

**MILLER COLLEGE OF BUSINESS**  
**VITA – AACSB**  
**September 1, 2019 – August 31, 2024**

**PROFESSIONAL BACKGROUND**

*Name:* Ms. Carla C. Flores

*Rank:* Associate Lecturer

*Involvement:* Participating

*Qualification:* Instructional Practitioner

*Brief Description for Basis of Qualification:* IP because of at least 6 professional engagement activities in last 5 years.

*Office Address:* WB 219

*Area of Academic Discipline Specialization:* Management

**Degrees**

MBA Degree:

Name of Degree: MBA

Year Conferred: 1997

Degree-Granting Institution: Indiana Wesleyan University

Principal Academic Units:

Major Fields of Study:

Minor Field of Study:

Dissertation Title:

**Professional Certifications**

1. (December 31, 2020).

**SCHOLARLY ACTIVITIES**

**Work-in-Progress**

*Co-designed BusAD 101 workbook to develop a business plan*

1. Flores, C.C., Best, T. *Draft form: Business plan exercises.*

*Working Paper*

2. Flores, C.C., Smith, R.M. *Ex-Patriate Compensation: A Role Play Intervention.*
3. Smith, R.M., Flores, C.C. *Willingness to Expatriate: Influencing College Students' Expatriate Career Intentions.*

## **Presentations at Conferences**

1. Syed, I. (Coordinator/Organizer), Aikens, S. (Panelist), Blackford, B. (Panelist), Flores, C. C. (Panelist), Heath, M. (Panelist), Peterson, T. (Panelist), Midwest Academy of Management Meeting, "Strategies For Success in Teaching: A Panel Discussion on Effective Teaching," Midwest Academy of Management, Chicago, IL. (October 14, 2023). Applied or Integration/Application Scholarship
2. Flores, C. C. (Coordinator/Organizer), Syed, I. (Discussant), Kitchens, F. L. (Discussant), Kiner, L. R. (Discussant), 2023 Midwest Academy of Management Annual Conference, "ChatGPT is my Teaching Assistant," Midwest Academy of Management, Chicago, IL. (October 13, 2023). Teaching and Learning Scholarship
3. Flores, C. C. (Discussant), 2023 Midwest Academy of Management Annual Conference, "Reimagining The Academy: Panel Symposium On Faculty Well-Being," Midwest Academy of Management, Chicago, IL. (October 13, 2023). Teaching and Learning Scholarship
4. Flores, C. C. (Author), MOBTS 2023 Conference, Jacksonville University, "From Lemons to Lemonade: New Recipes for success in a Post-Pandemic Teaching and Learning Environment," Management & Organizational Behavior Teaching Society, Jacksonville, FL and virtual. (June 9, 2023). Teaching and Learning Scholarship
5. Aikens, S. (Discussant), Blackford, B. (Discussant), Butler, J. (Discussant), Flores, C. C. (Discussant), Kitchens, F. L. (Discussant), Syed, I. (Discussant), Midwest Academy of Management 65th Annual Meeting 2022 Conference, "Gadgets and Grades: Innovative Technology Examples for Engagement," Midwest Academy of Management, Detroit, Michigan. (October 15, 2022). Teaching and Learning Scholarship
6. Kitchens, F. L. (Coordinator/Organizer), Flores, C. C. (Presenter), Wilson, S. (Presenter), Mathews, R. D. (Presenter), Midwest Academy of Management Annual Meeting, "StrengthsFinder: Practical Applications in the Classroom," Midwest Academy of Management, Detroit, MI. (October 14, 2022). Teaching and Learning Scholarship
7. Smith, R. M. (Coordinator/Organizer), Blackford, B. J. (Presenter), Flores, C. C. (Presenter), Peterson, T. O. (Presenter), Kitchens, F. L. (Presenter), Schultz, J. (Presenter), Midwest Academy of Management Annual Conference, "Teaching with the Scripted and Unscripted: Using TV and Reality TV in the Classroom," Midwest Academy of Management, Davenport, IA. (October 15, 2021). Teaching and Learning Scholarship
8. Smith, R. M. (Coordinator/Organizer), Peterson, T. O. (Presenter), Blackford, B. J. (Presenter), Flores, C. C. (Presenter), Geyer, K. (Presenter), Kitchens, F. L.

- (Presenter), Read, D. L. (Presenter), MOBTS Virtual Conference, "Film, Reality TV & TV in the Classroom," MOBTS: Management & Organizational Behavior Teaching Society, Virtual. (June 19, 2021). Teaching and Learning Scholarship
9. Flores, C. C., Tradition Meets Technology: Finding Ways Forward, "Infographic Syllabus Introduction Activity," Management and Organizational Behavior Teaching Society, Virtual. (June 9, 2021). Teaching and Learning Scholarship
  10. Byun, S.-Y. (Panelist), Flores, C. C. (Panelist), Hubbard, M. (Panelist), Juergens, S. (Panelist), Kim, H.-Y. (Panelist), Sardeshmukh, S. (Panelist), Schultz, J. (Panelist), Smith, R. M. (Coordinator/Organizer), Midwest Academy of Management Meeting, "Still getting the job done (despite the storm): Female perspectives on navigating insecurities, social unrest, isolation, education, inaccessible self-care and the possibility of forever remote inside the COVID-19 pandemic.," Midwest Academy of Management. (October 2020). Applied or Integration/Application Scholarship
  11. Smith, R. M. (Author), Flores, C. C. (Author), Midwest Academy of Management Meeting, "Willingness to expatriate: An initial investigation among college students.," Midwest Academy of Management, Virtual. (October 2020). Basic or Discovery Scholarship
  12. Syed, I. (Coordinator/Organizer), Smith, R. M. (Coordinator/Organizer), Blackford, B. (Coordinator/Organizer), Aikens, S. (Presenter), Butler, J. (Presenter), Flores, C. C. (Presenter), Juergens, S. (Presenter), Soltwisch, B. (Presenter), Tulibaski, K. (Presenter), Yen, A. (Presenter), Midwest Academy of Management Annual Meeting, "Everything You Wanted to Know, but Were Afraid to Ask: The Shift from PhD Student to the Classroom," Midwest Academy of Management, Omaha, NE. (October 2019). Teaching and Learning Scholarship
  13. Smith, R. M. (Coordinator/Organizer), Juergens, S. (Presenter), Syed, I. (Presenter), Yen, A. (Presenter), O'Connell, D. (Presenter), Soltwisch, B. (Presenter), Flores, C. C. (Presenter), Beck, C. (Presenter), Luethke, T. (Presenter), Aikens, S. (Presenter), Lee, K. H. (Presenter), Midwest Academy of Management Annual Meeting, "Experiential Exercise Exchange: The Triple E For Teaching Impact!," Midwest Academy of Management, Omaha, NE. (October 2019). Teaching and Learning Scholarship

### **Conferences and Meetings Attended**

1. Academy of Management, Academy of Management. (August 2024 - August 2024). / Teaching and Learning Scholarship
2. Academy of Management, Academy of Management. (August 2024 - August 2024). / Teaching and Learning Scholarship
3. Academy of Management, Academy of Management. (August 2024 - August 2024). /

Teaching and Learning Scholarship

4. 2023 Midwest Academy of Management Annual Conference, Midwest Academy of Management. (October 2023 - October 2023). / Applied or Integration/Application Scholarship
5. Midwest Academy of Management, Midwest Academy of Management. (October 2023 - October 2023). / Teaching and Learning Scholarship
6. Midwest Academy of Management, Midwest Academy of Management. (October 2023 - October 2023). / Teaching and Learning Scholarship
7. Midwest Academy of Management, Midwest Academy of Management. (October 2023 - October 2023). / Teaching and Learning Scholarship
8. MOBTS 2023 Conference, Management and Organizational Teaching Society. (June 2023 - June 2023). / Teaching and Learning Scholarship
9. Teaching and Technology Conference, Vice Provost for Academic Affairs, Ball State University. (March 2023 - March 2023). / Teaching and Learning Scholarship
10. Midwest Academy of Management 64th Annual Meeting 2021 Conference, Midwest Academy of Management. (October 2021 - October 2021). / Teaching and Learning Scholarship
11. Midwest Academy of Management 64th Annual Meeting 2021 Conference, Midwest Academy of Management. (October 2021 - October 2021). / Teaching and Learning Scholarship
12. Midwest Academy of Management 64th Annual Meeting 2021 Conference, Midwest Academy of Management. (October 2021 - October 2021). / Teaching and Learning Scholarship
13. Midwest Academy of Management 64th Annual Meeting 2021 Conference, Midwest Academy of Management. (October 2021 - October 2021). / Teaching and Learning Scholarship
14. Midwest Academy of Management 64th Annual Meeting 2021 Conference, Midwest Academy of Management. (October 2021 - October 2021). / Basic or Discovery Scholarship
15. Tradition Meets Technology: Finding Ways Forward, Management and Organizational Behavior Teaching Society. (June 2021 - June 2021). / Teaching and Learning Scholarship
16. 2020 Midwest Academy of Management Annual Conference, NA. (October 2020 -

- October 2020). / Teaching and Learning Scholarship
17. 2020 Midwest Academy of Management Annual Conference, NA. (October 2020 - October 2020). / Teaching and Learning Scholarship
  18. Management and Organizational Behavior Teaching Society, Purdue Fort Wayne. (June 2020 - July 2020). / Teaching and Learning Scholarship
  19. Midwest Academy of Management 62nd Annual Meeting, Midwest Academy of Management. (October 2019 - October 2019). / Teaching and Learning Scholarship
  20. Midwest Academy of Management 62nd Annual Meeting, Midwest Academy of Management. (October 2019 - October 2019). / Teaching and Learning Scholarship

### **Business and Other Professional Experience**

1. Professional, OpenConference (system to manage all annual conferences for Midwest Academy of Management), Director. (October 2022 - Present).
2. Professional, Midwest Academy of Management, Committee Chair. (October 2021 - October 2022).
3. Professional, Midwest Academy of Management, Reviewer/referee. (April 2022 - May 2022).
4. Professional, Midwest Academy of Management, Conference committee, Reviewer/referee. (July 2021).
5. Professional, Management and Organizational Behavior Teaching Society, Reviewer/referee. (March 2021).
6. Professional, MOBTS, Reviewer/referee. (January 2021 - March 2021).
7. Professional, Midwest Academy of Management, Zoom host for a day of presentations - Midwest Academy of Management. (October 2020).
8. Professional, Midwest Academy of Management, Reviewer/referee. (July 2020).

### **Professional Development and Participation**

1. Faculty Learning Community, Teaching, Active Learning Community of Practice. (August 2020)
2. Continuing Education, Teaching, EDAC 700 Advanced Seminar in Adult and Community Education  
A forum for graduate students of advanced standing to examine contemporary issues,

- challenges, trends, and ambiguities in the study and effective practice of adult and community education. Open only to doctoral students in adult and community education and other advanced graduate students. (August 2024 - December 2024) / Teaching and Learning Scholarship
3. Continuing Education, Scholarship, ID 705 Research Colloquium  
Doctoral candidates will present dissertation proposals for study and analysis. Related issues in research will be considered. (August 2024 - December 2024) / Teaching and Learning Scholarship
  4. Continuing Education, Scholarship, EDAC 780 - Seminar in Managing Lifelong Education Programs. (August 2023 - December 2024) / Teaching and Learning Scholarship
  5. Continuing Education, Teaching, EDTE 660, Instructional Design and Technology. (August 2023 - December 2024) / Teaching and Learning Scholarship
  6. Continuing Education, Teaching, EDAC 710 Research in Adult and Community Education. (May 2024 - July 2024) / Teaching and Learning Scholarship
  7. Continuing Education, Teaching, EDPSY 606: Human Learning and Achievement Motivation  
Coverage of principles of human learning and achievement motivation applied to education and everyday life. Topics include behavioral, cognitive, and social-cognitive orientations to human learning and achievement motivation. (June 2024 - July 2024) / Teaching and Learning Scholarship
  8. Continuing Education, Teaching, EDAC 655 Continuing Education for Professionals. (January 2024 - May 2024) / Teaching and Learning Scholarship
  9. Continuing Education, Teaching, Graduate class in distance, flexible and blended education. The third of three graduate classes that result in graduate certification in online and distance education. (January 2024 - May 2024) / Teaching and Learning Scholarship
  10. Attended Conference, Teaching, Ball State Student Success Summit, September 20 - 21, 2023. (September 2023 - September 2023) / Teaching and Learning Scholarship
  11. Continuing Education, Teaching, EDST 697, The Grant Process and Research. (May 2023 - July 2023) / Teaching and Learning Scholarship
  12. Continuing Education, Teaching, EDTE 685, Information Systems for Instruction and Assessment. (May 2023 - July 2023) / Teaching and Learning Scholarship
  13. Continuing Education, Teaching, EDAC 632 Organizing Adult and Community Education Programs. Administration and leadership of adult and community

- education programs and organizations. Theoretical approaches and practical skills are emphasized. (January 2023 - May 2023) / Teaching and Learning Scholarship
14. Continuing Education, Teaching, EDST 671 Evaluation of Educational Programs. Experience in conducting a program evaluation. Students will examine different theoretical models of evaluation and will evaluate an educational program by constructing and administering instruments, analyzing the data gathered, determining the worth of the program, writing an evaluation report, and presenting the report to the personnel of the program evaluated. (January 2023 - May 2023) / Teaching and Learning Scholarship
  15. Attended Conference, Teaching, Ball State conference on assurance of learning. (March 2023 - March 2023) / Teaching and Learning Scholarship
  16. Continuing Education, Teaching, EDAC 648 The Community Educator. The structure, purpose, and processes of community education development with emphasis on the development of skills and competencies required of a community education coordinator. (August 2022 - December 2022) / Teaching and Learning Scholarship
  17. Continuing Education, Teaching, EDAC 681 Managing Community Education. Skills and techniques essential to the management of community education projects. Emphasizing supervision and managing community education projects. (August 2022 - December 2022) / Teaching and Learning Scholarship
  18. Continuing Education, Teaching, Qualtrics Level-Up: Beyond Surveys 07/21/22, 2:00PM - 3:00PM, <https://bsu.zoom.us/j/8428627043>. (July 2022 - July 2022) / Teaching and Learning Scholarship
  19. Continuing Education, Scholarship, EDPS 640 Methodology of Educational and Psychological Research. Development of concepts and skills to enable graduate students to become better informed consumers of educational and psychological research and to provide a foundation for graduate students who may engage in research. Introduction to the common types of research study, the instruments by which studies are carried out, and the interpretation and application of research. (May 2022 - July 2022) / Teaching and Learning Scholarship
  20. Continuing Education, Scholarship, EDPS 641 Introduction to Statistical Methods. A basic statistical course for graduate students in education. Problems taken from the fields of education and psychology and include the computation, interpretation, and application of such statistical techniques as measures of central tendency, measures of variability, correlation techniques, validity and reliability, standard scoring techniques, probability, tests of significance, chi square, and analysis of variance. (May 2022 - July 2022) / Teaching and Learning Scholarship
  21. Faculty Learning Community, Teaching, CORE Faculty Learning Community. (May

2022 - June 2022) / Teaching and Learning Scholarship

22. Attended Conference, Scholarship, **Assurance of Learning I (Americas:18-20May2022)** . (May 2022 - May 2022) / Basic or Discovery Scholarship
23. Continuing Education, Scholarship, EDAC 638 - Program Planning in Community and Adult Education, Ed: Adult & Community. Various approaches and models of program planning are examined with respect to their use in the practice of adult and community education. (January 2022 - May 2022) / Teaching and Learning Scholarship
24. Continuing Education, Teaching, EDST 650 Introduction to Qualitative Research. Overview of qualitative research methods from ethnography to hermeneutics. (January 2022 - May 2022) / Teaching and Learning Scholarship
25. Faculty Learning Community, Teaching, High Impact Practices Faculty Learning Community. BSU's strategic plan states that every student will complete at least one course that includes one of the following high-impact practices: undergraduate research; immersive learning; study abroad or study away; or a course that focuses on a societal issue or global challenge and that engages students with people across diverse disciplines, cultures, and thought. As a way to support this initiative, The Office of the Vice Provost, as part of the **Faculty Excellence Center**, is happy to host a High Impact Practice (HIPs) Faculty Learning Community (FLC) in Spring 2022. The FLC will focus on faculty who currently are or wish to teach classes designated as Immersive Learning, Undergraduate Research, or Study Abroad in Banner.  
  
**The FLC will:**  
Discuss best practices and key literature regarding HIPs  
Assist faculty in designing, designating, and assessing their classes in a way that aligns with the BSU strategic plan  
Create community among expert teachers  
Develop recruitment ideas to address enrollment issues. (January 2022 - May 2022) / Teaching and Learning Scholarship
26. Certification/Licensure, Scholarship, CITI Training Refresher. (January 2022 - January 2022) / Basic or Discovery Scholarship
27. Faculty Learning Community, Teaching, Skills Infusion Program, rewriting our syllabi and modifying course practices to infuse courses with NACE skills. (October 2021 - December 2021) / Teaching and Learning Scholarship
28. Faculty Breakfast Club, committing to completing 24 hours of work on research during the semester, Research, Sign in and write/work on research for 24 or more hours at the Writing Center in Robert Bell. (September 2021 - December 2021)
29. Faculty Learning Community, Teaching, Peer Review of Teaching Pilot - FLC to pilot peer review of courses by other faculty. (September 2021 - December 2021) /



## Teaching and Learning Scholarship

30. Continuing Education, Teaching, An overview of adult learning theories, approaches to learning, and current research for the effective education of adults will be covered. Upon completion of this course you should be able to:

Understand the different approaches to adult learning and how these approaches affect the way adult learning activities are conducted. Identify current research areas reported in the adult learning literature. Apply the adult learning theories in practice. Design and implement adult learning or training programs with the guidance of adult learning theories. (August 2021 - December 2021) / Teaching and Learning Scholarship

31. Continuing Education, Teaching, **Catalog Course Description:** *Group or individual investigations of problems in adult and community education such as adult basic education, education about or for the aging, development of community leadership, and learning in the work place. A total of 6 hours of credit may be earned, but no more than 3 in any one semester or term.*

**Course Rationale:**

This course provides opportunities to better understand issues in transformative leadership within adult and community education programs. This seminar course will draw on theory to practice experiences from **guest presenters**, as well as from the learners' experience and the textbook. After each presentation, the learners will reflect on their own interpretation, application, and transformation from these ideas. (August 2021 - December 2021) / Teaching and Learning Scholarship

32. Attended Seminar/Training, Teaching, Seminar on Hybrid Teaching methods. (September 2021 - September 2021) / Teaching and Learning Scholarship

33. Continuing Education, Teaching, Overview of adult and community education including the concepts, histories, philosophies, processes, and trends in both public and private programs at the local, state, national, and international levels. Provides a basis for further study in the adult and community education graduate program. This course provides a historical and philosophical framework to adult and community education. This will assist in the learning journey through this discipline via exploration of learning and teaching strategies for adults in the past, present, and future. (May 2021 - July 2021) / Teaching and Learning Scholarship

34. Continuing Education, Teaching, EDAC 635 focuses on teaching strategies, techniques, and methods suitable for adult learners that are supported by research and tested in practice, including the preparation of model teaching units, creating syllabi or learning activities; evaluating learning activities; and learning learner-assessment techniques. 

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 This course provides strategies for teaching within various adult education contexts. Adult education occurs in a variety of settings and contexts: formal, informal, and nonformal. Therefore, the teaching strategies and toolbox needed for adult educators

vary greatly.

Within this course, students are taught to recognize their own philosophy of teaching, to understand the context for teaching and learning, and to select and apply the appropriate teaching strategy in order to meet the formal and informal learning objectives of the educational program. (May 2021 - July 2021) / Teaching and Learning Scholarship

35. Faculty Learning Community, Teaching, LEAP Indiana Book Club where we will be reading and discussing *Small Teaching Online* by Flower Darby. Goal of this faculty book club: Apply the principles of small teaching online to an identified challenge in student engagement and active learning. Use material from discussions, reflections, and content from the book to determine, explain, and plan to implement a specific small teaching strategy that is likely to address the challenge in your course. (February 2021 - May 2021)
36. Webinar, Teaching, Cultivate Community with Assigned Discussion Roles. (March 2021 - March 2021)
37. Attended Seminar/Training, Teaching, Workshop: Canvas Analytics. (February 2021 - February 2021)
38. Webinar, Teaching, Calling In versus Calling Out: Navigating Cancel Culture. (February 2021 - February 2021)
39. Webinar, Teaching, How the Pandemic Made Me a Better Educator. (February 2021 - February 2021)
40. Attended Seminar/Training, Teaching, Online course to introduce or expand instructor ability to engage online (and in-person) students during a pandemic. Topics included:
  - Use a Course Template to Engage and Motivate Students
  - Create and Employ a Communication Plan
  - Cultivate a Community of Inquiry to Engage Learners
  - Create Engaging Virtual Learning Experiences with Zoom
  - Offer Students Meaningful Feedback Using Canvas Tools. (January 2021 - January 2021)
41. Webinar, Teaching, VoiceThread Basics 3- Moderating comments, private and threaded replies, and copying. (January 2021 - January 2021)
42. Webinar, Teaching, Canvas Gradebook Check-up. (December 2020 - December 2020)
43. Webinar, Teaching, Meet QM Review Standards by Applying UDL Checkpoints to the Design and Delivery of Engaging Online Learning Environments. (December 2020 - December 2020)

44. Webinar, Teaching, New Kahoot! features for you. Your students. Everyone! (December 2020 - December 2020)
45. Certification/Licensure, Teaching, Year-long, 24-module online course to earn certification in comprehensive knowledge and skills that constitute the ACUE Effective Practice Framework. (February 2020 - December 2020)
46. Webinar, Teaching, Meeting QM Standards: Creating a Syllabus Template. (November 2020 - November 2020)
47. Webinar, Teaching, Building a HyFlex Course to Support Student Success. (August 2020 - August 2020)
48. Attended Seminar/Training, Other, How to be an Antiracist reading group. (June 2020 - June 2020)
49. Certification/Licensure, Teaching, Immersive Learning Certification, for successful completion of the summer 2020 Immersive Learning module training. (June 2020 - June 2020)
50. Attended Seminar/Training, Teaching, Remote Teaching Bootcamp, online course to introduce or strengthen online teaching techniques. (May 2020 - May 2020)
51. Webinar, Teaching, Deep Dive Into Case Teaching Online. (April 2020 - April 2020)

## **SERVICE ACTIVITIES**

### **Student Mentoring/Supervision**

1. Advisor of student scholarship, Human Resource Management, 5 credit hours.
2. Advisor of student scholarship, Human Resources, 5 credit hours.
3. Advisor of student scholarship, Human Resources, 10 credit hours.
4. Advisor of student scholarship, Human Resources, 50 credit hours.
5. Advisor of student scholarship, Human Resources, 70 credit hours.
6. Advisor of student scholarship, Human Resources, 75 credit hours.
7. Advisor of student scholarship, Human Resources, 65 credit hours.
8. Advisor of student scholarship, Human Resources, 40 credit hours.

9. Katherine Evans, Honor's Thesis Advisor, MGT, 299, 3 credit hours, "The Ultimate Guide to Being an Human Resource Mgt Major," Completed. (May 3, 2024).
10. Megan Stahl, Honor's Thesis Advisor, MGT, 299, 3 credit hours, "Beyond the Resume: A Practical Interviewing Guide for Entrepreneurs," Completed. (May 1, 2024).
11. Rachel Zentz, Honor's Thesis Advisor, MGT, 499, 3 credit hours, "The Effect of Facial Recognition Surveillance on Employee Attitudes and Behavior," Completed. (May 5, 2023).
12. Met individually with 17 MCB 100 students to provide career and college advice, various, MCOB 100, 1 credit hours, "MCOB 100," Completed. (December 10, 2021).
13. Megan Juarez, Honor's Thesis Advisor, Management, 499, 3 credit hours, "Honors Thesis - Ethics Training," Completed. (May 1, 2020).

#### **University, College, Departmental Committees**

1. University, University Assessment Committee, Committee Member. (May 2022 - Present).
2. College, Miller College of Business, Program Coordinator. (May 2022 - Present).
3. College, Society for Human Resources Management, Student organization advisor. (August 2021 - Present).
4. University, Non Tenure Line (NTL) Faculty Committee, Committee Member. (August 2020 - Present).
5. Department/program, HR Advisory Board, Faculty liaison with advisory board. (January 2014 - Present).
6. College, attend commencement on behalf of Miller College of Business faculty. (December 2023).
7. College, Office of the Dean, Session Chair. (October 2023).
8. College, Represented Miller College of Business faculty at commencement. (July 2023).
9. Department/program, Faculty Mentor. (August 2022 - May 2023).
10. College, HLC/AOL Accreditation - Integration Goal, Committee Chair. (August 2020 - August 2022).

11. College, HLC/AOL Steering Committee, Committee Member. (August 2020 - August 2022).
12. College, Ball State University, Represented Management Department at commencement. (December 2021).
13. Department/program, Non Tenure Line Faculty Search Committee, Management Department, Committee Member. (August 2021 - November 2021).
14. Department/program, Student Organization Committee, Committee Member. (August 2020 - May 2021).
15. College, Miller College of Business, Dialogue Days Moderator. (February 2021 - April 2021).
16. College, SHRM, Student organization advisor. (August 2019 - August 2020).
17. College, Teamwork, Committee Chair. (May 2015 - August 2020).
18. College, Steering Committee, AACSB - AOL, Committee Member. (August 2015 - May 2020).
19. College, Miller College of Business, Dialogue Days Panel discussion moderator. (February 2020).

### **International Experience**

1. Professional, MOBTS, Reviewer/referee. (January 2021 - March 2021).

### **Consulting**

1. Academic, McGraw Hill, Virtual. (January 2014 - Present). / Teaching and Learning Scholarship
2. For Profit Organization, Eli Lilly and Company, Indianapolis, Indiana. (January 1, 2004 - Present). / Applied or Integration/Application Scholarship
3. Academic, McGraw Hill and University of Phoenix, Virtual. (October 2020 - November 2020). / Teaching and Learning Scholarship
4. Academic, McGraw Hill and University of Phoenix, Virtual. (September 2020 - October 2020). / Teaching and Learning Scholarship

### **Honors, Awards, and Recognitions**

1. Outstanding Contract Faculty, Miller College of Business (August 21, 2020)

## Work History

1. President. (June 7, 2005 - Present).
2. Vice President. (November 21, 2003 - Present).

## Summary of Intellectual Contributions – AACSB Report

<b><u>Contribution Type</u></b>	<b><u>BDS</u></b>	<b><u>AIS</u></b>	<b><u>TLS</u></b>	<b><u>Total</u></b>
<i>Refereed Journal Articles (PRJ)</i>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>Books/Monographs (Mono)</i>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>Conference Proceedings in Scholarly Meetings (Proc)</i>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>Presentations at Conferences</i>	<b>1</b>	<b>2</b>	<b>10</b>	<b>13</b>
<i>Professional Presentations (Pres)</i>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>Grants</i>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>Textbooks</i>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>Conferences and Meetings attended</i>	<b>1</b>	<b>1</b>	<b>18</b>	<b>20</b>
<i>Professional Development and Participation</i>	<b>2</b>	<b>0</b>	<b>30</b>	<b>32</b>
<i>Consulting</i>	<b>0</b>	<b>1</b>	<b>3</b>	<b>4</b>