

## VITA

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### 1. Academic Degrees

Ph.D.	Andrews University	2003	Higher Education Administration and Leadership Cognate: Curriculum and Instruction
M.A.	Governor's State University	1989	Instructional and Training Technology (Department of Communications)
M.P.A.	Indiana University-South Bend	1982	Management of Public Affairs
B.S.	Indiana University-South Bend	1978	Public Affairs
A.S.	Indiana University-South Bend	1975	Public Affairs

### 2. Professional Experiences

7/14-Present	Professor of Management, DeVoe School of Business, College of Adult and Professional Studies, Indiana Wesleyan University, Marion, Indiana
7/00-6/14	Associate Professor of Management, School of Business and Leadership, College of Adult and Professional Studies, Indiana Wesleyan University, Marion, Indiana
7/08-7/08	Visiting Professor, Metropolitana Universidad, Quito, Ecuador
1/04-7/08	Adjunct Professor, Concordia University Wisconsin, School of Adult Education
1/03-4/12	Adjunct Professor, Huntington University, Huntington, Indiana
9/02-12/02	Adjunct Professor, Taylor University, Fort Wayne, Indiana
9/98-2/99	Interim Assistant Dean for Business and Management Programs, College of Adult and Professional Studies, Indiana Wesleyan University, Marion, Indiana
1/97-6/00	Assistant Professor of Management, College of Adult and Professional Studies, Indiana Wesleyan University, Marion, Indiana
1994-1996	Corporate Training Manager, Towne Air Freight Company, South Bend, Indiana
1991-1995	Adjunct Professor, Purdue University, Department of Organizational Leadership and Supervision, South Bend, Indiana

1992-1994	Assistant Dean for Academic Affairs, Davenport University, Granger, Indiana
1988-1992	Manager of Training Programs, Weil-McLain Company, Michigan City, Indiana
1985-1988	Curriculum Developer, Building Officials and Code Administrators International, Country Club Hills, Illinois
1982-1985	Code Enforcement Supervisor, City of Peoria, Illinois
1979-1982	Field Trainer, National Conference of States on Building Codes and Standards, Herndon, Virginia

### 3. Courses Taught/Courses Written (marked with an \*\*)

Currently serve on one and have completed four Doctorate of Education in Organizational Leadership Dissertation Committees-Indiana Wesleyan University, School of Business and Leadership, College of Adult and Professional Graduate Studies

#### Indiana Wesleyan University (1/97-Present)

##### Undergraduate (Adult)

Introduction to Business

Human Resource Management (On-site & On-line)

Business Case Study

Principles of Self-Management

Professional Communications

\*\*Management

Issues in Ethics (On-site & On-line)

\*\*Organizational Behavior

\*\*Human Resources Management

Philosophy of Corporate Culture

\*\*Strategic Planning

\*\*Human Resources Development (On-site & On-line)

\*\*Applied Management Project

##### Graduate (Adult)

Fundamentals of Executive Management

Methods of Executive Management

Managerial Ethics (On-site & Online)

\*\*Strategy Formulation

\*\*Human Relations and Organizational Behavior

Analysis and Decision Making

\*\*Organizational Development

Seminar on Quality

\*\*Applied Management Project (Faculty Advisor on 1100+ projects)

Management of the Total Enterprise

Human Resources Management: Overview (On-line)

Motivation and Training (On-line)

\*\*Foundations of Public Policy (On-line)

#### Metropolitana Universidad (July, 2008; Adult)

\*\*Strategic Management (Graduate)

Concordia University Wisconsin (2004-2008; Adult)

Training & Development (Undergraduate)  
 Business Policy & Strategy (Undergraduate)  
 Organizational Behavior & Leadership (Graduate)  
 Strategic Management (Graduate)

Huntington University (2003-2012; Adult)

Management Concepts  
 Ethics and the Practice of Management  
 Human Resource Administration  
 \*\*Human Resources Management (On-line)

Taylor University (2002; Traditional)

Human Relations in Organizations  
 Organizational Behavior and Development

Davenport University (1992-1994; Adult and Traditional)

Introduction to Business  
 Interpersonal Communications

Purdue University (1991-1995: Adult and Traditional)

Introduction to Supervision  
 Training Methods  
 Conference Leadership Training

**4. Current Professional and Academic Association Memberships**

- Christian Business Faculty Association

**5. Current Professional Assignments and Activities**

- Past Board Member and President Elect of the Ft. Wayne, Indiana and South Bend, Indiana Chapters of the American Society for Training and Development
- Developed and Conducted Management/Training Consulting for the following organizations:
  - Nappanee, Indiana Area Chamber of Commerce
  - PHD. Inc., Ft. Wayne, Indiana
  - Family Christian Development Center, Nappanee, Indiana
  - Micropulse, Inc., Columbia City, Indiana
  - Apartment Association of Ft. Wayne-NE Indiana
  - Columbia City, Indiana Area Chamber of Commerce
  - Decatur, Indiana Chamber of Commerce
  - Bremen, Indiana Chamber of Commerce
  - Ft. Wayne Foundry-Machining Division, Ft. Wayne, Indiana
  - Indiana Wesleyan University, Marion, Indiana
  - Freudenberg-NOK, Ligonier, Indiana
  - American Electric Power (AEP), Ft. Wayne, Indiana

## 6. Publications, Presentation, Consulting and Research

### Publications:

“New Employees Go to the TOP,” Communications Vehicle, Sales & Marketing Council of the American Trucking Association, Winter 1995.

“Downsized by Man, Rightsized by God,” The Wesleyan Advocate, September 1997.

“Downsized by Man, Rightsized by God,” Indiana Wesleyan University’s The Triangle, Spring 1999.

### Presentations:

“Training Employees,” Bremen Chamber of Commerce, Bremen, Indiana, September 23, 1997.

“Kirkpatrick’s Four Levels of Evaluation,” ASTD Chapter Meeting, Ft. Wayne Indiana, November 7, 1997.

“Training Employees,” LaGrange Chamber of Commerce, Shipshewana, Indiana, December 4, 1997.

“Training Employees,” Columbia City Area Chamber of Commerce, Columbia City, Indiana, January 20, 1998.

“Training Employees,” Albion Chamber of Commerce, Albion, Indiana, February 11, 1998.

“Designing Sensible Surveys,” ASTD Chapter Meeting, Ft. Wayne Indiana, May 21, 1998.

“Measuring Training Impact,” ASTD Chapter Meeting, Ft. Wayne Indiana, July 16, 1998.

“Training Employees,” Columbia City Area Chamber of Commerce, Columbia City, Indiana, December 21, 1998.

“Training Employees,” Bremen Chamber of Commerce, Bremen, Indiana, January 19, 1999.

Facilitated Monthly Management Training Seminars for the Columbia City, Indiana Chamber of Commerce, January 1998 to June 1999.

Facilitated Monthly Management Training Seminars for the Bremen, Indiana Chamber of Commerce, February 1998 to December 1999.

Facilitated Monthly Management Training Seminars for the Decatur, Indiana Chamber of Commerce, September 1999 to May 2000.

Facilitated Monthly Management Training Seminars for the Nappanee, Indiana Chamber of Commerce, September 1999 to June 2000.

Facilitated Nappanee Leadership Academy, September 2000 to June 2001.

Facilitated Nappanee Leadership Academy, September 2001 to June 2002.

"Making the Grade: Graduate Perceptions of the Adult, Non-traditional Business and Management Programs at Indiana Wesleyan University," 2002 Annual CAAHE Conference, Indianapolis, Indiana, June 6, 2002.

"Leadership," Columbia City Chamber of Commerce Leadership Academy, December 19, 2002.

"Making the Grade: Graduate Perceptions of the Adult, Non-traditional Business and Management Programs at Indiana Wesleyan University," 2<sup>nd</sup> Annual Scholarship Day, Indiana Wesleyan University, Marion, Indiana, April 17, 2003.

"The Two Radio Stations of Adult Learning," 3<sup>rd</sup> Annual Scholarship Day, Indiana Wesleyan University, Indianapolis, Indiana, February, 25, 2005.

"The Two Radio Stations of Adult Learning," 1<sup>st</sup> Annual No Educator Left Behind Conference, Indiana Wesleyan University, Indianapolis, Indiana, June 16, 2006.

"The Two Radio Stations of Adult Learning," 1<sup>st</sup> Annual Adult Education Conference, Indiana Wesleyan University, Indianapolis, Indiana, February, 21, 2008.

"The Two Radio Stations of Adult Learning," The Teaching Professor Conference, Kissimmee, Florida, May 16-18, 2008.

"The Two Radio Stations of Adult Learning," 3<sup>rd</sup> Annual No Educator Left Behind Conference, Indiana Wesleyan University, Indianapolis, Indiana, June 20, 2008.

"The Two Radio Stations of Adult Learning," 5<sup>th</sup> Annual No Educator Left Behind Conference, Indiana Wesleyan University, Greenwood, Indiana, June 10, 2010.

"Preparing and Making Academic Presentations," Annual CAPS Faculty Retreat, Indiana Wesleyan University, Nashville, Indiana, September 16, 2010.

"Basic Principles and Practices for Teachers of Non-Traditional, Adult Students." The Teaching Professor Conference, New Orleans, Louisiana, May 31-June 2, 2013.

"Basic Principles and Practices for Teachers of Non-Traditional, Adult Students." The Christian Business Faculty Association Annual Conference, Nashville, Tennessee, October 9-11, 2014.

"Tuning In To Non-Traditional Students." FacultyCare Webinar. College of Adult and Professional Studies, Indiana Wesleyan University, Marion, Indiana. November 18, 2014.

"Tuning In To Non-Traditional Students." FacultyCare Webinar. College of Adult and Professional Studies, Indiana Wesleyan University, Marion, Indiana. November 20, 2014.

"Basic Principles and Practices for Teachers of Non-Traditional, Adult Students."  
Proposal submitted for presentation at The Adult Higher Education Alliance 2015 Annual Conference, Orlando, Florida, March 6-7, 2015.

"Basic Principles and Practices for Teachers of Non-Traditional, Adult Students."  
Proposal submitted for presentation at The Association for Continuing Higher Education MidAtlantic Region 2015 Annual Conference, South Boston, Virginia, April 15-17, 2015.

#### Workshops/Seminars Developed and Facilitated

- Basic Roles of a Manager
- Effective Organizational Communication
- Personal Time Management
- Leadership
- Training Employees
- Team Building
- Quality Customer Service
- Dealing With Upset Customers
- Planning & Goal Setting
- Motivating Employees
- Disciplining Employees
- Interviewing Techniques
- Conducting Performance Appraisals
- Stress Management
- GO FAR: Getting Organized For Astronomical Results
- Starting Your Own Business
- How To Write A Business Plan

#### Doctoral Dissertation:

“Developing Life Skills: Perceptions of Graduates of the Adult, Non-traditional Business and Management Programs at Indiana Wesleyan University.”

### **7. Awards**

- Nominated for the Paul E. Hoffer Outstanding Teaching Award at the 1998 Eighth Annual Conference of the Consortium for the Advancement of Adult Higher Education (CAAHE).
- Nominated for the “Citizen of the Year” at the 1998 Columbia City Area of Annual Awards Banquet, October, 1998.