envelopment analysis. The 44th Annual Meeting of Western Decision Sciences Institute*. Maui, Hawaii: Western Decision Sciences Institute.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Joo, S.-J., & Yoon, G. (2014, November). *Assessing the comparative performance of 3PL companies by information system ratings. The 45th Annual Meeting of the Decision Sciences Institute Meeting*. Tampa, Florida: Decision Sciences Institute.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Joo, S.-J., Porter, E., & Lee, C. C. (2014, November). *Measuring comparative hospital performance by the implementation level of electronic medical record systems. The 45th Annual Meeting of the Decision Sciences Institute*. Tampa, Florida: Decision Sciences Institute.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Joo, S.-J., & Bayazit, O. (2014, July). *Combining subjective and objective criteria for evaluating suppliers using AHP and DEA. 2014 International Symposium on the Analytic Hierarchy Process*. Washington, D.C.: Creative Decisions Foundation.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Joo, S.-J. (2014, July). *Teaching analytical hierarchy process to supply chain students. 2014 International Symposium on the Analytical Hierarchy Process*. Washington, D.C.: Creative Decisions Foundation.

[Teaching and Learning Scholarship] [Editorially Reviewed]

Joo, S.-J., Hong, S., & Yun, G. (2014, April). *A study on the utilization rate of operating rooms: a case of a community hospital in the U.S.A. The 45th Annual Meeting of the Midwest Decision Sciences Institute*. Chicago, IL: Midwest Decision Sciences Institute.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Joo, S.-J., & Yoon, G. (2014, April). *Comparative brand management for a hotel using DEA. The 45th Annual Meeting of the Midwest Decision Sciences Institute*. Chicago, Illinois: Midwest Decision Sciences Institute.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Joo, S.-J., & Choi, H. J. (2013, November). *A review of performance-based logistics: a case in the Republic of Korea Air Force. The 44th Annual Meeting of the Decision Sciences Institute*. Baltimore, MD: Decision Sciences Institute.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Committees - University/College/Department

University

Member

Course Review (CWU) Fall Quarter 2014 - Ongoing

College

Student Committee (College of Business) Fall Quarter 2014 - Ongoing

Other

Supply Chain Management Institute: Associate Director (College of Business) Fall Quarter 2014 - Ongoing

Service: Other University/Professional/Public

Board Member: PRJ Editorial Review Board

An editorial board member, I have served as an editorial board member of the International Interdisciplinary Business-Economics Advancement Journal (IIBA Journal). Winter Quarter 2015 - Ongoing

Chair: Conference / Track / Program

Program Chair/Proceedings Editor, I served as the Program Chair/Proceedings Editor of the 2014 Midwest Decision Sciences Institute Meeting in Chicago, Illinois., Fall Quarter 2013 - Spring Quarter 2014

Track Chair, I have served as the track chair of management science and quantitative methods for Western Decision Sciences Institute since fall 2011., Fall Quarter 2011 - Ongoing

DS: Reviewer - Article / Manuscript

Reviewer, I began to serve as a reviewer for: "International Journal of Production Research" in fall 2014. I completed one review in September 2014. Fall Quarter 2014 - Ongoing

Reviewer, I have served as a reviewer for "International Journal of Productivity and Performance Management since spring 2014. I reviewed two papers as of October 2014 (one in March and the other in September). Spring Quarter 2014 - Ongoing

Referee, I have served as a referee for "Journal of the Operational Research Society" since 2010. Fall Quarter 2010 - Ongoing

Reviewer, I have reviewed around couple papers per year for "Benchmarking: An International Journal" since 2006. Fall Quarter 2006 - Ongoing

Referee, I have served as a referee for "European Journal of Operational Research since 2006. Fall Quarter 2006 - Ongoing

Editor: Guest Editor of Journal

Co-Guest Editor, Co-guest editor of International Journal of Business Continuity and Risk Management, Fall Quarter 2013 - Fall Quarter 2014

Faculty Advisor

Faculty Advisor, I am a co-faculty advisor of Business Club-Des Moines (a student club). Fall Quarter 2014 - Ongoing

Other Professional Service Activities

Session Chair, I served as a session chair for the 2014 International Symposium on the Analytical Hierarchy Process, Washington, D.C. Summer Quarter 2014

Professional Development

Introduction to SAP ERP, Chico, California Spring Quarter 2015

Optional: Honors and Awards

School of Business, Colorado State University-Pueblo, Outstanding Performance, I received the School of Business Outstanding Professor Award on April 21, 2014. Spring Quarter 2014

School of Business, Colorado State University-Pueblo, Student Award, I received the Enterprise Rent-A-Car Student's Choice Award for Outstanding Faculty Member of the Year on May 4, 2012. Spring Quarter 2012

School of Business, Colorado State University-Pueblo, Outstanding Performance, I received the School of Business Outstanding Professor Award on April 18, 2012. Spring Quarter 2012

Membership

Council of Supply Chain Management Professionals (CSCMP) 2005 - Ongoing

Institute for Supply Management (ISM) 2005 - Ongoing

APICS 2005 - Ongoing

Academy of Management 1994 - Ongoing

Decision Sciences Institute 1992 - Ongoing

KE (GRACE) KE

Associate Professor

KeG@cwu.edu

Current Position

Position Title: Associate Professor

Current Position Start Date: Fall Quarter 2008

Tenure Status: Tenure Track

AACSB Qualifications:

Ke, Grace (SA & Participating) – SCM/DES MOINES (ASSOCIATE PROFESSOR)

PhD in Business Administration with focus on Management Science from University of Massachusetts in 2004. She has seven category A and four category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D. Business Administration with concentration in Management Science and a minor in Finance, University of Massachusetts, Amherst, Massachusetts 2004

M.Mgt Technical Economics, Tianjin University, Tianjin, China 2000

B.E. Systems Engineering, Tianjin University, Tianjin, China 1997

Professional Licensures & Certifications

CFA - Level 1 2003

Professional Experience

2012 - Ongoing Associate Professor of Supply Chain Management, Department of Finance & Supply Chain Management, Central Washington University, Des Moines, Washington

2008 - 2012 Assistant Professor of Supply Chain Management, Department of Finance & Supply Chain Management, Central Washington University, Des Moines, Washington

2004 - 2008 Assistant Professor of Management, University of Arkansas, Monticello, Arkansas
Courses taught include Business Statistics I and II, Production & Operations Management, and Management Information Systems.

2000 - 2004 Teaching and Research Assistant, Department of Finance & Operations Management, University of Massachusetts, Amherst, Massachusetts
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).

Teaching

Adv Topics: Oper/Supp Ch Mgt
Cooperative Education
Global Supply Chain Management
Lean/Six Sigma Processes
Management Information Systems
Procurement and Supply Mgt
Quality & Cont Improvement
Supply Chain Management

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Qiang, Q., Huang, Z., Ke, K., & Yang, Y. (2014). Overview of supply chain risk management and the current issues of closed-loop supply chain in China. *International Journal of Business Continuity and Risk Management*, 5(3), 236 – 243.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Qiang, Q., Ke, K., & Hu, Y. (2013). Financial networks with socially responsible investing. *Computational Management Science*, 10(2), 231–252.

<http://link.springer.com/article/10.1007/s10287-013-0164-8>

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Qiang, Q., Ke, K., Anderson, T., & Dong, J. (2013). The closed-loop supply chain network with competition, distribution channel investment, and uncertainties. *Omega - The International Journal of Management Science*, 41(2), 186–194.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Ke, K., Jin, Y., Zhang, H., & Liao, K. (2012). A hybrid push-pull model based multiagent supply-chain system with equilibrium analysis. *European Journal of Business Research*, 12(1), 128–138.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Liao, K., Ma, Z., Lee, J. J.-Y., & Ke, K. (2011). Achieving mass customization through trust-driven information sharing: A supplier's perspective. *Management Research Review*, 34(5), 541–552.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Ke, K. (Grace), & Wang, F. (2011). Financial networks with electronic transactions: Risk management with variable weights. *Review of Business Research*, 11(5), 95–106.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Zhang, H., Ke, K., Li, W., & Wang, X. (2010). Graphical models based hierarchical probabilistic community discovery in large-scale social networks. *International Journal of Data Mining, Modelling and Management*, 2(2), 95–116.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Locked B

Ke, K. (Grace), Fan, Z., She, Z., & Huo, Y. (2011). Electronic finance and risk management in the supernetwork age. *Journal of University of Shanghai for Science and Technology*, 33(3), 258–263.

[Applied or Integration/Application Scholarship] [Invited]

Proceedings

Completed/Published

Locked B

Liao, K., Ke, K., Johnson, E., & Wang, Y. (2010). Two models of virtual transfer pricing mechanisms in global supply chain. In *Decision Sciences Institute Annual Meeting*.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Presentation

Completed/Published

Locked B

Ke, K. (2014, November). *International Financial Networks with Socially Responsible Investing. INFORMS 2014 Annual Meeting*. San Francisco, CA.

[Applied or Integration/Application Scholarship] [Invited]

Qiang, Q., Ke, K. (Grace), Anderson, T., & Dong, J. (2011, November). *The closed-loop supply chain network with competition, distribution channel investment, and uncertainties. INFORMS Conference*. Charlotte, NC.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Member

Faculty Development and Research Council (CWU) Fall Quarter 2013 - Summer Quarter 2014

Asia-Pacific Studies Program (CWU) Fall Quarter 2010 - Spring Quarter 2011

College

Advising and Retention Subcommittee (College of Business) Fall Quarter 2014 - Ongoing

International Initiatives Task Force (College of Business) Fall Quarter 2012 - Ongoing
Student Committee (College of Business) Fall Quarter 2008 - Ongoing
Scholarship Committee (College of Business) Fall Quarter 2008 - Ongoing

Department

Faculty Search Committee (Finance and Supply Chain Management) Fall Quarter 2013 - Summer Quarter 2014
Department Personnel Committee (Finance and Supply Chain Management) Fall Quarter 2012 - Summer Quarter 2014
Faculty Search Committee (Finance and Supply Chain Management) Fall Quarter 2011 - Spring Quarter 2012

Service: Other University/Professional/Public

Academic Conference: Discussant

Academic Conference: Discussant, IABE - 2011 Las Vegas Annual Conference Fall Quarter 2011

DS: Reviewer - Article / Manuscript

Reviewer: Article/Manuscript, European Journal of Operational Research (EJOR) Winter Quarter 2014 - Ongoing

Mentoring Activities

Mentor for new faculty member Fall Quarter 2014

Other Professional Service Activities

Course Review, .53 Fall Quarter 2014 - Ongoing

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Service Science Winter Quarter 2014 - Ongoing

Ad-hoc reviewer, International Transactions in Operational Research (ITOR), Fall Quarter 2013 - Ongoing

Reviewer: Ad Hoc Reviewer for a Journal, Computational Management Science, Fall Quarter 2009 - Ongoing

Professional Development

Has successfully completed the openSAP partner course: Facilitating ERPsim: Running Successful Business Simulation Games with ERPsim, Washington Spring Quarter 2015 - Summer Quarter 2015
Took the courses about Canvas, Washington, 3 Hours Winter Quarter 2014 - Summer Quarter 2014
Participate in "Professional Development Panel Discussion", Washington, 1 Hours Fall Quarter 2012
Participate in all Faculty Development Day activities, Washington, 5 Hours Fall Quarter 2008 - Ongoing

Optional: Honors and Awards

College of Business, Nomination of "Advisory Board Award for Faculty Excellence in Teaching" Spring Quarter 2014

College of Business, Nomination of Advisory Board Award for Faculty Excellence in Teaching Spring Quarter 2013

College of Business, Research Grant Award Winter Quarter 2012

Decision Sciences Institute, Distinguished paper in Accounting and Finance at the 41st Annual Conference in San Diego. Kun Liao, Ke Ke, Eldon Johnson, and Yang Wang, 'Two Models of Virtual Transfer Pricing Mechanisms in Global Supply Chain'. Fall Quarter 2010

College of Business, Research Grant Award Fall Quarter 2010

Membership

Institute for Supply Management (ISM) 2009 - Ongoing

Institute of Electrical and Electronics Engineers 2007 - 2010

Mathematical Association of America 2007 - 2009

Association for Investment Management and Research 2003 - 2005

Institute for Operations Research and Management Sciences (INFORMS) 2001 - Ongoing

YONG JOO LEE

Associate Professor

LeeYJ@cwu.edu

Current Position

Position Title: Associate Professor

Current Position Start Date: Fall Quarter 2013

Tenure Status: Tenured

AACSB Qualifications:

Lee, Yong (SA & Participating) – SCM/ELLENSBURG (ASSOCIATE PROFESSOR)

PhD in Operations Management from Washington State University in 2009. He has three category A and one category B intellectual contributions from fall 2010-spring 2015.

Education

Ph.D.	Operations Management, Washington State University, Pullman, Washington 2009 Dissertation: Integrated forward-reverse logistics system design: An empirical investigation.
B.S.	Computer Science, Washington State University, Pullman, Washington 2002
M.B.A.	Brigham Young University, Provo, Utah 1997
B.A.	Literature, Chonnam National University, Kwangju, Korea 1989

Professional Experience

2013 - Ongoing	Associate professor, Central Washington University, Ellensburg, Washington
2007 - 2013	Assistant Professor, Central Washington University, Ellensburg, Washington
1997 - 1998	Order Processor, Nuskin International, Provo, Utah
1997 - 1997	Software Engineer, Novell Inc., Orem, Utah
1989 - 1991	Operations Manager, Yang Dong Sausage, Kwangju, Korea

Teaching

Adv Topics: Oper/Supp Ch Mgt
Cooperative Education
Individual Study
Management Information Systems
Procurement and Supply Mgt
Qual and Cont Improvmt
Quality & Cont Improvement
Supply Chain Management
Supply Chain Strategy

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Lee, Y. J., Baker, T., & Jayaraman, V. (2012). Redesigning an integrated forward-reverse logistics system for a third party service provider: An empirical study. *International Journal of Production Research*, 50(19), 5615–5634.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Lee, Y. J., & Baker, T. (2011). Assessing the interaction of price optimisation and system-wide transportation selection on a third-party logistics provider. *International Journal of Services and Operations Management*, 9(1), 111–139.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Jayaraman, V., Baker, T., & Lee, Y. J. (2010). Strategic end-of-life management of electronic assembly product recovery in sustainable supply chain systems. *International Journal of Operational Research*, 7(1), 54–73.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Proceedings

Completed/Published

Locked B

Lee, Y. J. (2012). Current issues and future outlook of the Northwest maritime transport. In *Pyeongtaek International Port Forum*.

[Applied or Integration/Application Scholarship] [Invited]

Committees - University/College/Department

University

Member

International Studies and Programs Advisory Council (CWU) Fall Quarter 2014 - Summer Quarter 2015

Asian Pacific studies (CWU) Fall Quarter 2014 - Summer Quarter 2015

Faculty Senate General Education Committee (CWU) Fall Quarter 2010 - Ongoing

College

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2008 - Ongoing

Department

Department Committee (Finance and Supply Chain Management) Fall Quarter 2014 - Summer Quarter 2015

Service: Other University/Professional/Public

Advisor

Faculty Advisor, Supply Chain Management Association at CWU Fall Quarter 2012 - Summer Quarter 2013

DS: Reviewer - Article / Manuscript

Reviewer: Article/Manuscript, Production and Operation Management Fall Quarter 2012

Editor: Associate Editor

Associate Editor, Asian Journal of Shipping and Logistics, Joined administrative activities, Winter Quarter 2014 - Ongoing

Faculty Advisor

Faculty Advisor, Korean Student Club at CWU Fall Quarter 2012 - Summer Quarter 2013

Member of a Committee

Course review of SCM 435, .53 Fall Quarter 2014 - Ongoing

Other Professional Service Activities

Consultant, Sun Chun, consulted on packaging Winter Quarter 2013

Presentation

Presenter, Korean Port and Economics Association, Delivered a talk Winter Quarter 2013

Presenter, Sun Chun University, Delivered a talk Winter Quarter 2013

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Asian Journal of Shipping and Logistics, Review papers, Winter Quarter 2014 - Ongoing

Membership

DSI 2009 - Ongoing

INFORMS 2009 - Ongoing

KUN LIAO

Associate Professor

LiaoK@cwu.edu

Current Position

Position Title: Associate Professor

Current Position Start Date: Fall Quarter 2013

Tenure Status: Tenured

AACSB Qualifications:

Liao, Kun (SA & Participating) – SCM/LYNNWOOD (ASSOCIATE PROFESSOR)

PhD in Manufacturing Management from University of Toledo in 2008. He has 12 category A and seven category B intellectual contributions from fall 2010-spring 2015.

Education

- Ph.D. Manufacturing Management, University of Toledo, Toledo, Ohio 2008
Dissertation: Achieving build-to-order supply chain capability through practices driven by supplier alignment and supplier empowerment.
- M.S. Industrial Engineering, University of Toledo, Toledo, Ohio 2004
- B.E. Machine Design and Manufacturing, Tsinghua University, Beijing, China 1993

Professional Licensures & Certifications

- Certified Quality Engineer (inactive) 2004
Certified Economist in Finance (China) 1993

Professional Experience

- 2013 - Ongoing Associate Professor, Department of Finance & Supply Chain Management, Central Washington University, Ellensburg, Washington
- 2007 - 2013 Assistant Professor, Department of Finance & Supply Chain Management, Central Washington University, Ellensburg, Washington
- 2004 - 2007 Part-Time Instructor (Independently Teaching), The University of Toledo, Toledo, Ohio
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).
- 1997 - 2002 Project Manager, GSD Corporation, Guangzhou, China
Searched for automotive-related high-technology business opportunities and business partners. Projects included: Nano-Metal Project, Light Electric Vehicle Project, Mini-Automotive Project.
- 1993 - 1997 Purchasing Manager of Electric Part Division & Supplier Quality Engineer, Peugeot Automobile Corporation, Guangzhou, China
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.

Teaching

- Adv Topics: Oper/Supp Ch Mgt
Cooperative Education
Global Supply Chain Management
Individual Study
Lean/Six Sigma Processes

Procurement and Supply Mgt
Quality & Cont Improvement
Supply Chain Management
Supply Chain Strategy

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Liao, K., Bayazit, O., & Wang, F. (2014). Building a natural disaster risk index for supply chain operations. *International Journal of Information Systems and Supply Chain Management*, 7(4), 20–30.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Song, Y., Liao, K., & Kuang, Y.-Q. (2014). The study on economic vulnerability in South China. *International Journal of Business Continuity and Risk Management*, 5(3), 212–223.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Liao, K., Deng, X., & Marsillac, E. (2013). Factors that influence Chinese automotive suppliers' mass customization capabilities. *International Journal of Production Economics*, 146(1), 25–36.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Ke, K., Jin, Y., Zhang, H., & Liao, K. (2012). A hybrid push-pull model based multiagent supply-chain system with equilibrium analysis. *European Journal of Business Research*, 12(1), 128–138.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Liao, K., Sharkey, T. W., Ragu-Nathan, T. S., & Vonderembse, M. (2012). Trust-driven joint operational activities to achieve mass customization: A culture perspective. *Benchmarking: An International Journal*, 19(4/5), 585–603.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Liao, K., Ma, Z., Lee, J. J.-Y., & Ke, K. (2011). Achieving mass customization through trust-driven information sharing: A supplier's perspective. *Management Research Review*, 34(5), 541–552.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Liao, K., Marsillac, E., Johnson, E., & Liao, Y. (2011). Global supply chain adaptations to improve financial performance: Supply base establishment and logistics integration. *Journal of Manufacturing Technology Management*, 22(2), 204–222.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Tu, Q., Liao, K., & Li, Y. (2011). The relationship of integration and automation under an uncertain environment: A SEM model. *International Journal of Manufacturing Technology and Management*, 22(4), 344–361.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Liao, Y., Liao, K., Tu, Q., & Vonderembse, M. (2011). A mechanism for external competence transfer to improve manufacturing system capabilities and market performance. *International Journal of Production Economics*, 132(1), 68–78.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Liao, Y., Liao, K., & Hutchinson, R. (2010). A conceptual framework for prototyping outsourcing in new product development: A knowledge-based view. *Journal of Manufacturing Technology Management*, 21(1), 122–138.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Ma, Z., Liao, K., & Lee, J. J.-Y. (2010). Examining comparative shopping agents from two types of search results. *Information Systems Management*, 27, 3–9.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Liao, K., Tu, Q., & Marsillac, E. (2010). The role of modularity and integration in enhancing manufacturing performance: An absorptive capacity perspective. *Journal of Manufacturing Technology Management*, 21(7), 818–838.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Proceedings

Completed/Published

Locked B

Deng, X., Liao, K., & Hansen, X. (2014). Increase order fulfillment through dependability and trust. In *Decision Sciences Institute Annual Meeting*.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Liao, K., Song, Y., & He, X. (2013). Regional development vulnerability in Guangdong Province China. In *Decision Sciences Institute Annual Meeting*.

[Basic or Discovery Scholarship] [Blind Peer Reviewed]

Ke, K. (Grace), Jin, Y., Zhang, H., & Liao, K. (2012). A hybrid push-pull model based multiagent supply-chain system with equilibrium analysis. In *International Academy of Business and Economics*. Key West, FL.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Liao, K., & Deng, X. (2011). Building dependability and benevolence trust to achieve flexibility through joint manufacturing activities in supply chain. In *Decision Sciences Institute Annual Meeting*.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Liao, K., & Deng, X. (2010). Supplier empowerment: Moderating the causal relationship between supplier modularity practices and build-to-order supply chain capabilities. In *Decision Sciences Institute Annual Meeting* (pp. 3141–3146).

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Liao, K., Ke, K., Johnson, E., & Wang, Y. (2010). Two models of virtual transfer pricing mechanisms in global supply chain. In *Decision Sciences Institute Annual Meeting* (pp. 3291–3296).

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Presentation

Completed/Published

Locked B

Liao, K., & Bayazit, O. (2012, November). *Identifying major factors for supply chain risk from natural disasters: A case study*. *Decision Sciences Institute Annual Meeting*. San Francisco, CA.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Committees - University/College/Department

University

Chair

Department Personal Committee (CWU) Fall Quarter 2013 - Summer Quarter 2014

Coordinator

SOURCE (CWU) Fall Quarter 2008 - Ongoing

Member

Asian and Pacific Studies (CWU) Fall Quarter 2009 - Ongoing

College

International Initiatives Task Force (College of Business) Fall Quarter 2012 - Spring Quarter 2013

Student Committee (College of Business) Fall Quarter 2007 - Ongoing

Service: Other University/Professional/Public

Board Member: PRJ Editorial Review Board

Board Member: PRJ Editorial Review Board, Operations and Supply Chain Management: An International Journal Fall Quarter 2010 - Spring Quarter 2011

Committee Member

SOURCE Lynnwood Coordinator, Winter Quarter 2015 - Ongoing

Course Review, .53 Fall Quarter 2014 - Summer Quarter 2015

The Social and Museum Study of Liuzhou City, This task force was formed by the Provost to study the sustainability of Liuzhou City in China. We visited China in February 2014 and had several meetings after the trip. Winter Quarter 2014 - Ongoing

DS: Reviewer - Article / Manuscript

Reviewer: DSI2014, Spring Quarter 2014

Reviewer: Management Research Review, Spring Quarter 2014

Editor: Associate Editor

Associate Editor, Operations and Supply Chain Management: An International Journal, Fall Quarter 2011 - Ongoing

Editor: Guest Editor of Journal

Guest Editor, International Journal of Business Continuity and Risk Management, Fall Quarter 2013 - Summer Quarter 2014

Guest Editor, International Journal of Technology, Policy and Management Fall Quarter 2010 - Summer Quarter 2012

Faculty Sponsor

Faculty Sponsor, SOURCE Fall Quarter 2008 - Spring Quarter 2011

Other Professional Service Activities

Editorial Board Member, American Journal of Information Technology, Spring Quarter 2015 - Ongoing

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Operations and Supply Chain Management: An International Journal Fall Quarter 2010 - Spring Quarter 2011

Reviewer: Ad Hoc Reviewer for a Journal, Management Research Review Fall Quarter 2010 - Spring Quarter 2012

Reviewer: Ad Hoc Reviewer for a Journal, Supply Chain Management: An International Journal Fall Quarter 2010 - Spring Quarter 2011

Reviewer: Ad Hoc Reviewer for a Journal, International Journal of Business Excellence Fall Quarter 2010 - Spring Quarter 2011

Reviewer: Ad Hoc Reviewer for a Journal, International Journal of Procurement Management Fall Quarter 2010 - Spring Quarter 2011

Reviewer: Ad Hoc Reviewer for a Journal, International Journal of Production Economics Fall Quarter 2010 - Summer Quarter 2011

Reviewer: Ad Hoc Reviewer for a Journal, Journal of Manufacturing Technology Management Fall Quarter 2008 - Spring Quarter 2012

Reviewer: Conference Paper

Reviewer: Conference Paper, Decision Sciences Institute Annual Meeting, Reviewer for West annual meeting Fall Quarter 2010

Professional Development

DSI Conference, Maryland Fall Quarter 2013

SAS Advanced Modeling Training, Raleigh, North Carolina, 35 Hours Summer Quarter 2013

Optional: Honors and Awards

Decision Sciences Institute Annual Conference, Best Theory-Driven Empirical Paper Award Fall Quarter 2014

Central Washington University, 2009-2011 College Outstanding Performance Adjustment Award Spring Quarter 2013

Central Washington University, 2009-2011 University Exceptional Performance Adjustment Award Spring Quarter 2013

CWU College of Business Research Grant Award Fall Quarter 2011

Decision Sciences Institute, Distinguished paper in Accounting and Finance at the 41st Annual Conference in San Diego. Kun Liao, Ke Ke, Eldon Johnson, and Yang Wang, 'Two Models of Virtual Transfer Pricing Mechanisms in Global Supply Chain'. Fall Quarter 2010

The 2010 CWU Team of Distinction Award Fall Quarter 2010

Membership

Decision Science Institute 2008 - Ongoing

Institute of Supply Management 2008 - Ongoing

JOHN FREDERICK SCHRAGE

Lecturer
SchrageJ@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Non-Tenure Track

AACSB Qualifications:

Schrage, John (PA & Supporting) (F14-10, W15-15, Sp15-10) 50% ACCT 50% SCM/LYNNWOOD (LECTURER)

Ph.D. in Business and Distributive Education from Michigan State University in 1978. Over the five year period, provided academic consulting services on business curriculum for three universities (domestic and international) and professional consulting on workplace technologies and web site development for nine companies.

Education

Ph.D. Business and Distributive Education, Michigan State University, East Lansing, Michigan 1978
Dissertation: Analysis, Classification, and Synthesis of Research Findings and Thought Pertaining to Business Data Processing Education from 1971 to 1976.
M.S. Business Education, Southern Illinois University, Edwardsville, Illinois 1973
B.S. Applied Mathematics (Computer Science), Southern Illinois University, Edwardsville, Illinois 1969

Professional Licensures & Certifications

Certified Systems Professional 1985

Professional Experience

2012 - Ongoing Professional Consulting, Small Businesses
Contacted by group of three Illinois-based small businesses to review business use of windows versus Apple laptops as main machine on mobile use in organization.
Consulting five small businesses to review the Windows 10 new operating system as replacement for Windows 7 and 8. This will start in August when Windows 10 is released. Contacted by Napa Valley winery to do a comparison of their website to their main 5 competitors in pro and con matrix mode.

1978 - Ongoing Independent Consultant, Self Employed

2013 - 2014 Academic Consultant, Domestic and International Universities
Contacted by HBCU in Alabama to provide business curriculum advice (Feb-May 2013). Business curriculum revision for course pre-requisites for a unique on-line business degree for small Lutheran colleges which provide programs in the US in 2013-14. SIUE Alumni from India to design program for students in India for joint program in business and engineering with preference to technology (March 2014-Present).

2012 - 2013 Visiting Professor of Business Administration, Concordia University Nebraska, Seward, Nebraska

1969 - 2012 Emeritus Associate Professor in Computer Management and Information Systems, Southern Illinois University, Edwardsville, Illinois
Full time (1978-2006). Part time (2011-2012, 2010, 2008, 1971-1973, 1969)

2007 - 2008 Lecturer in Information Systems, San Francisco State University, San Francisco, California

2007 - 2008 Lecturer in Management, Southern Illinois University Carbondale, Illinois
1969 - 1986 Application Software Analysis and Design (53A), United States Army
1976 - 1978 Assistant Professor in Computer Technology, Purdue University, Fort Wayne,
Indiana
1973 - 1976 Data Processing Instructor, Musegon Community College, Muskegon, Michigan

Teaching

Accounting Information Systems
Cost Accounting
Management Information Systems

CARLO D. SMITH

Associate Professor
(206)439-3800
CSmith@gwmail.cwu.edu

Current Position

Position Title: Associate Professor
Current Position Start Date: Fall Quarter 2013
Tenure Status: Tenured

AACSB Qualifications:

Smith, Carlo (SA & Participating) – SCM/DES MOINES (ASSOCIATE PROFESSOR)

PhD in Business Administration with a Concentration in Logistics and Transportation from University of Tennessee in 2000. He has two category A and two category B intellectual contributions from fall 2010-spring 2015. Chairman of Finance & Supply Chain Management and Economics Department, Director of Supply Chain Management Institute.

Education

Ph.D.	Business Administration with a Concentration in Logistics and Transportation, University of Tennessee, Knoxville, Tennessee 2000
M.B.A.	Emphasis in Business Logistics, Pennsylvania State University, University Park, Pennsylvania 1986
B.S.	Business Logistics, Pennsylvania State University, University Park, Pennsylvania 1983

Professional Experience

2013 - Ongoing	Associate Professor, Central Washington University, Ellensburg, Washington
2009 - 2012	Assistant Professor, Central Washington University, Ellensburg, Washington
2005 - 2009	Assistant Professor, Missouri State University, Springfield, Missouri Logistics and Supply Chain Management
2005 - 2005	Principal, Computer Sciences Corporation, Federal Systems, Falls Church, Virginia
1999 - 2004	Associate Professor, University of San Diego, San Diego, California Supply Chain Management
1995 - 1998	Research Associate, Instructor, University of Tennessee, Knoxville, Tennessee
1994 - 1995	Director of Inventory Management, West Marine Products, Watsonville, California
1991 - 1994	Consultant, E3 Associates Ltd., Marietta, Georgia Director of Education
1988 - 1991	Management Consultant, Intra Company Communications, State College, Pennsylvania
1986 - 1988	Management Consultant, MAS Logistics Group, State College, Pennsylvania
1983 - 1984	Operations Manager, MacDonald Moving Services, Parsippany, New Jersey

Teaching

Cooperative Education
Global Supply Chain Management
Individual Study
Procurement and Supply Mgt
Supply Chain Management
Supply Chain Strategy

Scholarly Contributions and Creative Productions

Journal Article

Completed/Published

Locked A

Golicic, S. L., & Smith, C. D. (2013). A meta-analysis of environmentally sustainable supply chain management practices and firm performance. *Journal of Supply Chain Management*, 49(2), 78–95.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Accepted

Locked A

Joo, S.-J., Min, H., & Smith, C. D. (2015). Benchmarking freight rates and procuring cost-attractive transportation services. *International Journal of Logistics Management*.

[Applied or Integration/Application Scholarship] [Blind Peer Reviewed]

Presentation

Completed/Published

Locked B

Joo, S.-J., & Smith, C. D. (2015, April). *Benchmarking shipping costs using and data envelopment analysis. The 44th Annual Meeting of Western Decision Sciences Institute*. Maui, Hawaii: Western Decision Sciences Institute.

[Applied or Integration/Application Scholarship] [Not Reviewed]

Golicic, S. L., Smith, C. D., & Major, B. (2011, November). *A meta-analysis of environmental sustainability and financial performance. International Conference on Business and Sustainability*. Portland, OR.

[Applied or Integration/Application Scholarship] [Editorially Reviewed]

Other

Completed/Published

Locked Other

Smith, C. D., & Golicic, S. (2013). The payoff from environmentally sustainable supply chain practices. *CSCMP Hot Topics*.

[Applied or Integration/Application Scholarship] [Invited]

Grants

Smith, Carlo (CoPI), Melbourne, Timothy (PI), McMullin-Messier, Pamela (CoPI), Egger, Anne (CoPI), Sipic, Toni (CoPI) Hazards SEES: Building Resilience in Cascadia, *NSF* (January 1, 2014, USD 2,891,292.00 Spring Quarter 2013

Smith, Carlo (PI) Licenses and support for industry-based software applications (September 1, 2010 Fall Quarter 2010

Committees - University/College/Department

University

Member

Internal Advisory Committee, Cascadia Hazard Institute (CWU) Winter Quarter 2013 - Ongoing
Supply Chain Management Career Fair (Program Chair) (CWU) Fall Quarter 2012

Other

Other Service (CWU) Winter Quarter 2014 - Ongoing

College

Chair

CB AOL Quantitative Committee (College of Business) Fall Quarter 2013 - Ongoing
Director, Supply Chain Management Institute (College of Business) Fall Quarter 2010 - Ongoing

Member

Curricula & Assurance of Learning Committee (College of Business) Fall Quarter 2013 - Ongoing
CB Executive Committee (College of Business) Summer Quarter 2013 - Ongoing
Faculty Committee (College of Business) Fall Quarter 2009 - Spring Quarter 2013

Department

Chair

Chair, Department of Economics (Economics Department) Winter Quarter 2014 - Ongoing

Chair, Department of Finance & Supply Chain Management (Finance and Supply Chain Management) Summer Quarter 2013 - Ongoing

Member

Faculty Search Committee (Finance and Supply Chain Management) Fall Quarter 2011

Service: Other University/Professional/Public

Board Member: Advisory Board

Board of Directors, Institute for Supply Management, Academic Liaison Fall Quarter 2013 - Ongoing

Director, Supply Chain Management Institute Fall Quarter 2010 - Ongoing

Board Member: PRJ Editorial Review Board

Board Member: PRJ Editorial Review Board, Journal of Business Logistics Fall Quarter 2009 - Ongoing

Board of Directors: Moderate Involvement

Board Member: Advisory Board, Center of Excellence, International Trade & Supply Chain Management Fall Quarter 2011 - Ongoing

Board of Directors: Substantial Involvement

Board of Directors, Puget Sound Roundtable Council of Supply Chain Management Professionals Fall Quarter 2011 - Ongoing

Chair: Conference / Track / Program

Chair: CWU Supply Chain Management Summit, CWU SCMI, Hosted industry/academic conference on developing operational excellence in organization and the supply chain. Held at Museum of flight -- total attendance 100+ Spring Quarter 2015

Chair: CWU Supply Chain Management Summit, CWU SCMI, Produced and Hosted 2013 Supply Chain Summit: Innovating the Supply Chain

Winter Quarter 2013

Chair: Conference, CWU Supply Chain Summit, WINTER CONFERENCE

CENTRAL WASHINGTON UNIVERSITY COLLEGE OF BUSINESS

“MAKING IT HAPPEN!” FROM PLANNING TO EXECUTION ALONG THE SUPPLY CHAIN

Winter Quarter 2011

DS: Reviewer - Article / Manuscript

Reviewer: Article/Manuscript, Council of Supply Chain Management Professionals, Supply Chain Educators Conference Fall Quarter 2011

Reviewer: Article/Manuscript, Management Research Review Fall Quarter 2011

Reviewer: Article/Manuscript, International Journal of Forecasting Fall Quarter 2011

Faculty Advisor

Faculty Advisor, Student Supply Chain Management Association Fall Quarter 2009 - Fall Quarter 2012

Faculty Advisor, Student Supply Chain Case Team Fall Quarter 2009 - Spring Quarter 2012

Member: Committee/Task Force

Participation in Department of Labor Grant Proposal, Pierce County, Participated in the drafting of a Department of Labor Grant for educational pathways supporting transitioning military and others in Pierce County. Winter Quarter 2014 - Spring Quarter 2014

Officer: Organization / Association

President, Puget Sound Roundtable, Council of Supply Chain Management Professionals, Past

President, Education Committee, Seattle Roundtable. Fall Quarter 2011 - Spring Quarter 2014

President, Council of Supply Chain Management Professionals, Seattle Roundtable Fall Quarter 2010 - Spring Quarter 2011

Other Institutional Service Activities

Proposal to Deliver Supply Chain Education at Joint Base Lewis McChord, College of Business,

Proposal under review to offer courses associated with the BSBS/Supply Chain Management, BAS Supply Chain Management or Supply Chain Certificate to active duty service members at Joint Base Lewis McChord Winter Quarter 2015 - Ongoing

Proposal to establish a Bachelor of Applied Science in Supply Chain Management, CWU College of Business, Directed the analysis and development of a new degree offering by the College of Business.

The Bachelor of Applied Science in Supply Chain Management Fall Quarter 2014 - Spring Quarter 2015

Development and Delivery of BSBA Supply Chain Management at Pierce Center, College of Business, Successfully developed and proposed the delivery of the CWU BSBA in Supply Chain Management as well as Leadership & Management at CWU Pierce County Fall Quarter 2013 - Ongoing

Established Collaborative Relationship to Support Highline BAS, Central Washington University, Lead effort resulting in the development of a collaborative relationship with Highline College in the delivery of their BAS Global Trade and Logistics Program whereby Highline students will be able to enroll in select CWU Supply Chain courses. Fall Quarter 2013 - Spring Quarter 2015

Contributed to development of Institute for Energy Studies, College of Science, Provided guidance, analysis and support for the creation of the Institute for Energy Studies involving program design and selection of appropriate business and economic courses to include as part of a new degree program in energy studies. Fall Quarter 2013 - Fall Quarter 2014

Other Institutional Service Activities, Co-author on CWU Application for Aerospace Workforce Support 2013-2015 Operating Budget Fall Quarter 2011

Presentation

Presentation to Rally Point Six, College of Business, Presentation on CWU BSBA Supply Chain Management program to be delivered at CWU Pierce Center Spring Quarter 2015

Presentation to JBLM Transition Advisors, College of Business, Presentation regarding the new CWU business program to be delivered at CWU Pierce Center beginning Fall 2015 Fall Quarter 2014

Presentation at JBLM Military Transition Summit, College of Business, Presentation about opportunities for transitioning military personnel regarding the career opportunities in logistics and supply chain management Fall Quarter 2014

Seismic Hazards and the Built Environment, Central Washington University, The second panel discusses how seismic hazards impact decision-making. Moderator: Roy Savoian. Presenters: Toni Sipic; Carlo Smith; and Sathy Ranjendran Spring Quarter 2014

Presentation associated with CHI, Cascadia Hazard Institute, Presentation to University students and public on the impact of seismic activity on supply chains Fall Quarter 2013

Presentation, Tennessee State University Supply Chain Summit, Smith, C.D., Dobbs, J., Whinney, J & Scott, S. Industry/Education Panel on Supply Chain Risk Management. Fall Quarter 2012

Presentation, CWU College of Business Advisory Board, Developing Supply Chain Professionals (November 2012). Fall Quarter 2012

Presentation, CWU College of Business Advisory Board, The Growth and Development of Supply Chain Management at Central Washington University (May 2012). Spring Quarter 2012

Reviewer: Ad Hoc Reviewer for a Journal

Reviewer: Ad Hoc Reviewer for a Journal, Journal of Business Logistics Fall Quarter 2001 - Summer Quarter 2012

Speech / Presentation at a Community Meeting

Networking Roundtable: Information sharing on education and training programs, Security and Resilience of Washington State's Supply Chain Forum

Fall Quarter 2014

Student placements

Creation of a Career Development Site, Central Washington University, Development of an online guide to finding a job. Posted to the CWU Career Services Site

<http://www.cwu.edu/~csmith/Getting%20the%20Job/story.html>

Summer Quarter 2013

Faculty Advisor, Supply Chain Management Career Fair (Program Chair), Created first ever supply chain specific career fair held at CWU Highline Center drawing 10 companies and 70+ student Fall Quarter 2012

Professional Development

ERPSim Training, Montreal, Quebec, Quebec, CA Spring Quarter 2015 - Summer Quarter 2015

RICHARD T TRIMBLE

Lecturer
RTrimble@cwu.edu

Current Position

Position Title: Lecturer
Current Position Start Date: Fall Quarter 2014
Tenure Status: Tenure Track

AACSB Qualifications:

Trimble, Richard (PA & Supporting) (F14 – 10, W15 – 5, Sp15 – 10) 56% SCM/LYNNWOOD (LECTURER)

PhD in Supply Chain Management/Logistics and Operations Management from Arizona State University in 1994. Was consultant for the Christian Relief Fund in Amarillo, TX. Also has participated in 7 professional skills workshops and evaluated an online textbook, Evaluation of Logistics and Transportation.

Education

Ph.D.	Supply Chain Management/Logistics and Operations Management, Arizona State University 1994 Dissertation: Obstacles to airport privatization: The case of Phoenix, Arizona.
M.B.A.	Information Systems, Arizona State University 1975
B.A.	History, University of Washington 1970

Professional Experience

2010 - Ongoing	Lecturer, Central Washington University, Lynnwood, Washington Part-time instructor teaching information systems and supply chain courses as required.
2010 - 2011	Consultant, Christian Relief Fund, Amarillo, Texas Engagement involving comprehensive evaluation of workflow and information systems; staff training; recommendations for upgrades to database systems and procedures.
2002 - 2009	Associate Professor, Central Washington University, Lynnwood, Washington Taught courses across Supply Chain Management curriculum. Served as Director of Supply Chain Management certificate program. Leader in recruiting faculty and revising SCM curriculum.
2001 - 2002	Consultant, Independent Management Consultant, Phoenix, Arizona Providing general management and information consulting services to small business. Supply chain management/logistics consultant to Arizona State University Online MBA program.
2000 - 2001	Director Information Systems & Technology, Turboanalysis, Inc., Phoenix, Arizona Managed information system and technology functions. Planned and implemented upgrades of hardware, software, telecommunication, and Internet infrastructure. Administered, maintained, and upgraded 30 user Windows NT 4.01 network; small Windows 98 peer-to-peer network. Provided phone support to NT 4.0 network located in Florida.
1997 - 2000	Consultant, Independent Management Consultant, Phoenix, Arizona Provided general management and information system consulting services to small business. Provided consulting sales, training, and support services to users of comprehensive, integrated inventory management software designed for aviation industry.

- 1994 - 1997 Assistant Professor, Thunderbird, American Graduate School of International Management, Glendale, Arizona
Developed and taught masters level courses to students from many different nations and with diverse academic backgrounds.
- 1991 - 1993 Assistant Professor, Thunderbird, American Graduate School of International Management, Glendale, Arizona
Developed and taught masters level courses to students from many different nations and with diverse academic backgrounds.
- 1987 - 1991 Graduate Associate, Arizona State University, College of Business, Tempe, Arizona
Taught courses in purchasing, operations management, logistics, and quantitative business analysis.
- 1982 - 1986 Consultant, Software Developer, Olympia, Washington
Provided services in computerized economic and financial modeling; custom software development for business and government clients in Washington State and in Arizona. Design consultant on retainer to Ernst & Whinney's (now Ernst & Young) International Telecommunications Consulting Group for numerous staff training, client modeling, and client data management projects.
- 1981 - 1982 Regional Manager/Consultant, Fredriksen, Kamine and Associates (subsidiary of Woodward-Clyde Consultants), Olympia, Washington
Opened and directed regional office for consulting firm specializing in natural resource and water resource development, engineering, and project management.
- 1977 - 1981 Assistant Director, Washington Department of Fisheries, Olympia, Washington
Managed program planning, budgeting, accounting, fiscal management, information processing, purchasing, and other support functions for 650 FTE state agency. Managed over \$40 million per year operating & capital budget. Managed project teams dealing with a wide range of organizational and external problems focused on improving overall quality and efficiency. Directed and participated in multidisciplinary teams involving federal, state, tribal, local, and private entities in areas of mutual interest and in areas of conflict.
- 1975 - 1977 Graduate Associate, Arizona State University, Tempe, Arizona
Taught courses in purchasing, operations management, logistics, and quantitative business analysis.
- 1964 - 1973 Service Operations Management, Public Relations Services, Seattle, Washington
Public relations services, Phoenix, AZ: Directed planning, staffing, training, supervision, and customer relations functions for two leading retail firms in Washington State. Directed projects in two statewide (Arizona) political campaigns.

Teaching

Adv Topics: Oper/Supp Ch Mgt
Global Supply Chain Management
Management Information Systems
Procurement and Supply Mgt
Supply Chain Management
Supply Chain Strategy

Service: Other University/Professional/Public

DS: Reviewer - Book / Textbook

Textbook evaluator, Logistics and Transportation online textbook, (with Dr. Joo) Winter Quarter 2015

Other Professional Service Activities

Attend Meetings, CWU SCMI Advisory Board, interaction with professionals at scheduled meetings
Fall Quarter 2010 - Ongoing

Professional Development

CWU CB Online Teaching Workshop Winter Quarter 2015

Open SAP ERPsim Facilitator Winter Quarter 2015
Introduction to Relational Databases (Using Python) Winter Quarter 2015
Python Programming for Everyone Winter Quarter 2015
Internet History, Technology, and Security Winter Quarter 2015
MacTech Pro Conference, Seattle, Washington Winter Quarter 2014
Support Professional for Mac: Microsoft Office Accreditation Winter Quarter 2014

Membership

The Association of Private Enterprise Education 2014 - Ongoing
Decision Sciences Institute 0 - Ongoing
Institute of Supply Management 0 - Ongoing
Production Operations Management Society 0 - Ongoing