

VITA 2009-2010

1. Gerald W. Ramey
2. Professor
3. Tenure Track
4. College of Business – Eastern Oregon University
5. Appointment Date: September 15, 2005
6. Teaching Experience – 34 years, including 2009-2010

5 years at Eastern Oregon University
25 at Lewis-Clark State College, Professor Emeritus at retirement, 1980-2005
2 in a Vocational-Technical Junior College, 1976-1978
2 in Special Education--a State facility for the mentally retarded

OXFORD ROUND TABLE invited participant and paper presentation – Oxford University, England, August 2004

FULBRIGHT SENIOR SPECIALISTS ROSTER 2003-2008

Assignment – A.I.Cuza University, Iasi, Romania, Spring 2004
Assignment - A.I.Cuza University, Iasi, Romania, Spring 2005
Assignment - Polytechnic University, Windhoek, Namibia, Summer 2008

FULBRIGHT SENIOR SCHOLAR for Romania for 2001-2002 Spring Semester at A.I. Cuza University in Iasi, Romania.

FULBRIGHT SENIOR SCHOLAR for Romania for 2002-2003 Spring Semester at A.I. Cuza University in Iasi, Romania.

Israel College with New England College – Summer 1997 - Strategic Management capstone course in Arundel, England – program primarily for executive level managers from the Israeli banking community

Adjunct faculty at Washington State University from 1998 to 2005 teaching leadership, management and primarily a capstone policy class at the undergraduate level. Fall of 2003 taught the policy class in their MBA program.

INSTRUCTIONAL ENHANCEMENTS:

A. Forty speakers brought to LCSC such as:

Paul Dolan	CEO Mendicino Wines, past pres. Fetzer Wines
Mr. Quan Tran	Aikido/TaiChi Master
Dr. Shauna Adix	Director, Women's Resource Center, University of Utah
Dr. William Scott	Management Professor/Author, University of Washington
Mr. Harrison Owen	Management consultant, Organization Transformation, DC
Ms. Lina Ti Shu	International Trade/China Expert
Honorable Alvin Hamilton	Member Parliament/Privy Council, Canada
Dr. Ian Kiniburg	Center for Transnational Corporations, United Nations
Mr. August Jaccaci	Futurist/systems expert, convener of the World Congress on World Futures and Global Interdependence with Buckminster Fuller
Captain Sonny Carter	US Navy/NASA Astronaut, Defense Mission #33
Father Brian Bainbridge	Catholic Priest/Organizational Consultant, Australia
Lotus	Women's acappella trio on issues of women in peace and
Mr. Jim Butin	7th Degree Black Belt, Taekwondo/Karate
Dr. Barry Posner	Noted Leadership expert, faculty, author
Ms. Barbara Dudley	Executive Director, Greenpeace

Theory Development and unpublished notes and ideas used in classes and workshops.

The measurement of organizational effectiveness using Ralph Moos' Work Environment Scales and collected demographics with an interactive, multivariate statistical mode.

Theory development in teaching methods resulting in the delivery of key concepts primarily from compressed format classes and industry workshops using strategies from the cognitive, affective and behavioral domains to increase influence and retention.

Produce interdisciplinary debate (student live performance) between Friedman and Thoreau (project to include students from history, business and theatre).

Theory development in motivation; a modification of Maslow's concepts including all of his work on deficiency and being needs, resulting in a circular model.

Exploration of Native American, Eastern and other Indigenous populations and their concepts, philosophies, legends, stories and practices of leadership (i.e. Takuan Soho/ Coyote, I Ching/Leadership)

7. Areas of assigned teaching responsibility

Management, organizational behavior, leadership

Advising coordinator for the College of Business, Eastern Oregon University

Curriculum Development at Lewis-Clark State College

ID 351 Ethics and Leadership (new course developed, 2005)

MT 440 The Phenomenon of Power (new course developed, 1983)

MT 360/ID 360 Leadership (new course developed, 1985)

MT 320 Foundations of Management Theory (course modification, 1992)

GB 315 Organizational Behavior (course modification, 1996)

Periodic special topics courses such as the integrative course "business in literature"

Was responsible for the management portion of the business curriculum, (ETS/ MFAT results from 1998 to 2005 were 1 SD above the national mean), The LCSC business division uses AACSB and IACBE standards as curricular benchmarks.

8. Education background (including fields of specialization)

EARNED DEGREES & CERTIFICATIONS:

Ph.D. in Management - California Coast University, Santa Ana, California, 1989

Masters of Business Administration - University of Texas - Pan American, Brownsville and Edinburg, Texas, 1980

Texas Teacher Certificate - A240153/464-84-8018 - Secondary/Business Administration, Secondary/English

Bachelor of Business Administration - North Texas State University, Denton, Texas, 1974

Note: Both BBA and MBA are from AACSB accredited schools. PHD is from a regionally accredited school.

Additional Graduate Work

9 graduate credits in public administration, NTSU

19 graduate credits in counseling, U of I

9. Prior experience not in education

Management/Administration -7 years

camp director - 1990, 1991, 1992 - directed a Boy Scout camp - 30 staff, \$50,000 budget

Director of Admissions and Records/Registrar in a vocational/ technical junior college, 1400 enrollment - 1978-1980

Scout Platoon Leader, Mechanized infantry, Texas National Guard – 1979

Managed 250 people and coordinated all services on a unit providing direct/residential care for 250 profoundly retarded individuals - 1972-1974

managed a battalion supply operation, Viet Nam, USMC – 1969

squad leader, class leader, USMC - 1968

10. Professional memberships (including offices and activities)

International Leadership Association
Academy of Management
Organizational Behavior Teaching Society
Western Academy of Management

Executive Committee Management, Spirituality and Religion Interest Group, Academy of Management, inaugural year 2000 & 2001.

Site Committee Western Academy of Management, Spokane, WA 1992

ACADEMIC PROFESSIONAL ACTIVITIES:

Track Chair Pipeline Research Track, Open General Track, Western Academy of Management 2006, 2007, 2008, 2009

Paper Reviewer International Leadership Association, 2003, 2004, 2005.

Paper Reviewer Organizational Theory and Management Tracks, Western Academy of Management, 1991, 1992 – 2010 - Leadership Track, Eastern Academy of Management, 1996 - WDSI Western Decision Sciences Institute, 1997 - Management, Spirituality and Religion Interest Group, Academy of Management, 2000, 2001, 2002.

Article Reviewer Journal of Organizational Change Management, 1993, 1995, 1996, 2000, 2001

Article Reviewer Journal of Management Inquiry, 1996

Text Reviewer Mescon, et all, *Management*, 2nd edition, Harper and Row, 1985

Editor *The Power Shift* (student generated newsletter) 1984-86

Panel Coordinator "Trade Relations Between the People's Republic of China and Its Pacific Rim Neighbors," Third International Exchange Conference, LCSC 1984

Network Convener 2nd Organizational Transformation Symposium, Columbia, Maryland 1982

11. Professional meetings attended

Multiple dates in the above organizations beginning in 1980

12. Papers presented

PAPERS – REFEREED:

"Buddhism in Business: Ethics One Breath at a Time" (with Steve Clements, Kari Day and Shari Carpenter,). Region VII (Northwest), Annual Regional Meeting International Assembly of Collegiate Business Education – Business Education: Achieving Global Perspectives and Higher Quality, Marylhurst University, Portland, Oregon, November 2009.

"Innovative, Adaptive Leaders as Change Agents in Learning Systems" (with Shari Carpenter). 50th Annual Western Academy of Management Conference, Managing Smart: More Innovation, Moving Forward, Midway, Utah, March 2009.

"Multiple Formats, Same Outcomes: Three Faculty, One Course" (with Shari Carpenter, Steve Clements). Region VII (Northwest), Annual Regional Meeting International Assembly of Collegiate Business Education, Marylhurst University, Portland, Oregon, November 2008.

"Maslow Revisited: Mutual Actualization As A Condition For Peak Performance" (with Shari Carpenter). 49th Annual Western Academy of Management Conference, Modern Organizations: Attaining Peak Performance, Speed, and

Innovation, Oakland, California, March 2008.

"Alternative Models for International Trade and Financial Decisions," Oxford Round Table – European Union-United States Trade Relations. St. Antony's College, University of Oxford, England, August, 2004.

"Leadership Romania: A Nation Into the Future," (with Ovidiu Gavrilovici) Fourth Annual International Leadership Association Conference, Bridging Boundaries and Borders in Leadership (James MacGregor Burns Academy of Leadership) Seattle, November, 2002.

"Lucian Blaga's Mystery: The Reality Underneath Organizational Behavior," *Twentieth Century Romania: A Retrospective* – Eighth International Conference of the Center for Romanian Studies. Paper presented June 2002.

"The Use of Literature in Teaching Management, Leadership (Business/Economics)," The East-West Cultural Passage Conference – Lucian Blaga University of Sibiu, C. Peter Magrath Center for Romanian-American Academic Interaction – Fulbright Commissions in Romania, May 2002.

"Teaching with Virtual Teams" (with Dina Mansour-Cole and Nancy E. Landrum). OBTC Organizational Behavior Teaching Conference, Savannah, Georgia, June 2000.

"Intradependence Trust Relationships and Group Decision Making Processes" (with Nancy Leonard and Katy Beers). 40th Annual Western Academy of Management Conference, In the Spirit of JMI: Fresh Eyes, Redondo Beach, March 1999.

"Comprehensive Analysis of Organizations" (with Shaomin Huang and John Haehl) Western Academy of Management, Spring 1997.

"TQM: System-wide assessment in a municipal government," (with John Haehl), 35th Joint National Meetings of the Operations Research Society of America and The Institute of Management Science, November 1993

"Alternative Delivery Systems for Organizational Behavior and Related Courses" (with Joan Gilmore), Organizational Behavior Teaching Conference, Calgary, June 1992

"The Power Shift Model," Fourth Organizational Transformation Symposium, Columbia, Maryland, June 1984

13. Publications

PUBLICATIONS - REFEREED:

"Organizational Health Assessment: a Romania Firm Case Study", (with Shaomin Huang) *Review of Economic and Business Studies*; Faculty of Economics and Business Administration: Alexandru Ioan Cuza University, Iasi, Romania, Inaugural Issue, Volume 1, Number 1, Winter 2007-2008.

Journal of Organizational Change Management: Special Issue: Romania in Transition: The Heart of the People will Lead Them Forward. Guest Editor, Volume 19: Number 6, June 2006.

"Lucian Blaga's Mystery: The Reality Underneath Organizational Behavior," *Twentieth Century Romania: A Retrospective* – from the Eighth International Conference of the Center for Romanian Studies. (selected papers) Summer Edition 2003.

"Caragiale – Leadership Yesterday and Today: What We Know About Leadership Today From "A Lost Letter", (with Ioan Comanescu, Dana Grecu, Diana Lina, Lucian Lutuc, and Liliana Nica) *Romanian Civilization*; Winter 2002-2003.

"Evalua de Organizatie: Ce Absent?," *Revista Nationala de Administratie Publica*; Numarul 9, Iulie – August 2002. (Organizational Evaluation : What's Missing ?)

"Interpretarea sistemica a eficientiei si calitatii: Sistemul American ii ajuta pe managerii de organizatii din Romania," *Revista Nationala de Administratie Publica*; Numarul 8, Iunie – Iulie 2002. (Systemwide Interpretation of Effectiveness and Quality : An American System of Helping Managers in Romania)

"Un Joc Ca Oricare Altul: Democratizarea Pentru Noua Generatie De Lideri Romani," (with Dana Maria Chirorescu) *Orasul*; Numarul 4, Mai – Iunie 2002. (A Game Like Any Other : Democratization for the Next Generation of Leaders Romania)

Instructor's Manual, Management, Williams, Chuck, Southwestern Publishing, Ohio, 2000

"Tinkertoys Revisited: Exploring Trust-Based Relationships" (with Nancy Leonard and Tom Leonard). Association for Business Simulations and Experiential Exercises, 1999. Published – Development of Business Simulations and Experiential Exercises, Vol. 26.

Journal of Organizational Change Management: AACSB: Weathering the Storm. Guest Editor, Volume 6, Number 1, 1993.

"AACSB: Weathering the Storm," *Journal of Organizational Change Management*. Guest Editorial, Volume 6, Number 1, 1993 (guest editorial)

"Where is AACSB Now? An Interview with Porter, McKibbin and Blood," *Journal of Organizational Change Management*; Volume 6, Number 1, 1993.

"Dr. Don Parker Speaks On: The Changing Face of AACSB Accreditation: Implications for Faculty," (Editor) *Journal of Organizational Change Management*; Volume 6, Number 1, 1993.

"Faculty Attitudes Toward Leadership in Post-Secondary Institutions," Education Resources Information Center, 1979.

"Post-Secondary Faculty Attitudes About Themselves and the Field of Teaching," Education Resources Information Center, 1979.

PAPERS/PROCEEDINGS - REFEREED:

"Enhancing An Organization's Knowledge: Human Resource's Role In The Successful Management of Human, Social and Organizational Capital," (with Shari Carpenter and Steve Clements), 10th International Human Resource Management Conference – Celebrate the Tapestry: Diversity in the Modern Global Organization, Santa Fe, New Mexico, USA, June, 2009.

"To Only Connect -- Globalization: Thoughts on Excellence-- Connections -- Responsibility" - Key Note Address, 2nd International Conference: Globalization and Higher Education in Economics and Business Administration: Faculty of Economics and Business Administration, Alexandru Ioan Cuza University, Iasi, Romania, October, 2007

"An Alternative Model of Public-Private Partnerships Decision Making in International Organizations," (with Vasile Isan) 11th International Conference: Public and Private Sector Partnerships: Enhancing Sustainable Development, Iasi, Romania, May, 2005.

TQM in Residential Home Construction (with John Haehl, Ann Walsh, and Arney Wick). Western Decision Sciences Institute, Reno, April, 1998, Proceedings, p.463

"Systemwide Assessment of Leadership and Organizational Climate" (with John Haehl and Shaomin Huang). Western Decision Sciences Institute, San Francisco, April, 1995, Proceedings, pp. 336-8.

"Leadership: Sustainable Alternatives in a New Global Economy," (with Ron Nigh and Joseph Aiyeku) International Conference on Advances in Management, Calgary, June, 1994.

"Management practices and styles under the modernization principles in Leduc's: the case of Nigeria, India, and Mexico," (with Ron Nigh and Joseph Aiyeku) International Conference on Advances in Management, Calgary, June, 1994.

PUBLICATIONS – NON-REFEREED:

"Ce Este Leadership – Un Exemplar?," Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), April 4, 2005. (Exemplary Leadership)

"Sprijinul supervizorului," (with Randy Eriksen), Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), March 20, 2005. (Supervisor Support)

"Controlul La Locul de Munca," (with Randy Eriksen), Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), March 13, 2005. (Control in the Workplace)

"Autonomia la Locul de Munca," (with Randy Eriksen), Revista De Marketing Si Comunicare in Afaceri

(Markmedia.ro), March 6, 2005. (Autonomy on the Job)

“Stresul la Locul de Munca: Exista Limite?,” (with Randy Eriksen), Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), February 20, 2005. (Work Pressure: What are the Limits?)

“Munca in Echipa, un Concept perimat?,” (with Randy Eriksen), Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), February 13, 2005. (Cohesive Work Groups)

“Comunicarea eficienta si Conflictete Disfunctionale,” (with Randy Eriksen), Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), February 6, 2005. (Clear Communication)

“Productivitatea si Orientarea Sarcinii de Lucru,” (with Randy Eriksen), Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), September 6, 2004. (Productivity and Task Orientation)

“Productivitatea si Implicarea,” (with Randy Eriksen), Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), August 30, 2004. (Productivity and Involvement)

“Productivitatea si Inovatia,” (with Randy Eriksen), Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), August 23, 2004. (Productivity and Innovation)

“Misiune, Viziune, Actiune,” Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), March 14, 2004. (The Practical Side of Vision)

“Luarea Deciziilor – Un Cadru Larg si Un Model Simplu,” Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), March 7, 2004. (Decision Making – A Broad Framework and a Simple Model)

“Control Prin Leadership Pozitiv,” Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), December 14, 2003. (Control Through Positive Leadership: Building Commitment Through Empowerment)

“Leaderii ce Produc Schimbarea: Conceptul de Leadership Transformational,” Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), October 6, 2003. (Leaders That Produce Change: Transformational Leadership)

“Cum Porjectam Functiile De Management Dupa Nivelul De Autoritate,” Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), July 14, 2003. (Designing Management Functions by Authority Level)

“Motivarea Cu Resurse Limitate,” (with Adriana Prodan), Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), Jun 23, 2003. (Motivation With Limited Resources)

“4 Generatii Care Vor Sustine Viitorul Romaniei,” Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), June 16, 2003. (Four Generations Create A Sustainable Future For Romania)

“Performanta in Echipele Romanesti,” Revista De Marketing Si Comunicare in Afaceri (Markmedia.ro), May 19, 2003. (High Performance Teams in Romania)

“Can Global Education Bridge the Gap Between East and West?,” Business Division Report, Lewis-Clark State College, April, 1994.

“Outdoor Education: A New Approach to Leadership Development,” Business Division Quarterly, Lewis-Clark State College, October, 1993.

“The Impact of System-Wide Leadership Education on Organizational Climate,” unpublished doctoral dissertation, California Coast University, 1989.

14. Other research activity

PRESENTATIONS – REFEREED and INVITED:

Invited Key Note
Plenary Speaker

2nd International Conference: Globalization and Higher Education in Economics and Business Administration: Faculty of Economics and Business Administration, Alexandru Ioan Cuza University Key Note Address - “To Only Connect -- Globalization: Thoughts on Excellence-- Connections -- Responsibility” , Iasi, Romania, October, 2007.

Invited Key Note	"Risk Management, A Proactive Management Perspective," Academy of Economic Studies, Faculty of International Business and Economics, Bucharest, Romania, May, 2002.
Invited Key Note	Leadership in the Middle," Liga Studentilor Economisti, Alexander I. Cuza University, Iasi, Romania, May, 2002.
Invited Key Note	"Leadership and Teambuilding," Global Youth Services Day, Leaders Romania, Iasi, April, 2002.
Invited Panelist	Hand-in-Hand: Organizational Service Learning and Team-Building, Professional Development Workshop, Academy of Management, Washington, DC 2001.
Invited Chair	Experiential Session: Spirituality at Work/Spirituality in Management Teaching, Management Spirituality and Religion Interest Group, Academy of Management, Washington, DC 2001.
Invited Chair	Using Spirituality in Management Theory: Perspectives on Motivation and Strategy, Management Spirituality and Religion Interest Group, Academy of Management, Washington, DC 2001.
Coordinator/ Facilitator	Service Project: Washington DC, Habitat for Humanity, Academy of Management, Washington, DC 2001.
Invited Chair	"Leadership" 41 st Annual Western Academy of Management Conference, In Search Of---, Hawaii, April 2000.
Invited Discussant	"Leadership" 39th Annual Western Academy of Management Conference, Turning Research into Results, Theory into Practice, Portland, March 1998.
Invited Chair	"Alternative Instructional Models: Theory and Practice" Western Academy of Management, Spring 1996.
Invited Discussant	"What is the Role of Transforming Leaders in Organizations?" 36th Annual Western Academy of Management Conference, Scholarly Criticism of Management, San Diego, April, 1995
Invited Speaker	"Leader-Follower Symbiosis: Intradependence," Leadership 2010: The Credibility Factor (2nd annual conference, Lewis-Clark State College, April 1995.
Invited Speaker	"White Supremacy Suppresses Innate Leadership Styles of Inland Northwest Native Americans," Leadership 2010: Sustainable Alternatives (1st annual conference, Lewis-Clark State College, March 1994.
Invited Chair	"The New AACSB Standards: Problems & Issues," Western Academy of Management Meetings, March 1992
Invited Discussant	Northwest Communication Association, April 1983

CURRENT WORKING PAPERS IN PROGRESS:

"Adaptive and Sustainable Leadership – Honoring the Past Moving to the Future" – target - *Annual International Leadership Association Conference (with Shari Carpenter)*

"Schmidt and Tannebaum Meet Maslow" – target - *Harvard Business Review (with Shari Carpenter)*.

"The Power Shift: A Stimulus-Response East-West Determined Model of Personal and Organizational Power," – target - *Organizational Dynamics (with Shari Carpenter)*

"Leader-Follower Symbiosis: Intradependence: Integrated Perspectives on Power, Competition and Collaboration

and Conflict Resolution," – target - *Organizational Dynamics*.

"Diagnosing Organizational Effectiveness With a Multivariate Statistical Model (Modified) – target - *Academy of Management Review*, (with Shaomin Huang and Shari Carpenter)

"Planning a Personal and Organizational Fit for Intellectual Contribution; The Ramey/Boyer Weighted Matrix " target - *AACSB magazine*

"A Leadership Synthesis Model Combining the Iching and the Schmidt and Tannenbaum Continuum of Leadership Behavior" – target - *Journal of Management Inquiry* (with Shari Carpenter)

15. Consulting

PROFESSIONAL DEVELOPMENT AND CONSULTING ACTIVITIES:

Past and present organizations (paid and pro bono): Board of directors, management problem solving, in house classes, team building and leadership development and developing and delivering human resource management and system-wide quality education programs (TQM).

Association of Idaho Cities

Blount, Inc. (Omark)

Boy Scouts of America,

City of Lewiston, Idaho

City of McCall, Idaho

Clearwater Valley Hospital District

Community Action Agency, Lewiston, Idaho

Congregational/Presbyterian Federated Church

Idaho Department of Commerce

Idaho Dept. of Environment

Idaho Personnel Commission

LCSC Associated Student Body

Lewiston Civic Theatre

Lewiston Fire Department

Ludlum Measurements, Inc.

North Idaho Children's Home

Nez Perce Indian Health Services

Nez Perce Tribal Head Start Program

Opportunities Unlimited, Inc

Pacific Cabinets, Inc.

Potlatch Forest Industries

Presnell and Gage, Lewiston, Idaho

Puyallup, WA, Fire Department

Regence Blue Shield/Idaho/Utah

Texas Department of Human Services

16. Professional growth activities

See continued involvement in professional membership organizations. Most recently activity in International Leadership Association and the Fulbright program.

17. Seminars and training programs conducted for business and industry.

Principal developer and co-coordinator of an annual LCSC business division leadership series:

Leadership 2010: Sustainable Alternatives (William Scott, Keynote speaker 1994).

Leadership 2010: The Credibility Factor (Barry Posner, Keynote speaker 1995).

Leadership 2010: Greatness = Quality + Spirit. (Ron Porzio, Keynote speaker 1996)

Leadership 2010: Standing on Conviction. (Barbara Dudley, Keynote speaker 1997)

Leadership 2010: Personal Response to a Changing World. (1998)

Leadership 2010: Native American Ways (2002)

18. Professional presentations

PRESENTATIONS – NONREFEREED:

Invited Speaker

"Leadership Development," Associated Student Body, Lewis-Clark State College, Fall, 1993.

Invited Presentation

"Management: A Global Paradox," Associated Student Body / Faculty Forum, LCSC, Fall 1992

Invited Speaker

"TQM: Truth or Myth," LCSC Business Division Faculty Forum, Lewiston, Spring 1992

Invited Speaker

"TQM: Truth or Myth," LCSC Business Division Faculty Forum, Coeur d' Alene, Spring 1992

Invited Speaker

"Spirituality in the Business World: Insights on Keeping Life Balanced," Center for New Directions, Noon Forums, May 1991.

19. Institutional services performed

Eastern Oregon University – bargaining team alternate – Union Grievance Officer
Faculty mentor program

Lewis-Clark State college

Faculty Senate, 9 years (1980, 1981, 1982, 1991, 1992, 1993, 1996, 1999, 2002)

Positions included: senator, secretary/treasurer, vice-chair, chair elect, chair and past chair, AAUP
President 1992-97

Grants Northwest Area Foundation Grants, 1986-87, 1987-88: Project grants to
research and pilot computerized management simulations in the capstone policy and strategy
course at Lewis-Clark State College.

Title III, Technology and Distance Learning, Integrated Learning Network
Participant in first faculty training group

Institutional Development Fund, 8/80 - 5/99: Internal fund at Lewis-Clark State College for use in
delivering expanded and unique learning. Applied for and received over \$95,000.00 for
workshops, speakers, conferences and unique learning opportunities coordinated for students.

Other Collegiate Assignments

Business Division - AACSB standards review, 1992 to 2005.
IACBE standards committee 2005.

Various campus wide assignments from Curriculum and General Education to Faculty Affairs.

20. Awards and Honors

Lewis-Clark State College Business Division, 2004-2005 Outstanding Faculty of the Year (first recipient)

Lewis-Clark State College Business Division, 2004-2005 Outstanding Service of the Year

OXFORD ROUND TABLE, England, August 2004

FULBRIGHT SENIOR SPECIALIST, 2003-2008

FULBRIGHT SENIOR SCHOLAR, Romania, 2002-2003

FULBRIGHT SENIOR SCHOLAR, Romania, 2001-2002

Lewis-Clark State College Educational Foundation, Excellence in Teaching, Outstanding
Faculty Award 1994-95

Nominee/First Runner-up for Talkington Faculty Achievement Award 2003-04, 2000-01,
1996-97, 1995-96, 1994-95, 1993-94

Nominee/First Runner-up for Burlington Northern Faculty Achievement Award 1992-93, 1991-92, 1990-91, 1989-90,
1986-87

Boy Scouts of America, Order of the Arrow, Vigil Honor, 1992

LCSC Institute for Community Development, Community Service Award, 1992

School of Professional Studies, Excellence in Teaching, Outstanding Faculty Award, 1988-89

Who's Who in Finance and Industry, 1983-84

Faculty Advisor for Business Student Organization (Beta Sigma Omega), Received Outstanding Student
Organization Award (1982-83)

Outstanding Teacher 1981-82, 1980-81 (first runner-up 1983-84, 1982-83)

Outstanding Young Men in America, 1980-81

The Adjutant General's Individual Award--State of Texas Adjutant General Award for Meritorious Achievement and
Outstanding Service, 1978

21. Professionally related community activities

Leadership Next Generation project - (early stages of project planning)

Participated in three weeks of a 10 house blitz build in Beius, Romania in the summer of 1999.

22. NON-ACADEMIC MEMBERSHIPS AND ACTIVITIES:

MARTIAL ARTS

Black Belt Karate Association
Goju-Shorei Association

Idaho Black Belt Federation
SanLok TaeKwonDo Association

Chair - Kendo and Iado Lecture / Demo, Japan Week, April 1990

- * Began training 1968, United States Marine Corps. Currently ranked 5th degree Black Belt in Tae Kwon Do.
- * Martial arts instructor since 1973.
- * Currently, 38 trophies in kata (forms) and fighting in regional and national competitions, including 4 grand championships in Kata.
- * Ranked Number 9 in forms competition in Region 1 (States of Washington, Oregon, Montana, Idaho and Wyoming) in 1986.
- * Qualified invitation to SKI/NBL Nationals 1995.

POETRY AND SONGS:

- "Tyrrestial Tyranny," *Corral*, Hardin-Simmons University Literary Magazine; Abilene, Texas, 1971.
- "Christmas Morning," *The Aquila*, Abilene High School Literary Magazine; Abilene, Texas, 1968
- "God is Life," *The Aquila*, Abilene High School Literary Magazine; Abilene, Texas, 1968
- "Love?," *Lovepoems*, American Poetry Press; National High School Poetry Association; Los Angeles, California, 1968
- "Love?," *Young America Sings*, National High School Poetry Press; Los Angeles, California, 1968
- Over 80 unpublished songs