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EDUCATION

- 1993 PhD Management (Strategy & Entrepreneurship)
University of Kentucky, Lexington, KY
Dissertation: "Innovation and Performance
in Small Business Enterprises"
- 1987 M.S. Administrative Science
University of Wisconsin-Green Bay
- 1982 B.S. Marketing
University of Wisconsin-Green Bay

PROFESSIONAL ACADEMIC EXPERIENCE

August 2017 – Present – Associate Teaching Professor and Director, Executive Education Program, College of Business Administration, Global Leadership and Management Department, University of Missouri, St. Louis

Responsible for developing and teaching undergraduate and MBA-level strategic management capstone courses as well as undergraduate courses in entrepreneurship. Instructional assignments include both on-line and in-class formats. Also serve as Director, College of Business Administration Executive Education Program. Was a subject matter expert/mentor for the Ameren/University of Missouri small business accelerator program and served as Chairperson of the UMSL Campus-Wide Entrepreneurship Curriculum Committee. Led efforts in the development of UMSL's first ever BS Entrepreneurship degree program. Conduct research in the areas of strategy and entrepreneurship. Earned CASEPS Culturally Responsive Teaching Certification in June 2023.

January 2014 – August 2017 – Chair, Graduate School of Business and Management, Argosy University, Chicago and Schaumburg, IL Campuses

Duties included administrative oversight of Doctor of Business Administration (DBA), Doctor of Organizational Leadership, Master of Business Administration (MBA), MS Human Resource Management, MS Organizational Leadership, MS Management, Bachelor of Business Administration (BSBA) and Master of Public Health (MPH) programs. Involved in all aspects of curriculum development, staffing, course scheduling, outcome assessment, student recruitment and retention efforts, community outreach, human resource management and faculty development, specialized accreditation efforts, and oversight of doctoral research within the business school. Taught masters and doctoral-level courses in management and organizational leadership.

August 2005 – December 2013 – Associate Professor and Associate Dean, School of Business, Quincy University, Quincy, IL

Served as Associate Dean of the School of Business and Director of MBA Programs. Was a tenured Associate Professor of Management. Primary roles included assuming a leadership role in curriculum development, student recruitment, course scheduling, student admissions and advisement, assessment, handling student appeals, on-line course development, working with members of the School's Business Advisory Council, community relations, budget administration, and directing the Quincy University Coleman Foundation Entrepreneurial Faculty Fellows Program, which promoted development of entrepreneurship across the curriculum on selected college campuses. Was a tenured Associate Professor of Management and Entrepreneurship and taught numerous graduate and undergraduate courses in the areas of management, marketing, and entrepreneurship.

August 1991 – August 2005 – Assistant/Associate Professor and MBA Director, College of Business, University of Illinois at Springfield

Was a tenured Associate Professor of Management. Developed and delivered courses in management, marketing, research methods, and entrepreneurship. Conducted research in the areas of strategy and entrepreneurship. Served as first-ever Director of the college-wide MBA program. Assumed a leadership role in curriculum development, student recruitment, course scheduling, assessment, on-line course development, and community relations.

August 1987 – May 1991 – Instructor/Research Assistant, College of Business, University of Kentucky, Lexington, KY

Taught management principles courses. Served as a research assistant with the university's small business development center.

REFEREED PUBLICATIONS

“Leveraging Networks in University Powered Accelerators: Best Practices and Lessons Learned”, Metropolitan Universities, 34(4), 36-55, 2023. (with B. Ofem, J. Phillips, and D. Lauer).

“Influences of Biological Gender and Gender Role on Planned Behavior and Entrepreneurial Intention,” American Journal of Entrepreneurship, 12:2, 2019 (with M. Griswold).

“Antecedents of Entrepreneurial Intention – An Integrative Framework”, International Journal of Business and Social Science, 7:8, 2016. (with M. Griswold, V. Eidson, V. Martinez, and K. Bhayani).

“Bailey’s Fudge: Micro-Entrepreneur Enters Wal-Mart Distribution System”, American Journal of Entrepreneurship. 9:1, 2016. (with M. Griswold).

“Predictors of Student Satisfaction with the Use of Simulation Training Aids in Post-Secondary Automotive Repair Training Programs”, Journal of Business Research and Information Technology, 3:1, 2016 (with V. Martinez and M. Griswold).

“Influences of Simulation Training Aids on Positive Word of Mouth Behavior”. International Journal of Educational Research 11:2, 2016. (with V. Martinez).

“Entrepreneurial Intentions of Male and Female University Students”, International Journal of Business and Public Administration, 2015. (with M. Griswold, V. Eidson, and P. Weiwel).

“Student Quality Perceptions and Preferences for MBA Delivery Formats: Implications for Graduate Programs in Business and Economics”, International Journal of Economics and Management Sciences, 2:6, 2013 (with C. Haliemun).

“Reactance and Behavioral Change: Marketing Healthy Lifestyles”, Journal of Applied Business and Economics, 13:4, 2012 (with R. Wright).

“Product and Service Innovation in Small Firms: An Exploratory Case Analysis of Firms within the Restaurant Industry”, International Journal of Business and Social Science. 2:13, 2011 (with M. Griswold).

“Predictors of Positive Word of Mouth of University Students: An Empirical Analysis and Strategic Implications for Higher Education Marketing”, International Journal of Business and Social Science 2:7, 2011 (with V. Eidson, C. Haliemun, and P. Weiwel).

“Shopping Effort Classification: Implications for Segmenting the College Student Market”, College Student Journal. 45:1 190-195, 2011 (with V. Eidson, M. Griswold, and R. Wright)

“Product Innovation in Small Firms: An Empirical Assessment”, Journal of Applied Business and Economics, 11:3, 2010 (with R. Wright).

Identifying Student Market Segments: An Empirical Assessment and Implications for Higher Education Marketing", International Journal of Educational Research, 2:1, 2007 (with R. Cafun and V. Eidson).

"A Comparative Analysis of Models Explaining the Relationship Between Instructor Ratings and Expected Grades" Educational Research Quarterly, 30:3, 3-19, 2006 (with R. Wright).

"Types of Product Innovations and Small Business Performance in Hostile and Benign Environments", Journal of Small Business Strategy, 15:2, 2005 (with R. Wright).

"Reactance and Behavioral Change Strategies: Public Sector Marketing of Healthy Diets", The IAPBAD Conference Proceedings, Orlando, FL, 2005 (with R. Wright).

"Issues Related to Gaining and Maintaining Patent Protection for Small Business Innovations", Journal of Business and Behavioral Sciences, 10:2, 118-124, 2003 (with M. Puclik).

"An Empirical Assessment of Innovation in Franchise Organizations", Proceedings of the Midwest Business Administration Annual Conference, Chicago, IL, 2001. (with R. Judd).

"Innovation and Competitive Advantage in Small Businesses", Journal of Small Business Strategy, 12:1, 1-12, 2001 (with R. Wright and J. Powers).

"The Influences of Student Age and Gender on the Predictive Validity of GMAT Scores and Undergraduate GPAs", Educational Research Quarterly, 23, 1999 (with R. Wright).

"Predicting Performance of Above and Below Average Performers in Graduate Business Programs: A Split Sample Regression Analysis", Educational Research Quarterly, 23, 1999 (with R. Wright).

"Applying Artificial Neural Networks in Employee Selection", Proceedings of the Association for Information Systems Annual Conference, Baltimore, MD, 1998. (with D. Dufner, E. Kirby, and O. Kwon).

"Examining Performance Predictors for Differentially Successful MBA Students", College Student Journal, 31, 276-281, 1997 (with R. Wright).

"An Examination of Gender-Based Variations in the Predictive Validity of the SAT", College Student Journal, 30, 81-84, 1996 (with C. Miller).

"Business Strategies, Competitive Environments, and Innovation: Implications for Small Firms", Proceedings of the Academy of Business Administration Annual Conference, Miami, FL, 1996.

"Reactance: Implications for Public Sector Marketers", Journal of Nonprofit and Public Sector Marketing, 4, 3-10, 1996, (with R. Wright).

"Estimating the Long-Term Contributions of Small Business Marketing Expenditures", Journal of Small Business Strategy, 7, 69-80, 1996, (with R. Wright).

"Predicting Academic Performance in Graduate Business Programs: When Does Age Make a Difference?", Delta Phi Epsilon, 38, 72-80, 1996, (with R. Wright).

"Effects of Dissatisfying Experiences on Repatronage Intentions and Negative Word-of-Mouth Behavior of University Students", Journal of Consumer Satisfaction, Dissatisfaction, and Complaining Behavior, 9, 221-228, 1996, (with R. Wright, D. Perkins, S. Alston, S. Heitzig, and J. Meyer-Smith).

"Promoting Educational Innovations to Stakeholders", Education, 115, 628-632. 1995, (with R. Wright and D. Kavanaugh)

"GMAT Scores and Undergraduate GPAs as Predictors of Performance in Graduate Business Programs", Journal of Education for Business, 69, 344-348, 1994, (with R. Wright).

"911 Hot Sauce: Degrees Above the Rest", Proceedings of the North American Case Research Association, Atlanta, GA, 1993, (with J. Holloway-Steiner and R. Wright).

"Entrepreneurial Opportunities in the Wholesale Sector: A Predictive Model", Journal of Small Business Strategy, 2, 56-66, 1991, (with D. Baucus and D. Gudmundson).

"A Model for Assessing Innovation and Performance in Small Business Enterprises", Proceedings: Southern Management Association Annual Meeting, Atlanta, GA, 1991.

"Degrees of Publicness and Intraorganizational Power", Proceedings: Southern Management Association Annual Meeting, Orlando, FL, 1990, (with H. Handoko and K. Provan).

"Evaluation Research: A Critique and Alternative Agenda", Proceedings: Council on Employee Rights and Responsibilities, Orlando, FL, 1990.

"Predicting Entrepreneurial Opportunity in the Wholesale Sector", Proceedings of the International Conference on Small Business Management, Quebec City, Quebec, 1989, (with J. Lang and D. Gudmundson).

REFEREED SYMPOSIA

"Successful Methods for Teaching and Mentoring Underachieving Students in Classroom Settings", Presented at the 2nd Annual Midwest Leadership Conference, Purdue University, West Lafayette, IN, 1997. (with N. Scannell and J. Dietrich).

"Utilizing a Neural Network to Predict Jury Verdicts", Presented at the 11th Annual Midwest Computer Conference, University of Illinois at Springfield, 1997. (with O. Kwon and M. Puclik).

"Redefining Scholarship in Light of Changes in Carnige Commission Criteria and AACSB Standards: What is the Role of Teaching Conferences Such as OBTC?". Presented at the 23rd Annual Organizational Behavior Teaching Conference, Keene NH, 1996.
(with M. Puclik and D. Gallagher)

"Confucianism and Organizational Behavior: Making a Difference in the Classroom by Using the Chinese Value Survey", Presented at the 22nd Annual Organizational Behavior Teaching Conference, Macomb, IL, 1995. (with Dan Gallagher)

"Incorporating Critical Discussion Exercises into Management and Organizational Behavior Courses", Presented at the First Annual Midwest Organizational Behavior Teaching Conference, West Lafayette, IN, 1996.

OTHER ACADEMIC EXPERIENCE

2009 - 2014 Director, Coleman Foundation Entrepreneurial Fellows Program

2007 – 2014 Chairperson, Quincy University Academic Governance Committee

1998 - 1999 Program Chairperson, University of Illinois at Springfield, Department of Business Administration

1994 - 1999 Director, University of Illinois at Springfield Graduate Assistant Program

OTHER PROFESSIONAL ACTIVITIES

Owned and operated successful consulting, training, and property management businesses.

Developed and delivered numerous strategic management, leadership, entrepreneurship, and marketing training sessions for businesses.

Provided professional assistance to numerous entrepreneurs during start-up stages of their ventures.

Served as a consultant for the Quincy (IL) Area SCORE chapter.

Served as a search and rescue and navigation specialist in the U.S. Coast Guard for four years and as a member of an infantry unit within the Army National Guard for two years. Was honorably discharged from both branches.

AWARDS

Named to the University of Illinois at Springfield Faculty Honor Roll (2005)

Harvard Business School's International Directory of Business and Management Scholars (1995 & 1996).

Named to the Collegiate Press Editorial Advisory Board (1995).

Named to Who's Who Among American Teachers - The Best Teachers in America Selected by the Best Students (1994).

Research Assistantship, Kentucky Small Business Development Center (1987, 1988 and 1990).

REFERENCES

Provided Upon Request