

MARY L. TUCKER, PH.D.

Professor, Management Department
Ohio University, Athens, OH 45701
<http://business.ohio.edu/about/faculty-staff/tucker-mary/>

740.7007.5018 (cell)
mary.tucker@ohio.edu

ACADEMIC EDUCATION

- Ph.D. University of New Orleans, December 1990
Major: Educational Administration (College of Education)
Emphasis: Management (College of Business), Statistics (Educational Psychology Department)
Research: *Transformational Leadership as a Predictor of Satisfaction, Effectiveness, and Extra Effort*
- M.Ed. Nicholls State University, August 1985, Curriculum and Instruction, Summa cum laude
- B.S. Nicholls State University, May 1984, Business Education

SPECIALIZATIONS/CERTIFICATIONS

Bridges: Building a Supportive Community Certificate, 2017

Foundations of Positive Psychology Specialization, by University of Pennsylvania on Coursera. 2017.
Certificates in:

- Positive Psychology: Martin E. P. Seligman's Visionary Science
- Positive Psychology: Applications and Interventions
- Positive Psychology: Character, Grit and Research Methods
- Positive Psychology: Resilience Skills
- Positive Psychology Specialization Project: Design Your Life for Well-being

CQ Certification, Cultural Intelligence Center, LLC, 2015

EMPLOYMENT

1998 - Present *Professor of Management* (2004-Present), Department of Management, College of Business, Ohio University. *Associate Director of Undergraduate International Business Programs* (2013-2014), *Director of Undergraduate Assurance of Learning* (2011-2013), *Faculty Senator* (2004-2007), *Communication Interest Chair* (2004-2005), *Teaching and Learning CIT Chair* (2006-2008), *Associate Professor of Management with tenure* (2001-2004), *Director, Communication across the Curriculum for the College of Business* (2002-2004), *Director, Department of Management Systems Undergraduate Honors Program* (Developed and implemented program, 2000-2002). *Assistant Professor of Management* (1998-2001). Courses taught include leadership, introduction to management, gender issues in management, cross-cultural leadership and management, intercultural effectiveness in organizations, professional communication, and freshmen learning communities. Gained experience in teaching undergraduate and graduate action-learning, project-based courses with cross-functionally teamed faculty. Received six teaching recognitions and three research

awards. Achieved national recognition for integrating community service learning into courses. Named OU SCOPE OHIO Community Leader-in-Residence and College of Business Master Teacher. Served as an OHIO First Scholars Mentor. Faculty member in Walter Center for Strategic Leadership.

- 1993 - 1998 *Associate Professor of Management* with tenure (1998). *Assistant Professor* (1993-1998), Department of Management, College of Business, Colorado State University (CSU). Taught undergraduate business communication and organization management. Developed and taught graduate managerial communication course. Honored with eight teaching, service, and research awards.
- 1984 - 1993 *Assistant Professor*, Department of Office Information Systems, College of Business, Nicholls State University (NSU). Courses taught include business communication, technology, and statistics. Developed leadership and communication course for MBA program. Member of CBA Core Committee for AACSB reaffirmation. *Lecturer* (1984 – 1989), Department of Administrative Services and Vocational Business Education, College of Business, Nicholls State University. *Director*, six NSU Seminars for Nontraditional Occupations (1988, 1990). *Faculty*, NSU Free Enterprise Week. Aided students in creating and filming commercials (1988, 1990). Conducted communication and business presentation workshops for local business personnel (1991-1992). *Computer Instructor* (1986) and *Office Job Supervisor* (1986, 1987), NSU Program for Disadvantaged High School Students. Provided "hands on" computer instruction, located job sites, and supervised 60 students. *Adjunct Teacher* (1984) in Nicholls State University's Gifted/Talented Summer Program. Introduced business courses into the curriculum; guided students in beginning and successfully running a business.
- 1976 - 1981 *Co-owner and Manager* of sports store in Marianna, Florida. Entrepreneurial creation of new business; sold as a profitable business.

PUBLICATIONS

Refereed Journals:

Tucker, M. L., Pueschel, A., Rosado-Feger, A., Taylor-Bianco, A. (In Review). Strategic leadership development through energy management. *Journal of Scholastic Inquiry: Business*. This paper was presented at the Savannah, Georgia CSI Conference, April 11, 2018 and published in the *Georgia 2018 Center for Scholastic Inquiry International Academic Research Conference Online Business Proceedings*, 165-181.

Hartman, K. B., Tucker, M. L., & Andzulis, J. M. (In Review). Using class presentation to educate business students about accreditation and assurance of learning. *Journal of Scholastic Inquiry: Business*. This paper was presented at the Savannah, Georgia CSI Conference, April 11, 2018 and published in the *Georgia 2018 Center for Scholastic Inquiry International Academic Research Conference Online Business Proceedings*, 182-20.

Pueschel, A., & Tucker, M. L. (2018). Shifting students' perspective: Achieving Grit through the Growth Mindset. *Journal of Instructional Pedagogies*, 20. This paper was presented at the 2017 St Augustine AARBI Conference and is published in the *Academic and Business Research International Conference St Augustine 2018 Proceedings*.

Pueschel, A., Tucker, M. L., Feger, A., Taylor-Bianco, A., & Sullivan, G. (2018). Priming students for success through energy management: The balancing act. *Journal of Instructional Pedagogies*, 20. This paper

was presented at the AARBI Conference and is published in the *AABRI International Conference St. Louis 2017 Proceedings*.

Penrod, C., Tucker, M., Hartman, K. (2017). Models for delivering written business communication skills: Improving the process. *Journal of Instructional Pedagogies*, 19. This paper was presented at the AARBI Conference and is published in the *AABRI International Conferences Asheville 2017 Proceedings*.

Taylor-Bianco, A., Tucker, M., Rosado Feger, A., Barnett, T. (2017). Teaching "Business" Ethics: Affecting change through self-regulation and reflection. *Journal of Instructional Pedagogies*, 19. This paper was presented at the AARBI conference and is published in the *AABRI International Conference Asheville Conference 2017 Proceedings*.

Penrod, C., & Tucker, M. L., & Hartman, K. (2016). Assessing Business Presentation Skills: Assuring Learning through Assessment, Analysis, and Curriculum Improvement. *Journal of Behavioral Studies in Business*. This paper was presented at the AARBI Conference and is published in the *AABRI International Conference Savannah 2015 Proceedings*.

Meyer, A., Taylor-Bianco, A., & Tucker, M. L. (2015). Women in Business: Examining Failures and Defining Success. *Journal of Interdisciplinary Business Studies*, 4, 1-10. This paper was presented at the Society of Business Research International Conference, Nashville, TN and is published in the *Society of Business Research International Nashville 2014 Conference Proceedings*.

Tucker, M. L., Koch, R. S., & Gullekson, N. L. (2015). "Developing Global Leadership Skills through International Virtual Teams, *Journal of Advancements in Business Education*, 3. This paper was presented at the Society of Business Research International Conference, Nashville, TN. and is published in the *Nashville 2014 SBRI Conference Proceedings*:

Penrod, C., & Tucker, M. L. (2014). Assessing Business Writing Across the Undergraduate Curriculum: A Framework for Assuring Learning. *Journal of Interdisciplinary Business Studies*, 3. This paper was presented at the Society of Business Research Conference and is published in the *Nashville 2013 Conference Proceedings*.

Tucker, M. L., Gullekson, N. L., & Esmond-Kiger, C. (2014). Accounting for EI: Does Emotional Intelligence Predict Greater Intercultural Growth? *Journal of International Business and Cultural Studies*, 81-11. This paper was presented at the AARBI International Conference and is published in the *Academic and Business Research Institute International Conference Orlando 2014 Conference Proceedings*.

Gullekson, N. L., & Tucker, M. L. (2013). An Examination of the Relationship between Emotional Intelligence and Intercultural Growth for Students Studying Abroad. *Journal of the Academy of Business Education*, 13, 162-178. This paper was presented at the Society of Business Research Nashville, Tennessee Conference and is published in the *Nashville 2012 SBR Conference Proceedings*.

Rosado Feger, A., Tucker, M. L., Bernt, P. W., & Gullekson, (2013). Gender Roles in Teams: Have Things Changed? *Journal of Interdisciplinary Business Studies*, 1-14. This paper was presented at the Society of Business Research Conference and is published in the *Nashville 2012 SBR Conference Proceedings*.

Tucker, M. L., Gullekson, N. L., & McCabridge, J. (2011). Assurance of learning in short-term, study abroad programs. *Research in Higher Education Journal*, 14. This paper was presented at the Academic and Business Research Institute International Conference, Las Vegas, Nevada, and published in the *Academic and Business Research Institute Las Vegas 2011 Conference Proceedings*.

Gullekson, N. L., Tucker, M. L., Wright, S., & Coombs, G. (2011), November. Examining Intercultural Growth for Business Students in Short-Term Study Abroad Programs: Too good to be true? *Journal of Teaching in International Business*, 22(2), 91-106.

Esmond-Kiger, C., Tucker, M. L., & Yost, C. A. (Winter 2006). Emotional Intelligence: From the Classroom to the Workplace. *Management Accounting Quarterly*.

Myers, L. L., & Tucker, M. L. (2005). Incorporating the Theory of Emotional Intelligence into a Business Communication Class. *Business Communication Quarterly*, 68(1), 44-51.

Prehar, C. A., McCarthy, A. M., & Tucker, M. L. (2004). Predicting and Changing Willingness to Engage in Community Service: A Service-learning Intervention Study Based on the Theory of Planned Behavior. *Journal of Excellence in College Teaching*, 15(3), 63-83.

Spengler, L., Gupta, A., & Tucker, M. L. (2003). The Ethical and Legal Issues in Competitive Intelligence Gathering: A Study of MBAs' Perceptions and Intentions. *Review of Business and Economics*, 1(2), 208-222. Paper presented at the International Academy of Business and Economics, October 20, 2003, Las Vegas.

McCarthy, A. M. & Tucker, M. L. (2002). Encouraging Volunteerism Through Service-learning. *Journal of Management Education*, 26(6), 629-647.

Kirch, D. P., Tucker, M. L., & Kirch, C. E. (2001). Better Profits through Better People: The Benefits of Emotional Intelligence in Accounting Firms. *The CPA Journal*, LXXI(8), 60-61.

Kaman, V., McCarthy, A. M., Tucker, M. L., & Gulbro, R. D. (2001). Bureaucratic and High Commitment Human Resource Practices in Small Service Firms. *Human Resource Planning*, 24(1), 33-44.

Tucker, M. L. & McCarthy, A. M. (2001). Presentation Self-efficacy: Increasing Communication Skills Through Service-learning. *Journal of Managerial Issues*, xiii(2), 227-244.

McCambridge, J. A., McCarthy, A. M., & Tucker, M. L. (2000). An Empirical Exploration of the Linkages Between Emotional Intelligence and Leadership in a Training Context. *Journal of Contemporary Issues in Management*, 8(2), 55-62.

Shiarella, A., McCarthy, A. M., & Tucker, M. L. (2000). Development and Construct Validity of Scores on the Community Service Attitude Scale. *Educational and Psychological Measurement*, 60(2), 286-300. Reprinted in R. Bringle, *Measurement Instruments for Service Learning: Students*, Indianapolis, IN: Indiana Campus Compact, 2001.

McCambridge, J., McCarthy, A., & Tucker, M. (2000). Using Dialogue to Enhance Team Learning and Effectiveness *Teaching and Technology: New Learning Paradigms for the New Millennium*, 1. OBTC-2000, Carrolton, GA: State University of West Georgia.

Yost, C. A. & Tucker, M. L. (2000). Are Effective Teams More Emotionally Intelligent? Confirming the Importance of Effective Communication in Teams. *Delta Pi Epsilon*, XXXXII(2), 101-109.

Tucker, M. L., McCarthy, A. M., Sojka, J. S., & Barone, F. J. (2000). Training Tomorrow's Leaders: Enhancing the Emotional Intelligence of Business Graduates. *Journal of Education for Business*, 75(6), 331-337.

Tucker, M. L., McCarthy, A. M., & Jones, C. J. (1999). Women and Men Politicians: Are Some Leaders Dissatisfied? *Leadership and Organization Development Journal*, 20(6), 285-290.

Tucker, M. L., Powell, K. S., & Cleary, C. A. (1999). Incorporating Community Service Learning into the Business Communication Class, *Delta Pi Epsilon*, XXXXI(2), 42-52.

McCarthy, A. M. & Tucker, M. L. (1999). Student Attitudes toward Service-Learning: Implications for Implementation, *Journal of Management Education*, 23(5), 554-573.

Tucker, M. L., McCarthy, A. M., & Gulbro, R. D. (1999). Increasing Customer Satisfaction with Effective Leadership: Testing a Model. *Journal of Business & Entrepreneurship*, 11(1), 17-30.

Tucker, M. L. & McCarthy, A. M. (1998). Searching for Transformational Leaders: An Investigation of Female Politicians' Leadership Styles. *Academy of Strategic and Organizational Leadership Journal*, 2(1), 53-63.

Tucker, M. L., McCarthy, A. M., Hoxmeier, J., & Lenk, M. (1998). Service-Learning Increases Communication Skills across the Business Curriculum, *Business Communication Quarterly*, 61(2), 89-100.

McCambridge, J. A. & Tucker, M. L. (1998). The Status of TQM Implementation in State Departments of Transportation: The View from the Firing Line, *Journal of Management in Engineering*, 14(1), 49-57.

Gulbro, R. D., Tucker, M. L., & Loftin, W. E. (1997). Are Rural and Urban Small Firms Alike? *Central Business Review*, 17-21.

Gulbro, R. D. & Tucker, M. L. (1996). Are Human Resource Management Practices Important in Small Firms? *The Entrepreneurial Executive*, 1(2), 38-43.

Tucker, M. L., Meyer, G. D., & Westerman, J. W. (1996). Organizational Communication: Development of Internal Strategic Competitive Advantage, *The Journal of Business Communication*, 33(1), 51-69.

Tucker, M. L., Powell, K. S., & Meyer, G. D. (1995). A Look at Qualitative Research in Business Communication, *The Journal of Business Communication*, 32(4), 383-399.

Taylor, D. L. & Tucker, M. L. (1995). Invariance Testing in Discriminant Analysis: A Heuristic Application of the Jackknife Statistic and Procrustean Rotation, *Measurement and Evaluation in Counseling and Development*, 28(2), 99-111.

Gulbro, R. D., Tucker, M. L., Parrish, R. W., & Dimas, T. (1995). Management's Choice of Bank Customer Research: The Mystery Shopper, Mail Survey, or Telephone Survey, *Delta Business Review*, 5(1), 45-53.

Gulbro, R. D. & Tucker, M. L. (1995). Employee Discipline in Small Firms, *Delta Business Review*, 5(1), 40-44.

Taylor, D. L. & Tucker, M. L. (1994). Cross Validation in Canonical Analysis, *Louisiana Educational Research Journal*, 29: 84-96.

Authement, J. & Tucker, M. L. (1990). Job Design in Management Position: Development through Disequilibrium, *Journal of Management in Practice*, 2(1), 55-58.

Kleen, B. A. & Tucker, M. L. (1988). Business Short Courses for College Bound Students, *Kentucky Business Education Journal*, 15-16.

Davis, B. & Tucker, M. L. (1984). Keyboarding for Computer Efficiency in a Gifted/Talented Program, *Journal of Business Education*, 60(3), 104-107.

Refereed Chapters in Books:

McCarthy, A. M., Tucker, M. L., & Dean, K. L. (2002). Community Service Learning: Creating Community. Chapter in Wankel, C. and DeFillippi, R. (editors). *Rethinking Management Education for the 21st Century*. Greenwich, CT: Information Age Press.

Tucker, M. L. (2000). Reading Buddies Community Service Learning Program: Enriching elementary students' reading skills while reinforcing leadership skills for university mentors, *Service-Learning Programs: Highlighting Quality Service Learning Programs in Elementary and Secondary Schools, Colleges and Universities of Southeast Ohio*, 38-41.

McCambridge, J., McCarthy, A. M., Tucker, M. L., & Husbands, B. (2000). Using Dialogue to Enhance Team Learning and Effectiveness: A Video-Case Based Learning Experience to Enhance Team Processes and Team Effectiveness. *Organization Behavior Teaching Resource*, 1.

Tucker, M. L., Bass, B. M., & Daniel, L. G. (1992). Transformational Leadership's Impact on Higher Education Satisfaction, Effectiveness, and Extra Effort. In K. E. Clark, M. B. Clark, & D. P. Campbell (Eds.). *Impact of Leadership*, 169-176. Greensboro, NC: The Center for Creative Leadership.

Tucker, M. L. (1991). A Compendium of Textbook Views on Planned Versus Post Hoc Tests. In B. Thompson (Ed.). *Advances in Educational Research: Substantive Findings, Methodological Developments*, 1, 107-118. Greenwich, CT: JAI PRESS.

Invited Book Reviews:

Tucker, M. L. (1994). *Scuttle Your Ships Before Advancing: And Other Lessons From History on Leadership and Change for Today's Managers*, *Journal of Business Ethics*, 13, 988, 1000.

Tucker, M. L. (1994). *Stewardship: Choosing Service over Self-Interest*, *Academy of Management Review*, 10 (3), 592-595.

Refereed Proceedings:

Tucker, M. L. (2004). Linking Emotions, the Brain, and Communication Pedagogy. *Association for Business Communication--International, 2004 Refereed Proceedings*. Paper presented at the 69th Annual Association of Business Communication Convention, Boston.

Tucker, M. L., & Myers, L. L. (2004). Preparing Tomorrow's Leaders: Increasing Awareness of Emotional Intelligence in an MBA Curriculum. *The IABPAD Conference Proceedings*. Paper presented at The International Academy of Business and Public Administration Disciplines Conference, New Orleans.

Esmond-Kiger, C., Yost, C. A., Tucker, M. L., Kirch, D., & Cutright, K. (2002). Accounting students and team effectiveness: What has Emotional Intelligence got to do with it? *Program Information and Proceedings*. Paper presented at the 2002 Ohio Regional Meeting of the American Accounting Association, Columbus, Ohio. **Best Manuscript Award**. Revised manuscript presented at the 2002 American Accounting Association Annual Meeting, San Antonio.

Tucker, M. L., Yost, C. A., Kirch, D. P., Cutright, K. W., & Esmond-Kiger, C. L. (2002). Linking Team Effectiveness & Emotional Intelligence. *The Conference Proceedings of The American Society of Business and Behavioral Sciences*. Paper presented at ASBBS, Las Vegas.

McCambridge, J. A., McCarthy, A. M., & Tucker, M. L. (2000). An Empirical Exploration of The Linkages Between Emotional Intelligence and Leadership in a Training Context. *2000 Conference on Emerging Issues in Business and Technology Proceedings*. Paper presented in Myrtle Beach, SC.

Kamen, V., McCarthy, A. M., Gulbro, R. D., & Tucker, M. L. (2000). Human Resource Practices that Establish Expectations and that Support Employee Responsibility in Small Service Firms. *SBIA 2000 Proceedings*.

Parrish, R. W., Tucker, M. L., & Gulbro, R. D. (1996). Strengthening Small Business Competitive Advantage through Leadership, Communication, and Customer Satisfaction. *SBIA 1996 Proceedings*. Paper presented at SWFAD Southwest Small Business Institute Association, San Antonio.

Gulbro, R. D., Ermert, G., Tucker, M. L., & Loftin, B. (1996). Differences in Perceptions of HRM Practices: Comparing Rural and Urban Owners. *SBIA 1996 Proceedings*. Paper presented at SWFAD Southwestern Small Business Institute Association, San Antonio.

Gregg, J. L. & Tucker, M. L. (1995). Hands-On Collaborative Research: Familiarizing Students With the Internet. *SBATC 1995 Proceedings*. Paper presented at the Third Annual Southwestern Business Administration Teaching Conference, Houston.

Tucker, M. L., Nie, W., & Gulbro, R. D. (1995). Determinants of Service Quality for Small Banks. *SBIA 1995 Proceedings*. Paper presented at SWFAD Southwest Small Business Institute Association, Houston.

Tucker, M. L., Powell, K. S., & Meyer, G. D. (1994). Qualitative Research in Business Communication: State of the Art. *Proceedings: Southern Management Association*. Paper presented at the Southern Management Association, Track 9, New Orleans.

Meyer, G. D. & Tucker, M. L. (1994). Entrepreneurial Studies as a Search for Suchness: The Integration of Qualitative and Quantitative Research Designs. *Frontiers of Entrepreneurship Research 1994*, 14: 696-697. Research presentation at the Babson College-Kauffman Foundation Entrepreneurship Research Conference; Wellesley, Massachusetts.

Tucker, M. L. & Galle, W. P., Jr. (1993). Planning for Total Quality Banking Services through Assessment of Leadership, Communication, and Customer Satisfaction: A Partial Internal Communication Audit. *Association for Business Communication--Southwest Region, 1993 Refereed Proceedings*. Paper presented at the Association for Business Communication--Southwest meeting, New Orleans.

Gulbro, R. D. & Tucker, M. L. (1993). Small Firm Performance: The Value of Discipline. *SBIA 1993 Proceedings*. Paper presented at SWFAD Southwestern Small Business Institute Association, New Orleans.

Tucker, M. L. (1992). Adapting Transformational Leadership for Interpreting Higher Education Satisfaction, Effectiveness, and Extra Effort: A University Leadership Profile." *Association of Management 1992 Proceedings*. Paper presented at the Association of Management Conference, Las Vegas.

Tucker, M. L. & Galle, W. P., Jr. (1992). A Study of Communication Skills and Transformational Leadership: Do Better Communication Skills Produce Better Leaders? *Association for Business Communication--Southwest Region, 1992 Refereed Proceedings*. Paper presented at the Association for Business Communication--Southwest, San Antonio.

Tucker, M. L., LaFleur, E. K., & Pizzolatto, A. (1991). Reliability Assessment of a Multi-Item Scale Designed to Measure Job Applicant Attitudes Toward Pre-employment Testing. *Proceedings: Southern Management Association*. Paper presented at the Southern Management Association meeting, Atlanta.

Tucker, M. L. & Daniel, L. G. (1991). A Primer on the Use of Invariance Procedures to Estimate the Generalizability of the Results of Canonical Correlation Analyses. *Proceedings of the Twentieth Annual Meeting of the Mid-South Educational Research Association*. Paper presented at the Mid-South Education Research Association meeting, Lexington.

LaFleur, E. K., Pizzolatto, A. B., & Tucker, M. L. (1990). Applicant Perceptions of Pre-employment Drug Tests: Predictors of Intent to Apply and Intent to Accept. *Proceedings: Southern Management Association*. Paper presented at the Southern Management Association, Orlando.

Tucker, M. L. & Galle, W. P., Jr. (1989). Lack of Humor, No Laughing Matter for Business Graduates: The Inclusion of Humor into Business Communication. *Association for Business Communication--Southwest Region, 1989 Refereed Proceedings*. Paper presented at the Association for Business Communication--Southwest, New Orleans.

Kleen, B. A. & Tucker, M. L. (1986). Records Management Instruction: Content, Student Competencies, and Teaching Methodologies. *Proceedings, Southwest Administrative Services Association*. Paper presented at the Southwestern Federation of Administrative Disciplines, Houston.

ERIC Electronic Publications of Refereed Paper Presentations:

Shiarella, A. H., McCarthy, A. M., & Tucker M. L. (1999). Refinement of a Community Service Attitude Scale. Paper presented at the Annual Meeting of the Southwest Educational Research Association, San Antonio. (ERIC Document Reproduction Service No. ED 427 085)

Tucker, M. L. & Campbell, K. T. (1992). Applying Procrustean Rotation to Evaluate the Generalizability of Canonical Analysis Results. In M. Tucker (Chair), Determining the Replicability of Multivariate Results. Symposium conducted at the annual meeting of the Southwest Educational Research Association, Houston. (ERIC Document Reproduction Service No. ED 343 913)

Tucker, M. L. & Daniel, L. G. (1992). Investigating Result Stability of Canonical Function Equations With the Jackknife Technique Research Results. In M. Tucker (Chair), Determining the Replicability of Multivariate Results. Symposium conducted at the annual meeting of the Southwest Educational Research Association; San Antonio. (ERIC Document Reproduction Service No. ED 343 914)

Campbell, K. T. & Tucker, M. L. (1992). The Use of Commonality Analysis in Multivariate Canonical Correlation Analysis. Presented at the Southwest Educational Research Association meeting; San Antonio. (ERIC Document Reproduction Service No. ED 344 891)

Tucker, M. L. & LaFleur, E. K. (1991). Exploratory Factor Analysis: A Review and Illustration of Five Principal Components Decision Methods for Attitudinal Data. Presented at the Southwest Educational Research Association meeting; San Antonio. (ERIC Document Reproduction Service No. ED 328 591)

Tucker, M. L. & Taylor, D. (1991). Applying Procrustean Rotation to Evaluate the Generalizability of Research Results. In M. Tucker (Chair), The Importance of Invariance: Application of Four Techniques in Discriminant Analysis. Symposium conducted at the annual meeting of the Southwest Educational Research Association; San Antonio. (ERIC Document Reproduction Service No. 338 690)

Tucker, M. L. (1990). A Compendium of Textbook Views on Planned Versus Post Hoc Tests. Paper presented at the Southwest Educational Research Association; Austin. (ERIC Document Reproduction Service No. ED 316 584)

Newspapers, Newsletters, and Magazines:

- Tucker, M. L. "Lagnaippe: When Faculty Give That Little 'Extra'." Published in: (1) *Service Learning Links*. Colorado State University Community Service Learning Center Newsletter. October 5, 1995: 1. (2) *L&S Link*. A Learn and Serve America: Higher Education Training and Technical Assistance Newsletter. November 1995:3. (3) *OCIS NEWS*. The Organizational Communication and Information Systems Division Newsletter of the Academy of Management. Fall 1995.
- Tucker, M. L. "Selling Satisfaction." *Thibodaux Magazine*, Business Review section. Thibodaux, LA: Chamber of Commerce. April 1992:10.
- Tucker, M. L. "Transformational Business Leaders Needed for Technological Age." *Houma Daily Courier*. June 23, 1991: 9E.
- Tucker, M. L. "Marketing, A People Job." *Daily Comet*, June 25, 1990: 3B.

Dissertation Abstract:

Tucker, M. L. (1991). Higher Education Leadership: Transformational Leadership as a Predictor of Satisfaction, Effectiveness, and Extra Effort (Doctoral dissertation, University of New Orleans, 1990). *Dissertation Abstracts International*, 52 773A. (University Microfilms No. 91-21, 558)

Textbook and Textbook Chapter Revisions:

Tucker, M. L., McCarthy, A. M., & Benton, D. A. (2004). 工作中的人际关系大挑战: 管理组织中的自我与他人. Englewood Cliffs, NJ: Prentice Hall.

Tucker, M. L., McCarthy, A. M., & Benton, D. A. (2002). *The Human Challenge: Managing Yourself and Others in Organizations*, Seventh Edition. Englewood Cliffs, NJ: Prentice Hall.

In D. A. Benton. (1998). *Applied Human Relations: An Organizational Approach*, Sixth edition. Englewood Cliffs, New Jersey: Prentice Hall:

- Chapter 3: Personal Development: Stress, Time, and Career Development
- Chapter 5: Human Motivation
- Chapter 7: Interpersonal and Informal Communication
- Chapter 8: Organizational Design and Formal Communication
- Chapter 9: Group Behavior and Conflict Management
- Chapter 10: Power and Status

Teacher's Manual Revision:

Tucker, M. L. (1998). *Teacher's Manual for Applied Human Relations: An Organizational Approach*, Sixth Edition (In press). Englewood Cliffs, New Jersey: Prentice Hall.

Textbook Accompanied Transparency Packet:

Taylor, P. D. & Tucker, M. L. (1998). *Transparency Packet* to accompany Courtland L. Bovee and John V. Thill, **Business Communication Today**, Fifth Edition, 1998. Englewood Cliffs, NJ: Prentice Hall.

PRESENTATIONS

Refereed Paper Presentations:

Tucker, M. L., & Gullekson, S. (2011). Examining the Relationship between Emotional Intelligence and Intercultural Growth for Students Studying Abroad. Paper Presented to the Management Education Division for the Academy of Management 71st Annual Meeting, San Antonio, TX.

Tucker, M. L., Meyers, L. L. & Flaherty, S. (2004). Beyond Memoranda: Teaching Business Students to Communicate in a Complex World. The Annual Convention of the International Association for Business Communication in Boston, MA.

Tucker, M. L., Bryant, D., Denbow, J., Goetz, M. A., & Karin Sandell. (2004). Where's the Learning in Service Learning: Using Fink's Model to Research Community Service Learning's Link to Long-Term Memory. Research presented at the 2004 National Service Learning Research Conference at Greenville, SC.

Tucker, M. L., Kline, M., Sandell, K., & Sarnoff, S. (2004). From Zero to Mach 8: Sustaining the Momentum." Presentation at the National Conference on Faculty Learning Communities at Miami University.

Tucker, M. L. (Chair), Meyers, L., Brokaw, C., Flaherty, S., & Yost, C. (2002). Incorporating Community Service Learning into a Professional Communication Course. In Lagnaipe: 'A Little Something Extra' for Business Communication Classes panel presentation at the 67th Annual Convention of the Association for Business Communication in Cincinnati, OH.

Tucker, M. L., & Yost, C. A. (2000). Are Effective Teams More Emotionally Intelligent? The ABC U.S. Regional Conference, Indianapolis, IN.

Tucker, M. L., McCarthy, A., Kamen, V. & Gulbro, R. D (2000). Human Resource Practices that Establish Expectations and that Support Employee Responsibility in Small Service Firms. Southwest Federation of Administrative Disciplines (SWFAD) in the Association for Small Business & Entrepreneurship Division (ASBE) San Antonio, Texas, **Small Business Best Papers Session. Distinguished Paper Award.**

Tucker, M. L., & McCarthy, A. (1999). Presentation Self-Efficacy: Increasing Managerial Skills Through Service-Learning. The Academy of Management Meeting, Management Education & Development Division, August 1999, Chicago, Illinois.

Tucker, M. L., McCarthy, A., & Jones, C. (1999). Women and Men Politicians: Are Some of our Best Leaders Dissatisfied? The Academy of Management Meeting, Gender and Diversity in Organizations Division, August 1999, Chicago, Illinois.

Shiarella, A., McCarthy, A., & Tucker, M. L. (1999). Refinement of a Community Service Attitude Scale. Southwest Educational Research Association annual meeting; San Antonio, January 1999.

Tucker, M. L., & Sterkel, K. (1998). Gender Stereotyping: What Are Commercials Communicating to Our Children? Association for Business Communication Conference, November 1998, San Antonio, Texas.

McCarthy, A. M., & Tucker, M. L. (1998). Encouraging Volunteerism Through Service-learning Pedagogy. Academy of Management Annual meeting, Management Education Division, August 1998, San Diego, California.

Tucker, M. L., & Powell, K. S. (1997). Linking the Business Communication Class to Community Service. Association for Business Communication Conference, Washington, DC, November 1997.

Tucker, M. L., McCarthy, A. M., Hoxmeier, J., & Lenk, M. M. (1997). Increasing Communication Skills across the College of Business Curriculum through Community Service Learning. Association for Business Communication Conference, Washington, DC, November 1997

Tucker, M. L., McCarthy, A. M., & Schmidt, M. (1997). Women Politicians and Transformational Leadership: The Search for Satisfaction and Effectiveness. Academy of Management Annual meeting, Women in Management Division; Boston, August 1997.

Tucker, M. L., & McCarthy, A. M. (1997). Managing Community Service Learning: Students' Perceptions of Community Service Activities and Factors Affecting Commitment. Academy of Management Annual meeting, Management Education Division; Boston.

Meyer, G. D., West, P., & Tucker, M. L. (1994). Communicated Knowledge as Resource: Competitive Advantage Through Quickness and Agility. *The Strategic Management Journal*. Presented at the Conference on Technological Change and the New Competitive Landscape at the Kenan-Flagler College of Business; University of NC.

Tucker, M. L., Meyer, G. D., & Westerman, J. W. (1994). A Resource-Based View of Barrier Reducing Communicated Knowledge as a Source of Competitive Advantage. Academy of Management Annual meeting, Organizational Communications and Information Systems Division, Dallas, August 1994. **OCIS Best Paper Award.**

Tucker, M. L. (1991). Transformational Leadership in Women Candidates for Office: Louisiana's 1991 Election. In M. Tucker & R. M. Coats (Co-Chairs) Session. Women in Government. Conference of the South Central Women's Studies Association; New Orleans, March 1994.

Tucker, M. L. (1993). The Total Picture: A Pilot Study for Increasing Total Quality Banking Through Effective Leadership, Communication, and Customer Satisfaction. Association for Business Communication Conference; Montreal.

Meyer, G. D. & Tucker, M. L. (1993). Entrepreneurial Studies as a Search for Suchness: A Qual-Quant Fusion. Academy of Management Annual meeting, Entrepreneurship Division; Atlanta.

Tucker, M. L. (1993). Women Political Candidates: Searching for Transformational Leadership. Southwestern Political Science Association meeting, New Orleans.

Daniel, L. G. & Tucker, M. L. (1993). Multidimensional Analysis of the Higher Education Leader Communication Scale: Understanding Followers' Perceptions of Leaders' Communication Effectiveness." Eastern Educational Research Association meeting; Clearwater. **EERA Distinguished Research Award Nomination.**

Tucker, M. L. & Galle, W. P (1992). Communicating Total Quality Banking Through Effective Transformational Leadership, Communication, and Customer Satisfaction. Association for Business Communication Conference, New Orleans.

Tucker, M. L., Benoit, S. S., & Kleen, B. A. (1992). Developing Effective Leadership Through Communication Skills. Association for Business Communication, Eastern-Southeastern-Canadian Regional Conference, Washington, DC.

Benoit, S. S., Kleen, B. A., & Tucker, M. L. (1992). The Business Communication Course and the Writing Across the Curriculum Movement: What? Why? How? Association for Business Communication, Eastern-Southeastern-Canadian Regional Conference; Washington, DC.

Tucker, M. L., Benoit, S. S., Kleen, B. A. & Rachal, K. R. (1992). Surveying Customer Satisfaction of Bank Services." Louisiana Academy of Sciences meeting, Baton Rouge, LA.

Tucker, M. L., & Daniel, L. G. (1992). Transformational Leadership in Higher Education: Predicting Satisfaction, Effectiveness, and Extra Effort. Southwest Educational Research Association meeting; San Antonio.

LaFleur, E. K., & Tucker, M. L. (1992). Using Factor Analysis to Identify the Underlying Dimensions of Job Applicant Attitudes toward Pre-employment Testing. Southwest Educational Research Association meeting, San Antonio.

Tucker, M. L., Galle, W. P., & Daniel, L. G. (1991). Communicating for Transformational Leadership. Association for Business Communication Conference, Honolulu.

Tucker, M. L., Bass, B. M., & Daniel, L. G. (1991). Transformational Leadership's Impact on Higher Education Satisfaction, Effectiveness, and Extra Effort. Center for Creative Leadership's Conference on "The Impact of Leadership, Colorado Springs

Tucker, M. L., Galle, W. P. & Villere, M. F. (1989). Communication Games Played Through Humor in Business. Association for Business Communication Conference, Las Vegas.

Tucker, M. L., Benoit, S. S., & Barbera, F. (1988). Sexist Speech Patterns, Significant or Not, for Women Managers: An Empirical Study, Continued. Association for Business Communication Conference, Indianapolis.

Tucker, M. L., & Barbera, F. (1988). Sexist Speech Patterns, Significant or Not, for Women Managers: An Empirical Study. Association for Business Communication--Southwest meeting, San Antonio.

Tucker, M. L., & Barbera, F. (1987). Overcoming Sexist Speech Patterns in Business. Women and Work Conference; Arlington.

Tucker, M. L., & Barbera, F. (1987). Women Managers: Overcoming Sexist Speech Patterns in Business. Association for Business Communication--Southwest meeting; Houston.

Tucker, M. L., & Tully, A. (1987). Nicholls State-Youth Opportunities Unlimited: A University Program for High School Dropout Prevention. Louisiana Academy of Sciences meeting; Monroe, LA.

Refereed Presentations:

Jordan, K. R., Pueschel, A., Taylor-Bianco, A., & Tucker, M. L. (2019). Storytelling Workshop: Maximizing Strategic Leadership through Storytelling to Enhance Organizational Culture. Workshop presented at the Nineteenth International Conference on Knowledge, Culture, and Change in Organizations, Vancouver, Canada.

Johnson, R., Pueschel, A., & Tucker, M. L. (2018). The “Whole Being” Approach to Maximizing Success. Interactive Workshop at the 2nd Annual Creating Healthy Organizations: Science and Practice of Managing Well Conference, Costa Mesa, CA.

Jordan, K. R., Tucker, M. L., Penrod, C. B., & Meek, S. C. (2018). The Understanding Chain: Creating Effective Messages from Classic Stories for Various Audiences. Management and Organizational Behavior Teaching Conference, Hilton Head, SC.

Pueschel, A., Roberts, J., Muir, T., & Tucker, M. L. (2018). All in Kahoots! Maximizing engagement in the classroom. Training session presented at Spotlight on Learning, Ohio University.

Karl, K., Mendenhall, M., Peluchhette, J., Wheatley, K., Helms, M., Gullekson, N., Tucker, M., Arnand, V., Sanchez, C., Flores, R., Stroufe, R., (August 2017). "Developing Global Competency through Short-term Study Abroad Trips: A focus on the interface," PDW, Academy of Management, Atlanta, GA.

Tucker, M. L., Pueschel, A., Hartman, K., & Gullekson, N. L. (2017). Enriching Success via Grit and Growth Mindset: Exploring the currents created by personal perceptions of Learning. Organizational Behavior Teaching Conference. Providence College, RI.

Rosado-Fager, A., Taylor-Bianco, A., & Tucker, M. L. (2016). Business Curriculum Assessment: Issues with Measuring Student Outcomes and Satisfaction. 2016 Annual Meeting of the Decision Sciences Institute. Austin, TX.

Taylor-Bianco, A., Tucker, M. L., & Rosado-Fager, A. (2016). Teaching Business Ethics: Making it Personal. Organizational Behavior Teaching Conference. Walsh University, OH.

Gullekson, N. L. & Tucker, M. L. (2014). Methods to Develop Global Leadership Competencies. Caucus presented at the annual conference of the Academy of Management. Vancouver, BC.

Tucker, M. L. (2012). Building an AOL Culture. Table Topics Luncheon at the AACSB Assessment Conference, Houston, TX. Discussion Leader.

Feger, A. R., Bernt, P. Tucker, M. L., & Gullekson, N. (2011). The Effect of Gender and Team Roles on Team Effectiveness. Presentation at the 2011 Decision Science Institute Annual Meeting, Boston, MA.

Tucker, M. L., & Gullekson, N. L. (2011). Study Abroad Programs: Assessing Students’ Learning. Caucus at the Academy of Management Annual Meeting, Caucus Organizer.

Gullekson, N. L. & Tucker, M. L. June 2011. Enhancing Students’ Study Abroad Outcomes: EI, EI, Oui!! OBTC: Teaching Conference for Management Educators. Milwaukee, WI.

Tucker, M. L. (2009). Show Me the Stats: Where’s the Assurance that Business Students are Learning What We Say They Will Learn in Short-Term, Study Abroad Programs? Caucus at the Academy of Management Annual Meeting. Caucus Organizer. (Co-facilitators: Nicole Gullekson and Gary Coombs).

Tucker, M. L., & Bianco, J. (2009). Teaching in the Faculty/Facilitator Model. OU Lifelong and Distance Learning Summer Scalable Pilot Training.

Tucker, M. L., Chair. (2007). Strategically Integrating Communication across the Business Curriculum. Panel Presentation at the Association for Business Communication Conference, Washington, D. C. Co-Panelists: Catherine Penrod, Steve Flaherty, Mary Finney, Mary Lou Kohne, Theresa Moran, and Chris Yost.

Tucker, M. L., & Smith, K. (2005). Effective Practices in Developing a Campus-Wide Leadership Certificate Program, Round Table Facilitator at the Leadership Challenge Forum.

Tucker, M. L. & Sandell, K. Panel Co-facilitators (2005). Who Put the Learning in Service Learning? Panel Presentation at Ohio University Spotlight on Learning. Service-Learning Research Faculty Learning Community Participants: Dorothy Bryant, Lacey Curtis, Jane Denbow, Maggie Goetz, Brian Hoyt, and Sylvester Young.

Tucker, M. L. (2005). Implementing Diversity through a Faculty Learning Community. Roundtable Discussion at Spotlight on Learning. FLC members: Ann Paulins, Crystal Anderson, Yingjiao Xu, Grace Exxis, and Jenny Chabot.

Tucker, M. L., Myers, L., & Brokaw, C. (2004). Restructuring the Business Communication Curriculum: Strengthening Students' Foundational Skills and Enhancing Communication Effectiveness. Presentation to the College of Business Society of Alumni and Friends.

Tucker, M. L., Myers, L., & Brokaw, C. (2004). SCOPE Ohio FLC: Professional Communication Faculty Learning Community. Panel Presentation at Ohio University Spotlight on Learning.

Tucker, M. L., Sandell, K., & Kirch, D. P. (2001). Building Emotional Intelligence through Active Research. The Lily Conference, Miami University.

Tucker, M. L., McCarthy, A. M., & McCambridge, J. A. (2001). Incorporating Service-learning into Management Courses." In "Today's Service-learning: Case studies and New Project Ideas" Symposium for Management Education Division, The Academy of Management Meeting, August 2001, Washington, D. C.

Tucker, M. L. (2000). A New Time, A New Millennium, A Creative Pedagogical Style of Management Education: The Ohio Model for Integrated, Problem-based Learning. Symposium for the Management Education Division of the Academy of Management Conference, Toronto, Canada. (Co-presenters: Gary Coombs, Valerie S. Perotti, Hugh D. Sherman, Rick D. Milter, & Anne M. McCarthy).

Tucker, M. L. (2000). Making Learning Real: The Ohio Model Workshop on Integrated, Problem-based Learning. Professional Development Pre-Conference Workshop for the Management Education of the Academy of Management Conference, Toronto, Canada. (Co-presenters: Valerie S. Perotti, Gary Coombs, Rick G. Milter, Hugh D. Sherman, & Anne M. McCarthy).

Tucker, M. L., Husbands, B., McCambridge, J., & McCarthy, A. M. (2000). Using Dialogue to Enhance Team Learning and Effectiveness. The Organizational Behavior Teaching Conference, Carrollton, GA.

Tucker, M. L. (1999). Exploring the Dimensions of Diversity. Examples of Directly Integrating Research with Teaching Workshop with Grover, S. L., Barr, P., Correa, M. E., McCarthy, A. M. The 26th Organizational Behavior Teaching Conference, New Mexico State University, Las Cruces, NM.

Tucker, M. L. (1998). Managerial Communication and Organizational Contexts. Caucus Panelist at Academy of Management meeting, San Diego, CA. (Co-panelists: Brooke Harrington, Chair, Jo Ann Yates, Pam Specht, Sharon Livesay, & Jeanie McNett)

Tucker, M. L. & McCarthy, A. M. (1998). Setting the Stage for Community Service Learning. Presentation at the 25th Organizational Behavior Teaching Conference, University of La Verne, California.

Tucker, M. L. (1998). Technoeducation: Utilizing the New Distance Learning Educational Medium. Southwest Educational Research Association annual meeting, Houston, TX. (Innovative Session Chair. Co-presenters: Anne M. McCarthy & Jamie Switzer).

Tucker, M. L. (1997). Distance Learning Discussion: Is it for your university? Interactive session at the Association of Business Communication Conference, Washington, DC. Chair. (Co-discussants: Karen Powell, Jackie Jankovich, Elaine Lemay, & Jamie Switzer).

Tucker, M. L. (1997). Service Learning and Community Service Initiatives: Lessons from the Field. Presentation at The 24th Organizational Behavior Teaching Conference, June 1997. (Co-presenters: Anne M. McCarthy, Gary Coombs, Joe Dobson, Carolyn Egri, & Jeff Lewis)

Tucker, M. L. (1996). How to Win Friends, Influence People and Still Be a Good Discussant or Session Chair. All Southwest Academy Panel Member. SWAM Conference, San Antonio.

Tucker, M. L., (1993). Customer Satisfaction in the Boundaryless Organization: Activating Excellence. In M. Tucker, Chair, **Showcase Symposium** presented at the Academy of Management meeting, Divisions of Business Policy and Strategy, Organization and Management Theory, and Organization Development and Change, Atlanta, August 1993.

Presentations to Research Funding Organizations:

Tucker, M. L. (1993). Leadership Characteristics of Women Political Candidates in Louisiana: Searching for Transformational Leadership. Research presentation to the Management Board, The Louisiana Center for Women and Government at Nicholls State University, Thibodaux, LA.

Tucker, M. L. (1992). Customer Satisfaction Index: First American Bank--St. Charles Parish Branches. Research results presented to Board of Directors, First American Bank, Vacherie, LA.

FUNDED GRANTS

Research Grants:

- Ohio University College of Business Research Grant. "Identifying the competencies and skills that are perceived to be important to global leadership by business professionals," April 2013. \$2,500.
- Ohio University College of Business Research Grant. "Assessing Learning in the Global Learning Community Study Abroad Program." (Co-authors: Nicole Gullekson and Connie Esmond-Kiger). May 2008. \$2,500.
- Ohio University College of Business Research Grant. "Training Tomorrow's Leaders: Enhancing the Emotional Intelligence of Business Graduates." August 1999. \$5,000.
- Ohio University College of Business Seed Grant. "Advancing Emotional Intelligence Research." (Co-authors: Frank Barone, Gary Coombs, & Valerie Perotti). Spring 1999. \$317.
- Ohio University College of Business Research Grant. "Presentation Self-Efficacy: Increasing Managerial Skills through Service-Learning." August 1998. \$5,000.

- Western Alliance to Expand Student Opportunities Summer Grant for Faculty Directed Undergraduate Research. (Co-Director: Anne M. McCarthy). May 1998. \$1,500.
- Chase Gift to Business College Research Fund. "Scale Development for Investigating Service-Learning attitudes" (Co-Principal: Anne M. McCarthy). April 1998. \$5,000.
- "Developing a Scale to Measure Change in Student Attitudes as a Result of Service-Learning." Colorado State University Service Integration Grant. February 1998. \$989. (Co-author: Anne M. McCarthy).
- "The Impact of Educational Interventions on Business Students' Intention to Engage in Community Service Learning and Community Service," Chase Gift to Business College Research Fund. August 1997. \$5,000. (Co-author: Anne M. McCarthy)
- "The Role of Self-Efficacy and Helping Behavior in Fostering Commitment to Community Service," CSU Summer Research Grant. 1997. \$5,000.
- "Managing Community Service Learning: Students' Perceptions of Community Service Activities and Factors Affecting Commitment," Research and Development Center for the Advancement of Student Learning Grant. (Co-author: Anne M. McCarthy). 1996. \$1,000.
- "Leadership Study of American Women Politicians." CSU Career Enhancement Grant. 1995. \$4,000.
- "Management Alumni Survey." CSU Department of Management Summer Research. 1995. \$3,000.
- "Leadership Profile of American Women Politicians." CSU Summer Research Grant. 1994. \$3,000.
- "Leadership, Communication, and Customer Satisfaction Pilot Study." CSU Summer Research Grant. 1993. \$3,000.
- "Political Leadership in Louisiana: Are Women Leaders More Transformational?" The Louisiana Center for Women and Government Research Grant. 1993. \$8,000.
- "A Leadership and Communication Profile: Louisiana Women Running for State Office in 1991." The Louisiana Center for Women and Government Research Grant. 1992. \$10,000.
- "Customer Satisfaction Study of St. Charles Parish Banks." First American Bank, Nopoleanville, Louisiana. January 1992. \$5,000.
- "Management Information Systems Form Reduction Study," Nicholls State University. 1991. \$6,000.
- "NSU Professor Enhancement Research Grant, Banking Customer Satisfaction." Conducted customer satisfaction research and compiled formal reports for Assumption Bank & Trust, First American Bank & Trust, First Interstate Bank, and South Louisiana Bank in Louisiana. 1991. \$3,000.
- "Records Management Instruction: Content, Student Competencies, and Teaching Methodologies," NSU Research Council Grant. (Co-author: Betty A. Kleen). 1985. \$2,820.

Teaching Grants:

- Open Textbook Workshop, Alden Library, 2017, \$250
- Alt-Textbook Initiative Grant (Co-Principals: Benedict, Paul, Rapp, Tammy, Reynolds, Tammy, Keifer, John), 2016, \$1,000.
- OU Lifelong and Distance Learning, development of distance-learning, Blackboard courses in Women in Management and Introduction to Management, 2008, \$8,000.
- OU Lifelong and Distance Learning, Development of independent learning course in Transforming Leadership, 2008, \$2,500.
- OU Lifelong and Distance Learning, Development of independent learning course in Business Communication, 2007, \$2,500.
- OU Lifelong and Distance Learning, Development of independent learning seminar in Managing Yourself and Others in Organizations, 2005, \$2,500.
- "Faculty Learning Community Revising the Professional Communication Curriculum", SCOPE Ohio Faculty Learning Community Funding, 2003, \$2,900.
- Funding for Leah Spengler, Management Honors Student, to attend IABE Conference Presentation: (1) Institute for Applied and Professional Ethics, up to \$1,180; (2) Professor Gupta, \$800.

- Ohio University College of Business Executive Advisory Board Grant to attend “Managing the Difficult Business Conversation”, The Program on Negotiation at Harvard Law School. March 2003. \$2,750.
- “NTMC Module Proposal: Emotional Intelligence,” ASSHTO and ENO Transportation Foundation Grant for training development. Winter, 1999. Funded \$2,500.
- OU Tier III Course Development Symposium. Summer 1999. \$1,500.
- OU Writing-Enriched Courses Program. Winter-Spring 1999. \$1,000.
- The Coleman Foundation Entrepreneurship Awareness and Education Grant. Entrepreneurship Program Development. (Co-applicant: Anne M. McCarthy). April 1998. \$25,000.
- “Infusing Gender and Intercultural Components into Courses. CSU Infusion Project. 1996. \$1,000.
- "Communicating Service: Integration of Service into the Business Communication Curriculum." CSU Service Integration Project Grant, Office of Community Services. 1995. \$850.

Service Grants:

- “Classroom Reading Grant,” Ohio Department of Education. Fall 1999. Principal: Joan Linscott, West Elementary School. Funded: \$60,000.
- Carl Perkins Title II Grant, Part A-Single Parents/Homemakers Seminars. 1989. \$12,005
- Carl Perkins Title II Grant, Part A-Sex Bias/Stereotyping Nontraditional Occupations Seminars. 1988. \$10,927.74. Lead Author. (Co-author: Ken R. Rachal)
- Carl Perkins Title II Grant, Part A-Single Parents/Homemakers Seminars. 1987. \$31,910. Lead Author. (Co-author: Ken R. Rachal)

HONORS AND RECOGNITIONS

- Management Department Teaching Mentor Award, 2017
- College of Business Master Teacher Mentor, 2009
- Best Paper Award, Teaching & Curriculum Section, Ohio Regional AAA Meeting, 2006
- Nominated for OU Presidential Teacher Award, 2001, 2007
- Invited to participate in Oxford Round Table special Session on Women's Leadership, 2005, 2006
- International Who's Who of Professional & Business Women, 2004
- Governor's OhioReads Recognition for OU COB CSL Partnership with West Elementary, 2004
- OU SCOPE OHIO Community Leader-In-Residence, 2002-2004
- Beta Gamma Sigma, Faculty Member, 2002
- Best Manuscript Award, American Accounting Association Ohio Regional Meeting, 2002
- Division of Lifelong Learning Special Recognition, 2001
- College of Business Excellence in Intellectual Contributions Award, 2001
- Honorary Faculty Member, Alpha Lambda Delta Freshman Honorary, 2000
- Finalist, National Thomas Ehrlich Faculty Award for Service Learning, 2000
- Distinguished Paper Award, ASBE Division, SWFAD, 2000
- CSU Instructional Innovation in Service-Learning Award, 1998
- Who's Who Among America's Teachers, 1996, 1998
- Poudre School District Award of Excellence for Service, 1997
- Outstanding Professor Award, CSU Mortar Board, 1996
- Award of Recognition, CSU Office of Community Service, 1996
- Outstanding Business Faculty Award, CSU Alpha Kappa Psi, 1995
- Best Paper Award, OCIS Division, The Academy of Management, 1994
- Outstanding Business Faculty Award, CSU Delta Sigma Pi, 1993, 1995
- Phi Kappa Phi International Honor Society, Lifetime Member, Past President-NSU Chapter

- *Summa cum laude* M.Ed. graduate, National Dean's List, President's List, 1985
- NBEA Outstanding Business Education Graduate, President's List, 1984

PROFESSIONAL SERVICE

Professional Memberships:

Academy of Business Education, 2011-2013

Academy of International Business

Academy of Management 1997-Present

◇ Careers Division: Associate Editor, Newsletter, 1997-1998

◇ Symposium Chair, 1993

◇ Entrepreneurship Division: Interdivisional Relations Committee, 1997-1998

◇ Organization Communication and Information Systems Division: Executive Board, Assistant Membership Chair, 1994-1997; Reviewer 1992-1997; Nominating Committee, 1997

◇ Organizational Development & Change Division: Reviewer, 1994-1999; Chair, 1995, 1997; Discussant, 1996

◇ Gender and Diversity in Organizations Division: Reviewer, 1998-2002

◇ Management Education and Development Division: Program Review Committee, 1998-2005

The Academy of Managerial Communication 1998-1999

The Academy of Strategic and Organizational Leadership 1998-1999

Alpha Delta Lambda, Faculty Member

Alpha Kappa Psi: CSU Faculty Member, 1993-1998; CSU Faculty Sponsor, 1995-1997

Association for Business Communication (ABC) 1992-2006; Reviewer, 1992-1998

Emerald Literati Club, London UK

Gender Work & Organization, Europe

National Association for Female Executives, 1999-2005

Organizational Behavior Teaching Conference (OBTC); Reviewer 1997-2000, 2010-Present

Ohio University Friends of the Libraries, Vice President of the Board, 2002

Phi Kappa Phi: NSU Secretary, 1991-1992; NSU President, 1992-1993

Society for Advancement of Management, 1998-1999

Editorial Review Boards:

Gender in Management 2007-Present

International Journal of Business Communication 2002-Present

Journal of Instructional Pedagogies 2014-Present

GLOBE Conference Advisory/Review Board 2017-Present

B>Quest A Journal of Applied Topics in Business and Economics 2004-2018

Research in Schools 2004-2008

Research in Management Education and Development 2004-2007

SAM Advanced Management Journal 1998-2000

Journal of Business & Entrepreneurship 1996-2000

Delta Business Review 1996-1997

Ad-hoc Reviewer:

Academy of Management REVIEW 1993-2001

Academy of Management Journal 1994-2001

Educational and Psychological Measurement 1994-1997

Journal of Business Communication 1997-2002

<i>Journal of Business and Management</i>	2001-2003
<i>Journal of Management Education</i>	1998-2001
<i>Journal of Managerial Issues</i>	2001-2004
<i>Journal of Organizational Change Management</i>	1994-2000

Book Reviews:

Organizational Behavior, 3e, Kinicki & Fugate, McGraw-Hill, 2017.
 Mini Sims in MyManagementLab, Pearson Education, 2017.
Management, 2ed, Neck, Houghton, Murray & Lattimer, Wiley, 2017.
Organizational Behavior, 2e, Kinicki & Fugate, McGraw Hill, 2016.
Organizational Behavior: Accelerating Effectiveness through People. McGraw-Hill, 2016.
Management: A Focus on Leaders, 1/e. Pearson, 2012.
HOW 12, Clark & Clark. Cengage Learning/South-Western, 2007.
Business and Administrative Communication, 7th Ed., Kitty Locker, McGraw-Hill Irwin, 2006.
Professional Communication: A Relationship Management Approach. McGraw-Hill, 2006.
The Leadership Experience, 2e., South-Western/Thomson Learning, 2002.
Becoming a Team: Achieving a Goal, South-Western/Thomson Learning, 2001.
The Corporate Insider's Approach to Business Communication, South-Western/Thomson Learning, 2001.
Business Communication: Building Critical Skills, IRWIN, 2000.
Executive Communications, Prospectus for South-Western, 1999.
Advanced Business Communication, Penrose, Rasberry, & Myers, South-Western, 1999.
How 8: A Handbook for Office Workers, Clark & Clark, South-Western, 1999.
English: All You Need to Know, Prospectus for South-Western, 1998.
Group Dynamics for Teams, Prospectus for South-Western, 1998.
Strategies for Managerial Writing, Prospectus for South-Western, 1998.
Business Communication, Guffey, South-Western College Publishing, 1998.
Changing Organizations: The Social Architecture Approach, Manuscript for South-Western, 1998.
Business Communication Today, Bovee & Thill, McGraw-Hill, 1996.
Management: Quality and Competitiveness, Ivancevich et al., Richard D. Irwin, Inc., 1994.
Credibility, Logic, Persuasion, Manuscript for West Educational Publishing, 1994.
Business Communication, Guffey, Wadsworth Publishing Company, 1993
Contemporary Business Communications, Boone & Kurtz, Prentice Hall, 1992.

Regional Conferences:

Academic and Business Research Institute: 2011-2017
 ABC-Southwest: Reviewer, 1988, 1993-1995; Discussant, 1994
 CSI, Reviewer, 2018
 Southwestern Small Business Institute Association: Reviewer, 1992-1995
 Southwest Academy of Management: Reviewer, 1996
 Reviewer, International Academy for Business Administration Conference, 1995
 Society of Business Research, Session Chair, 2012
 Southern Management Association: Presidential and Officer Liaison Subcommittee Chair, Publicity Chair, 1996; Reviewer, 1992-1995; Session Chair, 1992-1995; Discussant, 1992, 1994
 Southwestern Political Science Association: Session Chair, 1993
 Southwest Education Research Association: Reviewer, Graduate Student Seminar, 1994; Symposium Chair, 1990-1992, 1998-1999
 Mountain Plains Management: Discussant, 1994
 American Education Research Association: Reviewer, 1992-1993
 Association of Management: Discussant, 1992

Management Education Seminars (Instructor):

OU MBA Professional Development Workshop, "Assessing Your Global Leadership Skillset" 2014
OU OIT Learning Community, "Emotional Intelligence and Positive Criticism," Fall Quarter 2010
OU Executive MBA Program, "Emotional Intelligence," January 2007
Holzer Clinic. "Emotional Intelligence: Increasing Excellence at Holzer Clinic," Gallipolis, Ohio, Fall 2006.
State Farm. Training for Emerging Leaders, "Communicating Emotions Effectively," 2002
West Elementary Inservice Teacher Training, "Emotional Intelligence," 2001
Certified Professional Secretary Review Course, Athens, Ohio. "Organizational Management," 1999
The Institute for Applied and Professional Ethics, Athens, Ohio. "What you need to know about ETHICS before your FIRST JOB," Assisted Professor Bugeja, October 15, 1999
CIBED Brazilian Executives Conference, Athens, Ohio. *Project Team Member*. "Leadership for leading in the new millennium." July 1999; December 1999, September 2000, December 2000, April 2001; *Project Leader*. Leadership development and training for leading in the new millennium, intercultural communication, and diversity. 1998; *Project Co-Leader*. July 2000, August 2000
Eno Transportation Foundation, Washington, DC. and American Association of Highway and Transportation Officials, Washington, DC. National leadership development and training in leadership, technology, communication, diversity, ethics, emotional intelligence and media relations. 1996-2001
American Educational Products, Boulder, CO. Executive development and training in business communication. 1993
Louisiana Small Business Development Center, Louisiana Department of Economic Development. Entrepreneurial development and training in customer satisfaction. February 1993
Diocese of Houma-Thibodaux, Houma, LA. Development and training for school administrators in successful communication for customer satisfaction. September 1991
Nicholls State University. Director, Seminars for Nontraditional Occupations, 1987, 1988, 1990
Nicholls State University. Director, NSU Office Personnel Seminar, 1989-1993; Assistant 1985-1987

Speaker:

OU Women in Information Systems Panel, "Women in Leadership: Discussing the Controversies," 2013.
OU Southeast Ohio Alumni Association Annual Ball Keynote Speaker, "Keeping the Promise," 2009
OU Robe Leadership Symposium, "Emotional Intelligence and Leadership," 2002, 2004, 2007, 2008
OU College of Business Faculty and Staff, "Freshman Common Book" Discussion, 2005
OU Phi Gamma Nu's Founders Day Keynote Speaker, "Happiness is a Way of Life--Not a Destination," 2005
OU SHRM, "Resume and Cover Letter Workshop," 2005
OU Human Resources, "Strategic Communication through Emotional Intelligence," 2004
OU College of Business Faculty, "Emotions, the Brain, and Learning: EI, EI, Oh!" 2004
OU PRCM 325j Classes (6), "Enhancing Emotional Intelligence," 2003
OU MBA WB, "Communicating Emotions Effectively," 2002; "Emotional Intelligence," 2000
OU CSL Panel speaker, "Community Service Learning Research," 1999
OU Professional Development CSL Workshop, "Expanding Classroom Boundaries," 1999
Fort Collins Chamber of Commerce Leadership Program, 1996
CSU College of Business Communication Workshop for Graduate Students, 1996
CSU SIP Service-Learning Brown Bag Luncheon, 1996
CSU Professional Development Institute, 1996
CSU Computer Information Systems Club, 1995
CSU Alpha Kappa Psi Graduate Ceremony, 1994, 1995
Rocky Mountain Chapter--Institute of Internal Auditors, 1994
CSU Delta Sigma Pi Recruitment Meeting, 1994
Thibodaux, Louisiana Chapter--American Business Women's Association, 1986, 1990
NSU UPWARD BOUND Program, 1989; NSU-YOU Summer Program, 1989
NSU Seminar for Nontraditional Occupations, 1988, 1989; Phi Mu Fraternity, 1993; Delta Sigma Pi, 1992

Community Service:

Athens Rotary Club, 2006-2010
OU Buddy Community Service Learning Program with West Elementary, 1999-2004
Small Business Tele-Technology Workshops Committee, Colorado Rural Development Council, 1995-1997
Louisiana Center for Women and Government: Council, 1994-1996
Friend, New Orleans Center for Creative Arts, 1992-1993
Delegate, Louisiana Governor's Conference on Women, 1992
Louisiana Board of Regents Community College Task Force, 1990-1992
The Bayou Parishes Council on Promoting Esteem, 1990-1991

University Service:

OU SARC Committee, 2017-Present
OU OHIO First Scholars Mentor, 2016-2017
OU Baker Fund Committee, 2011-2014
OU Ad Hoc Faculty Senate Tenure Appeal Committee, 2010
OU Advisor, Women's Lacrosse Team, 2008-2010
OU Leadership Steering Committee, Department of Campus Life, 2007-2009
OU Presidential Task Force on Academic Calendar and System, 2007
OU Council for Research and Creative Activity, 2004-2007
OU Faculty Senate, Tenure and Promotion Committee, 2004-2007
OU Faculty Senate, College of Business Representative, 2004-2007
OU Council for Research and Creativity, 2004-2007
OU Blackboard Educational Series (BESO), 2006-2007
OU Program Development and Implementation Focus Group, 2006-2007
OU Faculty Development Advisory Committee, Spring-Fall 2006
OU National Prominence Expert Advisory Group, 2005
OU Spotlight on Learning Planning Committee, 2004-2005
OU Social & Behavioral Sciences Presidential Research Scholars Award Selection Committee, 2004
OU SCOPE Ohio Community Leader-In-Residence, 2002-2004
OU Robe Leadership Board, 2002-Present
OU Committee on Writing Across Campus, 1998-2004
OU Friends of the Library Board, Vice President, 2002-2003
OU Academic Advancement Center Advisory Council, 2000-2002
OU College Review Committee (CRC) evaluating Dean Patricia Richard, 2000
CSU Search Committee for College of Education Faculty Position, 1998
CSU Search Committee for Director of CSU Office of Community Service, 1997
CSU Undergraduate Showcase Symposium Committee, 1996-1998
CSU Service Integration Project Faculty Advisory Committee, 1995
CSU Center for Research on Writing & Communication Technologies, 1994-1995
CSU Homecoming Committee, 1994-1995
CSU Activities Board, Co-Program Chair, 1993-1994
NSU Faculty Senate, CBA Senator, 1993
NSU Bonnie J. Bourg Lecture Series Committee, 1993
NSU Louisiana State Literary Rally Test Administrator, 1993
NSU SACS Committee on Organization and Administration, 1993
NSU Student Organizations Standing Committee, 1992-1993
NSU Commencement Committee, 1990-1993

College of Business (COB) and Department Service:

OU COB AOL and Assessment, 2014 - Present
OU COB Promotion and Tenure Committee, 2004-Present

OU COB Associate Director of Undergraduate International Business, 2013-14
OU COB International Business CIT, 2013-14
OU COB Director, Assessment of Learning, 2011-13, Co-Director, 2013-14.
OU COB Strategic Planning Committee, 2011-13
OU COB AOL and Assessment CIT, 2010-14
OU COB Dean's Evaluation Committee, 2005, 2013
OU COB Honors Task Force, 2010-2013
OU COB Committee for Selection of College of Business Honors Program students, 2012, 2013
OU COB MIS Tenure and Promotion Committee, 2011-2012
OU COB Marketing Tenure & Promotion Committee, 2010-2011
OU COB Master Teacher Mentor, 2009-2011
OU COB Dean's Faculty Advisory Committee, 2008-2009
OU COB Teaching and Learning CIT, 2000-04, Chair, 2006-08
OU COB Undergraduate Curriculum CIT, 1998-99, 2005, 2008-09, 2015-16
OU COB Freshman Engagement Program Faculty Mentor, 2005, 2006, 2007
OU COB UC 190 Bobcat Business Learning Community Instructor, 2007
OU COB Accounting Grade Appeal Committee, 2007
OU COB UC 150 Bobcat Business Learning Community Instructor, 2006
OU COB Lecture Series Committee, 2004-2006
OU COB Strategic Planning CIT, 2004-2006
OU COB Copeland Hall Landscape Committee, 2002-2006
OU COB Director, Communication across the Curriculum for the College of Business, 2002-2004
OU COB Committee for Selection of Corporate Leaders, 1999-2000
OU COB Committee for Selection of Copeland Scholars, 2000, 2004
OU Department of Management Promotion and Tenure Committee, 1998-Present
OU Department of Management Peer Evaluation Committee, 2003-Chair, 2008, 2011, 2012
OU Department of Management Advisory Committee, 2002-2005
OU Department of Management Search Committee, 2000, 2001, 2017
OU Department of Management Undergraduate Curriculum Task Force, 1999-2000, 2008-2009
OU Department of Management, Director, Search Committee for PRCM 1500 faculty, 2004
OU Department of Management Systems Director, Honors Program, 2001-2003
OU Department of Marketing P&T Professor Committee, 2004-2005, 2011, 2016-17
OU Department of Sports Administration, Peer Evaluation Committee, 2014-Present
OU Department of Sports Administration, P&T Committee, 2016-Present
CSU COB Policy Committee, 1995-1998
CSU Department of Management Policy Committee, 1995-1998
CSU Department of Management Search Committee for Entrepreneurship Professor, 1995-1996
CSU Faculty Advisor, Alpha Kappa Psi, 1995-1996
CSU Department of Management Accreditation Revision and Planning Team, 1995
CSU Department of Management HRD/Management Ph.D. Program Committee, 1994
CSU Faculty Co-advisor, Sigma Iota Epsilon, 1993-1994
NSU Faculty Member, Delta Sigma Pi, 1985
NSU COB AACSB Core Planning Committee, 1993
NSU COB Undergraduate Curriculum Committee, 1989-1990, 1992-1993
NSU COB AACSB Intellectual Contributions Committee, 1992

Media Publicity:

Recognition for service project by College of Business student teams in the business cluster: "OU Students Review Local Recycling Center," *Lancaster Eagle Gazette*, June 2013.

Recognition for Sustainability Project Research by College of Business student teams in PRCM 324j: "Greening the Bottom Line," *Planet OHIO News*, Winter Quarter 2008. Reprinted in *Outlook*, February 14, 2008.

Recognition for Management Systems Honors Graduate Research: "An Ethical Examination: Study explores ethical issues of competitive business practices," Fall 2003. *Perspectives: Research, Scholarship, and Creative Activity at Ohio University*, Special Undergraduate Edition 2003.

Recognition for SCOPE Ohio Faculty-in-Residence work on Faculty Learning Communities: "Faculty Learning Community adjusts courses to enhance business students' communication skills" by Bethany Miller, *Outlook*, May 2004.

Recognition of Ohio University community service learning in College of Business classes:

- "Service Learning: Thriving With New Opportunities," spring 2001. *Community Connection*.
- "Ohio University Professor Nominated for Service-Learning Award," July 3, 2000. *News & Information*. Ohio University Media Services. <www.ohiou.edu/news/99-00/405.html>. Also published in *The Athens Messenger*, June 14, 2000.
- "Professor applauds students for her commendation," *Ohio University Outlook*, June 2000: 5.
- "Teaching Students to Serve," *Ohio Today*, Fall 2000: 7.
- "Reading Program Helps Children," *The Post*, November 16, 1999: 1.

Press coverage of Colorado State University community service learning, Junior Achievement, and Poudre School District resulted in newsprint, electronic, and television coverage:

- "Service Learning' Bridges CSU, Elementaries," *Fort Collins Coloradoan*, April 9, 1997: A2.
- "Community Interaction Gives Students Unique Perspective," *Rocky Mountain Collegian*, September 15, 1995.
- "Service-Learning Ties Curriculum to Life for Students," *Rocky Mountain Collegian*, November 16, 1995.
- "Service Learning Bridges CSU, elementaries," *The Coloradoan*. Wednesday April 9, 1997. Also at: www.colostate.edu/Depts/PR/releases/news/share100.htm
- "It's a Dunn Deal: Bridging Business and Education." Taped television show for Poudre School District. Aired on PBS Channel during April 1997.

Various newspapers and on-line electronic publications published press release on Women Political Legislators research:

- "Women Left Out in Political Cold," *Fort Collins Coloradoan*, November 3, 1996.
- "Women Politicians Need More Training, Study Says," *University Science*, [On Line] <UNISCI@unisci.com>, November 6, 1996.
- "Women Politicians are Strong Leaders but Need Further Training, Colorado State Survey Reveals," *Comment: News For and About Colorado State's Faculty and Staff*, November 7, 1996: 3.

Press release on international business etiquette research by students resulted in three articles:

- "Culture Clash Could Dash Business Deals," *Fort Collins Coloradoan*, April 17, 1995: D6.
- "Don't Give Wine to the German or Anything Asian to Japanese," *The Daily Journal*, December 30, 1994:1.

- “Students from Colorado State University tackled global business etiquette...,” Town Talk, The Denver Business Journal, January 6, 1995.
- “Global Etiquette—How Savvy are you?” College of Business Futures, fall 1995: 12.

Press coverage of summer 1984 Gifted & Talented, Introduction to Business Course: “T-shirts Give Youngsters Chance to Learn about Business,” The Nicholls Worth, July 13, 1984: 1.

DIRECTED UNDERGRADUATE/GRADUATE STUDENT PROFESSIONAL WORKS

Student Honors Theses:

“Competitive Intelligence and MBA Perceptions,” Department of Management Systems and College of Business Honors Program, June 2003. Leah Spengler.

“Sexual Harassment: An Analysis of the Relationship Between Employer, Alleged Harasser and the Legal System,” Department of Management Systems and College of Business Honors Program, June 2001. Kiley Lynn Clark.

“Electronic Commerce and Taxation Issues,” Department of Management Systems and College of Business Honors Program, June 2001. Cassandra Cole.

“Emotional Intelligence and Sales Achievement,” Department of Management Systems and College of Business Honors Program, June 2001. Jeremy Geiser.

Undergraduate Student Refereed Publications:

"International Business Gift-Giving Etiquette," *Mountain Plains Management Conference Proceedings: 1994*. Paper presented at the Mountain Plains Management Conference, October 1994, Durango, Colorado. Justin Atchley, Ryan Brown, Tami Fewell, & Brynn Markle.

"Japanese Business Negotiations and Customs: Understanding Japanese Introductions, Meeting Customs, and After-Meeting Customs," *Mountain Plains Management Conference Proceedings: 1994*. Paper presented at the Mountain Plains Management Conference, October 1994, Durango, Colorado. Brian Wilson, Matt Prentice, & Jeremy Hatt.

"Japanese Business Practices in Business Communication and Gift-Giving," *Mountain Plains Management Conference Proceedings: 1994*. Paper presented at the Mountain Plains Management Conference, October 1994, Durango, Colorado. Sherry Reynolds, Jennifer Vance, Shari Smith, & Jason Charles.

"American Business Etiquette as a Competitive Advantage," *Mountain Plains Management Conference Proceedings: 1994*. Paper presented at the Mountain Plains Management Conference, October 1994, Durango, Colorado. Karen Roybal & Linda Gasser.

Student ERIC Electronic Publications of Refereed Paper Presentations:

“Scale of Community Service Attitudes for College Students,” Southwest Education Research Association 21st Annual Meeting, January 1998, Houston, Texas. Ann Harris Shiarella, CSU I/O Psychology Ph.D. student. (ERIC Document Reproduction Service No. ED 419 438)

Student Published Press Releases:

"Students in Service-Learning," L&S Link, November 1995:1,3. A Learn and Serve America: Higher Education Training and Technical Assistance Newsletter. Brenda Caron, Mark Huntley, & Lisa Stehle.

"Student Perspective: Service Clarifies Career Choice," Service Learning Link, November 5, 1995:2,2. Colorado State University Community Service Learning Center Newsletter. Susan Pfeuffer.

Student Presentations:

"Community Service Learning: Reading Buddy Program with West Elementary," OU Community Service Videoconference, Winter Quarter 2000, Ohio University. Cherish Cronmiller & Brent Elum.

"Enhancing the Education of Business Students Through Community Service Learning: A Feasibility Study," CSU Undergraduate Research Symposium, April 30, 1996, Colorado State University. Julie West & Stacey Hoyt. **CSU AWARD OF HIGH DISTINCTION.**

"Getting Your Feet Wet in the Ocean of the World Wide Web," Symposium presented at the Southwestern Business Administration Teaching Conference, October 28, 1995, Houston, Texas. Jon Peterson.

Graduate Professional Paper:

"The Diffusion of Innovations and Faculty Adoption of Service-learning in Higher Education," Natalie Lupton, MED, Colorado State University, spring 1998.

Student Outreach:

"Come on in...the water's fine! Netscape and World Wide Web Surfing," Tele-Technology Training Sessions for Small Business and Nonprofit Organizations for Colorado Rural Development Council. Eleven training sessions at rural locations in Colorado, November 1995 to May 1996. Greg Hoeck.

"Statistical Results That Determine TEAM Works' Effectiveness," Community service learning marketing research for TEAM Fort Collins, spring 1996. Brenda Callan, Amanda Crossland, & Hilery McCabe.

"Social Interviews," Multi-media training program developed for presentation to Colorado State University CIS Club, October 19, 1995. Karen Roybal.

ORGANIZER: FACULTY PROFESSIONAL DEVELOPMENT

Assessment and Assurance of Learning Workshop, Karen Sandell, 2012

Qualtrics 360 demonstration, 2012

Write Experience Demonstration, 2011

Master Teacher Program at OU, with Raymond Frost, 2008

Instructional Diagnosis—Midterm Feedback: Tips for Faculty, with Tim Vickers, 2007

Teaching Portfolio Workshop Series, with Tim Vickers, 2006-2007

Student Response Systems, with Mike Roy, 2007

PROFESSIONAL DEVELOPMENT 2003-PRESENT

- Leading with Dignity, Donna Hicks, Virtual Presentation of International Humanistic Assoc., 2018
- Summer Design Institute, 2018 / Open Textbook Workshop, Alden Library, 2017
- Foundations of Positive Psychology Specialization, UPenn, 2017
- OHIO First Scholars Mentor Training, 2016
- Integrated Business Cluster Retreat, 2015, 2018
- McGraw-Hill Organizational Behavior Symposium, 2015
- Cultural Intelligence Assessment Training, Dr. Livermore, 2014.

- Multi-Ethnic Communities and the Evolution of Southern Cuisine, Dr. Gremillion, 2014.
- Service-Learning Workshops, 2014 / Quality Matters Workshop, 2014
- Spotlight on Learning: Teaching, Teams, and Technology, 2014
- Cultural Detective Webinar, 2013 / Critical Thinking and Teams, Dr. Jackson Nickerson, 2013
- The Assessment, Development, and Nurturing of Global Leaders, Janet Osland, 2013
- Helping Students Translate ‘Study Abroad’ for the Job Search, OEA Webinar 2013
- Critical Thinking, Dr. Jackson Nickerson, 2013 / Disc Training, Deb Terry of Skillblenders, 2013
- Curriculum Development for Global Management Capabilities, AACSB, 2013
- Critical Thinking, AACSB, February 2013
- From Teller to Facilitator of Learning & Follow Where the Research Leads, Dr. Doyle, 2012
- Assurance of Learning Seminar, AACSB, Houston, March 2012
- Overcoming Apathy and Creating Excitement in the Classroom, Todd Zakrajsek, 2012.
- Assessment and Assurance of Learning Workshop, Karen Sandell, 2012
- Assessment of Learning, AACSB, Tampa, 2011 / Summer Institute for Diversity Education, 2011
- Using Principles of Design to Rethink PowerPoint and Keynote Slides, Academic Technologies, 2011
- Cengage Focus Group, AOM, San Antonio, on New Approach to Principles of Management August 2011
- Assessment of Learning Seminar by Doug Eder, 2010 / Bb 9 Pilot Faculty Group Training Sessions, 2010
- Lifelong and Distance Learning Summer Scalable Pilot Training, 2010
- Learning with iPad in Higher Education, 2010
- Copyright Teaching CIT Brown Bag, 2010 / Qualtrics Training, February 2010
- McGraw-Hill Symposium, “The Changing Face of Management Education,” March 2010
- SafeZone Certification Training, 2009 / Master Teacher Mentor Training, 2009
- The Kouzes/Posner Leadership Development Workshop, 2008
- McGraw-Hill Irwin Business Communication Focus Group, Chicago, 2008
- Master Teacher Program at OU, August and September, 2008
- Faculty Book Discussion Group, *How the Brain Learns* / Faculty True Colors Seminar, 2008
- Outcomes-Based Assessment for Learner-Centered Education Mini Retreat, 2008
- 360 Degrees: The Measure of a Leader Seminar, 2006.
- University College Course Development for UC 115, 2006.
- Student Response System Pilot Project, 2006.
- The Missing Professor, Center for Teaching Excellence Faculty Book Reading Group, 2006.
- Public Speaking in the Classroom, Center for Teaching Excellence Workshop, 2005
- Research Grant Writing Workshop, 2005
- Leadership in a Fast-Paced World, Ken Blanchard, 2004 / Blackboard Workshop, 2004
- The Art of Changing the Brain, James Zull, 2004
- Teaching Approaches that Enhance Learning, Aaron Kelley, Teaching CIT Workshop, 2004
- The Brain and the Classroom Environment, Lennie Holbrook, Teaching CIT Workshop, 2004
- The Student Brain: What we are up against, David Kirch, Teaching CIT Workshop, 2004
- Active Learning, CTE Development Seminar, Summer 2003
- Critical Thinking, Ann Kovalchick, CITL, 2003/ Active Learning Online, CITL, 2003
- Radical New Ideas for Designing Your Course Differently, Dee Fink, CTE, 2003
- Enhancing Your Bb Course, CITL, 2003/ Enhancing the First Year Experience, John Gardner, 2003
- Where’s the Learning in Service Learning? Dr. Janet Eyler, CTE & CCS, 2003
- Theatrical Techniques in Teaching, CBA Teaching CIT, Bill Condee, OU Theatre, 2003
- Managing Difficult Conversations, Harvard Negotiation Project, 2003