

Dr. Sue E. Joiner

Tarleton State University
Division: Academic Affairs:College of Business Administration
Management
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Education

- EDD, Tarleton State University, 2014.
Major: Educational Leadership
Dissertation Title: "An Analysis of the Effectiveness of Business Education Certification Programs in Texas"
- MED, Tarleton State University, 1993.
Major: Secondary Education
Supporting Areas of Emphasis: GB, MKTG
- BBA, Tarleton State University, 1987.
Major: Business Administration

Administrative Assignments

- Associate Dean, College. (September 1, 2018 - Present).
- Department Chairperson, Department. (June 1, 2019 - May 31, 2020).
- Department Chairperson, Department. (June 1, 2016 - August 31, 2018).
- Coordinator, College. (September 1, 2014 - May 31, 2016).

Permanent Data

- Associate Professor (September 1, 2019)
- Assistant Professor (September 1, 2006)
- Instructor (September 1, 2002)
- Adjunct Faculty (September 1, 1988)
- Teaching Assistant (September 1, 1987)

Licensures and Certifications

- ACBSP Evaluator Training, Accreditation Council for Business Schools and Programs. (June 21, 2018 - Present).
- Professional Mid-Management Administrator, Texas Teaching Certificate. (June 10, 1999 - Present).
- Secondary English Language Arts, Texas Teaching Certificate. (March 18, 1996 - Present).

Secondary Theatre Arts, Texas Teaching Certificate. (March 18, 1996 - Present).

Secondary Business Secretarial, Texas Teaching Certificate. (November 30, 1990 - Present).

Secondary Technology Applications, Texas Teaching Certificate. (May 2003 - December 31, 2014).

Professional Memberships

Texas Association of College Teachers. (September 1, 2003 - Present).

National Business Education Association. (September 1, 2002 - Present).

Texas Computer Education Association. (September 1, 2005 - August 2012).

Texas Business Education Association. (September 1, 2002 - July 2012).

Development Activities Attended

Conference Attendance, "AACSB International Conference and Annual Meeting," Edinburgh, Scotland. (April 13, 2019 - April 16, 2019).

Conference Attendance, "Associate Deans Conference," AACSB, Phoenix, AZ. (November 4, 2018 - November 6, 2018).

Seminar, "Seminar for New Associate Deans," AACSB, Phoenix, AZ. (November 3, 2018 - November 4, 2018).

Conference Attendance, "Leadership Development Conference," The Department of Employee Services--Tarleton State University, Stephenville, TX (October 30, 2018).

Conference Attendance, "Annual Accreditation Conference," AACSB, Washington, D.C. (September 23, 2018 - September 25, 2018).

Online Course Review, "Online Course Reviewee--Organizational Behavior," Tarleton State University--CII, Stephenville, TX, US. (January 2018 - April 2018).

Workshop, "Management Symposium-," McGraw-Hill, Nashville, TN. (March 22, 2018 - March 24, 2018).

Department Head Retreat, "Department Head Retreat," Tarleton State University, Marble Falls, TX (July 2017).

Conference Attendance, "International Conference & Annual Meeting," AACSB, Houston, TX (April 23, 2017 - April 25, 2017).

Forum, "University Planning Council (UPC) Spring Forum," Tarleton State University, Stephenville, TX (February 22, 2017).

Conference Attendance, "Academic Chairpersons Conference," Academic Chairperson Conference, New Orleans, LA. (February 8, 2017 - February 10, 2017).

Workshop, "President's Annual Planning Retreat," Tarleton State University, Stephenville, TX (January 26, 2017).

Forum, "University Planning Council (UPC) Fall Forum," UPC, Stephenville, TX (September 28, 2016).

Webinar, "Budgets/Finance," TAMUS. (July 2016).

Department Head Retreat, "Department Head Retreat," Tarleton State University, Granbury, TX (July 18, 2016 - July 19, 2016).

Workshop, "Degree Works Curriculum Meeting," Enrollment Data Support, Stephenville, TX (July 12, 2016).

Seminar, "TAMU Department Head Training," TAMU, College Station, TX (June 27, 2016 - June 28, 2016).

Seminar, "AACSB Impact Forum," AACSB, Tampa, FL. (June 2, 2016 - June 4, 2016).

Online Course Review, "Online Course Reviewee--Administrative Systems," Tarleton State University--CII, Stephenville, TX (January 2016 - April 2016).

Conference Attendance, "International Conference & Annual Meeting," ICAM, Boston, MA. (April 3, 2016 - April 5, 2016).

Conference Attendance, "34th Academic Chairpersons Conference," Kansas State University, New Orleans, LA. (March 2016).

Conference Attendance, "Annual Accreditation Conference," AACSB, Chicago, IL. (September 20, 2015 - September 22, 2015).

Conference Attendance, "National Business Education Association," NBEA, Boston, Massachusetts. (April 3, 2012 - April 8, 2012).

Conference Attendance, "Texas Career Education Conference," ACTE, Dallas, TX (July 12, 2010 - July 15, 2010).

Conference Attendance, "Texas Computer Education Association," TCEA, Austin, TX, USA. (February 8, 2010 - February 12, 2010).

Conference Attendance, "Business and Marketing Education Conference," ACTE, Houston, TX (July 28, 2009 - July 31, 2009).

Conference Attendance, "DTN Summer Institute 2009," Texas A&M University, San Antonio, TX (June 15, 2009 - June 16, 2009).

Conference Attendance, "Texas Computer Education Association," TCEA, Austin, TX (February 2, 2009 - February 7, 2009).

Conference Attendance, "Business and Marketing Education Conference," ACTE, Dallas, TX (July 15, 2008 - July 18, 2008).

Seminar, "FDIB Globalization Seminary," CIBER, Memphis, TN. (June 5, 2008 - June 8, 2008).

Conference Attendance, "Texas Computer Education Association Conference," TCEA, Austin, TX (February 4, 2008 - February 8, 2008).

Conference Attendance, "Texas Computer Education Association Conference," TCEA, Austin, TX (February 5, 2007 - February 9, 2007).

Conference Attendance, "Texas Computer Education Association Conference," TCEA, Austin, TX. (February 6, 2006 - February 10, 2006).

Conference Attendance, "Texas Career Education Conference," TCEA, Austin, TX, US. (February 1, 2005 - February 4, 2005).

Awards and Honors

Steve Steed Impact Award, College of Business Administration. (February 2019).

TEACHING

Teaching Experience

Tarleton State University

ADMS 105, Intermediate Keyboarding, 2 courses.
ADMS 314, Advanced Document Production, 1 course.
ADMS 315, Word Processing, 7 courses.
ADMS 316, Adv. Word Processing, 7 courses.
ADMS 318, Current Issues in Business, 4 courses.
ADMS 319, Cur. Issues Bus. Oper., 8 courses.
ADMS 3318, Current Issues in Bus. Tech., 3 courses.
ADMS 3319, Cur. Issues Bus. Oper., 3 courses.
ADMS 4086, Prb:Current Iss Bus Oper(3319), 3 courses.
ADMS 413, Adm. Inform. Systems, 10 courses.
ADMS 414, Admin of Electronic Office, 9 courses.
ADMS 4313, Adm. Inform. Systems, 7 courses.
ADMS 4314, Admin of Electronic Office, 6 courses.
ADMS 4384, Internship, 1 course.
ADMS 484, Internship, 3 courses.
ADMS 486, Problems, 12 courses.
BUSI 3312, Business Communication, 10 courses.
DGS 101, University Seminar, 5 courses.
DGS 102, University of Seminar II, 1 course.
G B 103, Business And Society, 3 courses.
G B 312, Business Communication, 62 courses.
MGMT 301, Principles of Mgmt, 2 courses.
MGMT 3350, Organizational Behavior, 5 courses.
MGMT 5301, Organiz Behav, 8 courses.
MKTG 314, Marketing, 12 courses.

Directed Student Learning

Dissertation Committee Member, Educ Leadrship Policy Studies. (April 2018 - Present).
Advised: Isaac Andrade

Dissertation Committee Member, "An Examination of a Response to Intervention Program in Texas Elementary Schools in Relation to the Special Education Program," Educ Leadrship Policy Studies. (June 2015 - May 2016).
Advised: Tamara Vardy

Directed Individual/Independent Study, "Current Issues in Business Operations," Management, Marketing, and Adm. (October 2015 - December 2015).
Advised: MacKenzie Barefoot

Directed Individual/Independent Study, "Current Issues in Business Operations," Management, Marketing, and Adm. (August 2015 - December 2015).
Advised: Claire Coker, Tammie Johnston, Krysyl Silvas

Internship Advisor, Management, Marketing, and Adm. (August 2014 - December 2014).
Advised: Alyssa Pastre

Directed Individual/Independent Study, "Current Issues in Business Operations," Management, Marketing, and Adm. (January 2014 - May 2014).
Advised: Shelby Moser

Internship Advisor, Management, Marketing, and Adm. (January 2014 - May 2014).
Advised: Angela Jones

Internship Advisor, Management, Marketing, and Adm. (January 2014 - May 2014).
Advised: Ernesto Gallegos

Directed Individual/Independent Study, "Current Issues in Business Operations," Management, Marketing, and Adm. (August 2013 - December 2013).
Advised: Sabrina Baker

Internship Advisor, Management, Marketing, and Adm. (August 2013 - December 2013).
Advised: Cindy Armstrong

Internship Advisor, Management, Marketing, and Adm. (August 2013 - December 2013).
Advised: Mary Ramey

Problems Course, "Office Management with Int. Application," Management, Marketing, and Adm. (January 2005 - December 2005).
Advised: Brandi Lewis

Directed Individual/Independent Study, "Current Issues in Business Technology," Management, Marketing, and Adm. (June 2005 - August 2005).
Advised: Lindsey Allen

Problems Course, "Advanced Office Production," Management, Marketing, and Adm. (January 2005 - May 2005).
Advised: Roy Alejo-Waits, Stephanie Clutter, Brandi Colgan, Mindy Fowlkes, Jaclyn Hobbs, Brooke Jarecki, Dana Martin, Alicia Meza, Monica Payne, Crystal Ramirez, Rebekah Schronk, Rebecca Spitzer, Wednesday Walters

Awards and Honors

Crystal Apple Society Scholarship Recipient, Tarleton State University. (September 29, 2012).

Teaching Excellence Award, Office of the Chancellor within the Texas A & M System. (July 2010).

College of Business Teacher of the Year, Delta Mu Delta. (April 2010).

RESEARCH

Published Intellectual Contributions

Refereed Journal Articles

- Gerhardt, S., Joiner, S. E., Dittfurth, E. (2018). An Analysis of Expected Potential Returns From Selected Pizza Franchises. *American Society of Business and Behavioral Sciences eJournal*, 8(1), 101-111.
- Gerhardt, S., Hazen, S., Joiner, S. E. (2018). An Overview Analysis of Expected Potential Returns from Selected Tex-Mex Franchises. *American Society of Business and Behavioral Sciences eJournal*, 7(1), 94-104.
- Richardson, R. E., Hall, R., Joiner, S. E. (2016). Workplace Bullying in the United States: An Analysis of State Court Cases. *Cogent Business & Management*, 3(2331-1975/1256594), 1-11. <http://dx.doi.org/10.1080/23311975.2016.1256594>
- Joiner, S. E., Richardson, R. E., Hall, R. R. (2016). The Status of Workplace Bullying in Federal Court Cases. *Academy of Business Research*, 1(2016), 114-128. www.aobronline.com/abrj
- Gerhardt, S., Hazen, S., Joiner, S. E. (in press). Fast Food Franchising: How Much Can You Expect to Make Bottom Line? *American Society of Business and Behavioral Sciences eJournal*, 23(1), 198-204.
- Joiner, S. E., Hall, R. R., Richardson, R. E. (2015). An Analysis of College Students' Perceptions of Workplace Bullying. *Academy of Business Research*, IV(2015), 19-31. <https://www.aobronline.com/abrj>
- Gerhardt, S., Hazen, S., Joiner, S. E., Hall, R. (2015). Entrepreneur Options – “Franchising” vs. “Licensing” (McDonald’s vs. Starbucks and Chick-fil-A). *American Society of Business and Behavioral Sciences eJournal*, II(1), 80-88. http://www.asbbs.org/files/2015/eJournal_2015.pdf
- Joiner, S. E., Freed, R., Heller, N. A., Burch, G. (2015). Does Student Engagement Affect Learning? An Empirical Investigation of Student Involvement Theory. *Academy of Business Research*, II(2015), 8-16. academyofbusinessresearch.com
- Hall, R. R., Joiner, S. E. (2014). Managing Workplace Bullying and Social Media Policy: Implications for Employee Engagement. *Academy of Business Research*, I(2014), 128-138. www.aobronline.com
- Hall, R. (2014). A Theory for Higher Education: Customer Service Model. *Journal of Marketing Perspectives*, 2(2014), 15-25. www.academyofbusinessresearch.com
- Gerhardt, S., Hazen, S., Joiner, S. E. (2014). Small Business Marketing Strategy Based on McDonald's. *American Society of Business and Behavioral Sciences eJournal*, Vol. 10(Issue 1), 104-112. www.asbbs.org

Conference Proceedings

- Joiner, S. E., Kegans, L., Lewis, K. (in press). *Generation Z: Who are These People and What Marketing Strategies Should Be Used?*. Academy of Business Research.
- Gerhardt, S., Hazen, S., Joiner, S. E. (2018). In Mondal, Wali (Ed.), *An Overview Analysis of Expected Potential Returns from Selected Tex-Mex Franchises* (1st ed., vol. 7, pp. 94-104). American Society of Business and Behavioral Sciences eJournal.

- Joiner, S. E., Kegans, L. (2016). *Social Media: Marketing the Millennials*. The Academy of Business Research.
- Joiner, S. E. (in press). In Pamela Hurley (Ed.), *How Businesses Use Social Media Sites to Influence the Consumer*. Journal of Marketing Perspective. www.aobronline.com
- Joiner, S. E., Hall, R. R., Richardson, R. E. (2015). In Mark Foster (Ed.), *An Analysis of College Students' Perceptions of Workplace Bullying* (2015th ed., vol. IV, pp. 19-31). Florence, Alabama: Academy of Business Research. <https://www.aobronline.com/abrj>
- Gerhardt, S., Hazen, S., Joiner, S. E., Hall, R. (2015). In Wali I. Mondal (Ed.), *Entrepreneur Options – “Franchising” vs. “Licensing” (McDonald’s vs. Starbucks and Chick -fil-A)* (1st ed., vol. II, pp. 80-88). American Society of Business and Behavioral Sciences eJournal. http://www.asbbs.org/files/2015/eJournal_2015.pdf
- Joiner, S. E., Freed, R., Heller, N. A., Burch, G. F. (2015). *Does Student Engagement Affect Learning? An Empirical Investigation of Student Involvement Theory* (pp. 9). The Academy of Business Research.
- Hall, R. R., Lewis (in press). *Online Learning vs. Traditional Learning: Implications for Student Engagement*. Jacksonville, Florida: Academy of Business Research.
- Gerhardt, S., Hazen, S., Joiner, S. E. *Fast Food Franchising: How Much Can You Expect to Make Bottom Line?* (pp. 198-204). American Society of Business and Behavioral Sciences eJournal.
- Joiner, S. E., Hall, R. R. (in press). *Analyzing the Millennial Learner in Today's Higher Education*. Academy of Business Research.
- Kendall, W. R., Lewis, Shaw, J., Hall, R. (2014). In Dr. Aberdeen Leila Borders, Proceedings Editor (Ed.), *Is the Northwest Passage Likely to Become a Significant Shipping Route Within the Next Fifteen to Twenty Years?* (pp. 19 pages). Asheville, NC: Atlantic Marketing Association. http://atlanticmarketingassociation.com/Resource3s/66_
- Hall, R. (2014). In Hennie van Bulck, Assistant Editor: Meredith R. Wilson (Ed.), *A Theory for Higher Education: Customer Service Model* (2014th ed., vol. 2, pp. 15-25). Journal of Marketing Perspectives. www.academyofbusinessresearch.com
- Joiner, S. E., Leach, L., Beach, D., Freed, R. (in press). *An Analysis of the Effectiveness of Business Education Certification Programs in Texas*. Academy of Business Research. academyofbusinessresearch.com
- Lewis (in press). *Routes to Business Education Certification in Texas and the Measure of Performance on the Texas Examination of Educators Standards Exam*. Jacksonville, FL: Academic and Business Research Institute.
- Lewis (in press). *A Comparison of Teacher Education Requirements and Curriculum in Texas*. Jacksonville, Florida: Academic and Business Research Institute.
- Lewis (in press). *Academic Freedom in Higher Education*. Academy of Business Research. [www.academyofbusinessresearch](http://www.academyofbusinessresearch.com)

Presentations Given

Dittfurth, E. (Presenter & Author), Gerhardt, S. (Presenter & Author), Joiner, S. E. (Presenter & Author), American Society of Business and Behavioral Sciences, "Fast Food Chicken: To Franchise or Not?," Las Vegas, NV. (March 9, 2019).

Gerhardt, S. (Presenter & Author), Hazen, S. (Author Only), Joiner, S. E. (Presenter & Author), ASBBS, "An Overview Analysis of Expected Potential Returns from Selected Tex-Mex Franchises," Las Vegas, NV. (March 24, 2017).

Joiner, S. E. (Presenter & Author), Kegans, L. (Author Only), Academy of Business Research Conference, "Social Media: Marketing the Millennials," San Antonio, TX. (November 3, 2016).

Gerhardt, S. (Presenter & Author), Hazen, S. (Author Only), Joiner, S. (Presenter & Author), American Society of Business and Behavioral Sciences, "Fast Food Franchising: How Much Can You Expect to Make--Bottom Line?," Las Vegas, NV. (March 22, 2016).

Joiner, S. E. (Presenter & Author), Academy of Business Research, "How Businesses Use Social Media Sites to Influence the Consumer," Boca Raton, FL. (November 11, 2015).

Joiner, S. E. (Presenter & Author), Lynn University, "Entrepreneurship and Social Media," Boca Raton, FL. (November 5, 2015).

Joiner, S. E. (Presenter & Author), Hall, R. (Author Only), College of Business Research Forum, "Managing Workplace Bullying & Social Media Policy: Implications for Employee Engagement," COBA, Stephenville, TX. (April 4, 2015).

Hall, R. (Presenter & Author), Joiner, S. E. (Presenter & Author), Academy of Business Research Conference, "Online Learning vs. Traditional Learning: Implications for Student Engagement," New Orleans. (March 26, 2015).

Gerhardt, S. (Presenter & Author), Hazen, S. (Author Only), Joiner, S. E. (Presenter & Author), Hall, R. (Author Only), American Society of Business and Behavioral Sciences Conference, "Entrepreneur Options - "Franchising" vs. "Licensing" (McDonald's vs. Starbucks/Chick-fil-A)," Las Vegas, NV. (February 22, 2015).

Joiner, S. E. (Presenter & Author), Hall, R. (Presenter & Author), Academy of Business Research Conference, "Analyzing the Millennial Learner in Today's Higher Education," Atlantic City, NJ. (September 23, 2014).

Kendall, W. R. (Presenter & Author), Joiner, S. E. (Author Only), Shaw, J. (Author Only), Hall, R. (Author Only), Atlantic Marketing Association, "Is the Northwest Passage Likely to Become a Significant Shipping Route Within the Next Fifteen to Twenty Years? (P)," Asheville, NC. (September 2, 2014).

Joiner, S. E. (Presenter & Author), Hall, R. R. (Presenter & Author), Richardson, R. (Author Only), Academy of Business Research Conference, "An Analysis of College Students' Perceptions of Workplace Bullying," New Orleans. (March 27, 2014).

Joiner, S. E. (Presenter & Author), Leach, L. (Author Only), Beach, D. M. (Author Only), Freed, R. (Author Only), Academy of Business Research, "An Analysis of the Effectiveness of Business Education Certification Programs in Texas," New Orleans, LA. (March 26, 2014).

Joiner, S. E., Freed, R. (Author Only), Heller, N. A. (Author Only), Burch, G. (Author Only), Academy of Business Research, "Does Student Engagement Affect Learning? An Empirical Investigation of Student Involvement Theory," New Orleans, LA. (March 26, 2014).

Gerhardt, S. (Presenter & Author), Hazen, S. (Chair), Joiner, S. E. (Presenter & Author), ASBBS Conference, "Small business Marketing Strategy Based on McDonald's," Las Vegas, NV. (February 24, 2014).

Hall, R. (Presenter & Author), Joiner, S. E. (Presenter & Author), Academy of Business Research Conference, "A Theory for Higher Education: Customer Service Model," San Antonio. (January 12, 2014).

Joiner, S. E. (Presenter & Author), Hall, R. (Presenter & Author), Academy of Business Research, "Managing Workplace Bullying and Social Media Policy: Implications for Employee Engagement," San Antonio, TX. (September 18, 2013).

Joiner, S. E. (Presenter & Author), Academic and Business Research Institute, "Routes to Business Education Certification in Texas and the Measure of Performance on the Texas Examination of Educators Standards Exam," New Orleans, Louisiana. (March 21, 2013).

Joiner, S. E. (Presenter Only), Educational Leadership and Policy Studies Orientation, "Doctoral Program Orientation," College of Education, Tarleton State University. (June 1, 2012).

Joiner, S. E. (Presenter & Author), Academic and Business Research Institute, "A Comparison of Teacher Education Requirements and Curriculum in Texas," Academic and Business Research Institute, San Antonio, TX. (March 23, 2012).

Media Contributions

Internet

Faculty Unscripted. (September 12, 2016).

Contracts, Grants and Sponsored Research

Grant

Wood, J. A., Atkinson, R. G., Baker, C., Brawner, B. F., Cadle, J. C., Ewell, F. D., Faulkner, B., Garza, J., Geye, T., Graves, I. S., Holley, T. M., Joiner, S. E., McGahan, D. G., Montgomery, J. E., Pratt, F. E., Rinard, B. D., Shockey, M., Sword, B., Taylor, D. L., Gibson, J. L., Wells, R. L., Wilterding, C., Wood, K. M., "Universal Design Faculty Learning Community," Sponsored by Texas A&M University, Tarleton State University. (September 11, 2009 - 2011).

Awards and Honors

Best Paper in Track, American Society of Business and Behavioral Sciences. (March 9, 2019).

Best Paper in Track, American Society of Business and Behavioral Sciences. (March 2018).

Best Paper in Track, American Society of Business and Behavioral Sciences. (March 2017).

Best Paper in Session, Academy of Business Research. (November 2016).

Best Paper in Track, American Society of Business and Behavioral Sciences. (February 2016).

Best Paper in Session, Academy of Business Research. (November 2015).

Best Paper in Session, Academy of Business Research. (March 2015).

Best Paper in Track, American Society of Business and Behavioral Sciences. (February 2015).

Faculty Excellence in Scholarship, College of Business Administration. (February 2015).

Best Paper in Session, Academy of Business Research. (November 6, 2014).

Best Paper in Session, Academy of Business Research. (September 2014).

Best Paper in Session, Academy of Business Research. (March 2014).

Best Paper in Session, Academy of Business Research. (March 2014).

Best Paper in Track, American Society of Business and Behavioral Sciences. (February 2014).

Best Paper in Session, Academy of Business Research. (March 2013).

Intellectual Contributions in Submission

Conference Proceedings

Joiner, S. E., Freed, R., Leach, L., Beach, D. *An Analysis of the Effectiveness of Business Education Certification Programs in Texas* (pp. 8). Academy of Business Research.

SERVICE

Department Service

Reviewer of Online Course, Online Course Reviewer. (January 2017 - May 2017).

Committee Chair, Committee Chair for Administrative Systems Course Assessment. (August 2008 - May 2017).

Committee Chair, Degree Program Committee. (August 2008 - May 2017).

Committee Member, Departmental Representative Curriculum Committee. (August 2008 - May 2016).

Committee Member, Internship Committee. (August 2013 - August 2014).

Committee Member, Faculty Search Committee - Management Position. (October 2013 - April 2014).

Committee Member, Faculty Search Committee--Management. (October 2013 - April 2014).

Committee Member, Faculty Search Committee - Management Position. (August 2013 - January 2014).

Committee Member, Faculty Search Committee - Management Position. (October 2012 - April 2013).

Committee Member, Faculty Search Committee - Management Position. (September 2012 - April 2013).

Committee Member, Faculty Search Committee - Marketing Position. (September 2006 - April 2007).

College Service

Faculty Marshal--Commencement. (May 2019 - Present).

Committee Member, Study Abroad Representative. (January 2019 - Present).

Committee Member, Texas Affordable Baccalaureate (TAB) Grant Program. (January 2019 - Present).

Ex-Officio, Graduate Programs Committee. (September 2018 - Present).

Strategic Planning Committee. (September 2018 - Present).

Student Advocacy Committee. (September 2018 - Present).

Committee Chair, Suspension/Appeals Committee. (September 2018 - Present).

Committee Chair, Steering Committee of the Hydrology Building. (October 2017 - Present).

Committee Member, Academic Council. (June 2016 - Present).

Committee Member, Appeals Hearing Committee. (December 2014 - Present).

Committee Chair, Research and Scholarship Appreciation Week. (September 2018 - October 2018).

Student Marshal--Commencement. (May 12, 2018).

Committee Member, College of Business Administration Dean Search. (December 2017 - April 2018).

Committee Member, Graduate Appeals Committee. (June 2014 - 2016).

Committee Chair, Student Advocacy Committee. (August 2014 - August 2016).

Committee Member, COBA Curriculum Committee. (November 2008 - June 2016).

Selected as the Undergraduate Curriculum Coordinator by the Dean of the College of Business Administration, Undergraduate Curriculum Coordinator. (August 2014 - May 2016).

Committee Chair, Annual Major's Fair. (August 2009 - May 2016).

Faculty Advisor, Texan Scholars Orientation. (April 9, 2016).

Attendee, Meeting, COBA Administrative Team. (April 3, 2016 - April 5, 2016).

Representative from COBA, Admitted Student Day. (February 6, 2016).

Committee Member, COBA Career Development Coordinator Hiring Committee. (October 2015 - December 2015).

Volunteer, Improving the Quality of Online Instruction. (September 2015 - December 2015).

Attendee, Meeting, COBA Administrative Team. (September 20, 2015 - September 22, 2015).

Taskforce Chair, Student Experiential Requirements Taskforce. (August 2014 - May 2015).

Co-Coordinator, Donuts and Degree Plans. (November 10, 2014 - November 11, 2014).

Representative from the College of Business Administration, Texan Tour. (October 24, 2014).

Committee Member, Graduate Appeals Committee. (June 2014 - August 2014).

Committee Member, COBA Search Committee for Finance. (January 2014 - April 2014).

Faculty Advisor, Transition Week-First Year Seminar. (August 19, 2013).

Committee Chair, Recruitment for College of Business Administration. (February 1, 2010 - March 6, 2010).

Committee Member, Business International Education Initiative. (September 2008).

Representative from the College of Business Administration, Recruitment for College of Business Administration. (November 8, 2007).

Representative for the College of Business Administration, Recruitment College of Business Administration. (September 24, 2007).

University Service

Administrative Assignment, Assistant Dean, Study Abroad Committee. (February 2019 - Present).

Administrative Assignment, Assistant Dean, Academic Council. (September 2018 - Present).

Attendee, Meeting, Associate Dean Liaison for University Curriculum Committee. (September 2018 - Present).

Committee Member, Strategic Enrollment Management Executive Council. (September 2018 - Present).

Committee Member, Graduate Council. (October 2017 - Present).

Task Force Member, Communication Barriers to Persistence. (May 2017 - Present).

Volunteer as Flag Carrier, Flag Carrier. (August 2016 - Present).

Committee Member, University Committee for Disability Services. (August 2009 - Present).

Guest Speaker, Administrative Panel--Best Practices in Faculty Evaluations. (March 8, 2019).

Administrative Assignment, Department Chair, Academic Council. (June 1, 2016 - August 31, 2018).

A&M University System's Pathways Research Symposium--Judge. (November 2, 2017 - November 3, 2017).

Committee Member, Reimagining First Year Institutional Intentionality Committee. (October 4, 2016 - May 2017).

Attendee, Meeting, Reimagining the First Year Experience Curriculum Group. (September 28, 2016 - May 2017).

Job Fair--Door Screener. (February 2017).

Chapter's On-Campus Advisor, Delta Zeta Campus Advisor. (January 2014 - 2016).

Committee Member, University Curriculum Committee. (August 2010 - May 2016).

Committee Member, Teacher Preparation Council. (August 2003 - May 2016).

Job Fair--Door Screener. (February 2016).

Faculty Mentor, Kick Start Your Research Plan Panelist. (February 25, 2016).

Committee Member, Mini-Majors Expo. (August 2015 - February 18, 2016).

Committee Member, Career Services Job Search. (December 17, 2015).

Committee Member, University Curriculum Review Committee. (August 2011 - July 2015).

Guest Speaker, Transition--First Year Seminar. (August 19, 2013 - August 20, 2013).

Panel Experienced Instructor, First Year Seminar. (June 21, 2013).

Faculty Mentor, Faculty Partner/Faculty Advisor. (August 2012 - May 2013).

Committee Member, Student Marshall Commencement Ceremonies. (August 2012).

Committee Member, Faculty Marshall Commencement Ceremonies. (May 2012).

Committee Member, Student Marshall Commencement Ceremonies. (December 2011).

Committee Member, Universal Design Faculty Learning Community. (September 2009 - September 2011).

Committee Member, Student Marshall Commencement Ceremonies. (August 2011).

Task Force Member, Assistant Director of Academic Support Program Screening Committee. (October 2009 - December 2009).

Committee Member, Selection Committee for Speaker of Commencement Exercises. (November 2009).

Faculty Advisor, Duck Camp Faculty Partner. (July 2009 - August 2009).

Faculty Mentor, Faculty Partner. (August 22, 2008 - May 2009).

Task Force Member, Career Services Screening Committee. (October 2008 - November 11, 2008).

Presentor from COBA, College of Business Texan Tour. (November 10, 2007).

Professional Service

Member, Weatherford High School Career and Technology Education Professional Advisory Board, Weatherford, Texas. (August 2012 - Present).

Reviewer, Textbook, Review for McGraw Hill Organizational Behavior. (February 20, 2019).

Reviewer, Textbook, Review for McGraw Hill. (July 1, 2018 - July 16, 2018).

Reviewer, Textbook, Hands-on Review of Connect of Organizational Behavior. (January 2018 - March 2018).

Reviewer, Textbook, Review of Management Textbook. (August 2017 - October 2017).

Reviewer, Textbook, Research Study for McGraw Hill. (March 2017 - May 2017).

Reviewer, Textbook, Reviewer for McGraw Hill Textbook. (January 2017 - February 2017).

Reviewer, Textbook, Survey for International Business for McGraw Hill. (December 2016 - February 2017).

Attendee, Meeting, International Organization for Standardization, Fort Worth, TX. (February 3, 2017).

Speaker, Entrepreneurship and Innovation Class, Boca Raton, FL. (November 11, 2015).

Public Service

Entrepreneurs of Erath (EoE). (August 2018 - Present).

Member, Relay-for-Life College of Business Administration Team for Erath County, Stephenville, TX. (2002 - Present).

Guest Speaker, College Day at Henderson Junior High, Stephenville, TX. (October 19, 2018).

Officer, Secretary, Dublin Independent School Board, Dublin, TX. (May 20, 2013 - May 2015).

Guest Speaker, E.S.A - D.H.S., De Leon, TX. (May 14, 2013).

Member, Project Graduation 2008-2009, Dublin, TX. (May 2008 - May 2009).

Member, Dublin Athletic Booster Club, Dublin, TX. (August 25, 2002 - May 2009).

Volunteer for Fund-Raising for a Needy Family, Public Service Fund-Raiser for Mikayla Gain, Dublin, TX. (January 2009).