

Michael E. Dobbs

Curriculum Vitae

3010 Lumpkin Hall
600 Lincoln Ave.
Charleston, IL 61920
medobbs@eiu.edu
<http://www.professordobbs.com>



Education:

1999, Ph.D.	Organization Theory/Strategy	University of Texas at Dallas
1991, M.B.A.	Management/Marketing	Baylor University
1988, B.A.	Communications/Public Address	University of North Texas

Academic Experience:

2020-Present	Professor of Management	Eastern Illinois University
2015-2020	Associate Professor of Management	Eastern Illinois University
2009-2015	Assistant Professor of Management	Eastern Illinois University
2006-2009	Associate Professor of Business	LeTourneau University
2008-2009	Adjunct Lecturer of Management	Southern Methodist University
2003-2006	Assistant Professor of Business	LeTourneau University
1999-2003	Assistant Professor of Management	Arkansas State University
1994-1999	Teaching/Research Assistant	University of Texas at Dallas
1990-1991	Graduate Teaching Assistant	Baylor University

Professional Experience:

1999-Present	Management Consultant	Dobbs Management Consulting
1991-1994	Wholesale Sales Representative	Slaughter Distributing, Inc.
1989-1990	Management Trainee	Color Tile, Inc.
1989-1995	Free Lance Sportswriter	<i>Dallas Morning News, Houston Chronicle</i>
1985-1986	Computer Hardware Technician	Garland (TX) Independent School District

Teaching Experience:

<i>Strategic Management</i>	MBA, UG	EIU, LeTourneau, Arkansas State
<i>Conflict, Power & Politics</i>	MBA, UG	EIU
<i>Entrepreneurship</i>	MBA, UG	EIU, LeTourneau
<i>MBA Research Option</i>	MBA	EIU
<i>Honors Thesis</i>	UG	EIU
<i>Independent Study</i>	MBA, UG	EIU
<i>Organizational Behavior</i>	MBA, UG	LeTourneau, Arkansas State, UTD
<i>Management</i>	UG	SMU, Arkansas State
<i>Organization Theory</i>	UG	Arkansas State
<i>International Management</i>	MBA	LeTourneau
<i>Organization Development and Change</i>	MBA	LeTourneau
<i>Human Resource Management</i>	MBA, UG	LeTourneau
<i>Leadership</i>	MBA, UG	LeTourneau, Arkansas State
<i>Business Ethics</i>	UG	LeTourneau, Baylor

Journal Publications:

- Dobbs, M.E., & McKay, T. (2026). An advantageous alignment: The impact of organizational culture fit on M&A success in the banking industry. *Journal of Business and Accounting*, 18(1), 36-50.
- Dobbs, M. E. (2024). A Thanksgiving without family: A Covid-19 employer dilemma case. *Journal of the North American Management Society*, 13(2), Article 5.
- Wade, J.B., Harrison, J. R., Dobbs, M. E., & Zhao, X. (2019). Who will stay and who will go? Related agglomeration and the mortality of professional sports leagues in the United States and Canada, 1871-1997. *Organization Studies*, 40(11), 1657-1684.
- Dobbs, M. E., & Relyea, C. (2019). Introducing students to International Business: The Fortune Global 500 Home Country Game. *Journal of the North American Management Society*, 12(1), 20-26.
- Dobbs, M. E., & Schwindenhammer, E. M. (2015). Executive compensation in higher education: Effects of institutional characteristics and performance on presidents' compensation. *Journal of the North American Management Society*, 9(1), 14-28.
- Dobbs, M. E., Boggs, D. J., Grünhagen, M., Palacios, L. L., & Flight, R. L. (2014). Time will tell: Interaction effects of franchising percentages and age on franchisor mortality rates. *International Entrepreneurship and Management Journal*, 10(3), 607-621.
- Dobbs, M. E. (2014). Guidelines for applying Porter's five forces framework: A set of industry analysis templates. *Competitiveness Review*, 24(1), 32-45.
- Dobbs, M. E. (2013). Internal analysis in practice: Templates for firm and case analysis. *Journal of the North American Management Society*, 7(1), 40-52.
- Dobbs, M. E., & Pisarczyk, T. (2012). The MOWST matrix for nonprofit strategic decision making. *Journal of Business, Society and Government*, 4(1), 29-45.
- Dobbs, M. E. (2010). Co-opetition matrix for analyzing the cooperation competition mix in an industry: Examples from Major League Baseball. *Competition Forum*, 8(1), 35-43.
- Dobbs, M. E., Stahura, K. A., Greenwood C. M., & Apache, R.R. (2007). The birth of leagues: Legitimation and competition in nine professional sports. *The ICHPER-SD Journal of Research*, 2(2), 56-60.
- Stahura, K. A., Dobbs, M. E., Greenwood, C. M., & Apache, R.R. (2006). Succession in Division I intercollegiate football: The effects of changing head coaches. *Applied Research in Coaching and Athletics Annual*, 21, 184-210.
- Dobbs, M. E., Stahura, K. A., & Greenwood, M. (2005). Founding professional sports leagues: A statistical analysis, 1871-1997. *International Journal of Sport Management*, 6(1), 15-29.
- Stahura, K. A., Greenwood M., & Dobbs, M. E. (2004). Hiring patterns in intercollegiate athletics: An introductory investigation into the relationship between athletic directors and head coaches. *International Journal of Sport Management*, 5(3), 197-214.
- Stahura, K. A., Greenwood, C. M., & Dobbs, M. E. (2003). Additional insights into occupational employment trends within women's intercollegiate athletics: Ranked program prestige. *Applied Research in Coaching and Athletics Annual*, 18, 1-36.

Other Publications:

- Dobbs, M. E., McMillan, H.S. (2024). Journal management, administration, and promotion: The power and impact of the JNAMS relaunch. *Journal of the North American Management Society*, 13(2), Article 1.
- Dobbs, M. E. (2024). On the state of academic journals and the value of JNAMS. *Journal of the North American Management Society*, 13(1), Article 1.
- Dobbs, M. E. (2016). Book review: Tesla, SpaceX, and the quest for a fantastic future. *Journal of Applied Management and Entrepreneurship*, 21(1), 83-85.
- Dobbs, M. E. (2013). Internal analysis in practice: Templates for firm and case analysis. In J. Teahen (Ed.), *North American Management Society 2013 Program Proceedings* (p. 89), Flint, MI: Baker College.

- Dobbs, M. E. (2011). Barriers to entry. In L. Swayne & M. Dodds (Eds.), *Encyclopedia of Sports Management and Marketing* (Vol. 1, pp. 119-121). Thousand Oaks, CA: SAGE Publications.
- Dobbs, M. E. (2008). It's not fair! A biblical examination of Adams' equity theory. In L. Rotmeyer (Ed.), *Christian Business Faculty Association Annual Conference Proceedings* [CD], Anderson, IN: Anderson University.
- Dobbs, M. E. (2002). Coping through content. In Fukami, C., 9/11 Montage: Professors remember. *Academy of Management Learning and Education*, 1(1), 14-37.
- Dobbs, M. E., & Nonis, S. (2002). Using the ETS Major Field Test in Business: Impact of test taking motivation. In S. Corbin & L. Zigler (Eds.), *Marketing Management Association 2002 Educator's Conference Proceedings* (pp.66-68). Chicago, IL: Marketing Management Association.
- Dobbs, M. E. (2000). Who's got game? Density dependence in the organizational founding rates of professional sports leagues, 1871-1997. In N. M. Bodensteiner (Ed.), *2000 Proceedings of the Southwest Academy of Management*, (pp. 347-351). Clear Lake, TX: University of Houston-Clear Lake.
- Dobbs, M. E. (1999). *The Organization of Professional Sports Leagues: Mortality and Founding Rates, 1871-1997* (Doctoral dissertation). Dallas, TX: University of Texas at Dallas.
- Dobbs, M. E., & Phene, A. (1998). Reexamining the effects of international diversification on firm performance: A comprehensive approach. In Islam, M. M. (Ed.), *Proceedings of the 1998 Academy of International Business: Southwest Chapter Meeting*, (pp. 255-266). Laredo, TX: Texas A&M International University.
- Dobbs, M. E. (1997). Bounded rationality and foreign direct investment location decisions: An empirical investigation. *Proceedings of the Twelfth Annual Texas Conference on Organizations*, (pp. 80-89). College Station, TX: Texas A&M University.

Conference Presentations:

- Dobbs, M. E. (2023, March). *A Thanksgiving without Family: A Covid-19 Employer Dilemma Case*. Presented at the 59th Annual MBAA International Conference: North American Management Society, Chicago, IL.
- Dobbs, M. E., & Tabit, J. (2021, March). *The decision to play: College football in the era of COVID-19*. Presented at the 57th Annual MBAA International Conference: North American Management Society, Chicago, IL.
- Fredrick, T., & Dobbs, M. E. (2020, March). *Communicating with external stakeholders: An analysis of Midwestern business school websites*. Accepted for presentation at the 56th Annual MBAA International Conference: North American Management Society, Chicago, IL.
- Dobbs, M. E. (2018, April). *Introducing students to international business: The Fortune Global 500 Home Country Game*. Presented at the 54th Annual MBAA International Conference: North American Management Society, Chicago, IL.
- Dobbs, M. E., Flight, Richard L., & Bayer, Mark A. (2017, March). *Tumultuous times in Illinois higher education: Analysis, assessment & implications from business analysis tools*. Presented at the 53rd Annual MBAA International Conference: North American Management Society, Chicago, IL.
- Dobbs, M. E. (2016, March). *Coopetition matrix: An examination of coopetition antecedents*. Accepted for presentation at the Annual Meeting of the Southwest Academy of Management, Oklahoma City, OK.
- Dobbs, M. E. (2015, March). *Getting messy outside the classroom: The use of real companies as subjects for semester-long student class projects*. Presented at the Annual Meeting of the Southwest Academy of Management, Houston, TX.
- Schwindenhammer, E. M., & Dobbs, M. E. (2014, April). *Executive compensation in higher education: Effects of institutional characteristics and performance on presidents' compensation*. Paper session presented at the 16th Annual Academic Conference of the Society of Business, Industry, and Economics, Destin, FL.
- Dobbs, M. E., Boggs, D. J., Grünhagen, M., Palacios, L. L., & Flight, R. L. (2013, November). *The influence of franchising percentages and age on franchisor mortality rates: Evidence from the*

- US automotive products & service sector*. Paper session presented at the 6th Bi-Annual International Conference on Economics and Management of Networks (EMNet), Agadir, Morocco.
- Dobbs, M. E. (2013, August). *Beyond the walls and ivory tower: Engaging and managing external consulting clients for student class projects*. Teaching session at the 73rd Annual Meeting of the Academy of Management, Teaching and Learning Conference, Orlando, FL.
- Dobbs, M. E. (2013, February). *Internal analysis in practice: Templates for firm and case analysis*. Paper session presented at the 49th Annual MBAA International Conference: North American Management Society, Chicago, IL.
- Dobbs, M. E. (2012, October). *Porter's five forces in practice: Templates for firm and case analysis*. Paper session presented at the 23rd Annual Conference of the American Society for Competitiveness, Washington, D.C.
- Dobbs, M. E., & Pisarczyk, T. (2012, March). *The MOWST matrix for nonprofit strategic decision making*. Paper session presented at the 48th Annual MBAA International Conference: Business, Society, and Government Consortium, Chicago, IL.
- Dobbs, M. E., Harrison, J. R., Zhao, X., & Wade, J.B. (2011, August). *The only game in town? Related agglomeration and the mortality of professional sports leagues*. Paper session presented at the 71st Annual Meeting of the Academy of Management, Organization and Management Theory Division, San Antonio, TX.
- Dobbs, M. E. (2010, October). *Co-opetition matrix for analyzing the cooperation competition mix in an industry: Examples from Major League Baseball*. Paper session presented at the 21st Annual Conference of the American Society for Competitiveness, Washington, D.C.
- Dobbs, M. E., Roller, R. H., & Bovee, S. L. (2009, October). *Strategic implications of an external analysis of Christian colleges and universities*. Paper session presented at the Christian Business Faculty Association Annual Conference, Rogers, AR.
- Dobbs, M. E. (2008, October). *It's not fair! A biblical examination of Adams' equity theory*. Paper session presented at the Christian Business Faculty Association Annual Conference, Indianapolis, IN.
- Dobbs, M. E., Harrison, J. R., Zhao, X., & Wade, J. B. (2008, July). *Niche characteristics and mortality of professional sports leagues*. Paper session presented at the 24th Colloquium of the European Group for Organization Studies, Amsterdam, The Netherlands.
- Dobbs, M. E. (2007, October). *CCCU business program rankings: One benchmark for business school development*. Paper accepted for presentation at the Christian Business Faculty Association Annual Conference, Seattle, WA.
- Dobbs, M. E., Harrison, J. R., & Zhao, X. (2005, August). *Losing the Game: Competitive overlap and the failure of professional sports leagues*. Paper session presented at the 65th Annual Meeting of the Academy of Management, Organization and Management Theory Division, Honolulu, HI.
- Stahura, K. A., Dobbs M. E., & Greenwood C. M. (2005, April). *Head coach turnover in Division 1-A football: Performance implications*. Paper session presented at the Southwest District American Alliance for Health, Physical Education, Recreation & Dance Conference, Phoenix, AZ.
- Dobbs, M. E., & Nonis, S. (2002, September). *Using the ETS Major Field Test in Business: Impact of test taking motivation*. Paper session presented at the Marketing Management Association Educator's Conference, Memphis, TN.
- Dobbs, M. E., & Relyea, C. (2002, October). *The international business quiz: An in-class exercise introducing students to the world of international business*. Paper session presented at the 52nd Annual Meeting of Arkansas College Teachers of Economics and Business, Little Rock, AR.
- Dobbs, M. E., & Harrison, J. R. (2000, August). *Losing the game: The failure of professional sports leagues*. Paper session presented at the 60th Annual Meeting of the Academy of Management, Organization and Management Theory Division, Toronto, ONT, Canada.
- Dobbs, M. E. (2000, March). *Who's got game? Density dependence in the organizational founding rates of professional sports leagues, 1871-1997*. Paper session presented at the Annual Meeting of the Southwest Academy of Management, San Antonio, TX.

- Dobbs, M. E., & Phene, A. (1998, March). *Reexamining the effects of international diversification on firm performance: A comprehensive approach*. Paper session presented at the Academy of International Business: Southwest Chapter Meeting, Dallas, TX.
- Dobbs, M. E. (1997, April). *Bounded rationality and foreign direct investment location decisions: An empirical investigation*. Paper session presented at the 12th Annual Texas Conference on Organizations, Austin, TX.

Workshop Presentations:

- Dobbs, M. E. (2019, September). *EIU: The Strategic Environment*. Presented at EIU Faculty Forum, Charleston, IL.
- McKay, T., & Dobbs, M. E. (2019, April). *Pre-screening for Culture: Organizational Culture Fit's Impact on M&A Success in the Banking Industry*. Presented at MBA Research Option Seminar, EIU School of Business, Charleston, IL.
- Dobbs, M. E. (2019, March). *EIU and its Environment*. Presented at EIU Faculty Senate, Charleston, IL.
- Dobbs, M. E. (2011, December). *Overview of Strategic Management*. Presented at EIU Residential Life Professional Development Training Seminar, Charleston, IL.
- Dobbs, M. E. (2011, October). *The only game in town? Related agglomeration and the mortality of professional sports leagues*. Presented at EIU School of Business Faculty Research Forum, Charleston, IL.
- Dobbs, M. E. (2010, August). *Tenure & Promotion: Voices from New Faculty*. Presented at EIU New Faculty Orientation, Charleston, IL.
- Dobbs, M. E. (2010, March). *Bringing industry analysis alive in the classroom: Using Microsoft Excel to create Strategic Group Maps*. Presented at the Annual Meeting of the Southwest Academy of Management, Dallas, TX.
- Dobbs, M. E. (2009, February). *Are we passionate professors? Balancing rigor and mercy in the classroom*. Presented at the LeTourneau University North Texas Educational Center Faculty Conference, Dallas, TX.
- Dobbs, M. E. (2008, September). *Blackboard power users break out session: Importing and exporting courses*. Presented at the LeTourneau University North Texas Educational Center Faculty Conference, Dallas, TX.
- Dobbs, M. E. (2008, February). *Student attendance tracking: New tools*. Presented at the LeTourneau University Dallas Educational Center Faculty Conference, Dallas, TX.
- Dobbs, M. E. (2007, September). *Integrating Blackboard into onground classes*. Presented at the LeTourneau University Dallas Educational Center Faculty Conference, Dallas, TX.
- Dobbs, M. E. (2007, February). *Enhancing your course discussion boards*. Presented at the Online Faculty Conference of LeTourneau University, Longview, TX.
- Dobbs, M. E. (2005, September). *Innovative faith integration*. Presented at the LeTourneau University North Texas Educational Center Faculty Conference, Dallas, TX.
- Dobbs, M. E. (2005, April). *Grating grading: Moving student papers from grate to great*. Presented at the LeTourneau University Austin Educational Center Faculty Conference, Austin, TX.
- Dobbs, M. E. (2005, April). *Grating grading: Moving student papers from grate to great*. Presented at the LeTourneau University East Texas Educational Center Faculty Conference, Longview, TX.
- Dobbs, M. E. (2004, November). *Grating grading: Moving student papers from grate to great*. Presented at the LeTourneau University Houston Educational Center Faculty Conference, Houston, TX.
- Dobbs, M. E. (2004, September). *Grating grading: Moving student papers from grate to great*. Presented at the LeTourneau University Dallas Educational Center Faculty Conference, Dallas, TX.

Press/Promotional Features:

- McCann, Adam. (2025, November 21). Best things to buy on Black Friday (2025). *Wallethub.com*.
https://wallethub.com/edu/best-worst-items-for-black-friday/16901#expert=Michael_E._Dobbs
- McCann, Adam. (2023, April 18). 2023's best & worst small cities to start a business. *Wallethub.com*.
https://wallethub.com/edu/best-small-cities-to-start-a-business/20180#expert=Michael_E._Dobbs
- McCann, Adam. (2021, April 12). States with the most pandemic-proof small businesses. *Wallethub.com*.
<https://wallethub.com/edu/states-small-businesses-covid/72977>
- Henderson, J. (Producer), Grant, P., & Duvall, M. (Directors). (2013). *Integrative Learning at Rowe Foundry* [Video]. Charleston, IL: Eastern Illinois University Center for Academic Technology Support.
- Gerstlauer, A. (2013, March 4). Will it fly? American Ultimate Disc League wants you. *McClatchy Newspapers*. Washington, D.C., Miami, Ft. Worth, and 27 other cities.
- Henderson, J. (Producer), Grant, P., & Craig C. D. (Directors). (2012). *Management major at Eastern Illinois University* [Video]. Charleston, IL: Eastern Illinois University Center for Academic Technology Support.
- Henderson, J. (Producer), Grant, P., & Craig C. D. (Directors). (2011). *Integrative learning in LCBAS: A faculty perspective* [Video]. Charleston, IL: Eastern Illinois University Center for Academic Technology Support.
- Thomson, P. (Producer). (2008). *Consumer Magazine* [Radio]. Dallas, TX: Salem Communications Corp.
- LeTourneau University (Producer). (2007). *Love Expressed* [DVD]. Longview, TX: Newday Productions.
- Dobbs, M. E. (2003, June 22). State needs school consolidation. *The Jonesboro Sun*, p. 9b.
- Dobbs, M. E. (2003, March 23). City's construction good, but... *The Jonesboro Sun*, p. 8b.
- Dobbs, M. E. (2002, September 22). International business quiz. *The Jonesboro Sun*, p. 8b.
- Dobbs, M. E. (2002, July 14). Business schools not at fault. *The Jonesboro Sun*, p. 8b.
- Dobbs, M. E. (2002, July 14). Business schools not at fault. *The Jonesboro Sun*, p. 8b.
- Dobbs, M. E. (2001, September 30). Airlines should not get bailout. *The Jonesboro Sun*, p. 8b.
- Dobbs, M. E. (2001, July 15). System of college funding unfair. *The Jonesboro Sun*, pp. 8-9b.
- Dobbs, M. E. (2001, April 15). Businesses can benefit from diversity. *The Jonesboro Sun*, p. 11b.
- Dobbs, M. E. (2000, July 16). Judge's Microsoft decision viewed. *The Jonesboro Sun*, p. 8b.
- Dobbs, M. E. (2000, January 30). Half of decisions prove faulty. *The Jonesboro Sun*, pp. 8-9b.

Professional Service:

2025-Present	Reviewer	<i>Journal of the North American Management Society</i>
2023-2025	Editor	<i>Journal of the North American Management Society</i>
2023-2025	Member	North American Management Executive Council
2015-2016	Reviewer	<i>Industrial and Corporate Change</i>
2012-2014	Reviewer	<i>Journal of Small Business Management</i>
2010-2014	Reviewer	<i>Sport, Business and Management</i>
2011-2013	Editorial Board	<i>Journal of Biblical Integration in Business</i>
1997-2013	Reviewer	Academy of Management Annual Meeting, OMT, BPS
2012	Reviewer	<i>Strategic Management</i> , Rothaermel, McGraw-Hill/Irwin
2011	Mentor	Academy of Management Annual Meeting
2005-2009	Editorial Board	<i>YouthFirst: The Journal of Youth Sports</i>
2006	Reviewer	<i>Sex Roles: A Journal of Research</i>
1999	Reviewer	<i>Journal of Management</i>
1995-1996	Registration	Texas Conference on Organizations

University Service:

2025-Present	Member	EIU Grade Appeal Committee
2019-2025	Member	EIU Think Tank
2024-2025	Member	EIU School of Business Facilities Task Force
2023-2024	Author	EIU School of Business Values Statement Draft (approved 2024)
2011-2020	Chair/Member	EIU School of Business Faculty Issues Committee
2019-2020	EII Coordinator	EIU School of Business AACSB Reaffirmation Team
2018-2020	Member	EIU School of Business DAC Review Committee
2016-2019	Member	EIU School of Business Strategic Planning Committee
2014-2019	Member	EIU LCBT Grade Appeal Committee
2015-2019	Member	EIU Faculty Development Advisory Committee
2017-2018	Member	EIU Workgroup 8 & 9 Review Committee
2011-2015	Member	EIU LCBT Entrepreneurship Committee
2015-2016	Member	EIU Faculty Development Grant Subcommittee
2012-2013	Member	EIU School of Business DAC Review Committee
2012-2013	Mentor	EIU Faculty Development Mentoring Program
2011-2012	Member	EIU Strategic Planning Steering Committee
2011-2012	Chair	EIU Strategic Planning Financial Sustainability Subcommittee
2010-2012	Member	EIU School of Business Technology Committee
2009-2010	Member	EIU Entrepreneurship Minor Subcommittee
2009	Developer	LETU Emergency Procedures Reference Guide
2007- 2009	Member	LETU Long Range Strategic Planning Committee
2007-2009	Mentor	LETU Faculty Mentor Program
2006-2007	Member	LETU Dallas Educational Center Director Search Committee
2003- 2009	Member	LETU Faculty Development Workshop Committee
2003- 2009	Mem/Chair	LETU Grade Appeal Committee (Chair, 2006-2007)
2003- 2009	Trainer	LETU New Faculty Orientation Training
2003- 2009	Member	LETU Adjunct Faculty Screening Committee
2000-2002	Coordinator	ASU CoB Management Program
1999-2003	Coordinator	ASU CoB ETS Testing
2002-2003	Member	ASU CoB Ethics Committee
2003	Chair	ASU CoB Academic Integrity Subcommittee
2000-2002	Chair	ASU CoB Technology & Instructional Responsibilities
2000-2003	Member	ASU CoB Graduate Curriculum Committee
2000-2003	Member	ASU CoE Sport Management Program Committee
1999-2000	Member	ASU CoB New Building Committee
1998	Member	UTD OSIM Ph.D. Program Committee
1997-1998	Coordinator	UTD OSIM Ph.D. Student Research Seminar

Curriculum Development:

<i>Conflict, Power & Politics</i>	UG	EIU
<i>Entrepreneurial Venture Planning</i>	MBA, UG	EIU
<i>Organizational Behavior</i>	UG	LeTourneau
<i>International Management</i>	UG	LeTourneau
<i>Human Resource Management</i>	UG	LeTourneau
<i>Financial Management for Individuals</i>	UG	LeTourneau

Student Service:

2025-2026	Faculty Advisor	EIU MBA Research Option – Miranda Zerbst
2020-2021	Faculty Advisor	EIU UG Honors Thesis – Jason Tabit
2018-2019	Faculty Advisor	EIU MBA Research Option – Tate McKay
2018	Faculty Advisor	EIU UG Independent Study – Francis Monier
2010-2014	Co-Advisor	EIU MBA Association
2013-2014	Faculty Advisor	EIU UG Honors Thesis – Elizabeth Shwindenhammer
2013	Faculty Advisor	EIU UG Independent Study – Piper Black
2011	Faculty Advisor	EIU MBA Independent Study – Tristan Pisarczyk
2009-2011	Participant	EIU MBA New Student Orientations
2009, 2011	Organizer	EIU CFP (Certified Financial Planning) Day
2011	Participant	EIU HR (Human Resources) Day
2010-2011	Participant	EIU Panther Prowl Lunch
2008	Presenter	LETU Spirit of Ingenuity Day
2003-2009	Participant	LETU Student Appreciation Days
2003-2009	Participant	LETU Class Representative Luncheons
2000-2003	Acad Advisor	ASU Business students (40-60 students per semester)
2001-2003	Advisor	ASU CollegeLife (student organization)
1999-2001	Participant	ASU Freshmen Preview Days
2000	Participant	ASU COB Golf Outing
2000	Presenter	Jonesboro, AR Home School Career Day
1999-2000	Participant	ASU MBA Leadership Seminar Breakfasts
1999-2000	Participant	ASU New Student Orientation
1999-2002	Mentor	ASU Student Support Services

Consulting Experience:

2024	Top Ghere Landscaping	Charleston, IL
2013	Maddison Avenue Candle Company, Inc.	Charleston, IL
2013	Rowe Foundry, Inc.	Martinsville, IL
2012	Pumpkin Works	Paris, IL
2011	LifeLinks, Inc.	Mattoon, IL
2011	West Photography	Mattoon, IL
2009-2012	First Christian Church	Charleston, IL
2006-2009	Providence Presbyterian Church	Dallas, TX
2006	Ferguson Road Initiative	Dallas, TX
2005	InterFaith Housing Coalition	Dallas, TX
2005	Dallas Pregnancy Resource Center	Dallas, TX
2004-2005	Dallas Bible Church	Dallas, TX
2002-2003	Arkansas Chiropractors Legal Action Committee	Jonesboro, AR
2001-2003	Fellowship Bible Church	Jonesboro, AR
2001-2002	Sullivan Steel, Inc.	Jonesboro, AR
1999-2000	Re/Max Realty	Jonesboro, AR
1998-1999	Family Legacy Giftrust, LLC	Los Angeles, CA
1998	American Electric Power Company, Inc.	Dallas, TX
1997	American Business Group, Inc.	Dallas, TX
1995	Nortel Networks, Ltd.	Richardson, TX

Honors and Awards:

2026	Balanced Contribution Award	EIU School of Business
2021	Dean Dudley Award for Student Research	EIU School of Business
2021	Holley Ethics Curriculum Award	EIU School of Business
2020	Faculty Research Grant	EIU School of Business
2019	Balanced Contribution Award	EIU School of Business
2019	Faculty Research Grant	EIU School of Business
2018	Faculty Research Grant	EIU School of Business
2017	Outstanding Grad Faculty Teaching Award	EIU School of Business
2017	Faculty Research Grant	EIU School of Business
2017	Achievement and Contribution Award, Teaching	Eastern Illinois University
2016	Faculty Research Grant	EIU School of Business
2015	Outstanding Teaching Award	EIU School of Business
2010	Faculty Research Grant	EIU School of Business
2015	Academic Tenure	Eastern Illinois University
2015	Achievement and Contribution Award, Teaching	Eastern Illinois University
2014	Holley Ethics Curriculum Award	EIU School of Business
2014	Faculty Research Grant	EIU School of Business
2014	Cengage Student Paper Award	SOBIE Conference
2013	Balanced Contribution Award	EIU School of Business
2013	Achievement and Contribution Award, Teaching	Eastern Illinois University
2013	Faculty Research Grant	EIU School of Business
2013	Dean Dudley Award for Student Research	EIU School of Business
2012	Best Conceptual Paper Award	Am. Society for Competitiveness
2012	Outstanding Service Award	EIU School of Business
2012	Faculty Research Grant	EIU School of Business
2012	Distinguished Paper Award	MBAA Int'l Conference, BSG Track
2011	Achievement and Contribution Award, Balanced	Eastern Illinois University
2011	Faculty Research Grant	EIU School of Business
2011	Outstanding Teaching Award	EIU School of Business
2010	Faculty Research Grant	EIU School of Business
2008	Mayoral Community Service Award	City of Dallas
2006	Academic Tenure	LeTourneau
2001	Mensa Membership	American Mensa
2000	OMT Junior Faculty Consortium	Academy of Management
1998	Texas State Disc Dog Champion	Texas Assoc. of Disc Dog Clubs
1997	OMT Doctoral Consortium	Academy of Management
1994-1999	Graduate Assistantship	University of Texas at Dallas
1991	Intramural Champions, Softball	Baylor University
1990-1991	Graduate Assistantship	Baylor University
1989	Presidential Scholarship	Dallas Theological Seminary
1988	Intramural Champions, Volleyball	University of North Texas
1987	Second Speaker, Debate Tournament	University of North Texas
1987	Chapter President	UNT InterVarsity