

## ***Curriculum Vitae***

### **Name**

Mark Andrew Rennaker

[www.purposeshipmatters.com](http://www.purposeshipmatters.com)

### **Education**

Ph.D. in Organizational Leadership and Human Resource Development. Regent University. Virginia Beach, VA. May 2008.

M.Div. in Classical Generalist-Leadership. Bethel University. St. Paul, MN. May 2003.

M.A. in Ministerial Education. Indiana Wesleyan University. Marion, IN. May 1996.

B.A. in Christian Ministry. Indiana Wesleyan University. Marion, IN. May 1990.

### **Licensures/Board, & Specialty Boards/Certifications**

Ordained Minister in The Wesleyan Church. August 1993.

### **Employment History**

Department/Division Chair, Leadership and Followership Studies. Indiana Wesleyan University. National and Global. School of Service and Leadership. October 2017 to present.

Interim Department Chair, South University Online, College of Business, Business Administration. Savannah, GA. August 2017 to September 2017.

Associate Professor of Leadership. South University Online, College of Business, Business Administration. Savannah, GA. July 2016 to September 2017.

Senior Consultant to Thrive Financial Initiative. The Wesleyan Church. Indianapolis, IN. 2019 to present.

Denominational Director of Thrive Financial Initiative. The Wesleyan Church. Indianapolis, IN. January 2016 to 2019.

Online Program Director. South University Online, College of Business, Business Administration. Savannah, GA. October 2013 to July 2017.

Assistant Program Director. South University Online, College of Business, Business Administration. Savannah, GA. June 2013 to October 2013.

Assistant Professor of Leadership. South University Online, College of Business, Business Administration. Savannah, GA. February 2013 to June 2016.

Adjunct Instructor. South University Online, College of Business, Business Administration. Savannah, GA. January 2010 to February 2013.

Adjunct Instructor; Guest Lecturer. George Fox University. Newburg, OR. 2008 to 2011.

Adjunct Instructor. Indiana Wesleyan University. Marion, IN. 2007 to 2012.

Senior Pastor. Southdowns Wesleyan Church. Kokomo, IN. 1993 to present.

Assistant Pastor. Greentown Wesleyan Church. Greentown, IN. 1990 to 1993.

## **Formal Teaching Experience**

### **Sample Doctoral Subject Areas Taught**

Dissertation Seminar – DOL915 (hybrid)  
Application of Research Methods – DOL880 (hybrid)  
Ethics and Leadership – DOL840 (hybrid)  
Advanced Research Methods – DOL820 (hybrid)  
Organizational Theory and Design – DOL740 (hybrid)  
Introduction to the Professional Doctorate - BUS7000 (online)  
Seminar in Organizational Behavior - MGT7100 (online)  
Seminar in Team Behavior - MGT7105 (online)  
Seminar in Organizational Theory - MGT7110 (online)  
Seminar in Leadership - MGT7115 (online)  
Seminar in Organizational Development and Change - MGT7200 (online)  
Seminar in Ethics and Corporate Social Responsibility - MGT7205 (online)  
Research Methods I - BUS7100 (online)  
Research Methods II - BUS7105 (online)  
Instructional Design - INS7200 (online)  
Instructional Assessment - INS7205 (online)  
College Teaching - INS7115 (online)  
Organizational Theory - BUSG703 (hybrid)  
The Doctor as Executive, Consultant, and Author - BUSG707 (online)

### **Sample Graduate Subject Areas Taught**

Followership – MOL515 (online)  
Organizational Behavior and Communication – MOL525 (online)  
Strategic Leadership and Implementation - LEA6999 (online)  
International Negotiation - LEA6185 (online)  
Strategic Negotiation - LEA6180 (online)  
International Leadership – LEA6175 (online)  
Coaching and Professional Development - LEA6150 (online)  
Emotional Intelligence and Leadership - LEA5140 (online)  
Team Behavior and Group Dynamics - LEA5130 (online)  
Organizational Behavior and Communication - MBA5001 (online)  
Leadership Ethics, Culture, and Politics - LEA5125 (online)  
Leadership, Organizational Theory, and Change - LEA5100 (online)  
Strategic Human Resource Development - MBA6501 (online)  
Organizational Development and Change - MBA6505 (online)

### **Sample Undergraduate Subject Areas Taught**

Philosophy and Christian Thought – PHL283 (on-ground, accelerated delivery)

Professional Communication – MGT205 (on-ground, accelerated delivery)  
 New Testament Survey – BIL102 (on-ground, accelerated delivery)  
 Introduction to Human Communication – COM115 (on-ground, accelerated delivery)  
 Ethics – LDR305 (Online)  
 Followership – LDR320 (Online)

#### Doctoral Dissertation Chair

Aaron Wilkinson, Indiana Wesleyan University. *Investigating the relationship between servant leadership and employee resilience*. December 2019.

Jen Smallwood-Holmes, Indiana Wesleyan University. *Investigating the relationship between servant leadership and psychosocial safety climate*. December 2021.

Eric Bisson, Indiana Wesleyan University. *The relationship between transformational leadership and the psychological well-being of employees*. December 2022.

David Foley, Indiana Wesleyan University. *The influence of leader communication behaviors on individual readiness to change in a non-profit organization*. April 2023.

Christopher Conrad, Indiana Wesleyan University. *Ministerial effectiveness viewed through the lens of congregational vitality using three key indicators*. April 2023.

Sherita Reinhardt, Indiana Wesleyan University. *Examining relationships between leaders' self-efficacy and communication behaviors in African American leaders*. Expected completion December 2023.

Monica Turner, Indiana Wesleyan University. *Examining the relationship between followership style and organizational commitment of Department of One Human Resource professionals*. Expected completion April 2024.

Matthew Temple, Indiana Wesleyan University. *The effects of psychological capital on compassion fatigue in frontline practitioners in pediatric behavioral healthcare organizations*. Expected completion December 2023.

Doug Yost, Indiana Wesleyan University. *The relationship between leaders' emotional intelligence and the followership style of those they lead in juvenile residential treatment programs*. Expected completion April 2024.

Melony Texidor, Indiana Wesleyan University. *The relationship between positive psychological capital and transformational leadership in nonprofit organizations*. Expected completion December 2023.

Sophie von Laer, Indiana Wesleyan University. *The relationship between servant leadership and intrapreneurial followers*. Expected completion December 2023.

Ceann Bales, Indiana Wesleyan University. *Exploring the successful leadership of economic innovation in two rural Indiana communities*. Expected completion April 2024.

## Doctoral Dissertation Committee Memberships

- Gordon Whitehead. George Fox University. *The development and validation of the leadership authenticity rating scale (LARS)*. Fall 2009.
- Kathy Milhauser. George Fox University. *The impact of organizational culture and climate on continuous improvement at a private, Christian university*. Summer 2011.
- Laurie Waldrop. George Fox University. *Exploring the relationship of ethical leadership with job satisfaction, organizational commitment, and organizational citizenship behaviors*. Fall 2011.
- John Porter, George Fox University. *The role of creativity in the ethical orientation of Oregon CPAs*. Summer 2013.
- Mike Lewis, George Fox University. *Sticky IT workers: Discovering why information technology workers retain their employees*. Fall 2013.
- Darrick Price, George Fox University. *Establishing successful earned income opportunities within nonprofit organizations: A grounded theory approach*. Summer 2015.
- Frank Marshall, George Fox University. *A multi-case study of how small businesses implement a process to capture, convert, and integrate knowledge to survive*. Fall 2016.
- Dan Thoman, George Fox University. *Understanding business education: Examining the effect of the application of strategic learning among diverse business disciplines*. Fall 2017.
- Joseph Plante, Indiana Wesleyan University. *The role of personal hope in career advancement*. Spring 2021.
- Amie Bowman, Indiana Wesleyan University. *Servant leadership and employee resilience in law enforcement officers*. Winter 2021
- Ronna Donaldson, Indiana Wesleyan University. *An examination of the relationship between authentic leadership and psychological safety in the workplace*. Expected completion December 2023.
- Jeremiah Godby, Indiana Wesleyan University. *The impact servant leadership characteristics have on employee job satisfaction in mid-western horticulture companies*. December 2022.
- Matt Hart, Indiana Wesleyan University. *Examining the leadership practices of pastoral leaders to develop change readiness within congregational members*. Expected completion December 2023.
- Matt Jewell, Indiana Wesleyan University. *Exploring the relationship between servant leadership characteristics and follower work engagement in the Christian camping industry*. Expected completion December 2023.
- Scott Litwiller, Indiana Wesleyan University. *Examining the relationship between Indiana public school board members' follower styles and their perception of the*

*board's collective effectiveness on school governance.* Expected completion April 2024.

Yolanda Sanders, Indiana Wesleyan University. *Exploring the influence of followers' emotional intelligence on leader behavior.* December 2022.

Brianne White, Indiana Wesleyan University. *The influences of destructive leadership propagating toxic followers.* Expected completion December 2023.

#### Invited Lectures or Seminars

Essentials of Followership. Invited Webinar. Followership Community. International Leadership Association. October 2022.

Overcoming Clergy Economic Challenges to Unlock Ministry Effectiveness. Keynote address presented at 2<sup>nd</sup> Annual Ron Blue Institute Though Leadership Conference: Teaching Every Christian Biblical Financial Wisdom. Indiana Wesleyan University. Marion IN. June 2017.

What we've learned so far: Four project keys - Plus. Paper presented at the Lilly Endowment. National Initiative to Address Economic Challenges Facing Pastoral Leaders-Second Cohort. Indianapolis, IN. June 2016.

What we've learned so far: Four project keys. Paper presented at the Lilly Endowment. National Initiative to Address Economic Challenges Facing Pastoral Leaders-First Cohort. Indianapolis, IN. March 2015.

Indiana Wesleyan University. Contributing factors for overcoming pastors' economic challenges. Marion, IN. May 2013.

#### Other Seminars or Professional Presentations

No more toxic leadership! Using a Six "I" model and followership to identify and respond to poor leaders. Co-presentation at the 2<sup>nd</sup> Global Followership Conference. Newport News, VA. March 2023

The implications of shifting to leadership and followership as systems: leader + follower + organizational context + common purpose. Co-chair of discussion workshop.

2<sup>nd</sup> Global Followership Conference. Newport News, VA. March 2023 No more toxic leadership! Using a Five "I" model and followership to identify and respond to poor leaders. Co-presentation at the International Leadership Association 24<sup>th</sup> Global Conference. Washington D.C. October 2022.

Essentials of followership: Book author session presentation. Co-presentation at the International Leadership Association 24<sup>th</sup> Global Conference. Washington D.C. October 2022.

Panelist – 21<sup>st</sup> Century Leadership in Education: Vision and Action. Leadership in the 21<sup>st</sup> Century – Ushering in the Post Industrial Paradigm Symposium and Conference. University of Indianapolis. Indianapolis, IN. November 2021.

You lead out of who you are: Using andragogical principles to teach self-leadership

- among diverse students. Co-presentation at the International Leadership Association 23<sup>rd</sup> Global Conference – virtual. Geneva, Switzerland. October 2021
- The influence of servant leadership on perceptions of psychosocial safety climate in early learning programs. Co-presentation at the International Leadership Association 23<sup>rd</sup> Global Conference. Geneva, Switzerland. October 2021.
- Using andragogical principles to guide effective learning practices for self-leadership development among diverse leadership studies students. Co-presentation at the Association of Leadership Educator's Annual Conference. Virtual. June 2021.
- Investigating the relationship between servant leadership and employee resilience. Co-presentation at the International Leadership Association 22<sup>nd</sup> Global Conference. San Francisco, CA. Virtual. November 2020
- Courage to develop the whole human: Intentional spiritual formation in doctoral leadership education. Chair of panel presentation at the International Leadership Association 21<sup>st</sup> Global Conference. Ottawa, Canada. October 2019
- One size does not fit all: Success strategies for addressing pastoral leaders' economic challenges in a denomination-wide context. Lilly Endowment – Gathering First Fruits, National Conference on the Economics of Ministry. Indianapolis, IN. January 2019.
- Students as coaches: A model of transformative leadership education. Presentation at the International Leadership Association 20<sup>th</sup> Global Conference. West Palm Beach, FL. October 2018.
- Students as coaches. Creating engagement for themselves and others. Co-presentation at South University Virtual Conference. Savannah, GA. October 2016
- Thriving clergy: The Thrive Financial Initiative. Co-presentation at The Wesleyan Church General Conference. Buffalo, NY. June 2016.
- Developing and using SLO-mapped grading rubrics to enhance student success and facilitate instructor effectiveness. Co-presentation at South University Virtual Conference. Savannah, GA. October 2015.
- Learning from our work: Organizational factors contributing to project success. Paper presented at Lilly Endowment. Initiative to Address Economic Challenges Facing Indiana Pastors. Indianapolis, IN. April 2013.
- Give unto Caesar: A biblical perspective of individual and organizational responsibility. Paper presented at Indiana Central District. Optimal Stewardship Summit 4. Marion, IN. March 2013.
- What is financial planning? A biblical perspective from the parables of Jesus. Paper presented at Indiana Central District. Optimal Stewardship Summit 3. Sheridan, IN. March 2012.
- Overcoming change resistance: General themes and applications. Paper presented at Indiana Central and North District Merger Task Force. Marion, IN. February 2012.

- A biblical perspective of stewardship. Paper presented at Indiana Central District. Optimal Stewardship Summit 2. Cicero, IN. March 2011.
- Development of the Fortuitous Event Perception Instrument. Co-author on paper presented by colleague at International Self-Directed Learning Symposium. Orlando, FL. February 2011.
- Grant program start-up challenges and adaptive strategies. Paper presented at Lilly Endowment. Initiative to Address Economic Challenges Facing Indiana Pastors. Indianapolis, IN. February 2009.
- Servant leadership at ICD: A single case study. Paper presented at Regent University. International Leadership Studies Conference. Virginia Beach, VA. August 2006.
- Servant leadership context: A multi-case pilot study. Paper co-presented at Regent University. Servant leadership roundtable. Virginia Beach, VA. August 2006.
- Autonomous learners as causal agents in fortuitous events. Paper co-presented at Oxford University. Autonomous Learners World Caucus. Oxford, England. March 2006.
- Leadership humility formation: A reasoned action approach. Paper presented at American Society of Business and Behavioral Science. 13<sup>th</sup> annual meeting. Las Vegas, NV. February 2006.
- Servant leadership: A chaotic leadership theory. Paper delivered at Regent University. Servant Leadership Roundtable. Virginia Beach, VA. August 2005.

## Scholarly Accomplishments

### Research Summary

Primary interest is in values-based forms of leadership including the leader attributes and behaviors that operate in a values-based perspective. Related concepts include authenticity, trust, commitment, motivation, inspiration, hope, love, and communication. Recent work has focused on followership. Similarly, interest exists in the priority of and development of the human element in an organization. Research accomplishments include various publications, presentations, and teaching activities as reported throughout the curriculum vitae.

### Publications

#### *Journal Articles*

- Wilkinson, A. D., & Rennaker, M. A. (2022). The relationship between servant-leadership and employee resilience. *International Journal of Servant Leadership*, 16(1), 309–338.
- Rennaker, M. A. (2019). Ecologies of faith in a digital age: Spiritual growth through online education (Book Review), *Christian Higher Education*, 18(4), 332-334. <https://doi.org/10.1080/15363759.2018.1562821>
- Novak, D., Rennaker, M., & Turner, P. (2012). Using organizational analysis to improve integration across organizational boundaries. *People & Strategy*, 34(4), 32-37.

Rennaker, M. A., & Novak, D. A. (2007). Servant-leadership: A multi-case pilot study. *International journal of servant leadership*, 3(1). 303-330.

Rennaker, M. A. (2006). Servant leadership: A model aligned with chaos theory. *International journal of servant leadership*, 2(1), 427-454.

#### *Books*

Linville, M. A., & Rennaker, M. A. (2022). *The essentials of followership: Rethinking the leadership paradigm with purpose*. Kendall-Hunt.

Rennaker, M. A., (2017). *Hope for pastors: A collaborative approach to clergy financial health*. Wesley Press

#### *Book Chapters*

Rennaker, M. A., & Novak, D. A. (2011). Culture: Leadership principles for developing healthy and productive distributed teams. In K. A. Milhauser, Ed. *Distributed team collaboration in organizations: Emerging tools and practices* (pp. 32-50). Hershey, PA: Business Science Reference.

Rennaker, M. (2005). Servant leadership: A chaotic leadership theory. In K.B.S. Kumar, Ed. *Servant-leadership: An introduction* (pp. 62-82). Punjagutta Hyderabad, India: ICFAI University Press.

#### *Thesis and Dissertation*

Rennaker, M. A.(2008). *Listening and persuasion: Examining the communicative patterns of servant leadership*. (Doctoral dissertation). Proquest Dissertations & Theses Global. (193733342)

Rennaker, M. A. (1996). *Prayer and meditation: A study of the inherent power of the procedure*. (Unpublished master's thesis).Indiana Wesleyan University. Marion, IN.

#### Grants Received

##### *Funded Grant Submissions as Primary Author of Request for Funding*

\$500,000 grant. Thrive Financial Initiative (TFI) Phase III Grant as part of the Lilly Endowment National Initiative to Address Economic Challenges Facing Pastoral Leaders. The Wesleyan Church. January 2022 to December 2023.

\$5,000 grant. Connecting through Tech Grant from the Indiana Center for Congregations. Southdowns Wesleyan Church. May 2020 to May 2021

\$1,000,000 grant. Thrive Financial Initiative (TFI) Scaling Grant as part of the Lilly Endowment National Initiative to Address Economic Challenges Facing Pastoral Leaders. The Wesleyan Church. January 2019 to December 2021.

\$1,000,000 grant. Thrive Financial Initiative (TFI) as part of the Lilly Endowment National Initiative to Address Economic Challenges Facing Pastoral Leaders. The

Wesleyan Church. January 2016 to December 2018.

\$50,000 grant. Research Grant as part of the Lilly Endowment National Initiative to Address Economic Challenges Facing Pastoral Leaders. The Wesleyan Church. January to December 2015.

\$70,000 grant. HOPE Project as part of the Lilly Endowment Initiative to Address Economic Challenges Facing Indiana Pastors. The Indiana Central District of The Wesleyan Church. 4 years. January 2012 to December 2015.

\$265,000 grant. HOPE Project as part of the Lilly Endowment Initiative to Address Economic Challenges Facing Indiana Pastors. The Indiana Central District of The Wesleyan Church. January 2009 to December 2011.

\$50,000 grant. Research Grant as part of the Lilly Endowment Initiative to Address Economic Challenges Facing Indiana Pastors. The Indiana Central District of The Wesleyan Church. January to December 2008.

#### Professional Presentations or Sessions Chaired at Professional Meetings.

Panel Chair: Is it that simple? How servant leadership influences employees resilience and psychosocial safety climate. At the International Leadership Association 24<sup>th</sup> Global Conference. Washington D.C. October 2022.

Session Co-Chair: Student Papers – Posters and oral presentations. Leadership in the 21<sup>st</sup> Century – Ushering in the Post Industrial Paradigm Symposium and Conference. University of Indianapolis. Indianapolis, IN. November 2021

Denominational-Appointed Chair of the Kansas – Tri State Districts of The Wesleyan Church Merger Exploratory Team. Fall 2016 – Winter 2017.

Afternoon Session Chair. Autonomous Learners World Caucus. Oxford University. Oxford, England. March 2006.

#### Service Activities

##### Membership in Professional Associations

Association of Leadership Educators. 2020 to present.

Christian Leadership Alliance. 2018 to 2020.

Indiana Central/Crossroads district of The Wesleyan Church, board of administration. 2010 to 2018.

Secretary, Indiana Central District of The Wesleyan Church. 2010 to 2016.

International Leadership Association. 2012 to present.

Academy of Management. 2008; 2013 to 2018.

Indiana State Football Coaches Association. 2012 to 2014.

Society of Human Resources. 2013 to 2017.

Beta Phi Fellow. 2006 to present.

Ordained in The Wesleyan Church. 1993 to present.

### Organizing/Chairing of Regional, National, or International Professional Conferences

International Service and Leadership Conference (ISLC). Indiana Wesleyan University.

Marion, IN. July 2018. July 2019. July 2020. July 2021.

Optimal Stewardship Summit 4 (OS4). Tax Reporting Forms and Requirements for Churches in the State of Indiana. Marion, IN. March 2013.

Optimal Stewardship Summit 3 (OS3). Financial Planning: Your Optimal Stewardship GPS. Sheridan, IN. March 2012.

Optimal Stewardship Summit 2 (OS2). Best Practices for Church Policies and Procedures. Cicero, IN. March 2011.

Optimal Stewardship Summit 1 (OS1). Budgeting Basics. Noblesville, IN. March 2010.

### National Committees or Service Activities

Editing Committee for *The Discipline of The Wesleyan Church* (2016).

Advisory Committee for Evangelical Council for Financial Accountability (ECFA). 2016 to 2018.

Indiana Central – Indiana North Districts of The Wesleyan Church. Merger Exploratory Team. August – December 2014.

Advisory Committee for research on pastoral flourishing. Dr. Matt Bloom. University of Notre Dame. 2011.

### State/Local Committee or Service Activities

Western High School Football Backers and Boosters. 2<sup>nd</sup> Vice President. 2016 - 2017.

Indiana Central – Indiana North Districts of The Wesleyan Church Merger Exploratory Team. 2010.

Western High School Football. Assistant Coach. 2009 to 2014.

Russiaville Youth Baseball League. Coach and Executive Board Member. 2006 to 2013.

Western High School. Football leadership workshops. 2013.

Wildcat Creek Guardians. 3 hours of volunteer service. 2013.

### University Service.

#### *University Activities*

Academic Integrity Review Committee (Ad Hoc). IWU. Summer and Fall 2018.

Student Orientation Course. Graduate Reviewer. SUO. August 2013.

Subject Matter Expert for Argosy University, Competency-based Degree Program.

Human Resources: Recruitment and Onboarding. August 2013.

#### *College/School Activities*

Developed Adjunct Faculty Guidebook for School of Service and Leadership. IWU National and Global. Spring 2022.

CAPS Faculty Relations Committee. August 2021 to present.

Subject Matter Expert and project manager for development of Bachelor of Science in Service and Leadership program.

Subject Matter Expert and project manager for development of Bachelor of Science in Organizational Leadership program.

Project manager for development of Master of Arts in Sports Leadership program.

Subject Matter Expert and lead faculty for New Faculty Seminar on Faith Integration. IWU National and Global. Summer 2020 to present.

Member of Faith Integration Professional Learning Community. IWU. Fall 2020 to Fall 2021.

Member of Faculty Credentialing System Committee. IWU. Spring 2018

Member of Dissertation Handbook Committee (DBA). SUO. Spring 2017.

Chaired Comprehensive Exam Handbook Committee (DBA). SUO. Fall 2016.

Member of Doctor of Business Administration Development Committee for on ground programs. SUO. 2015 to 2017.

Member of Graduate Honor Council. Faculty Member. SUO. 2014 to 2017.

Member of Master of Science in Management Development Committee. SUO. August 2013.

Member of Committee on Graduate Admissions Standards. SUO. August 2013.

Member of Committee on Graduate Admissions Standards. SUO. February 2013.

### *Departmental Activities*

Manage \$4 million budget for leadership studies department (PhD Organizational Leadership; Master of Arts in Organizational Leadership; Master of Arts in Sports Leadership, Master of Public Administration. Bachelor of Science in Organizational Leadership, Bachelor of Science in Service and Leadership). IWU. October 2017 to present.

Manage 9 full-time direct reports; 12 part-time/adjunct/grad assistant direct reports. Department of Leadership Studies. IWU. October 2017 to present.

Academic advisor for approximately 145 doctoral students. IWU. October 2017 to present.

Conducted new student orientation for doctoral students. IWU. Twice per year from January 2018 to present.

Managed 7 direct reports and approximately 150 part-time/adjunct reports. South University. October 2013 to September 2018.

Conducted virtual residencies I and II for DBA students. Primary presenter in sessions. Session presentations included (1) What Is a Doctor? (2) Organizational Behavior Discipline and What We Can Do with It. (3) APA Style Exercise. (4) Engaging the Program: The Next 12 -24 Months. (5) Comprehensive Exam Preparation. (6) Completing Your Dissertation. SUO. September 2016. April 2017.

Project manager and editor for content conversion of over 100 courses (bachelors to

doctoral) from the Learning Studios Learning Management System to the Brightspace Learning Management System (subject matter experts filled in 70-80-page template for IT to convert each course). SUO. Spring 2017.

Primary author of comprehensive exam (DBA) process and exam questions. SUO. Fall 2016 to Fall 2017.

Author of DBA dissertation/research proposal template and guidelines. SUO. Winter 2016

Responsible for online doctoral (DBA) level program design integrating content, critical thinking, information literacy, research, teaching, and comprehensive exam preparation throughout curriculum. SUO. Summer 2016 to Fall 2017.

Creator of reflection journal and mentoring process for DBA students. SUO. Summer 2016.

Author of Administrative Course Outline - update process manual. SUO. February 2016.

Creator of mentoring modules for AMBA students. SUO. September 2015.

Author of Accelerated MBA team project guidelines. SUO. September 2015.

Creator of APA instructional video series. SUO. April 2015.

Creator of Accelerated MBA course template. SUO. July 2015.

Contributed program reviews and analysis when requested by department chair as part of ongoing institutional assessment and accreditation processes. SUO.

Primary editor for subject matter experts' work on new course development and course revisions for all programs (BBA, BSA, MSA, MSL, MBA, and DBA) and all business disciplines in the programs. SUO. October 2013 to 2017.

Subject Matter Expert and primary author for most courses in the Doctor of Business administration with concentration in Organizational Behavior program. SUO. Fall 2014 to 2017.

Organized Business Administration Program Advisory Committee (PAC), including scheduling and chairing bi-annual sessions. SUO. March 2014 to 2017.

Author of Business Administration graduate course revision guidelines. SUO. June to August 2014.

Author of Business Administration expanded rubric process and template. SUO. June to August 2014.

Created Business Administration annual performance appraisal examples and process guidelines. SUO. October 2014.

Process manager for interviewing, hiring, and onboarding two new assistant program directors/full time faculty. SUO. Marketing Area - Spring 2014. Accounting Area - Fall 2015.

Responsible for annual performance evaluation and supervision of seven assistant program directors. SUO. October 2013 to 2017.

Responsible for final review approval of performance evaluations, supervision, development, and corrective action for approximately 150 adjunct faculty. SUO.

October 2013 to 2017.

Program director for BBA, BSA, MSA, MSL, MBA, and DBA programs in online college of business. SUO. October 2013 to 2017.

Subject Matter Expert and primary author of courses in the Master of Science in Leadership Program. SUO. February 2013 to 2017.

### **Honors and Awards**

Followership Trailblazer Award – Global Followership Conference. Co-recipient with Dr. Michael Linville. March 2023

Certification – Courageous Follower: Train the Trainer Program completion. October 2019

Nominated for Teaching Excellence Award. ACBSP. Winter 2015-2016.

Bethel University. Faculty Award for the most outstanding academic record. May 2003.

Who's Who Among Students in American Universities and Colleges. 1990. 2003.

Bethel University. Summa Cum Laude. 2003.

Indiana Wesleyan University. Cum Laude 1990. Magna Cum Laude 1996.