

# **JONATHAN R. ANDERSON**

**University of West Georgia**

## **Education**

**Ph.D.** Business Administration: Management – University of Kentucky, 2004  
**M.Ed.** Business Education – State University of West Georgia, 2000  
**B.S.** Sociology (Cum Laude) – Utah State University, 1999  
**A.A.S.** General Studies – Ricks College, 1996

## **Experience**

### **University of West Georgia – Carrollton, GA**

#### *Administrative Positions*

7/2011 – 7/2014 Deputy Provost  
8/2010 – 6/2011 Associate Vice President for Academic Affairs  
7/2009 – 7/2014 SACSCOC Accreditation Liaison  
3/2008 – 12/2010 Assurance of Learning Coordinator, Georgia WebMBA  
10/2005 – 7/2009 Associate Dean and MBA Director, Richards College of Business

#### *Academic Positions*

8/2013 – Present Professor of Management  
8/2008 – 8/2013 Associate Professor of Management  
8/2004 – 8/2008 Assistant Professor of Management

### **Berea College – Berea, KY**

8/2003 – 12/2003 Part-Time Instructor of Business

### **University of Kentucky – Lexington, KY**

8/2001 – 8/2004 Graduate Teaching Assistant and Ph.D. Student

### **Bremen High School – Bremen, GA**

8/1999 – 5/2001 Business Teacher and Coach

### **Old Kent Mortgage – Lithia Springs, GA**

7/1998 – 8/1999 Loan Officer

### **Mortgage Capital Resource – Smyrna/Vinings, GA**

5/1997 – 7/1998 Loan Officer

### **Equity First Financial – Logan, UT**

8/1996 – 5/1997 Liability Specialist

## **Selected Administrative Accomplishments**

**UWG Budgeting Processes:** As Deputy Provost, led the process to make the budget transparent. Under the direction of the Provost, developed spreadsheets and tools to identify and analyze allocations of revenue and expenses throughout the division. Items analyzed include faculty lines, operational budgets, summer school budgets, and credit hour generation. These models and analysis were used in allocating new money and reallocating existing money within the division. Also created a vacancy pool to align faculty lines with university priorities and to balance the needs of three new colleges.

**Regional Accreditation (SACSCOC):** As the Institutional SACS Liaison, led the process for the University of West Georgia to become a Level VI SACS institution. Led the successful completion of the fifth-year Interim report, submission of the compliance certificate for the decennial review, the development of the QEP, and all aspects of preparation for the decennial review. Served as an on-site reviewer.

**Vice President Evaluations:** Served as the chair and co-chair of two Vice Presidents' evaluations at the University of West Georgia. Both evaluations were inclusive, comprehensive and accepted by the President.

**Off-Campus Facility Acquisition/External Relations:** Served as the single point of accountability for the exploration and evaluation of a major off-campus instructional facility. This project required agreements with two government entities, a hospital board, and the University System of Georgia. Once the agreements were in place, the construction was turned over to the facility division of UWG. The newly renovated building has more than 50,000 square feet of finished instructional space, with more than 30,000 feet of warm shell space for future growth. It was acquired by the University System at approximately 25% of its value.

**Re-purposing Space for Academic Use:** Based on significant physical space needs of academic programs, conducted an analysis and identified underutilized areas on campus. Worked with facilities, academic programs, and budget services to identify the resources necessary to repurpose the space for academic programs.

**Master Plan Update Committee/Space Study:** Served as the co-chair of the Master Facilities Plan Update for the University of West Georgia. During this process a consultant completed an analysis of all physical space on campus. The document and the space data now serves as the guide for space planning on campus. Working with facilities, implemented a process to track changes to space allocations on campus.

**Annual Reporting/Assessment Tools:** Led efforts to build an online annual reporting and assessment system. After a lengthy review of a number of third party vendors, none met the unique needs of the institution's administrative and strategic philosophy. Working with the division of ITS, developed an online annual report for all campus administrative units. The

system also collects learning outcomes, assessments, and improvements for all academic programs.

**Organizational Restructuring:** As Deputy Provost, the Coliseum Director was my direct report. Through restructuring positions within the Coliseum, a new director was hired and the Coliseum organization redeveloped. The new staff focused on fulfilling the mission of the venue. Events hosted include: athletic events, concerts, high school graduations and rental clients. Event traffic significantly increased.

**Specialized Accreditation (AACSB):** While serving as the Associate Dean had responsibility for compliance with AACSB requirements for specialized accreditation. Led efforts to refine and implement the assessment system.

**Academic Calendar:** As Associate Vice President, led an effort to analyze the academic calendar. As a result of faculty surveys, the semester calendar was restructured with consistent beginning and ending dates scheduled for years ahead.

**Core Curriculum Outcomes:** As Associate Vice President worked with the undergraduate programs committee to revise the core curriculum outcomes. This was a campus-wide effort to identify, approve, implement and assess student learning outcomes for all core areas and the UWG mandated core overlays. Outcomes were successfully approved by the senate and a system-wide core committee.

**Fund Raising:** As a faculty member and Associate Dean, served as Co-chair and Chair (consecutive years) for the campus wide faculty/staff fundraising drive. In both years total donations exceeded \$100,000 (record levels each year). As a faculty member, developed a research relationship with a set of call centers owned and operated by an Airline. Based on this relationship and a proposal submitted to the company, the Airline funded a Learning Lab in the Richards College of Business.

**Founded UWG SIFE (Enactus) Team:** As a faculty member in the Richards College of Business, served as the founding Sam Walton Fellow by creating the first University of West Georgia SIFE Team. In 4 years we won Rookie of the Year, earned the title of Regional Champion, and took a team to the national SIFE competition in Philadelphia, PA.

## **Research**

### ***Journal Articles***

Upson, J. W., Damaraju, N. L., **Anderson, J.R.**, and Barney, J. 2017. European Journal of Management. Advice Networks of Discovery and Creation Entrepreneurs. 35(2), 198–210.

**Anderson, J.R.**, Kassis, M., McIntyre, F., Prince, B. 2017. University and Business Accreditation Processes: Building on Commonalities. *Journal of Higher Education Theory*

*and Practice*. 17(1), page #s forthcoming.

**Anderson, J.R.** 2017. Managing Pressure in Organizations. *Performance Improvement*. 56(3), 15-18.

**Anderson, J.R.** 2014. Are Peer Rankings Bias Free? *Global Education Journal*, 2014(3).

**Anderson, J.R.**, Gainey, T., and Rooks, J. 2011. Academic social reach and students' acceptance of online and traditional instruction: an ego network perspective. *Insights to a Changing World*. Dec 2011(8), 69-83.

Gainey, T., **Anderson, J.R.**, and Rooks, J. 2010. Computer-based classrooms in business schools: Factors impacting student preferences. *Journal of International Business Disciplines*, 5(1), 13-23. (This is an updated version of a paper earlier published as *Traditional versus computer-based classrooms: examining business students' perceptions*. *Business Research Yearbook: Global Perspectives*. 2010(1), 299-304.)

**Anderson, J.R.**, Bergiel, E., Prince, B, and Upson, J. 2010. Advice seeking and small firm strategy. *International Journal of the Academic Business World*. 4(1), 1-8.

Upson, J. W., & **Anderson, J. R.** 2009. Global supply chain motivation and integration in emerging markets. *Business Research Yearbook*. 16(1): 355-361.

**Anderson, J.R.** 2008. Do popular people perform? *Mountain Plains Journal of Business and Economics*. 9(2), 75-84.

**Anderson, J.R.** 2008. The influence of ideological alignment on intention to stay and turnover. *Business Research Yearbook: Global Business Perspectives*, XV, 467-472.

Bergiel, E., **Anderson, J.R.**, and Clenney, B. 2007. The social exchange of sales: Assessing antecedents of technical work compliance and customer service performance. *Journal of Contemporary Business Issues*, 15(2), 1-10.

**Anderson, J.R.** 2006. On cooperative and competitive learning in the management classroom. *Mountain Plains Journal of Business and Economics*, 7 (pedagogy), 1-10.

**Anderson, J.R.** 2006. Managing employees in the service sector: A literature review and conceptual development. *Journal of Business and Psychology*, 20(4), 501-523.

**Anderson, J.R.** and Johnson, N.B. 2005. On the relationship between work contexts, mandates, and compliance behaviours of supervisors. *Journal of Change Management*, 5(4), 381-390.

**Anderson, J.R.** 2005. The relationship between student perceptions of team dynamics and

simulation game outcomes: an individual-level analysis. *Journal of Education for Business*, 81(2), 85-90.

**Anderson, J.R.** 2004. The ego network and entrepreneurial attempts. *Business Journal for Entrepreneurs* 2004(2), 84-93.

Bowler, M., Droege, S., **Anderson, J.R.** 2003. Social network ties and strategic renewal: promotion of strategic initiatives by mid-level actors. *Journal of Behavioral and Applied Management*, 5(1), 31-44.

Droege, S.B., **Anderson, J.R.** & Bowler, M. 2003. Trust and organizational information flow. *Journal of Business and Management*, 9(1), 45-60.

### **Book Chapter**

Johnson, N.B. & **Anderson, J.R.** 2004. Airline employment, productivity, and working conditions following deregulation. In J. Peoples and W.K. Talley (Eds). *Transportation Labor Issues and Regulatory Reform: Research in Transportation Economics*, Vol. 10:79-108. Elsevier; New York: NY.

### **Presentations at Academic Conferences or Meetings**

**Anderson, J.R.** 2017. 10th International Conference on Business Management and Legal Studies. Entrepreneurship and the Social Construction of Reality. Lisbon, Portugal.

**Anderson, J.R.** 2017. Western Academy of Management. Entrepreneurial Intentions and the University Experience. Palm Springs, CA.

**Anderson, J.R.** 2015. Managing Administrative Pressure. Appalachian Research in Business Symposium. Western Carolina University, Asheville, NC.

Upton, J. W., Damaraju, N. L., Barney, J., and **Anderson, J.R.**, 2014. Advice networks of discovery and creation entrepreneurs. Entrepreneurship Exemplar Conference. Daniels College of Business: University of Denver. Keystone, CO.

Damaraju, N. L., Upton, J. W., Barney, J., and **Anderson, J.R.**, 2012. Advice networks of discovery and creation entrepreneurs. Strategic Management Society Meetings. Prague, Czech Republic.

Upton, J. W., Damaraju, N. L., and **Anderson, J.R.**, 2011. Aligning for success: Advice networks and entrepreneurial discovery and creation opportunities, Exemplar Conference. Fischer College of Business: The Ohio State University.

Gainey, T., **Anderson, J.R.**, and Rooks, J. 2010. Traditional versus computer-based

classrooms: examining business students' perceptions. IABD Conference, Las Vegas, NV.

**Anderson, J.R.**, Bergiel, E., Prince, B, and Upson, J. 2009. Advice seeking and small firm strategy. Academic Business World International Conference. *Winner of the Presentation Excellence Award*. Nashville, TN.

**Anderson, J.R.** 2008. Does social network position influence individual performance? Academic Business World International Conference. *Winner of a Presentation Excellence Award*. Nashville, TN.

**Anderson, J.R.** 2008. Using experiential learning to teach human resource practices in small firms. Fifth Innovative Teaching in Human Resources and Industrial Relations (HRIR) Conference. Minneapolis, MN.

**Anderson, J.R.** 2008. The influence of ideological alignment on intention to stay and turnover. IABD Conference. Houston, TX.

Bergiel, E., **Anderson, J.R.**, and Clenney, B. 2007. The social exchange of sales: Assessing antecedents of technical work compliance and customer service performance. *Winner of a Presentation Excellence Award* at the ABWIC. Nashville, TN.

**Anderson, J.R.** 2006. Ideological alignment and the employee-organization relationship. *Proceedings of the Mountain Plains Management Conference*, Orem, UT.

Ogle, D. and **Anderson, J.R.** 2006. When good research gets interesting: a case in poultry processing. *Proceedings of the Mountain Plains Management Conference*, Orem, UT. (co-authored with an undergraduate student)

**Anderson, J.R.** and Hovey, D. 2005. Teaching relevant skills in strategic management: a critique of popular pedagogical techniques and their outcomes. *Proceedings of the Mountain Plains Management Association Meetings*, Cedar City, UT.

**Anderson, J.R.** 2005. Improving learning outcomes through inter-group competition in large classroom settings. *Proceedings of the Innovative Teaching in Human Resources and Industrial Relations Conference*. Park City, UT

**Anderson, J.R.** 2005. Engaging students through competitive learning. Presented at *The Third Annual Interdisciplinary Conference for Teachers of Undergraduates; Teaching Matters: Tradition, Innovation, and the Making of Students*. Barnesville, GA

**Anderson, J.R.** & Johnson, N.B. 2004. Compliance with organizational policy. Presented at the *Industrial Relations Research Association Meetings*. San Diego CA.

**Anderson, J.R.** 2003. Measuring human capital: performance appraisal effectiveness.

*Proceedings of the Midwest Academy of Management Meeting*. St. Louis, MO.

**Anderson, J.R.** 2003. The influence of an ego network on entrepreneurial attempts. *Proceedings of the Southern Management Association Meetings*. Clearwater, FL.

**Anderson, J.R.** 2003. A conceptual model for teaching entrepreneurship. *Proceedings of the Mountain Plains Management Conference*. Moscow, ID.

**Anderson, J.R.** 2003. To simulate or not to simulate: antecedents to positive student affect toward a strategic management simulation exercise. *Proceedings of the Mountain Plains Management Conference*. Moscow, ID.

**Anderson, J.R., & North, A.B.** 2001. Computer use confidence gains in lecture-based and text-based instruction: an action research study. *Proceedings of the Delta Pi Epsilon National Meeting*. Nashville, TN.

### **Funding Received**

Upton, J. and **Anderson, J.R.** 2010. \$1,000, *Robert J. Stone Endowment for Entrepreneurial Studies*. Richards College of Business. University of West Georgia.

**Anderson, J.R.** 2008. \$4,000. *Warren and Eva Sewell Foundation*. Received to support applied learning and service projects carried out by the UWG SIFE team.

**Anderson, J.R.** 2006-2007. \$5,000, *Coleman Foundation*. Entrepreneurship Curriculum Development Project.

**Anderson, J.R.** 2006-2007. \$2,100, *Student Research Assistant Program*. Student work program for hiring undergraduate students to assist in research, University of West Georgia.

**Anderson, J.R.** 2005-2006. \$750, *Robert J. Stone Endowment for Entrepreneurial Studies*. Richards College of Business. University of West Georgia.

**Anderson, J.R.** and Clenney, B. 2005-2006. \$1950, *Student Research Assistant Program*, Student work program for hiring undergraduate students to assist in research, University of West Georgia.

**Anderson, J.R.** 2005-2006. \$1500, *Learning Resources Committee Research Support Grant*, Understanding antecedents to quality customer service performance: managing employees in the service sector, University of West Georgia.

**Anderson, J.R.** and Clenney, B. 2005. \$1200, *Student Research Assistant Program*, Student work program for hiring undergraduate students to assist in research, University of West Georgia

**Anderson, J.R.** 2004. Dell Inspiron Laptop, *Dell Laptop Giveaway*, for use in integrating technology into the capstone strategic management class and assisting in faculty-directed student research. VPAA, University of West Georgia.

**Anderson, J.R.** 2002-2003. \$4,000, *Gatton Research Trust Fund II Doctoral Fellowship*, Gatton College of Business and Economics, University of Kentucky.

### ***Research In Progress/Under Review***

**Anderson, J.R.** (Journal Article). Entrepreneurial Intentions and the University Experience.

**Anderson, J.R.** (Journal Article). College Major and Entrepreneurial Intentions.

**Anderson, J.R.** (Journal Article). Entrepreneurship and the Social Construction of Reality

### **Teaching**

#### ***Courses Taught***

##### **University of West Georgia**

**MGNT 3600 Management:** A study of the basic concepts and processes of management. The course includes the study of legal, social political environment with specific emphasis on the behavioral perspectives in organizations.

**MGNT 3605 Organizational Behavior:** The focus of this course is on individual, group and organizational behavioral factors and the managerial perspective on processes, techniques, and practices to improve effectiveness, efficiency, and work satisfaction.

**MGNT 3615 Operations Management:** A study of the fundamental process for production of goods and services in organizations with emphasis on understanding its relationship to other areas and use of quantitative tools in production/operations decision making.

**MGNT 3618 Entrepreneurship and Small Business Management:** Study to isolate and examine for solution the significant problems encountered by men and women who establish and manage small businesses.

**MGNT 3633: Research Methods for Managers:** This course is designed to introduce students to basic approaches for conducting research in a business environment. A special emphasis is placed on research methods and tactics that are applicable to enhancing management practice, organizational effectiveness, and organizational survival. Students will be introduced to various pathways to knowledge, research method design, data collection, data analysis, reporting of research results, the peer review process, and applied research.



**MGNT 4620 Human Resource Management:** A study of the planning, acquisition, and administration of Human Resources in organizations. Includes case studies and applications of problem solving techniques.

**MGNT 4660 Strategic Management:** An integrative approach to the study of the total enterprise from the executive management's point of view--the environment in which it operates, the direction management intends to head, management's strategic plan and the task of implementing and executing the chosen strategy.

**MGNT 6670 Organizational Theory and Behavior:** A managerial examination of the behavioral and structural factors affecting performance of organizations including study of fundamentals, individual and group concerns, and organizational processes with emphasis on current issues.

**MGNT 6681 Strategic, Ethical, and Global Management:** A study of the total enterprise at the executive level through applying a set of decisions and actions that result in the formulation and implementation of strategies that achieve the mission and goals of the enterprise with special consideration of the effects of globalization, ethics, and corporate accountability.

**WMBA 6110 Business Strategic Management (Georgia WMBA):** Strategic Management is designed to provide an executive viewpoint of strategy formation and management of an enterprise. Designed to be the final experience for WebMBA students, the course is an integrative capstone for the program. Students learn how to audit and analyze complex situations to determine the firm's strategies for long-run survival and growth in competitive markets. They also examine techniques for analysis of environmental conditions and trends, opportunities and threats, resource strengths and limitations. Case studies, discussions and a sophisticated strategy simulation constitute the primary content of the course. By the end of the course, participants will know how to plan, implement, and control organizational efficiency and effectiveness at both the strategic and operational level.

### **Berea College**

**BUS 367 - Marketing Research:** This course is designed to introduce the various research methods used to collect and evaluate information for marketing decision making. The course will look at both qualitative and quantitative methods of gathering data, analyzing it, and reporting findings. Individual and group projects will be used to allow students to experience the marketing-research process

### **University of Kentucky**

**MGT 301: Introduction to Management:** A study of planning, organizing and controlling; an interdisciplinary approach; actual decision-making cases.

## ***Continuing Education***

**GreyStone University (2017):** An Introduction to Lean and Six Sigma

**GreyStone University (2016):** Topics included: Mastering Productivity, Building Your Personal Strategy, Negotiation Skills, Stress Management, Making Better Business Decisions, Recognizing and Building Personal Integrity, and Solving Problems Before They Implode.

## **Service**

### ***Service to the University System***

**University Representative.** (2009-2014) Regents Administrative Committee on Effectiveness and Accreditation (RACEA). Representing the University of West Georgia.

**Member of the RACEA Executive Committee** (2009-2012) Chair of the Strategic Planning Task Force (2009-2011) Chair of the Emerging Issues task Force (2011-2012).

### ***Service to Other Institutions/Accrediting Entities***

**On-Site Committee Member.** SACSCOC. University of New Orleans. 2015

**On-Site Committee Member.** SACSCOC. East Tennessee State University. 2013

### ***University Level Service***

**Member** (2016-2017) Electronic Dossier Committee. University of West Georgia.

**Member** (2015) Dean's Fifth Year Review Evaluation Committee. Richards College of Business. University of West Georgia.

**Title IX Investigator** (2015-2017) University of West Georgia.

**Member** (2013-2014) Head Football Coach Search Committee. University of West Georgia.

**Co-Chair** (2011-2013) Facilities Master Plan Update Committee. University of West Georgia.

**Member** (2012) Complete College Georgia UWG Commission. University of West Georgia

**Chair** (2012) Vice President of Business and Finance Fifth-Year Review Committee. University of West Georgia

**Administrative Representative on Senate Committees.** (2013-2014). Undergraduate Programs, Strategic Planning, Facilities and Services, Intercollegiate Athletics, and University Relations.

**Administrative Representative on Senate Committees.** (2012-2013). Undergraduate Programs, Strategic Planning, Facilities and Services, Intercollegiate Athletics, and University Relations.

**Administrative Representative on Senate Committees.** (2011-2012). Undergraduate Programs, Strategic Planning, Facilities and Services, Intercollegiate Athletics, and University Relations.

**Administrative Representative on Senate Committees.** (2010-2011). Committee on Graduate Studies.

**Coordinator of the UWG SACS Fifth-Year Interim Report** (2009-2010) University of West Georgia.

**Member** (2009) Graduate Student Tuition and Fees, Ad-hoc Committee. Graduate School. University of West Georgia

**Member** (2005-2009) Committee on Graduate Studies, University of West Georgia

**Member** (2009) Search Committee for the Executive Director of Construction and Architectural/Engineering Services

**Member** (2007-2008) University of West Georgia Strategic Planning Committee

**Member** (2008) Search Committee. V.P. of University Advancement. University of West Georgia

**Member** (2006-2008) RCOB Representative. Ed.D. Committee. University of West Georgia

**Chair** (2007-2008) A-Day Faculty/Staff Drive. University of West Georgia

**Co-Chair** (2007) Vice President of Student Services Fifth-Year Review Committee

**Member** (2006) Summer Strategies Committee. University of West Georgia

**Co-Chair** (2006-2007) A-Day Faculty/Staff Drive (Fundraiser). University of West Georgia

**Member** (2004-2005) General Education Sub-Committee of UAPC. University of West Georgia

**Group Leader** for New Teaching Assistants (2003). Teaching and Learning Center TA Orientation, University of Kentucky

**Research Assistant** (2002) Performance Development Partnership Task Force, University of Kentucky

### ***College Level Service***

**Member** (2016) Promotion and Tenure Committee. College of Education. University of West Georgia

**Member** (2005-2009) Deans Advisory Council. Richards College of Business, University of West Georgia

**Member** (2005-2009) Graduate Programs Committee. Richards College of Business. University of West Georgia

**Member** (2005-2009) Strategic Planning Committee. Richards College of Business. University of West Georgia

**Chair** (2008) Search Committee. Small Business Development Center Director. SBDC. University of West Georgia

**Chair** (2007) Search Committee. Small Business Development Center Consultant. SBDC. University of West Georgia

**Member** (2005) Search Committee. Small Business Development Center Consultant. SBDC. University of West Georgia.

**Co-Coordinator** (2005-2007) Richards College of Business Big Night. Program for the presentation of undergraduate research.

**Member** (2005) Ad-hoc AACSB - Strategic Planning Committee, Richards College of Business. University of West Georgia.

**Member** (2005) Ad-hoc MBA program Review Committee.

### ***Department Level Service***

- Chair** (2016) Promotion and Tenure Committee. University of West Georgia. Department of Management.
- Member** (2015) Promotion and Tenure Committee. University of West Georgia. Department of Management.
- Member** (2009) E-tuition Distribution Committee. University of West Georgia. Department of Management.
- Member** (2006-2007) New Faculty Search Committee. University of West Georgia. Department of Management.
- Member** (2005-2006) Promotion and Tenure Committee. University of West Georgia. Department of Management and Business Systems.
- Chair** (2005) New Faculty Search Committee. University of West Georgia. Department of Management and Business Systems.

### ***Service to Student Organizations***

- Faculty Advisor** (2006-2010) SIFE. University of West Georgia.
- Faculty Advisor** (2009-2010) Entrepreneurship Club. University of West Georgia.
- Faculty Advisor** (2008-2010) LDSSA. University of West Georgia.
- Faculty Advisor** (2008-2010) Circle K (Kiwans International). University of West Georgia.

### ***Service to the Discipline***

#### ***Journal Reviewer***

- Ad-Hoc Reviewer** (2016) *Organization Management Journal*
- Ad-Hoc Reviewer** (2009) *Journal of Leadership and Organization Studies*
- Ad-Hoc Reviewer** (2008) *Journal of Contemporary Business Issues*
- Ad-Hoc Reviewer** (2008) *Mountain Plains Journal of Business and Economics*
- Ad-Hoc Reviewer** (2007) *Asia Pacific Management Review*
- Ad-Hoc Reviewer** (2007) *B>Quest*
- Ad-Hoc Reviewer** (2005) *Human Resource Management Review (Special Issue)*
- Ad-Hoc Reviewer** (2005) *Journal of Small Business Management*
- Ad-Hoc Reviewer** (2004) *B>Quest*
- Best Paper Judge** (Management Department) (2004) *B>Quest (for 2003 issue)*

#### ***Professional Conference Service***

- Chair/Discussant** - (2017) - Western Academy of Management, Palm Springs, CA.
- Reviewer** (2017) - Academy of Management Meetings, Atlanta, GA
- Reviewer** (2017) - Western Academy of Management, Palm Springs, CA.
- Reviewer** (2015) – Academy of Management Meetings (Strategy and Entrepreneurship)

Divisions), Vancouver, B.C.

**Reviewer** (2014) – Southern Management Association Meeting, Savannah, GA.

**Reviewer** (2013) – Southern Management Association Meeting, New Orleans, LA.

**Session Chair** (2008) – Academic Business World International Conference, Nashville, TN.

**Reviewer** (2007) – Academy of Management Meeting – Pittsburgh, PA.

**Reviewer** (2005) – Mountain Plains Management Conference – Cedar City, UT.

**Reviewer** (2005) – Southern Management Association Meeting – Charleston, SC.

**Session Chair** (2005) – Innovative Teaching in HR and IR – Park City, UT.

**Reviewer** (2004) – Mountain Plains Management Conference – Grand Junction, CO.

**Reviewer** (2004) – Southern Management Association Meeting – San Antonio, TX

**Discussant** (2003) – Southern Management Association Meeting – Clearwater, FL.

**Reviewer** (2003) – Southern Management Association Meeting – Clearwater, FL.

**Reviewer** (2003) – Academy of Management National Conference – Seattle, WA.

**Reviewer** (2002) – Academy of Management National Conference – Denver, CO.

**Session Chair** (2001) – Delta Pi Epsilon National Conference – Nashville, TN.

### ***Service to the Community***

**Chair** (2012-Present) Carroll County Board of Education.

**Board Member** (2011-Present) Carroll County Board of Education.

**Member** (2007-2009) Statewide Advisory Council for the Georgia Small Business  
Development Center Network

**Board Member** (2007-2009) Carrollton Kiwanis Club

**Member** (2007) Coweta County Entrepreneurship Friendly Community Review Committee

**Member** (2007) Haralson County Entrepreneurship Friendly Community Review Committee

### **Awards and Honors**

Richards College of Business Faculty Research Award, 2017

Richards College of Business Faculty Service Award, 2016

Richards College of Business Faculty Teaching Award, 2015

Sam M. Walton Fellow in Free Enterprise, 2006-2010

Richards College of Business Faculty Teaching Award, 2005

Beta Gamma Sigma Initiate, 2005

Gatton Doctoral Research Fellowship, 2002-2003

Delta Pi Epsilon Initiate, 2001

Cum Laude Honors Graduate, 2000

Ingram Scholar, 2000

HASS Tuition Waiver Recipient, 1996

Phi Theta Kappa, Chapter Charter Initiate, 1995

NJCAA Distinguished Academic All-American (Football), 1995

Dean's List (Multiple listings), 1992 and 1995-1999

Leadership/Academic Scholarship, 1992

**Selected Professional Development Activities**

Accelerated Leadership Academy, University System of Georgia, 2013-2014  
Executive Leadership Institute, University System of Georgia, 2010-2011  
SACS Institute on Quality Enhancement and Accreditation, 2010  
AACSB Aspiring Deans Seminar, 2009  
AACSB Accounting Accreditation Seminar, 2006  
AACSB Maintenance of Accreditation Seminar, 2006  
AACSB Strategic Management Seminar, 2006