

DEBBIE L. PHILPOTT, Ed. D., CPA, CMA, SPHR, SHRM-SCP

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TEACHING PHILOSOPHY

My teaching philosophy encompasses the ongoing search for a more authentic representation of life experience—as it is lived, *as it could be*.

PROFESSIONAL INTERESTS

Professional interests are focused on the desire to promote dynamic educational experiences by means of new and ongoing program development, curriculum design and development, teaching, research, writing, presenting, and consulting. An especially nuanced area of personal and professional interest includes the search for a theoretical understanding of spiritual formation that bridges both theology and praxis, with particular focus on how spiritual formation may be more intentionally integrated in Christian higher education and the everyday workplace.

CERTIFICATIONS

CPA – Certified Public Accountant #CP19700347

Licensed with the state of Indiana

CMA – Certified Management Accountant #15569

Recognizes knowledge and ability in economics, management, decision analysis, and information systems

SPHR – Senior Professional in Human Resources #120040903376

Designates exempt-level human resource management work experience as a strategic business partner

SHRM-SCP – Society for Human Resource Management—Senior Certified Professional

Demonstrates mastery of HR technical expertise and behavioral competencies, through practice and experience, to drive business results

EXPERIENCE – TEACHING, TRAINING, ACADEMIC PROGRAMS and CURRICULUM

Indiana Wesleyan University, Marion, IN (2008–Present)

Assistant Professor (2013–Present), CAPS, DeVoe School of Business; *Instructor (2010–2013)* CAPS, School of Business & Leadership; *Instructor (2008–2010)* CAS, Division of Business

Teaching at Graduate Level: Human Resource Management, HRM: An Overview, Strategic Compensation, Evidence-Based Tools for HR Decision Making, Strategic Staffing, Organizational Development and Change, Employment Law, Organizational Renewal and Development, HRM Capstone, Applied Management Capstone

Graduate Faculty Training: Led CAPS SBL Curriculum Development Workshop

Graduate-Level Program Development: MS-HRM Human Resource Management with SHRM Alignment

Graduate-Level Curriculum Development and Writing: Human Resource Management, Evidence-based Tools for HR Decision Making, Organizational Behavior, Strategic Compensation, Total Rewards, Strategic Staffing, Labor Management Relations in the Global HR Environment, Organizational Renewal and Change, and Applied Human Resource Management Capstone

Taught at Undergraduate Level: Human Resource Management, Human Resource Development, Total Rewards, Comprehensive Overview of HRM, Strategic Management (a capstone course), Ethics, Introduction to Business, Auditing, Financial Accounting I & II, Cost Accounting I & II

Program Development at Undergraduate Level: Specialization in HR with SHRM Alignment

Curriculum Development and Writing at Undergraduate Level: Auditing, Human Resource Management, Total Rewards, Comprehensive Overview of HRM, Human Resource Development, Strategic Management (a capstone course)

EXPERIENCE – TEACHING, TRAINING, ACADEMIC PROGRAMS and CURRICULUM, *continued*

Kazakhstan Institute of Management, Economics, and Strategic Research [KIMEP] (2007)

Almaty, Republic of Kazakhstan

Assistant Professor, Accounting Department – Bang College of Business

Taught at Undergraduate Level: Internal Auditing, Auditing, and Financial Accounting I

Morrisson-Reeves Library [MRLU], Richmond, IN (2005–2007)

Chairperson of Morrison-Reeves Library University

Pioneered employee training and development through the introduction of a corporate university. Employee education tracks included: professional development, technical skills, orientation, occupational safety & health, and personal development.

Eastern Indiana Human Resource Association, affiliation of SHRM, Richmond, IN (2005–2006)

Facilitator for Module IV – *Human Resource Development, SHRM HRM Certification Study Course*

Facilitated SPHR certification training using SHRM study materials, in addition to customized handouts, study packets, and educational tools.

Ivy Tech Community College, Portland, IN (2004)

Adjunct Co-Lecturer

Incorporated case study and life application of personal financial planning through student portfolio creation.

Frank Miller Lumber Company, Inc. , Union City, IN (2001–2003)

Human Resource Management

Presented occupational safety & health training to managers and first-line supervisors, emphasizing the essential concepts of economics, compliance and worker-relations. Handbooks, establishing formal policies, procedures, and guidelines, were written in partnership with the local hospital, care provider, and carrier.

Ivy Tech Community College, Richmond, IN (1996–1998)

Adjunct Lecturer

Taught fundamental concepts of Auditing.

MANAGEMENT and ADMINISTRATION

Morrisson-Reeves Library, Richmond, IN (2003–2007)

Human Resource Manager

Professionally directed the strategic planning and implementation of initiatives relating to all areas of the HR function, including: employment, labor relations, compliance, occupational safety & health, job analysis, job descriptions, diversity in the workplace, training and development, payroll, benefits design and administration. Supervision responsibilities: Building Services.

Frank Miller Lumber Company, Union City, IN (1996–2003) – a multi-shift/multi-unit/multi-state facility

Human Resources Administrator (2000–2003), Controller (1998–2000), Assistant Treasurer (1996–1998)

Provided leadership as a strategic partner in the areas of finance and human resources conducive to the management of organizational change as the corporation's revenue grew from \$17 million to over \$32 million in domestic and international sales. Responsibilities included: shareholder basis; corporate, property and pension taxes; general ledger; internal auditing; fixed asset management; risk management; cost accounting; budgeting; cash management; credit and collections; policies and procedures; HR compliance; benefit plan design and administration; workers' compensation; and the writing and administration of grants.

Supervision responsibilities: Accounting Department.

Brady, Ware, & Schoenfeld, Inc., Richmond, IN (1995–1996)

Staff Accountant

Auditing • Corporate Tax • Property Tax • Pension Tax • Pension Administration

MANAGEMENT and ADMINISTRATION, *continued*

Richmond Power & Light, Richmond, IN (1991–1995)

Junior Accountant

Inventory • Fixed Asset Management • Program Analysis • Process Reengineering • Construction Work-in-Process • Payroll • Accounts Payable • Budgeting • General Ledger

Plus, an additional 10 years of manufacturing experience.

OTHER ACADEMIC PURSUITS

2014 Christian Business Faculty Association – CBFA – *Reviewer* for National Conference Presentations

2013 Pearson, Inc. – Human Resource Management – *Textbook Reviewer*

2013 Christian Business Faculty Association – CBFA – *Reviewer* for National Conference Presentations

2011 Christian Business Faculty Association – CBFA – *Reviewer* for National Conference Presentations

2010 Christian Business Faculty Association – CBFA – *Reviewer* for National Conference Presentations

PRESENTATIONS

2014 CBFA – *Lifting the Veil: Toward Building a Theory of Biblical Spiritual Formation*

2013 CBFA – *Interpretive Analysis of Leadership Emergence in the Life of Esther*

2013 IWU Student Career Workshop – *The Professions of CPA and CMA*

2012 IWU Theological Research Seminar – *Leadership Emergence in the Life of Esther*

2012 IWU Ed. D. in Organizational Leadership – *Dissertation Defense*

2012 EIHRA – *Employee Health and Wellness*

2011 IWU Curriculum Development Workshop – *Social Media in the Classroom*

2010 IWU Homecoming Leadership Seminar – *The 2020 Workplace*

2010 IWU Adult & Professional Studies Fall Faculty Session – *Curriculum Mapping*

PUBLICATIONS

2012 IWU Ed. D. in Organizational Leadership – Dissertation Defense – *Interpretive Analysis of Leadership Emergence in the Life of Esther*

EDUCATION

Indiana Wesleyan University, 2012 – Ed. D. in Organizational Leadership – GPA 3.98/4.0

Indiana Wesleyan University, 2009 – Master of Science in Advanced Leadership Studies – GPA 3.98/4.0

Indiana Wesleyan University, 2005 – Master of Science in Management – GPA 4.0/4.0

Indiana Wesleyan University, 1994 – Bachelor of Science in Business Administration – GPA 3.97/4.0

Indiana Vocational Technical College, 1992 – Associate of Applied Science in Accounting – GPA 4.0/4.0

Randolph Southern Jr.-Sr. High School, 1978

ADDITIONAL TRAINING

2014 Institute for Nouthetic Counseling (presently enrolled)

2013 Purdue University Master Gardener Program

2010 OFS Training for Blackboard Online Facilitation

2004 ASTD Training Certificate Program

2002 Therese C. Pfrimmer Deep Muscle Therapy

2002 Aaron Mattes' Active Isolated Stretching

2001 Alexandria School of Scientific Therapeutics

ACADEMIC AWARDS and ACHIEVEMENTS

2005 Outstanding Professional Award – Indiana Wesleyan University

1998 1st Statewide Distinguished Alumni Award – Ivy Tech Community College

1998 1st Region 9 Distinguished Alumni Award – Ivy Tech Community College, Region 09

1992 All-USA Academic Team – USA Today – Second Team

1992 Margaret McCleod/Stuart Cameron Scholarship (NAA, now IMA)

1992 Institute of Management Accountants – Scholarship – CMA Exam

ACADEMIC AWARDS and ACHIEVEMENTS, *continued*



**“1998 Award [Region 09 Distinguished Alumnus Award Recipient]
Also, Statewide [Indiana] Distinguished Alumnus Award Recipient
Debbie L. (Schwab) Philpott CMA, CPA AAS Degree/Accounting Program, Class of '92**

Debbie (Schwab) Philpott graduated summa cum laude in 1992 from the Ivy Tech Accounting program and was recipient of the Dean's Award. Debbie was chosen as a member of the All-USA Today Academic Team for Community and Junior Colleges. Continuing her education, Debbie received a Bachelor of Science Degree in Business Administration from Indiana Wesleyan University. She is also a Certified Managerial Accountant, CMA, and a Certified Public Accountant, CPA.”
(<http://www.ivytech.edu/richmond/af/honors.html>)

WORKPLACE COMMITTEE PARTICIPATION

2014–2015 Indiana Wesleyan University, Graduate Faculty Nominating Committee
2014 Indiana Wesleyan University, CAPS – Strategic Task Force: Partnerships
2014 Indiana Wesleyan University, CAPS – MSM Curriculum Writing Committee
2014 Indiana Wesleyan University, CAPS – MBA Curriculum Writing Committee
2012–2014 Indiana Wesleyan University, CAPS – Faculty Development Task Force
2012–2014 Indiana Wesleyan University, CAPS – Faculty Committee, Secretary
2012–2014 Indiana Wesleyan University, CAPS – Curriculum Development Committee
2009–2011 Indiana Wesleyan University, CAPS – HR Task Force
2009–2010 Indiana Wesleyan University, CAS – Curriculum Committee
KIMEP – College Disciplinary Committee, Member Representative of Accounting Department
KIMEP – Hiring Committee, Member Representative of Accounting Department
KIMEP – Research Committee, Member Representative of Accounting Department
Morrison-Reeves Library – MRL University Committee, Chairperson
Morrison-Reeves Library – Pandemic Committee, Chairperson
Morrison-Reeves Library – Intranet Committee
Morrison-Reeves Library – Social Club Committee, Purchasing; past President
Morrison-Reeves Library – Service Hours Committee
Frank Miller Lumber Company – FML Employee’s Retirement Fund Trustee Committee, Chairperson
Brady, Ware & Schoenfeld, Inc. – Pension Audit Committee
Richmond Power & Light – Inventory Quality Control Committee, Chairperson

ADDITIONAL INSTITUTIONAL SERVICE

Reviewer – IWU, CAPS, 2014-2015 Adjunct Faculty Handbook
Program Advocate – IWU, CAPS, DeVoe Program Advocate for HR Management
Mentor – IWU Mentor Online Adjunct Faculty – Gary Bolenbaugh, Graduate Course: Employment Law
Mentor – IWU Mentor Onsite Adjunct Faculty – Michael McCall, Undergraduate Course: HR Management
Mentor – IWU Mentor Online Adjunct Faculty – Eric Rose, Undergraduate Course: Strategic Staffing
Mentor – Wesleyan Church Pastor – Darian Jones, Spiritual Formation and Church Administration

PROFESSIONAL MEMBERSHIPS and ORGANIZATION ACTIVITIES – CURRENT

Member – INCPA – Indiana Certified Public Accountants
Member – CBFA – Christian Business Faculty Association
Member – IMA – Institute of Management Accountants
Member – SHRM – Society for Human Resource Management
Member – EIHR – Eastern Indiana Human Resource Association

PROFESSIONAL MEMBERSHIPS and ORGANIZATION ACTIVITIES – PAST

Chair –2007 EIHRA Vendor Committee Leadership Conference

Trainer – SHRM Certification Trainer – Leadership

Member – ASTD – American Society for Training and Development

Member –ILF – Indiana Library Foundation

Member –PLA – Public Library Association

Member –AICPA – American Institute for Certified Public Accountants

President, VP-Finance, and Corporate and Academic Relations – EIIMA – Eastern Indiana IMA

Regional Director – Lincoln Trail Regional Council – IMA – Institute of Management Accountants

CHURCH / CIVIC MEMBERSHIPS and ACTIVITIES – CURRENT

2013–Present *Volunteer* Community Food Pantry Ministry – Lynn Community Churches via Friends Church

2013–Present *Mentor* – Mentor to New Pastor – Darian Jones, Lighthouse Wesleyan Church

2013–Present *Senior Auditor* – Lighthouse Wesleyan Church

2012–Present *Adult Sunday School Teacher* – Lighthouse Wesleyan Church

2007–Present *Occasional Lay Pastor* – Lighthouse Wesleyan Church

2004–Present *Communion Ministry* – Lighthouse Wesleyan Church

2004–Present *Member* – Lighthouse Wesleyan Church

CHURCH / CIVIC MEMBERSHIPS and ACTIVITIES – PAST

2014 *Volunteer* – Hayes Arboretum – Butterfly Garden and Herb Garden Exhibit

2013 *Master Gardener Community Educator* – Wayne County 4-H Fair

2013 *Master Gardener Community Educator* – Wayne County Earth Day

2013 *Chair, Pastor Search Committee* – Lighthouse Wesleyan Church

2010–2011 *Sunday School Superintendent* – Lighthouse Wesleyan Church

2008–2009 *Women’s Ministries & Missions* – Lighthouse Wesleyan Church

2007 *Founder and Chair* – *Starr of Hope Financial Fair* – Starr of Hope Financial Fair Committee

2002– 2004 *Co-founder and Member* – PATH Committee – Provider Access to Healthcare

2001–2002 *Board Member* – Randolph County YMCA

1993–1994 *Board Member* – Ivy Tech College Accounting Advisory Board

1993–1994 *Volunteer Parent* – Wernle Children’s Home

1992–1993 *Mentor Volunteer* – Hibberd Middle School

1992–1994 *Class Representative* – Indiana Wesleyan University, BSBA 104

SEMINARS, WORKSHOPS and INSTITUTES

2014 Anderson University – Christian Writer’s Conference

2014 CBFA – Christian Business Faculty Association Conference – Presenter

2014 EIHRA Conference on Change

2014 EIHRA Monthly Local Chapter HR Meetings

2013 CBFA – Christian Business Faculty Association Conference – Presenter

2013 SHRM National Conference – Attendee and SHRM Luncheon for Academically-Aligned Universities

2013 EIHRA Monthly Local Chapter HR Meetings

2012 EIHRA Monthly Local Chapter HR Meetings

2011 SHRM National Conference – Attendee and SHRM Luncheon for Academically-Aligned Universities

2011 CCCU Conference, Indianapolis, IN

2011 IN Chamber of Commerce Human Resource Management Institute

2011 Midwest Scholars Conference

2011 SHRM State of Indiana Conference

2011 EIHRA Monthly Local Chapter HR Meetings

2010 SHRM State of Indiana Conference – Attendee and Marketer for IWU’s HR Specialization Program

2010 EIHRA Monthly Local Chapter HR Meetings

2009 CBFA – Christian Business Faculty Association Conference – *Moderator*

2008 CBFA – Christian Business Faculty Association Conference – *Moderator*

2007 10th Annual EIHRA Leadership Conference, *Chair, Vendor Support & Relations Committee*

2006 Indiana State SHRM Conference

SEMINARS, WORKSHOPS and INSTITUTES, *continued*

- 2005 Indiana State SHRM Conference
- 2005 8th Annual EIHRA Leadership Conference
- 2005 Institute for Creative Leadership
- 2004 7th Annual EIHRA Leadership Conference
- 2004 SHRM National Conference
- 2003 Moving Beyond Cost Shifting in Employee Health Care
- 2003 How to Design and Implement a Consumer-Driven Health Care Plan
Achievement: Designed, Developed and Implemented FML Health Plan, \$100,000 net savings 1st year
- 2003 Indiana Tax Conference
Achievement: FML Property Tax Appraisal, netting a savings of almost \$16,000 per year for 40 years
- 2002 Section 125, COBRA, and HIPPA Compliance Training
- 2002 Indiana Tax Institute
Achievement: Designed, Developed and Implemented Shareholder Basis Recordkeeping System
- 2001 ADA, FMLA and Workers' Compensation in Indiana
Achievement: Designed, Developed and Implemented FML Workers' Comp Handbooks and Policies
- 2001 IN Chamber of Commerce OSHA Recordkeeping Workshop
Achievement: Designed, Developed and Implemented OSHA Recordkeeping – manual and HRM
- 2001 11th Annual Circle City Treasury Management Conference
Achievement: Designed, Developed and Implemented FML Cash Management System
- 1998 Institute of Management Accountants Conference – Orlando, FL
- 1997 Institute of Management Accountants Conference – St. Louis, MO – President, East Central Chapter
- 1996 Institute of Management Accountants Conference – Las Vegas, NV – President-elect, East Central Chapter
- 1995 Institute of Management Accountants Conference – San Antonio, TX
- 1994 Institute of Management Accountants Conference – New York, NY
- 1993 Institute of Management Accountants Conference – San Francisco, CA
- 1992 Institute of Management Accountants Conference – Atlanta, GA
- 1992 Institute of Management Accountants Conference – Chicago, IL

PROFESSIONAL CONTINUING EDUCATION CREDIT

- 2014 Present Self-Study: Tax Deductions for Professionals (22 Tax Credits)
- 2014 INCPA How to be Productive with Windows 8 (2 General Credits)
- 2014 INCPA Dashboard Reporting Tools and Techniques (2 General Credits)
- 2014 INCPA Top Business Apps that Every CPA Should Have (2 General Credits)
- 2014 INCPA Using Your Tablet as a Digital Notepad (2 General Credits)
- 2014 INCPA Financial Analysis in a Metrics Driven World (2 Accounting Credits)
- 2014 INCPA Outlook – Manage Your Email with Maximum Efficiency (4 General Credits)
- 2014 INCPA Word, Outlook, & PowerPoint – Tips and Tricks for Enhancing Productivity (4 General Credits)
- 2014 INCPA iPad/Tablet – Apps to Review and Mark Up Your Pdf (2 General Credits)
- 2014 INCPA Patient Protection & Affordability Act (Obama Health Care Bill, 8 Tax Credits)
- 2014 IFRS and US GAAP (15 Accounting/Auditing Credits)
- 2014 HRCI HR Recertification (60 CPE hours)
- 2014 EIHRA Change Conference (4.5 General Credits)
- 2014 Measuring Performance (5 General Credits)
- 2014 SHRM Active Membership (3 General Credits)
- 2013 SHRM National Conference (14 General Credits)
- 2013 ACC 423 OL Auditing (15 Accounting & Auditing Credits)
- 2013 SHRM Membership (3 General Credits)
- 2012 IWU MS-HRM Program Development (8 Strategic Credits)
- 2012 IWU ADM495 Strategic Management (15 Strategic Credits)
- 2012 Self-Study: Business Ethics, Module II (4 General Credits)
- 2012 SHRM Membership (3 General Credits)
- 2011 IWU Faculty Contract Expectations Task Force (35 Strategic Credits)
- 2011–2013 EIHRA Membership (1 General Credit)
- 2011 SHRM Membership (3 General Credits)
- 2011 Self-Study: Health Savings Plans (4 General Credits)

PROFESSIONAL CONTINUING EDUCATION CREDIT, *continued*

- 2011 Self-Study: Business Ethics, Module I (4 Ethics Credits)
- 2011 Self-Study: PowerPoint 2010 (15 General Credits)
- 2011 SHRM National Conference (7 General Credits)
- 2011 INSHRM State Conference (7 General Credits, 4 Strategic Management Credits)
- 2011 IN Chamber of Commerce Human Resource Management Institute (8 General Credits)

ACADEMIC, BUSINESS and LEADERSHIP ACHIEVEMENTS

- ▶ ***Obtained the first SHRM Academic Alignment 3-year Certification for IWU's Graduate MBA-HRM Program*** by working strategically to align the MS-HR courses with SHRM's professional body guidelines.
- ▶ ***Obtained the first SHRM Academic Alignment 3-year Certification for IWU's Undergraduate HR Specialization program*** by strategically aligning the course content and mapping of all five HR specialty courses with SHRM's professional body guidelines.
- ▶ ***Creation of the IWU CAPS Faculty Scholarship and Service Points Chart and Program*** used in the IWU CAPS Annual Performance Review while Co-Chair of the Faculty Contract Expectations Task Force
- ▶ ***Chairperson of the 1st Annual Starr District Financial Fair***, one of several projects in the Starr of Hope Community Initiative serving a larger purpose as a model for community revitalization.
- ▶ ***Co-facilitated Wayne County's 1st Study Circle on Poverty*** for the purpose of increasing poverty awareness, discovering personal and communal biases, and generating action steps for making a positive difference.
- ▶ ***Business outreach and partnering*** as a founding-member of PATH – *Provider Access to Healthcare* – a committee dedicated to the grass root efforts of assisting local employers and community members with their search for solutions in obtaining locally available, affordable, quality health care.
- ▶ ***Granted funding for proposal to design and develop a corporate university*** at Morrison-Reeves Library. Served as chairperson of the MRLU committee.
- ▶ ***Invited by EIHRA to deliver Human Resource Development training*** for the Senior Professional in Human Resources ["SPHR"] certification study and review sessions.
- ▶ Realigned the health care benefits program to achieve maximum coverage with minimal cost increase through ***multi-plan options and introduction of a FSA (Flexible Spending Account)***.
- ▶ ***Founder & Chairperson for the 1st Annual Whitewater Valley Health Expo***, an event especially designed and planned to facilitate area employers in the provision of health and wellness benefits for their employees.
- ▶ ***Initiated a conversion*** from a fully-insured to a partially-funded self-insured medical program ***to net a savings of over \$365,000 (28.9%) the first year*** with continued annual savings thereafter.
- ▶ Successful ***set-up and implementation of a new HR Suite/Payroll system (ABRA)***.
- ▶ ***Conversion of over \$2.3 million in 401-k assets with plan redesign*** to improve the retirement benefit package.
- ▶ Managed the company's risks, resulting in ***savings of over \$100,000*** the first year for property and workers' compensation rates and substantiated controlled costs and savings benefits thereafter.
- ▶ Applied for and successfully ***obtained three grants from the State of Indiana*** in the areas of equipment (\$250,000), training (\$18,500), and revenue bonds (\$6.3 million).
- ▶ Met with the county assessor following changes in Indiana property tax law to discuss discovered county errors that were promptly corrected resulting in over \$208,000 in market value changes for ***an estimated 2003 year savings of almost \$16,000 with an approximate 40-year savings of \$640,000.***