

Jon Anderson

A growth-oriented and collaborative academic leader with experience in leading multi-campus institutions, launching new programs, academic and support service prioritization, streamlining budgets, reallocating resources, increasing enrollment, strategic planning, and building shared culture

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: Health and Education – Ricks College, 1996

Academic Experience

Southern Utah University – Cedar City, UT

5/2020 - Present Provost and Vice President for Academic Affairs/Professor

Middle Georgia State University – Macon, GA

1/2018 - 4/2020 Provost and Vice President for Academic Affairs/Professor

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

Academic Positions

8/2013 – 12/2018 Professor
8/2008 – 8/2013 Associate Professor
8/2004 – 8/2008 Assistant Professor

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

Business Experience

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

Administrative Experience

Southern Utah University

Southern Utah University (SUU) is a regional institution of more than 15,000 students. Currently I serve SUU as the Provost and Vice President for Academic Affairs and a Tenured Professor in the Dixie L. Leavitt School of Business. In this role I oversee a budget of approximately \$85M in a division of nearly 550 full-time faculty and staff and more than 400 adjunct instructors. I have 14 direct reports including Deans, Associate Provosts, The Executive Director of Institutional Research and Assessment, Director of Administrative Systems, Academic Affairs Budget Manager and Executive Assistant.

When I arrived, SUU had been on a significant growth trajectory and was in the midst of expanding the online delivery of academic programs. During my time at SUU the institution has continued to grow. The fall end of term headcount in 2020, the first year of my arrival was 12,998. The fall end of term headcount in 2024 was 15,724. To support this growth and respond to budget constraints, we reorganized the college/school structure, eliminated one college and created two new colleges and shifted the role of a dean to include more fundraising, enrollment, and retention efforts. During this time SUU received approval for and launched the university's first doctoral program and added degrees and majors at the certificate, undergraduate and master's levels to match industry needs. To facilitate this success we engaged the shared governance process in a significant increase in data transparency and joint problem-solving. I also chaired the strategic planning committee which drafted the current [SUU Strategic Plan](#). In an effort to reprioritize resource allocation and create efficiencies, we capture and reallocate up to \$8M of our unit's budget each year.

We also have increased access and affordability. Working within the shared governance environment, we developed and launched the Speedway Program. A degree program that

delivers a fully online Bachelor of General Studies degree for \$9,000. This degree is likely the most financially accessible program in the country. The purpose for this program was to increase access and affordability for students with earned credits but no degree. This program now enrolls more than 500 students.

The COVID-19 pandemic swept the country between the time I was hired and started the position. For the majority of the pandemic, I chaired the SUU COVID Task Force that was responsible for all policies and practices related to the pandemic. As a result of the pandemic we had to navigate significant budget cuts, restructuring of services, implementation of new instructional practices, and supporting social interaction.

Middle Georgia State University

Middle Georgia State University is a regional institution of approximately 8,000 students. MGA has a very diverse student body that pulls from urban and rural areas. At MGA I served as the Provost and Vice President for Academic Affairs and Tenured Professor in the School of Business. In this role, I oversaw all academic work delivered through six schools (Arts and Letters, Aviation, Business, Computing, Education and Behavioral Sciences, and Health and Natural Sciences). I evaluated faculty portfolios making tenure and promotion recommendations. I had thirteen direct reports including six Deans, the CIO, the Executive Director of Institutional Research, and three Associate Provosts.

The University and the Division of Academic Affairs is spread across five physical campuses, (one of which is located on an airport) and the budget, structure, and operations are very complex. Despite this challenge, both the budget and organizational structure were used to implement a clear strategy aimed at growing the institution and building student success. I oversaw a budget of more than \$45M and a division of close to 600 full and part-time employees. During my tenure MGA we added six new academic programs, including the development of the institution's first doctoral program, led the effort to launch a new management and branding program for our online campus titled MGA Direct, played a key role in enrollment growth (MGA now has more than 4,500 online students), creating several years of consistent enrollment increases after a decade of institutional enrollment decline, and shaped a culture of engaged and supportive management. During my tenure as the Provost enrollment increased from 7,802 (Fall, 2018) to 8,404 (Fall 2020). This growth followed a time period in which the institution (which had formerly been two institutions) had a combined ten years of enrollment declines. I also led our strategic planning and implementation efforts which resulted in a new direction to elevate Middle Georgia by growing enrollment with purpose, owning student success, and building shared culture.

University of West Georgia

The University of West Georgia (UWG) enrolled approximately 13,000 students in bachelor's through doctoral programs. In my roles as Deputy Provost and Associate Vice President, I led

the regional accreditation efforts (SACSCOC) including elevating the institution to a level VI SACSCOC institution, built strategy into the academic affairs budget, led the effort to acquire an off-site location which included gifts in kind equaling approximately \$15m, helped shape the working relationship between the faculty senate and the administration, and worked to build a culture of inclusive shared governance. I also served as the MBA Program Director and Associate Dean in the Richards College of Business. In these roles, my responsibilities included overseeing the maintenance of AACSB accreditation processes and launching an off-site MBA program. I also served as the assurance of learning coordinator for the Georgia WebMBA, a consortium of six AACSB accredited business schools offering an online MBA program. While at UWG I received tenure and was promoted through the ranks to professor.

University of Kentucky

While completing the Ph.D. program at the University of Kentucky in the Gatton College of Business and Economics, I served as the research assistant to the Performance Development Partnership Task Force. This Task Force was charged by the President to review the performance appraisal system used by all staff and administrators across the institution (approximately 10,000 employees). This work led to the creation and implementation of a new performance appraisal system that was in place for more than a decade.

Academic Research

Research In Progress

Anderson, J.R. (Journal Article) Do perceptions of institutional strategy influence higher educational institutions' performance?

Anderson, J.R. (Journal Article) Is institutional identity a competitive advantage?

Journal Articles

Anderson, J.R. 2023. The role of subjective norms in developing entrepreneurial intentions in university students. *Journal of Strategy and Management*, 16(4), 643-653.
<https://doi.org/10.1108/JSMA-10-2022-0190>.

Anderson, J.R. 2023. Remembering why small effects are impressive: a student learning driven model for curriculum change. *Business Education Innovation Journal*. 15(N1), 92-98.

Koohang, A., **Anderson, J.R.**, Nord, J. and Paliszkiewicz, J. 2019. Building an awareness-centered information security policy compliance model. *Industrial Management & Data Systems*, 120(1), 231-247.

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

Gainey, T. W., & **Anderson, J. R.** 2017. Small Business Management: Using Assessment to Help Millennials Bridge the Gap Between the Classroom and Reality. *Mountain Plains Journal of Business and Economics*, 18(1).

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), 10-20.

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(1), 66-76.

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(1) (pedagogy), 35-47.

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. 2018. How ego networks shape entrepreneurial intentions. *Western Academy of Management*, Salt Lake City, UT.

Gainey, T.W. and **Anderson, J.R.** 2017. Small Business Management: Using Assessment to Help Millennials Bridge the Gap Between the Classroom and Reality. *Mountain Plains Management Association*. Omaha, NE.

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

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

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

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

Upson, J. W., Damaraju, N. L., and **Anderson, J.R.**, 2011. Aligning for success: Advice networks and entrepreneurial discovery and creation opportunities, *Exemplar Conference*. Fisher 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

Upson, 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.

University/College Teaching

Courses Taught

Southern Utah University

MGMT 6400: This course is the capstone course for the MBA, and as such, it will integrate the methods and tools developed in the curriculum to solve the strategic positioning and management issues of the organization. This course is usually taken in the student's final semester.

MGMT 4950 Strategic Management: A capstone course for seniors covering the concepts of strategic management and developing perspective, judgment, and skills in problem solving in interrelated areas of accounting, management, marketing, economics, and finance.

Middle Georgia State University

MGMT 4195 Strategic Management: This is a capstone course designed to integrate knowledge gained in the various functional business areas and to exercise the student`s analytical skills in problem identification, strategy formulation, integration and decision implementation, including international and ethical considerations.

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 and political environments 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 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 (GreyStone Power) (2017): An Introduction to Lean and Six Sigma

GreyStone University (GreyStone Power) (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.

Academic Service

Service to the University System

Member (2020-Present) Transfer Council. Utah System of Higher Education

Member (2020-2022) COVID Task Force. Utah System of Higher Education.

Member (2019-2020) Fee Review Committee. University System of Georgia.

Provost Representative (2019) USG HR Data Governance Committee.

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

Substantive Change Committee Chair. SACSCOC. College in Florida, 2020

Off-Site Committee Member. SACSCOC. Multiple Universities, 2019

On-Site Committee Member. State University in South Carolina, 2019

Substantive Change Committee Member. SACSCOC. Private University in Kentucky, 2018

On-Site Committee Member. SACSCOC. Comprehensive University in Louisiana, 2015

On-Site Committee Member. SACSCOC. Comprehensive University in Tennessee, 2013

University Level Service

Chair (2020-2022) COVID Task Force/Communicable Disease Task Force. Southern Utah University.

Ex-Officio Member (2018-Present) Multiple Senate Committees. Middle Georgia State University.

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) Dean's 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

Member (2017) Promotion and Tenure Committee. University of West Georgia. Department of Management.

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 (Kiwanis International). University of West Georgia.

Service to the Discipline

Journal Reviewer

Ad-Hoc Reviewer (2023) *Journal of Strategy and Management*

Ad-Hoc Reviewer (2017) *Journal of Development and Agricultural Economics*

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/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 (2012-2017) Carroll County Board of Education.

Board Member (2011-2018) 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

Southern States Athletic Conference All-Faculty Team, 2019-2020

Georgia WebMBA Annual Faculty Teaching Award - Cohort 63, 2017

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)
Leadership/Academic Scholarship, 1992

Selected Professional Development Activities

SACSCOC Institute on Quality Enhancement and Accreditation, 2019
SACSCOC Chairs Training, 2019
Accelerated Leadership Academy, University System of Georgia, 2013-2014
Executive Leadership Institute, University System of Georgia, 2010-2011
SACSCOC 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