

Michael Bedell, Ph.D.
Curriculum Vitae (September 2014)

ADDRESS College of Business & Management
Northeastern Illinois University
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EDUCATION **Indiana University School of Business, Bloomington.**
Ph.D. Major: Human Resources/Organizational Behavior
1996 Minors: Operations Management & Quantitative Analysis

M.B.A. **University of Kansas, School of Business, Lawrence.**
1991 Majors: Business Administration & Operations Management

B.S. **University of Kansas, School of Business, Lawrence.**
1989 Majors: Business Administration & Psychology

EXPERIENCE

July 2013 to present *Northeastern Illinois University, College of Business & Management, Chicago.*
Acting Dean and Professor of Management

- Responsible for identifying and meeting the management education needs of the diverse population of NEIU student, future alumni, and corporate partners.
- Responsible for hiring of faculty, facilitating faculty development, supporting faculty efforts, and completing annual reviews.
- Developed the NEIU College of Business Executive Advisory Council. We added ten new members representing six industry segments.
- Responsible for developing external links to organizations for internships, philanthropy, and curriculum development.
 - 20 internships identified and placed in the first semester of the program.
 - Endowment created for the student run International Business Conference.
- Development of five staff advisers focused on student success, retention, and outreach.
 - Enrollment: Fall 2013 – 8148 credit hours; Fall 2014 – 9651 credit hours
 - Retention: Fall 2012-Fall 2013: 92.8%
 - Approximately 3000 student visits annually.
 - Outreach: Fall 2012 – minimal; Fall 2014 – 15 events
- Primary investigator on a \$2.3M Title V grant to increase Hispanic MBA students.
- Responsible for a College budget of \$4.2M, 35 faculty, and 11 staff.
- Leading the College through the AACSB initial accreditation process. As part of that I ran a mock AACSB visit in Spring, 2014 to assess readiness (Dr. Frank Navratil and Dr. Joe DiAngelo consulted).
- Executive Board Member of the Petersen Pulaski Business and Industrial Council, Chicago, Illinois.
- School Board member for the Catholic Consortium of Lake County, Illinois.

July 2012 ***Northeastern Illinois University, College of Business & Management, Chicago.***
to June 2013 ***Associate Dean and Professor***

- Directed assessment efforts. Completed data analysis of two years of embedded data; five years of exit surveys; and other data. Provided a process roadmap to facilitate the assurance of learning loop closing process.
- Manage the Professional Advising Center staff, MBA and MSA program coordinators and graduate advising staff to improve student experiences. Developed branding, outreach, & marketing efforts.
- Responsible for a variety of AACSB Initial Accreditation actions.
- Service: Search committee co-chair for Director of Grants and Research
- Petersen Pulaski Business and Industrial Council Board of Directors
- Service: Search committee member for Director of Marketing
- Service: Various other committees commensurate with the title Associate Dean.
- Teaching (for fun): courses in Human Resources Management

Jan. 1998 ***California State University, Bakersfield, School of Business & Public Admin.***
to July, 2012 ***Professor of Business Administration*** (Sept., 2009 – present)

Associate Professor of Business Administration (Sept., 2004 – Sept., 2009)

Assistant Professor of Business Administration (Jan., 1998 – Aug., 2004)

Bautzer University Advancement Faculty Member for 1999/2000

- Teaching: graduate and undergraduate courses in Human Resources, Operations Management, Organizational Behavior and Quantitative Methods/Statistics.
- \$1.57 million in grants solicited and received (gifts and funds).
- Engaged in research as per the School of Business RPT and AQ standards.
- Reviewer for various journals, conferences, and textbooks.
- Engaged in national, regional, university, and college service activities.
- MBA Program Director (see below for details).
- AACSB Accreditation Committee Chair (see below for details).
- Project manager for various projects – often related to information technology.

June, 2010 ***California State University, School of Business, Bakersfield.***
to July 2012 ***M.B.A. Program Director***

- Manage \$200,000 of differential MBA funding for development/accreditation.
- Grew enrollment through outreach and advertising from 48 to 125 students.
- Developed the CSUB MBA brand marketing materials, strategy, & campaign. Identified appropriate marketing outlets in the form of trade shows, National Public Radio sponsorships, talk radio, & information sessions. Created/manage CSUB MBA social media pages on Facebook & Linked-In.
- Developed enrollment options for executive experience & national certification.
- Developed the foundation for what became a successful NSHMBA chapter.
- Developed curriculum to connect the CSUB MBA and SBDC.
- Used assessment data to identify improvement opportunities within the MBA. Added an accounting class; developing a curriculum for health care management; and developing a small business development center connection.
- Partner with the CSUB MBA Alumni chapter for quarterly networking mixers.
- Project lead for instructional TV upgrades (\$105,000) to expand access to the MBA and other campus majors and programs.

- Jan., 2006 to present **California State University, School of Business, Bakersfield.**
AACSB Accreditation Committee Chair
- Committee chair for the successful 2008 maintenance of accreditation cycle.
 - Author/editor for all 2008 maintenance of accreditation documents.
 - Planned/managed a mock PRT visit in March, 2008 (Dr. Frank Navratil & Dr. Art Centonze were the consultants).
 - Planned/managed the 2008 PRT visit in October, 2008.
 - Committee Chair for BPA's 2013 reaccreditation.
 - Author/editor for the 2013 Maintenance of Accreditation application.
- March, 2002 to Sep., 2008 **California State University, School of Business, Bakersfield.**
M.B.A. Program Director
- Committee Chair to revise the M.B.A. mission, focus & curriculum.
 - Responsible for daily operations, scheduling, outreach, lab management, etc..
 - Developed procedures consistent with AACSB & CSUB guidelines.
 - Authored two proposals to develop and upgrade the Occidental Petroleum Graduate Research laboratory and patio. \$49,700 received.
- Jan, 2001 to Dec., 2003 **California State University Bakersfield.**
Training Director PeopleSoft Human Resources Implementation Team
- Faculty representative and training expert on the project steering committee.
 - Steering committee subcommittee that vetted and selected a consulting firm.
 - Interview committee for hire of first and second project managers.
 - Developed the training portion of the CSUB HR readiness assessment.
 - Developed the CSUB training plan. Delivered training to 30 staff.
 - Designed and built a PeopleSoft HR project workspace and training room.
- Jan, 2001 to March, 2002 **California State University, Extended University Division, Bakersfield.**
Academic Program Director, Online Masters of Science in Administration
- Completed program/course development, & identified concentrations.
 - Developed the WASC Accreditation report which was approved.
 - Developed initial marketing plan and program rollout schedule.
 - Managed the academic schedule, coordinated curriculum development.
 - Developed advising and admission procedures consistent with WASC guidelines.
- Feb.,1997 to Dec., 1997 **Payless ShoeSource, Inc. - World Headquarters, Topeka, Kansas.**
Analyst - Human Resources Planning
- PeopleSoft functional expert for the Human Resources implementation.
 - Developed a grant proposal for industrial retraining. **\$80,000 received.**
 - Trained Quality Assurance teams & cross-functional Merchandising teams.
 - Mentored a trainee developing a training plan for expatriate candidates.
 - Applied process improvement techniques to HR processes to improve process flow, reduce time requirements, and increase information accuracy.
Developed training and reference materials.

Research

PUBLICATIONS

1. Bedell, M.D. & Canniff, M. (2014). "Systems Considerations in the Design of an HRIS: Planning for Implementation." Chapter 3 in Human Resource Information Systems: Basics, Applications, and Future Directions (3rd edition). [Michael J. Kavanagh](#), [Mohan Thite](#), and [Richard D. Johnson](#), editors. Los Angeles: Sage.
2. Bedell, M.D., Canniff, M., & Wyrick, C. (2011). "Systems Considerations in the Design of an HRIS: Planning for Implementation." Chapter 3 in Human Resource Information Systems: Basics, Applications, and Future Directions (2nd edition). [Michael J. Kavanagh](#), [Mohan Thite](#), and [Richard D. Johnson](#), editors. Los Angeles: Sage.
3. Wyrick, C. and Bedell, M. (2008). "Integrating experiential HRIS activities into an introduction to Human Resources Management course." Western Journal of Human Resource Management.
4. Bedell, M.D., Canniff, M., & Wyrick, C. (2009). "Systems Considerations in the Design of an HRIS: Planning for Implementation." Chapter 3 in Human Resource Information Systems: Basics, Applications, and Future Directions. [Michael J. Kavanagh](#) and [Mohan Thite](#) editors. Los Angeles: Sage.
5. Bedell, M.D. & Kritz, G.H. (2007). A Case Study: Changing Human Resource Management Education to Fit the Field. Reprinted in "People Management: Perspectives and Practices." Edited by Bharti Thakar. The ICFAI University Press. Hyderabad, India. (See #5 below).
6. Bedell, M.D. "The MBA as a Management Development Tool: Are you Spending Wisely?" *Kern Economic Journal*. Abbas Grammy, Editor.
7. Bedell, M.D., Floyd, B.D., Glasgow, K.M., & Ellis, R. (Feb, 2007). Enterprise Resource Planning Software in the Human Resource Classroom. *Journal of Management Education*. Sage.
8. Bedell, M.D. & Kritz, G.H. (2006). A Case Study: Changing Human Resource Management Education to Fit the Field. *The Coastal Business Journal*, 5, 1. Wall College of Business Administration at Coastal Carolina University, pp. 13-21.
9. Bedell, M.D. (2006). "Data Driven Decision Making in Human Resource Management." *Kern Economic Journal*. Abbas Grammy, Editor.
10. Bedell, M.D. & Floyd, B.D. (2006). Top ten lessons learned from implementing ERP e-business systems in academic programs. *Business Research Yearbook*, M. Adams & A. Alkhafaji, Eds., Vol. 13, International Association of Business Disciplines, pp. 458-465.
11. Bedell, M.D. (2005). A New Year: Two HR Resolutions. *Kern Economic Journal*. Abbas Grammy, Editor.
12. Bedell, M.D. (2003). Succession Planning: A Key to Maintaining Organizational Viability. *Kern Economic Journal*. Abbas Grammy, Editor. CSUB Press.
13. Bedell, M.D. (2003). Human Resources Information Systems: *The Encyclopedia of Information Systems Vol. II*. Hossein Bidgoli, Editor. Academic Press, pp. 537-549.

14. Kritz, G., Arsenault, P. & Bedell, M. (2003). An Exploratory Investigation of the Influence of MBTI Instrument Personality Variables on Attitude Toward the Brand and Purchase Intention.” *Journal of Business and Behavioral Sciences*, 9, 1, pp. 68-79.
15. Baldwin, T.T., Bedell, M.D., & Johnson, J.L. (1997). The social fabric of a team-based M.B.A. program: Network effects on student satisfaction and performance. *Academy of Management Journal*, 40, 6, pp.1369-1397.

PROCEEDINGS

1. Bedell, M.D. & Floyd, B.D. (February, 2002). “Reducing the technology skills gap in human resource education: An innovative HR information systems approach.” Proceedings of the American Society of Business and Behavioral Studies.
2. Kritz, G.H., Arsenault, P., & Bedell, M.D. (February, 2002). “An exploratory investigation of the influence of MBTI personality variables on attitude toward the brand and purchase intention.” Proceedings of the American Society of Business and Behavioral Studies.
3. Ziemann, S. & Bedell, M.D. (March, 1999). University hospital and medical center: A health and safety case study. Proceedings of the Western Casewriter’s Association.

PRESENTATIONS (REFEREED & PROFESSIONAL)

1. Discussant (2007). Academy of Management Annual Meeting Session 594: The Soft Side of OM. Operations Management Division. Philadelphia, PA. Bedell
2. Discussant (2007). Academy of Management Annual Meeting Session 1587: Firm Characteristics and Innovation. Technology and Innovation Management Division. Philadelphia, PA.
3. Bedell, M.D. & Floyd, B.D. (2006). Top ten lessons learned from implementing ERP e-business systems in academic program. Presented to the International Association of Business Disciplines. San Diego, CA.
4. Bedell, M.D. & Kritz, G.H. (2006). “Changing Human Resource Management Education to Fit the Field: From technical silos to outcome-based curriculum.” Presented to the American Society of Business and Behavioral Studies. Las Vegas, NV.
5. Marler, J., Dulebohn, J. & Bedell, M.D. (2005). *Reducing the Technology Skills Gap in HR Education: Future Generalists Meet ERP. Using technology to teach human resource management*. Session Title: Technological Innovation in the HR Curriculum: A New Vision of HR Information Systems. Presentation to the Sixty-Fifth National Academy of Management Annual Meeting. Honolulu, HI.
6. Wolnizer, P., Lowenstein, H., & Bedell, M.D. (2005). Leveraging AACSB accreditation for MBA marketing. Presented to the annual AACSB International Conference. San Francisco, CA.
7. Bedell, M.D. and Wyrick, C. (2005). HR Information Systems Effectiveness: Evaluating How HR Performance Is Enhanced. Presented in the Idea Incubator sessions at the Western Academy of Management annual meeting. Las Vegas, NV.
8. Bedell, M.D., and Richtermeyer, S. (2005). Leveraging HRIS Activity Development to get Tenure. Presented at the HEUG Annual Conference. Las Vegas, NV.

9. Bedell, M.D., Canniff, M., Richtermeyer, S., & Weston, F.C. (2004). Supply Chain Business Process and Integration Issues. Presented to the DSI Annual Conference. Boston, MA.
10. Wyrick, C., Bedell, M.D., & Rahmani, A. (2004). "Taking EUTs to the Next Level - Practical Application in the HR Undergraduate Class. HEUG Annual Conference. Atlanta, GA.
11. Wyrick, C. & Bedell, M.D. (July, 2003). "PeopleSoft Exercises for the Classroom." CRESH ERP Summit. Dakota State University.
12. Bedell, M.D., Bohanon, Y., Marler, J., Dulebohn, J., & Wyrick, C. (2003). "Integrating Enterprise Software into HRM/HRIS Program & Curricula." HEUG Annual Conference. Dallas, Texas.
13. Bedell, M.D. (2003). "An Identification of the Cost Savings Resulting From An HR Information System Implementation." American Society of Business & Behavioral Studies Tenth Annual Conference. Las Vegas, NV.
14. Bedell, M. (October, 2003). "Strategic Human Resource Management." Invited presentation to the Bakersfield American Society for Public Administration Chapter.
15. Bedell, M.D. (May, 2003). "Employee Retention as a Competitive Advantage." Invited presentation for the Greater Bakersfield Chamber of Commerce Business Development Program.
16. Bedell, M.D. & Frisch, S. (March, 2003). "CSUB Business & Public Administration Graduate Programs." Invited presentation to the Bakersfield Downtown Rotary Club.
17. Bedell, M.D., Floyd, B.D., & Conway, M. (July, 2002). "Integrating enterprise e-business systems into business/IS programs: Critical success factors and the impact on teaching, curriculum, and technical support." Syllabus2002 Ninth Annual Summer Conference.
18. Kritz, G.H., Long, M., & Bedell, M.D. (July, 2002). Personality effects on attitude formation in a marketing context. American Psychological Association Annual Conference. Chicago.
19. Bedell, M.D. & Floyd, B.D. (February, 2002). "Reducing the technology skills gap in human resource education: An innovative HR information systems approach." American Society of Business and Behavioral Studies. Las Vegas, Nevada.
20. Floyd, B.D. & Bedell, M.D. (February, 2002). "HR Management Systems in the Human Resource Classroom: Two Approaches Compared." Western Organization and Management Teaching Conference. Los Angeles, California.
21. Kritz, G.H., Arsenault, P., & Bedell, M.D. (February, 2002). "An exploratory investigation of the influence of MBTI personality variables on attitude toward the brand and purchase intention." American Society of Business and Behavioral Studies. Las Vegas, Nevada.
22. Bedell, M.D. & See, T. (March, 2001). "Strategic Human Resource planning in a family business." Presented to the CSUB Family Business Institute. Bakersfield, California.

23. Bedell, M. (February, 2001). The Use and Assessment of Technology in Human Resource Management Courses. Presented to the 2001 Western Organization and Management Teaching Conference. Fresno, California.
24. Bedell, M.D. (May, 2000). "How to get started with PeopleSoft in the classroom." Presented at the first PeopleSoft conference on teaching. Bakersfield, California.
25. Bedell, M.D. (March, 2000). "An Introduction to PeopleSoft On Campus." Invited presentation for California Polytechnic State University, Pomona.
26. Ziemann, S. & Bedell, M.D. (March, 1999). University hospital and medical center: A health and safety case study. Western Casewriter's Association. Redondo Beach, California.
27. Conway, M., Bedell, M.D., and Mohrman, H. (March, 1999). "PeopleSoft On Campus: An Update." Presented at the PeopleSoft Higher Education SIG. Dallas, Texas.
28. Bedell, M.D. (July, 1998). "Enhancing HR education through PeopleSoft." Presented to the PeopleSoft Academic Advisory Council. Pleasanton, California.
29. Baldwin, T.T., Martocchio, J.J., and Bedell, M.D. (April, 1996). Exploring strategic employee development decisions in America's best training firms. Presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, Inc. San Diego.
30. Baldwin, T.T. and Bedell, M.D. (August, 1995). Teams in the classroom. Presented at the Fifty-fifth National Academy of Management Annual Meeting. Vancouver, B.C., Canada.
31. Bedell, M.D., Colquitt, J.A. and Baldwin, T.T. (August, 1994). In pursuit of the motivated trainee: Effects of cooperative learning and rewards on training outcomes. Presented at the Fifty-fourth National Academy of Management Annual Meeting. Dallas, TX.
32. Ryan, K.C. and Bedell, M.D. (June, 1994). Planned Composition vs. Random Assignment of Groups: The Indiana M.B.A. Experience. Presented at the Twentieth Organizational Behavior Teaching Society Annual Meeting. Windsor, Ontario, Canada.
33. Baldwin, T.T. and Bedell, M.D. (April, 1994). Effects of learning reward structures on trainee attitudes, learning, & behavior. Presented at the Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Inc. Nashville, TN.
34. Baldwin, T.T. and Bedell, M.D. (August, 1993). Human resource choices and effective quality teams: A review and research agenda. Presented at the Fifty-third National Academy of Management Annual Meeting. Atlanta, GA.
35. Bedell, M.D. & Baldwin, T.T. (March, 1993). "Effective quality teams." Presented at the February meeting of the Indiana Manufacturing Excellence Roundtable, Bloomington, Indiana.

Grants

1. Primary investigator on a Title V grant (\$2.3M) to increase Hispanic participation in Business graduate programs (July 2013).
2. \$8,700 received from Occidental Petroleum to enhance the Occidental Petroleum Graduate Research Lab. Fully funded in January, 2007.
3. \$45,000 received from Aera Energy, LLC to upgrade the CSUB BPA MIS Lab. Proposal was a team effort between the Dean and myself. Fully funded in January, 2007.
4. \$41,000 received from Occidental Petroleum to upgrade the Occidental Petroleum Graduate Research Lab. Proposal was fully funded in March, 2005.
5. Received two CSUB Faculty Teaching & Learning Center mini-grants during 2003. One grant was for teaching enhancements and one grant was to improve assessment in the Human Resource Management curriculum. Valued at \$800.
6. \$5000 grant received during May, 2002 from the CSUB Research Council of the University. Included release time and budget for materials.
7. Received six CSUB Faculty Teaching & Learning Center mini-grants during 2002. Three grants supported teaching enhancements to the Human Resource curriculum. Two grants were used to introduce new technology into the classroom. One grant was used to improve assessment in the Human Resource Management curriculum. Valued at \$2400
8. \$500,000 software grant of the Accounting/Finance components of the PeopleSoft ERP suite from PeopleSoft, Inc. for use in the classroom. Note – \$500,000 is the discounted value recognized by the university. Purchase price of these components was approximately \$850,000. The product was used by two colleagues in Accounting.
9. Received a course release grant for the 2000/2001 academic year from the School of Business & Public Administration. Valued at \$4500.
10. Received two CSUB Faculty Teaching & Learning Center mini-grants during 2000. Both grants were to develop new courses within the Human Resource Management curriculum. Valued at \$1000.
11. \$950,000 software grant of the PeopleSoft HRIS and the Operations components from the ERP suite from PeopleSoft, Inc. for use in the classroom. Note – \$950,000 is the discounted value recognized by the university. Purchase price of these components was approximately \$1,600,000.
12. Received a course release grant for the 1999/2000 academic year from the School of Business & Public Administration. Valued at \$4500.
13. Received three CSUB Faculty Teaching & Learning Center mini-grants during 1999. One grant was for teaching enhancements; the second grant was to integrate new technology into the classroom; the third grant was to begin developing some assessment into the HR curriculum Valued at \$1300.
14. Received five CSUB Faculty Teaching & Learning Center mini-grants during 1998. Two grants were used to enhance the HR curriculum; two grants were used to integrate new technology into the classroom; the fifth grant was a Title III funded grant used to develop a new curriculum for the “Introduction to CSUB” course. Valued at \$2600.

Teaching @ CSUB

GRADUATE COURSES TAUGHT

- MBA Seminar in Human Resource Management (11 times)
- MBA Seminar in Operations Management (4 times)
- MSA HR Foundation (5 times)
- Graduate Independent Studies (36 students)
- Graduate Capstones or Thesis Projects (9 students)

UNDERGRADUATE COURSES TAUGHT

- Organizational Behavior (5 times)
- Human Resource Management Functional Area Courses such as Introduction to Human Resource Management, Training and Development, Staffing & Selection, Topics in HRM, Compensation & Benefits (34 classes)
- HR Information Systems (9 times)
- Statistics/Quant Methods (16 times)
- Operations Management (6 times)
- Undergraduate Independent Studies (46 students)

ASSESSMENT: MBA PROGRAM

The assessment process for the M.B.A. Program consists of an approach that measures attitudes and learning using dual program level assessment tools. Each time I have been MBA Director I have been responsible for assessment efforts.

One of our key tools for assessment of the MBA program is the ETS Major Field Test for MBAs. We have used this test to determine a level of competency appropriate to a school of our size and resources. And we have been pleasantly surprised. Our MBA students have consistently demonstrated 90th percentile or better performance on the assessment measure of management skills.

The most recent assessment data lead us to some pleasant surprises in that discussions last year with the accounting function lead to some changes in teaching style. These changes appear to have resulted in 90th percentile performance on the accounting assessment. Discussions with other departments have also lead to improvement on the Finance and Strategy assessments as well – with both areas demonstrating 85th percentile.

MASTER'S THESIS PROJECTS/CAPSTONE REVIEW PROJECTS

2010-2011	Gina Bogna (M.S.A. Online Portfolio and Final Project)
2010-2011	Tasakyna Raper (M.S.A. Online Portfolio and Final Project)
2007-2008	Catherine Ann Shepard (M.S.A. Online Portfolio and Final Project)
2007-2008	Terrence Verdun (M.S.A. Online Portfolio and Final Project)
2005-2006	Thomas See (M.P.A. – Strategic Human Resource Management)
2005-2006	Brooke Hannaford (M.S. – Administration/HR)
2005-2006	Tolu Igbalajobi (M.S. – Administration)
2001-2002	Laramee Lyda (M.S. in Psychology/Organizational Behavior)
2000-2002	Daniel Hibbs. (M.S. in Counseling Psychology/Human Resource Management)

TEACHING TOOLS & PEDAGOGICAL Writing

Edited the instructors manual for Black 6th edition Business Statistics from Wiley Press.

Bedell, M.D., Canniff, M., & Wyrick, C. (2011). "Systems Considerations in the Design of an HRIS: Planning for Implementation." Chapter 3 in Human Resource Information Systems: Basics, Applications, and Future Directions (2nd edition). [Michael J. Kavanagh](#), [Mohan Thite](#), and [Richard D. Johnson](#), editors. Los Angeles: Sage.

Bedell, M.D., Canniff, M., & Wyrick, C. (2009). "Systems Considerations in the Design of an HRIS: Planning for Implementation." Chapter 3 in Human Resource Information Systems: Basics, Applications, and Future Directions. [Michael J. Kavanagh](#) and [Mohan Thite](#) editors. Los Angeles: Sage.

March, 2000 Developed a matrix of HR textbooks and PeopleSoft end-user training materials.

Fall, 1998 Bedell, M.D. PeopleSoft vignette for Human Resources by Hatfield.

Spring, 1996 Bedell, M.D. Supplement revision for Johns "Organizational Behavior," 4th ed.

1993 - 1996 Development and continuous improvement of a 360-degree evaluation system which focused on team skills development of M.B.A. student team members.

COURSE AND PROGRAM REVISIONS AND DEVELOPMENT

1. 2011-2012 Academic Year – One of the strategic goals of both the CSUB School of Business and Public Administration as well as the CSUB Small Business Development Center is to create stronger linkages between the School and the SBDC. This is the second year of the CSUB SBDC contract. This fall, after we began to develop #3 on this list as the first step in fulfilling these strategic goals, a group of MBA students asked about a small business consulting course. Several faculty, our SBDC Director, and several SBDC Consultants are working with me to develop and deliver a course for our Winter quarter (Jan. 9, 2012 start).
2. 2011-2012 Academic Year – As MBA Director, we started last year to explore the possibility of a health care specialization in the MBA program. We have a set of courses identified in description and are actively working to develop these courses.
3. 2011-2012 Academic Year – We are actively attempting to develop a "drop-in" module for all MBA courses that would enable faculty to bring Small Business Development Center projects (i.e., U.S. Government SBA funded SBDC projects) into MBA courses.
4. 2010-2011 Academic Year – As the MBA Director one of my responsibilities is to identify improvement opportunities from assessment data. The MBA curriculum committee which I chair is tasked with determining what changes are appropriate and implementing those. During this academic year, the MBA curriculum committee decided to reinforce the areas of accounting (and finance somewhat) with the addition of a core course in advanced financial accounting. A second change that we completed was the modification of the entire MBA curriculum from five hour quarter courses to four hour quarter courses. This will enable us to add additional relevant topics as core classes; additional specializations that might require elective courses beyond our standard of three; and it will facilitate an impending change to semester hours.

5. Fall, 2006 – Worked with M. Swift to review and revise the HR curriculum to be more consistent with the National Society for Human Resource Management standardized curriculum. Assessment data indicated that the Fall 2000 revision was not working as hoped so we reverted to a more traditional functional curriculum.
6. Summer, 2006 – Completing a revision of the ten week *Professional in Human Resources/Senior Professional in Human Resources Review* course that is offered through CSUB Extended University in conjunction with the Kern County Chapter of SHRM.
7. Spring, 2001 – Began final development leading to roll-out of the *Online Master of Science in Administration (Organizational)*. Activities include policy development, course sequencing, advising responsibilities, identifying and partnering with other accredited institutions to increase online concentration access.
8. Spring, 2001 – Developed the *HR Concentration* for the Online Master of Science in Administration (Organizational). Three courses developed: Human Resource Management; Advanced Human Resource Management; and Dealing with a Difficult Employee.
9. Winter, 2001 – Developed a ten week *Professional in Human Resources/Senior Professional in Human Resources Review* course. Offered through CSUB Extended University (Spring & Fall, 2001). The pass rate for participants is 70%. The national exam pass rate is 55%.
10. Fall, 2000 – Revised the *Human Resource curriculum*. Three courses added: Strategic Human Resource Management, Human Resource Information Systems, and Change Management. Developed appropriate assessment tools to determine if the new process-based HR curriculum made a difference/met the learning goals desired.
11. Spring, 2000 – Revised the *Quantitative Methods for Business Decisions* course. Changed the foundation of the course from quantitative methods to a statistics foundation.
12. Summer, 1999 – Revised and updated the *CSUB Extended University Human Resources Certificate program*. This program was also recognized as a feeder for the CSUB main campus HR program.
13. Fall, 1998 – Revised the *Labor Relations course* to be skills oriented. Title change to “Negotiation Skills”.
14. Fall, 1998 – Created a *Human Resource Staffing and Selection course* to fill a gap in the HR concentration.

Service

REVIEW ACTIVITIES

- 2013 Coastal Business Journal. Coastal Carolina University.
- 2012 National Academy of Management Production/Operations Management Division.
- 2010 National Academy of Management Production/Operations Management Division.
- 2007 Editorial board for the Journal of Management Inquiry.
- 2007 National Academy of Management Human Resource Management Division.
- 2007 National Academy of Management Production/Operations Management Division.
- 2007 National Academy of Management Technology/Innovation Management Division.
- 2007 Society for Industrial and Organizational Psychology annual conference.
- 2007 Western Academy of Management Conference, Missoula, Montana.
- 2006 Editorial board for the Decision Sciences Journal
- 2006 North American Case Research Association annual conference
- 2005 Society for Industrial and Organizational Psychology annual conference.
- 2005 National Academy of Management Production/Operations Management Division.
- 2004 Review of a prospective change management textbook for Prentice-Hall.
- 2004 *Human Resource Management Journal*.
- 2004 Western Academy of Management Conference, Aleyska, Alaska.
- 2004 Society for Industrial and Organizational Psychology annual conference.
- 2004 National Academy of Management Production/Operations Management Division.
- 2003 *Human Resource Management Journal*. Special e-HR edition.
- 2003 Review of a prospective textbook on SAP for Irwin, Inc.
- 2003 Human Resource Management Textbook Review for Dushkin, Inc.
- 2003 Mathis & Jackson Review for SouthWestern Publishing.
- 2003 National Academy of Management Production/Operations Management Division.
- 2003 Western Academy of Management Conference, Santa Fe, New Mexico.
- 2003 Society for Industrial and Organizational Psychology annual conference.
- 2002 National Academy of Management Production/Operations Management Division.
- 2002 International Western Academy of Management Conference, Lima, Peru.
- 2002 Western Academy of Management Conference, Santa Fe, New Mexico.
- 2002 Society for Industrial and Organizational Psychology annual conference.
- 2001 National Academy of Management Production/Operations Management Division.
- 2001 Gravett "Ethics in Human Resource Management" by Atomic Dog e-Publishing.
- 2001 Western Academy of Management Conference, Sun Valley, Idaho.
- 2001 Rayport and Jaworski Introduction to e-Commerce textbook for McGraw-Hill.
- 2000 DeCenzo & Robbins HR textbook for Wiley College Publishers.
- 2000 Western Academy of Management Conference, Hawaii.
- 2000 Western Case-writers Association, Hawaii.
- 2000 International Western Academy of Management Conference, Shizuoka, Japan..
- 1999 Western Academy of Management Conference, Redondo Beach, California.
- 1999 Western Case-writers Association. Redondo Beach, California.
- 1998 Western Academy of Management Conference, Portland, Oregon.
- 1998 International Decision Sciences Institute Conference Marketing Track.

EXTERNAL VOLUNTEER LEADERSHIP ROLES

2012-2014	Board of Directors. Petersen Pulaski Business and Industrial Council.
2011	Board of Directors Education/Certification Chair – Kern County SHRM.
2010	Kern County Virtual Enterprise Kickoff HR Instructor
2009	Kern County Virtual Enterprise Kickoff HR Instructor
2005	On-Campus Track chair for the PeopleSoft HEUG (Las Vegas, NV).
2004	On-Campus Track chair for the PeopleSoft HEUG (Atlanta, GA).
1999-2006	Board of Directors Education/Certification Chair – Kern County SHRM.
1998-2004	PeopleSoft, Inc., Academic Advisory Council charter member (Pleasanton, CA.).
2000-2002	Volunteer leader Girl Scouts of America Joshua Tree Council.
2000	Developed the first PeopleSoft academic conference held at CSUB. Campuses attending: Cal Poly SLO, Cal Poly Pomona, Fresno State, Dominguez Hills.
1999	Web Page Design for the Kern County Chapter of SHRM.
1999	Volunteer for the Bakersfield Business Conference.
1998	Lighthouse Community Center volunteer, Bakersfield, California.
1998	USA Today Make A Difference Day volunteer, Bakersfield, California.
1997	Guest lecturer for a University of Kansas undergraduate P/OM course.
1997	Industry representative for a University of Kansas research initiative on literacy.
1997	Topeka Performing Arts Center Volunteer, Topeka, Kansas.
1995	Newport News Shipbuilding Selection Panel for the Tenneco Leadership Awards.
1995	Assistant coordinator for the Management Education Division pre-conference sessions for the 1995 National Academy of Management Annual Meeting.

INTERNAL CSUB CAMPUS VOLUNTEER LEADERSHIP ROLES

2010 – 2011	Curriculum Committee– School of Business.
2010 – 2012	Research Council of the University
2010 – 2014	School of Business Leadership Committee
2010 – 2014	School of Business Strategic Planning Committee
2010 – 2014	<i>M.B.A. Task Force/MBA Curriculum Committee</i> Chair
2008 – 2013	Academic Senate Committee: Faculty Honors and Awards
2008 – 2012	Management department unit committee for retention, tenure, & promotion in the School of Business & Public Administration.
2006 – 2014	AACSB Re-Accreditation Committee Chair
2001 – 2011	CSUB/Mid-State Development Enterprise College instructor
2005 – 2008	<i>Faculty Selection committee</i> for the Management & Marketing Department.
2003 – 2008	CSUB Information Resources Advisory Committee
2002 – 2008	<i>M.B.A. Task Force/MBA Curriculum Committee</i> Chairperson
2002 – 2008	<i>Ex Officio</i> Curriculum Committee member – School of Business.
2001 – 2012	M.S in Administration <i>Executive Committee</i> , CSUB Extended University.
2005 – 2006	<i>Review committee for the Dean</i> of the School of Business & Public Administration.
2004 – 2006	Management department unit committee for retention, tenure, & promotion in the School of Business & Public Administration.
2004—2006	Applied Economics unit committee for retention, tenure, & promotion in the School of Business & Public Administration
2004 – 2005	Chair: CSUB Academic Senate Committee: Academic Support/Student Services
2003 – 2006	School of Business & Public Administration <i>Assessment Committee</i>

2003 – 2005 CSUB Academic Senate
 2003 – 2004 CSUB Academic Senate Committee: Academic Support & Student Services
 2001 – 2003 *Project Management Team* – CSUB PeopleSoft Implementation
 2001 – 2003 *University Steering Committee* – CSUB PeopleSoft Implementation
 1999 - 2002 *Faculty Selection committee* for the Management & Marketing Department.
 2000, 2002 *PeopleSoft Project Manager selection committee.* CSU, Bakersfield.
 2000 - 2001 Business School representative *web standards committee.* CSU, Bakersfield.
 2000 - 2001 Co-Director of the School of Business *Family Business Institute*
 2000 - 2001 E-Business curriculum development committee. School of Business.
 2000 - 2001 Certified Financial Planner program development committee. School of Business.
 2000 Panel member for new faculty orientation. University week, CSU, Bakersfield
 1999 - 2004 Alpha Kappa Psi Professional Business Fraternity Advisor, CSU, Bakersfield
 1999 University week panel member "Focus on faculty perspectives".
 1999 - 2000 Representative for the Vice-President of Information Resources to the *Post-tenure review committee* for the Director of Libraries CSU, Bakersfield
 1999 - 2000 *Mathematics standards committee* School of Business & Public Administration
 1999 - 2000 *Interdisciplinary Masters of Science in Administration* development committee.
 1999 - 2000 Faculty committee on *Engineering program feasibility.* CSU, Bakersfield.
 1998 - 2000 Elected *Curriculum Committee* representative School of Business
 1998 - 1999 *RPT Criteria revision committee* School of Business & Public Administration
 1998 - 2000 Alternate Member, *Faculty Senate.* CSU, Bakersfield.
 1998 - 2000 Presented a Job Search Seminar for University Accounting Association.
 1998 - 2000 Walton Fellow and Students in Free Enterprise (SIFE) Advisor, CSU, Bakersfield
 1998-present Society for Human Resource Management Advisor (SHRM), CSU, Bakersfield
 1998 - 2001 General Studies Fellow for undergraduate advising, California State University.
 1992 - 1995 Doctoral Students Association President, Indiana University School of Business.
 1992 - 1995 School of Business Doctoral Technology Committee, Co-Chair. Indiana University School of Business
 1993 Indiana University Doctoral Chairperson search committee.
 1992, 1993 Indiana University incoming doctoral student orientation committee

Honors, Affiliations, and Other Information

HONORS

2004	Competitive Sabbatical Award
2004	Professor of the Year Nominee, California State University, Bakersfield.
2004	California State University, Bakersfield. Promotion to Associate Professor
2004	California State University, Bakersfield. Tenure Awarded
2001	Kern County SHRM Chapter <i>Human Resource Professional of the Year</i> Nominee.
1999-2000	<i>Bautzer University Advancement Faculty Member</i> for CSU, Bakersfield.
1998	<i>Alpha Kappa Psi</i> , Professional Business Fraternity
1997	<i>Beta Gamma Sigma</i> , National Honorary Business Fraternity
1993	P/OM Doctoral Consortium, National Academy of Management, Atlanta.
1990, 1991	Graduate Business Scholar, University of Kansas, Lawrence.
1985	Kappa Kappa Psi, National Honorary Band Society
1985, 1986	University of Kansas trumpet scholarship recipient.

ACADEMIC AND PROFESSIONAL AFFILIATIONS

2014-present	APICS The Association for Operations Management
2012-present	Chicago Chapter of SHRM
2006-present	International Association for Human Resource Information
2005-2009	Oracle Academic Alliance Advisory Council
2005-2012	Microsoft Great Plains Academic Alliance
2004-present	Decision Sciences Institute
2001-2005	PeopleSoft Higher Education Users Group (HEUG)
1998-2005	PeopleSoft Academic Advisory Council
1998-present	Western Case-Writers Association
1998-present	Western Academy of Management
1998-2012	Kern County Chapter of the Society for Human Resource Management
1997-present	American Psychological Association
1997-present	Society for Human Resource Management (SHRM)
1994-present	Organizational Behavior Teaching Society
1993-present	Society for Industrial and Organizational Psychology (SIOP)
1991-present	National Academy of Management
1989-present	American Society for Quality (ASQ)

OTHER SKILLS & TRAINING

- Excellent process mapping & improvement skills.
- Excellent presentation skills, both in and out of the classroom.
- Superb team building, oral communication, & interpersonal skills.
- Strong creative streak.
- Excellent statistical analysis skills (SPSS, SAS).
- Proficient with *PeopleSoft Human Resources Information System*, v.7.5, 8.0. – Twenty-three courses completed in HRIS, Benefits, Labor Relations, Reporting Tools, & Payroll.
- Trained as a Personnel Decisions (PDI) Profilor© facilitator.
- Familiar with the *SAP R/3 HRIS*: Completed five self-paced training modules.