

KATHY A. PAULSON GJERDE

Lacy School of Business
Butler University
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EDUCATION:

Ph. D. Purdue University, Krannert Graduate School of Management, Department of Economics, December 1993

M.S. Purdue University, Krannert Graduate School of Management, Department of Economics, May 1991

B.A. Emory University, Department of Economics, May 1989
Summa cum laude

AREAS OF SPECIALIZATION:

Labor Economics, Managerial Economics, Microeconomics

PROFESSIONAL EXPERIENCE:

Associate Professor, Lacy School of Business, Butler University (2004 – present)

Associate Dean for Research and Graduate Studies, Lacy School of Business, Butler University (September 2008 – July 2012).

Assistant Professor, Lacy School of Business, Butler University (1997 – 2004)

Assistant Professor, W. Averell Harriman School for Management and Policy, State University of New York at Stony Brook (1993 – 1997)

Graduate Instructor, Krannert School of Management, Department of Economics, Purdue University (1990 - 1992)

Research Assistant, Krannert School of Management, Department of Economics, Purdue University (January – May 1992)

Economist, Department of Labor, Bureau of Labor Statistics, Office of Administration and Internal Operations, Quality and Information Management Staff, Washington, D.C. (June - August 1991)

Research Assistant, Joint Economic Committee of Congress, Washington, D.C. (June - August 1988)

RESEARCH:

Published Journal Articles:

1. Paulson Gjerde, K. A., Prescott, P. A., & Rice, J. L. (2019). The Impact of State Fiscal Policy on States' Resilience Entering the Great Recession. *Journal of Regional Analysis & Policy*, 49(1), 13–30.

2. Paulson Gjerde, K. A., Grossman, P. Z., & Cole, D. H. (2019). Environmental Instrument Choice in a Nonlinear World. *Journal of Environmental Economics and Policy*, 8(1), 65–78.

3. Paulson Gjerde, K. A., Padgett, M. Y., & Skinner, D. K. (2018). Feedback Effectiveness: Is It What You Say or How Much You Say It? *Journal of Higher Education Theory and Practice*, 18(3), 26-43.

4. Paulson Gjerde, K. A., Padgett, M. Y., & Skinner, D. K. (2017). The Impact of Process vs Outcome Feedback on Student Performance and Perceptions. *Journal of Learning in Higher Education*, 13(1), 73–82.
5. Paulson Gjerde, K. A., & Grossman, P. Z. (2015). Implications of Nonlinearity in Environmental Instrument Choice. *Economics Bulletin*, 35(4), 2252–2257.
6. Boedeker, R. R., Hughes, S. B., & Paulson Gjerde, K. A. (2011). Capital Investment Decisions: Moving Beyond Traditional Financial Models. *Journal of Corporate Accounting and Finance*, 22(3), 53–61.
7. Grossman, P. Z., & Paulson Gjerde, K. A. (2009). The JEC Revisited: Did Debt Undermine Stability? *Atlantic Economic Journal*, 37(1), 65–71.
8. Paulson Gjerde, K. A., & Hughes, S. B. (2009). Racing to Success by Identifying Key Performance Drivers. *Journal of Corporate Accounting and Finance*, 20(3), 59–65.
9. Paulson Gjerde, K. A., & Hughes, S. B. (2007). Tracking Performance When Less Is More. *Management Accounting Quarterly*, 9(1), 1–12.
10. Hughes, S. B., Caldwell, C. B., & Paulson Gjerde, K. A. (2006). Promoting Investments in Intangible Organizational Assets through Aligned Incentive Compensation Plans. *Management Accounting Quarterly*, 7(4), 1–8.
11. Padgett, M. Y., Paulson Gjerde, K. A., Hughes, S. B., & Born, C. J. (2005). The Relationship between Pre-Employment Expectations, Experiences, and Length of Stay in Public Accounting. *Journal of Leadership and Organizational Studies*, 12(1), 82–102.
12. Hughes, S. B., Caldwell, C. B., Paulson Gjerde, K. A., & Rouse, P. (2005). How Groups Produce Higher-Quality Balanced Scorecards than Individuals. *Management Accounting Quarterly*, 6(4), 34–44.
13. Paulson Gjerde, K. A., & Slotnick, S. A. (2004). Quality and Reputation: The Effects of External and Internal Factors over Time. *International Journal of Production Economics*, 89(1), 1–20.
14. Hughes, S. B., & Paulson Gjerde, K. A. (2003). Do Different Cost Systems Make a Difference? *Management Accounting Quarterly*, 5(1), 22–30.
15. Clark, R. M., Paulson Gjerde, K. A., & Skinner, D. K. (2003). The Effects of Interdisciplinary Instruction on Simulation Performance. *Simulation and Gaming*, 34(1), 150–163.
16. Paulson Gjerde, K. (2002). "The Existence of Gender-Specific Promotion Standards in the U.S." *Managerial and Decision Economics*, 23(8), 447–459.
17. Paulson Gjerde, K. A., Slotnick, S. A., & Sobel, M. J. (2002). New Product Innovation with Multiple Features and Technology Constraints. *Management Science*, 48(10), 1268–1284.
18. Paulson Gjerde, K. A., & Slotnick, S. A. (1997). A Multidimensional Approach to Manufacturing Quality. *Computers and Industrial Engineering*, 32(4), 879–889.

19. Barron, J. M., & Paulson Gjerde, K. A. (1997). Peer Pressure in an Agency Relationship. *Journal of Labor Economics*, 15(2), 234–254.
20. Barron, J. M., & Paulson Gjerde, K. A. (1996). Who Adopts Total Quality Management (TQM): Theory and and Empirical Test. *Journal of Economics & Management Strategy*, 5(1), 69–106.

Published Book Chapters:

1. Hazlett, D., Paulson Gjerde, K. A., Vazquez-Cognet, J. J., & Smrha, J. A. (2010). Conducting Experiments in the Economics Classroom. In *Teaching Innovations in Economics: Strategies and Applications for Interactive Instruction* (pp. 95–119). Northampton, MA: Edward Elgar Publishing.
2. Paulson Gjerde, K. A., & Hannon, T. J. (2005). The Contemporary Economics of Transfusions. In *Perioperative Transfusion Medicine* (pp. 13–28). Philadelphia, PA: Lippincott Williams & Wilkins.

Journal Articles Under Review:

1. Paulson Gjerde, K. A., Skinner, D. K., & Padgett, M. Y. (2019). The Impact of Student Goal Orientation on Feedback Effectiveness. Submitted to *Active Learning in Higher Education* in May 2019. Revise and resubmit received in July 2019.
2. Prescott, P. A., Paulson Gjerde, K. A., & Rice, J. L. (2019). Analyzing the Academic Effects of College Internships. Submitted to *Studies in Higher Education* in September 2019.

Conference Proceedings:

1. Hughes, S. B., Caldwell, C. B., & Paulson Gjerde, K. A. (2006). Promoting Investment in Intangible Assets: Short-term Expenses with Long-term Benefits. In *Proceedings of 2006 IMA Annual International Conference*.
2. Hughes, S. B., Caldwell, C. B., Paulson Gjerde, K. A., & Rouse, P. (2005). How Groups Produce Higher-Quality Balanced Scorecards than Individuals. In *Proceedings of the 2005 IMA Annual International Conference*. Boston, MA.
3. Hughes, S. B., & Paulson Gjerde, K. A. (2003). Do Different Cost Systems Make a Difference? In *Proceedings of the 2003 IMA Annual International Conference*. Nashville, TN.
4. Slotnick, S. A., & Paulson Gjerde, K. A. (1998). A Multiperiod Model of the Production of Quality. In *Proceedings of Third Manufacturing and Service Operations Management Conference* (pp. 30–35). Seattle, WA.
5. Paulson Gjerde, K. A., & Slotnick, S. A. (1996). The Production of Quality in a Traditional vs TQM Manufacturing Facility. In *Proceedings of Second Manufacturing and Service Operations Management Conference* (pp. 323–328). Hanover, NH.
6. Paulson Gjerde, K. A., & Slotnick, S. A. (1995). Tradeoffs Between Performance and Delivery Dimensions of Quality. In *Proceedings of First Regional Symposium on Manufacturing, Science, and Technology* (pp. 146–151). Stony Brook, NY: SUNY Stony Brook.

Conference Presentations:

1. Prescott, P. A., Paulson Gjerde, K. A., & Rice, J. L. (2019, March). *Analyzing the Academic Effects of College Internships. 2019 MBAA International Conference*. Chicago, Illinois: Academy of Business Economics.
2. Paulson Gjerde, K. A., Prescott, P. A., & Rice, J. L. (2018, October). *The Impact of State Fiscal Policy on States' Resilience Entering the Great Recession. 2018 Great Lakes Academy of Legal Studies in Business Conference*. Frankenmuth, Michigan: Great Lakes Academy of Legal Studies in Business.
3. Paulson Gjerde, K. A., & Prescott, P. A. (2018, April). *Analyzing the Academic Costs of College Internships. 2018 MBAA International Conference*. Chicago, Illinois: Academy of Business Economics.
4. Paulson Gjerde, K. A., Prescott, P. A., & Rice, J. L. (2018, April). *Impact of State Taxes on States' Resilience Entering the Great Recession. 2018 MBAA International Conference*. Chicago, IL: Academy of Business Economics.
5. Paulson Gjerde, K. A., Prescott, P. A., & Rice, J. L. (2017, October). *Impact of State Taxes on States' Resilience Entering the Great Recession. 2017 Tri-State Academy of Legal Studies in Business Conference*. University of Cincinnati - UC Blue Ash College, Blue Ash, OH: Tri-State Academy of Legal Studies in Business.
6. Paulson Gjerde, K. A., Prescott, P. A., & Rice, J. L. (2017, October). *Analyzing the Academic Costs of College Internships. 2017 Tri-State Academy of Legal Studies in Business Conference*. University of Cincinnati - UC Blue Ash College, Blue Ash, OH: Tri-State Academy of Legal Studies in Business.
7. Paulson Gjerde, K. A., Grossman, P. Z., & Cole, D. H. (2015, May). *Prices versus Prices? Quantities versus Quantities? Society for Environmental Law and Economics (SELE) 2015 Conference*. University of Groningen, The Netherlands: Society for Environmental Law and Economics.
8. Grossman, P. Z., Paulson Gjerde, K. A., & Cole, D. H. (2014, November). *When Neither Emissions Taxes nor Cap-and-Trade Are Efficient: Implications in a Non-linear "Weitzman" Model. Southern Economic Association 84th Annual Meeting*. Atlanta, GA: Southern Economic Association.
9. Hazlett, D., Paulson Gjerde, K. A., Vazquez-Cognet, J. J., & Smrha, J. A. (2010, January). *Conducting Experiments in the Economics Classroom. Teaching Innovations Program Final Conference, American Economic Association, Committee on Economic Education*. Atlanta, GA: American Economic Association.
10. Hughes, S. B., & Paulson Gjerde, K. A. (2008, June). *Racing to Success by Identifying Key Performance Drivers. 2008 IMA Annual International Conference*. Tampa, FL: IMA. Author: 2
11. Gjerde, K., & Hughes, S. (2007, June). *Tracking Performance: When Less Is More. Institute of Management Accountants 2007 Annual International Conference*. Phoenix, Arizona: Institute of Management Accountants.
12. Paulson Gjerde, K. A., Hughes, S. B., Luechauer, D., & Rouse, P. (2004, April). *Developing Balanced Scorecards in Group Settings: Do You Get What You Ask For? European Accounting Association 2004 Congress*. Prague: European Accounting Association.
13. Paulson Gjerde, K. A., & Skinner, D. K. (2003, October). *An Exploratory Look at the Role of Empathetic Reasoning in the Learning Process. Indiana Academy of the Social Sciences Fall 2003 Meeting*. Fort Wayne, IN: Indiana Academy of the Social Sciences.

14. Hughes, S., & Gjerde, K. (2003, January). *Do different cost systems make a difference? Institute of Management Accountants 2003 Annual International Conference.*
15. Slotnick, S. A., & Paulson Gjerde, K. A. (2002, November). *Quality and Reputation. INFORMS Fall 2002 Meeting.* San Jose, CA: INFORMS.
16. Born, C. J., Hughes, S. B., Paulson Gjerde, K. A., & Padgett, M. Y. (2002, August). *The Effects of Initial Expectations and Actual Experiences on Employee Retention at Public Accounting Firms. 2002 Annual National Meeting of the American Accounting Association.* San Antonio, TX: American Accounting Association.
17. Born, C. J., Hughes, S. B., Paulson Gjerde, K. A., & Padgett, M. Y. (2002, May). *The Effects of Initial Expectations and Actual Experiences on Employee Retention at Public Accounting Firms. 2002 Annual Meeting of the Ohio Region of the American Accounting Association.* Columbus, OH: American Accounting Association.
18. Slotnick, S. A., Sobel, M. J., & Paulson Gjerde, K. A. (2001, November). *Should Product Innovation Be Radical? A Computational Study. INFORMS Fall 2001 Meeting.* Miami Beach, FL: INFORMS.
19. Paulson Gjerde, K. A., & Slotnick, S. A. (1999, May). *Determining Quality Levels Over Time: Effects of Inventory and Reputation. INFORMS Spring 1999 Meeting.* Cincinnati, OH: INFORMS.
20. Slotnick, S. A., Paulson Gjerde, K. A., & Chatterjee, S. (1998, October). *Quality Tradeoffs Between Customers and Firms. INFORMS Fall 1998 Meeting.* Seattle, WA: INFORMS.
21. Slotnick, S. A., Sobel, M. J., & Paulson Gjerde, K. A. (1997, October). *Radical vs Incremental Innovation: Bundling Features as Technology Advances. INFORMS Fall 1997 Meeting.* Dallas, TX: INFORMS.
22. Paulson Gjerde, K. A., & Slotnick, S. A. (1996, May). *The Adoption of TQM: Quantifying Tradeoffs between Performance and Timeliness. INFORMS Spring 1996 Meeting.* Washington, D.C.: INFORMS.
Author: 2
23. Paulson Gjerde, K. A. (1995, October). *The Existence of Gender-Specific Promotion Standards in the U.S. 40th International Atlantic Economic Conference.* Williamsburg, VA: International Atlantic Economic Society.

Faculty Research Seminars and Workshops:

1. Prescott, P.A. & Paulson Gjerde, K.A. (2019, August). *Analyzing the Academic Effects of College Internships. Butler Summer Writing Symposium.* Butler University.
2. Paulson Gjerde, K. A., Padgett, M. Y., & Skinner, D. K. (2018, August). *The Impact of Student Goal Orientation on Feedback Effectiveness. Butler Summer Writing Symposium.* Butler University.

3. Paulson Gjerde, K. A., Prescott, P. A., & Rice, J. L. (2018, August). *The Impact of State Fiscal Policy on States' Resilience Entering the Great Recession. Butler Summer Research Symposium*. Indianapolis, Indiana: Butler University.
4. Paulson Gjerde, K. A., Skinner, D. K., & Padgett, M. Y. (2017, August). *The Impact of Process vs Outcome Feedback on Student Performance and Perceptions: Round 2 with Extensions. 2017 LSB Summer Writing Symposium, Butler University*. Indianapolis, IN: Butler University.
5. Paulson Gjerde, K. A., Padgett, M. Y., & Skinner, D. K. (2016, August). *The Impact of Process and Outcome Feedback on Student Performance and Perceptions. 2016 LSB Summer Writing Symposium, Butler University*. Indianapolis, IN: Butler University.
6. Gjerde, K. (2004, August). *The Art of Raising Prices. Indianapolis CFO Network Roundtable*. Indianapolis, Indiana.
7. Paulson Gjerde, K. A., Hughes, S. B., Luechauer, D., & Rouse, P. (2004, March). *Developing Balanced Scorecards in Group Settings: Do You Get What You Ask For? Faculty Research Seminar Series, College of Business Administration, Butler University*. Indianapolis, IN: Butler University.
8. Paulson Gjerde, K. A., Hughes, S. B., Luechauer, D., & Rouse, P. (2004, March). *Developing Balanced Scorecards in Group Settings: Do You Get What You Ask For? Faculty Research Seminar Series, Auckland University*. Auckland, New Zealand: Auckland University.
9. Gjerde, K., & Slotnick, S. A. (2003, April). *The Effects of External & Internal Factors over Time. Faculty Research Seminar Series*. Case Western Reserve University: Weatherhead School of Management.
10. Sobel, M. J., Slotnick, S. A., & Paulson Gjerde, K. A. (2002, November). *New Product Innovation with Multiple Features and Technology Constraints. Faculty Research Seminar Series, Anderson School of Business, UCLA*. Los Angeles, CA: UCLA.
11. Sobel, M. J., Slotnick, S. A., & Gjerde, K. (2002, November). *"New Product Innovation with Multiple Features and Technology Constraints" Faculty Research Seminar Series*. Los Angeles, California: UCLA Anderson School of Management.
12. Slotnick, S. A., & Gjerde, K. (2002, April). *"Quality and Reputation" Faculty Research Seminar Series*. West, Phoenix, Arizona: Arizona State University.
13. Paulson Gjerde, K. A., & Slotnick, S. A. (2002, April). *Quality and Reputation. Faculty Research Seminar Series, Arizona State University - West*. Phoenix, AZ: Arizona State University - West.
14. Paulson Gjerde, K. A., & Barron, J. M. (1999, December). *Organizational Structure and the Quality of Decisions. Faculty Research Seminar Series, College of Business Administration, Butler University*. Indianapolis, IN: Butler University.
15. Sobel, M. J., Slotnick, S. A., & Paulson Gjerde, K. A. (1998, April). *Radical vs Incremental Innovation: Bundling Features as Technology Advances. Faculty Research Seminar Series, Stern School of Business, New York University*. New York, NY: New York University.

16. Paulson Gjerde, K. A., Slotnick, S. A., & Sobel, M. J. (1997, December). *Radical vs Incremental Innovation: Bundling Features as Technology Advances. Faculty Research Seminar Series, College of Business Administration, Butler University*. Indianapolis, IN: Butler University.

Grants:

1. Lacy School of Business, Summer Research Grant. Analyzing the Academic Effects of College Internships, with P.A. Prescott. Budget: \$8,000. May 2019-August 2019.
2. Lacy School of Business, Summer Research Grant. The Impact of Student Goal Orientation and Feedback Type on the Effectiveness of Feedback, with M.Y. Padgett and D.K. Skinner. Budget: \$12,000. May 2018-August 2018.
3. Lacy School of Business, Summer Research Grant. The Impact of State Fiscal Policy on States' Resilience Entering the Great Recession, with P.A. Prescott and J.L. Rice. Budget: \$12,000. May 2018-August 2018.
4. Lacy School of Business, Summer Research Grant. Further Investigation into the Impact of Process vs. Outcome Feedback on Student Learning: A Replication and Extension to Other Learning Assessment Methods, with M.Y. Padgett and D.K. Skinner. Budget: \$12,000. May 2017-August 2017.
5. Lacy School of Business, Summer Research Grant. The Impact of Process vs Outcome Feedback on Student Performance and Perceptions, with M.Y. Padgett and D.K. Skinner. Budget: \$12,000. May 2016-August 2016.
6. National Science Foundation. "Modeling the Production of Quality." With Subimal Chatterjee and Susan A. Slotnick. Budget: \$58,722. February 1997 – July 1998.

Peer Review Activities:

Ad hoc reviewer for *Journal of Economics and Business*
Ad hoc reviewer for *Journal of Economic Behavior and Organization*
Ad hoc reviewer for *International Journal of Production Economics*
Ad hoc reviewer for *Managerial and Decision Economics*
Ad hoc reviewer for *Management Science*
Ad hoc reviewer for Prentice Hall Business Publishing

STUDENT-FACULTY PARTNERSHIP:

UNDERGRADUATE COURSES:

Butler University

Principles of Economics, EC 230. Fall 1997, Spring 1998.

Principles of Microeconomics, EC 231. Fall 1998, Fall 2000, Fall 2001, Fall 2002, Fall 2003, Fall 2004, Summer 2005, Fall 2005, Fall 2006, Summer 2007, Fall 2007, Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016, Spring 2017, Fall 2017, Spring 2019, Fall 2019.

Principles of Macroeconomics, EC 232. Spring 1999, Spring 2006.

Managerial Economics, EC 350. Fall 1999, Spring 2000, Spring 2001, Spring 2002.

Personnel Economics, EC 352. Spring 2003, Spring 2004, Spring 2005, Spring 2006, Fall 2006, Spring 2008, Spring 2013, Spring 2014, Spring 2015, Spring 2016, Fall 2016, Fall 2017, Fall 2018, Fall 2019.

Intermediate Microeconomics, EC354. Fall 2017, Fall 2018, Fall 2019.

Mathematical Economics, EC462. Spring 2017, Spring 2019.

Econometrics, EC 464. Fall 1999, Spring 2000.

State University of New York at Stony Brook

Intermediate Microeconomics, ECO 303. Fall 1993, Spring 1994.

Introduction to Personnel Management, BUS 351. Spring 1996.

Independent Research, BUS 488. Hedonic Damages. Spring 1995.

Honors College Senior Project, HON 495/496. An Analysis of Implementing Total Quality Management (TQM) in a Foreign vs. Domestic Utility Company. Fall 1994, Spring 1995.

GRADUATE COURSES:

Butler University

Managerial Economics, MBA 525. Fall 1997, Spring 1998, Fall 1998, Spring 1999, Fall 1999, Spring 2000, Fall 2000, Spring 2001, Fall 2001, Spring 2002, Fall 2002, Spring 2003, Fall 2003, Spring 2004, Fall 2004, Spring 2005, Fall 2005, Summer 2006, Fall 2006, Summer 2007, Fall 2007, Spring 2008, Summer 2008, Fall 2008, Spring 2009, Summer 2009, Fall 2009, Summer 2010, Fall 2010, Spring 2011, Summer 2011, Fall 2011, Summer 2012, Fall 2012, Spring 2013, Summer 2013, Fall 2013, Spring 2014, Summer 2014, Fall 2014, Spring 2015, Summer 2015, Fall 2015, Spring 2016, Summer 2016, Fall 2016, Summer 2017, Summer 2018, Spring 2019, Summer 2019, Fall 2019.

The Gateway Experience, MBA 505. Fall 2006, Spring 2007, Spring 2008, Summer 2008, Fall 2008, Spring 2009, Summer 2009, Spring 2010, Summer 2010, Fall 2010, Spring 2011, Summer 2011, Fall 2011, Spring 2012, Summer 2012.

Independent Graduate Study in Business, MBA 502. Spring 2003, Fall 2003, Summer 2009, Fall 2009, Spring 2014, Summer 2015.

State University of New York at Stony Brook

Managerial Economics, MGT 533. Fall 1994, Fall 1995.

Economics of Innovations in Organizational Design, MGT 549. Spring 1994, Spring 1997.

Group Project Supervision, MGT 541. Spring 1995, Fall 1996.

Directed Research, MGT 595.

Quality Assurance at Dove Electronic Components, Inc. Fall 1995.

Organizational Change and Team Development. Fall 1995.

Quantitative Methods I, MGT 551. Executive Graduate Course. Fall 1994.

Microeconomics, MGT 552. Executive Graduate Course. Fall 1995, Fall 1996.

Macroeconomics, MGT 555. Executive Graduate Course. Spring 1996, Spring 1997.

EXECUTIVE EDUCATION:

IndySHRM, High-Performing Teams, 2019.

Northeast Indiana Works, Understanding How to Motivate Others, 2018.

IndyGo, Understanding How to Motivate Others, 2018-2019, High-Performing Teams, 2019.

Kentucky Physician Leadership Institute, Deep Dive: HR Subsystem, System Alignment, 2017, Understanding How to Motivate Others, 2018-2019.

Community Health Network, Human Resources Fundamentals, Developing Human Resources Strategy, Developing Competitive Strategy, 2016.

Indiana State Medical Association, Fundamentals of Competition, Pricing Strategies, 2015-2016.

40/86 Advisors, CNO Financial Group, Professional Business Writing, 2016.

Indiana Association of Resources and Child Advocacy, Human Resource Management, 2016-2017.

RCI, Professional Business Writing, 2015.

Butler University, Business Fundamentals Certificate, Fundamentals of Competition, Pricing Strategies, 2013-2014.

ADVISING AND SUPERVISION:

Butler University:

Faculty advisor to approximately 30 undergraduate students/year, 1998-2006 and 2015-present.

Faculty advisor to approximately 70 MBA students/year, 2006-2015

Butler Summer Institute advisor, Summer 2005 (Javier Angulo).

Honors thesis advisor, 1999-2000 (Carolyn Born), 2004-2005 (Jeff O'Brien), 2015-2016 (Daniel Johnson), 2016-2017 (Connie Frank), 2018-2019 (Travis Freytag), 2019-2020 (SJ Baker).

State University of New York at Stony Brook:

Faculty advisor to 20 undergraduate students/year

Faculty mentor to 15 graduate students/year

Advisor to 4 undergraduate internships

Advisor to 2 graduate internship (Master's project)

Advisor to Harriman Group Project: Long Island Cares

Supervised 9 Graduate Teaching Assistants in connection with ECO 303, BUS 351, MGT 533, and MGT 541.

SERVICE

Selected Butler service activities at both the college and university levels. List of service activities at the State University of New York at Stony Brook available upon request.

Committees:

Member of University Curriculum Committee (Fall 2019-present).

Member of Faculty Affairs Committee (Fall 2016-Spring 2018).

Member of Academic Affairs Committee (Fall 2012-Spring 2016).

Chair, Fall 2014-Spring 2015.

Member of HLC Criterion 3 Subcommittee (Spring 2011-Fall 2012, Spring 2016-Fall 2016).

Member of Graduate Council (Summer 2006-Summer 2015)

Chair, Summer 2006-Summer 2012.

Member of University Promotion and Tenure Committee (Fall 2015-Spring 2019).
Chair, Fall 2018-Spring 2019.

Member of LSB Professional Standards Committee (Fall 2004-Spring 2006. Fall 2012-Spring 2015)

Member of Academic Integrity Committee (Fall 2002-Fall 2003)

Member of CBA Honors Board (Spring 1999-present)

Member of Presidential Commission on Gender Equity (December 2004-December 2006)

Member of Organizational Development/Human Resource Strategy Council (Fall 2000-Spring 2006)
Convener, Spring 2003-Spring 2006

Member of Butler Awards Committee (Fall 1999-Spring 2001)
Chair, Spring 2001
Vice Chair, Fall 2000

Curriculum Design and Development:

Chair of MBA Board Fellows Work Group(January 2009-Spring 2012)

Member of Strategic Global Task Force (Spring 2009-Fall 2010)

Chair of Gateway Experience Work Group (Fall 2005-Summer 2006)

Member of Business Process Work Group (Summer 2005)

Chair of Integrated Curriculum Work Group (Summer 2003)

Member of Curriculum Development Committee (Fall 2003-Fall 2004)

Community Outreach:

Speaker for College Mentors for Kids (December 2004, March 2007)

Presenter at Academic Decathlon Coaches' Conference, Indiana Academic Competitions for Excellence (September 1998, September 1999, September 2000, September 2002, September 2005, September 2009)

Judge for the Business Professionals of America (BPA) State Leadership Conference, Entrepreneurship Competition (March 1998)

Butler Business Consulting Group:

Member of BBCG Consulting Advisory Board (January 2014-present)

Solution Tree, Performed data analysis for PLC Research Study (2015)

Premiere Credit, Performed data analysis for Department of Education project, Indiana
Department of Revenue project, Nashville project (2013-2015)

Harlan Labs, Performed data analysis for Market Research Study (2013)

SCHOLARSHIPS, FELLOWSHIPS & AWARDS:

Certificate of Recognition, Digital Commons, Butler University Libraries. Lacy School of
Business faculty member with most downloaded title May 2016-May 2017.
MBA Professor of the Year, Lacy School of Business, Butler University (2015)
MBA Professor of the Year, Lacy School of Business, Butler University (2012)
Beta Gamma Sigma, Professor of the Year, Lacy School of Business, Butler University (2010)
Faculty Award for Excellence in Service, Lacy School of Business, Butler University (2005)
Purdue Research Foundation Dissertation Grant (Fall 1992 - Summer 1993)
Purdue Research Foundation Summer Dissertation Grant (Summer 1992)
Frederick N. Andrews Fellowship, Purdue University (Fall 1989 - Summer 1991)
Beta Gamma Sigma (Spring 2004-present)
Phi Beta Kappa (Spring 1988-present)
Faculty Scholarship, Emory University (Fall 1985 - Spring 1989)

PROFESSIONAL AFFILIATIONS:

American Economic Association