

Curriculum Vitae

SEMERE HAILE

Grambling State University • College of Business
Department of Management & Marketing
253 Jacob Stewart • Grambling LA, 71245
Office: 318- 274-2462 / Fax: 318- 274-3201
E-mail: hailes@gram.edu

PROFESSIONAL PROFILE/OBJECTIVE

- Enhance the use of my research and teaching in the field of management and international business at an educational Institute.
- Encourage group discussion and class participation in traditional lectures and case analysis.
- Require students to write a summary of assigned articles.
- Reward students who bring current issues/articles to help students understand the concepts presented in the lecture and may be used to spark class discussion
- Reduce the number of chapters covered before students are tested
- Plan to submit one or two articles for review and publication by the end of the 22012-2013 academic year.
- Plan to make one or two presentations in national or regional conferences

EDUCATION

- Post Graduate Studies in Management, Louisiana Tech University, Ruston, LA, 1998-2000
- Ph.D. in Interdisciplinary Studies in International Business, International Relations/Law, Third World Studies, University of Cincinnati, Ohio, 1981
- M.A. in Political Science, University of Cincinnati, Cincinnati, Ohio, 1980
- M.B.A. in Management, Xavier University, Graduate School of Business, Cincinnati, Ohio, 1976
- B.A. in Business Administration, Hanover College, Hanover, Indiana, 1973

ACADEMIC HONORS AND AWARDS

- Excellence in Teaching Award, Fall 2018 ACADEMIC INSTITUTE, Grambling State University
- Distinguished Faculty Award, Larry Lundy Endowed Professor, March 22, 2017
- Invited to participate as a Session Chair and Discussant Awards - International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 19-22, 2018
- Invited to participate as a Session Chair and Discussant Awards - International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 20-23, 2017
- Invited to participate as a Session Chair and Discussant Awards - International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 21-24, 2016
- Invited to participate as a Session Chair and Discussant Awards - International Academy of Business and Public Disciplines Conference, Las Vegas, Nevada, October 22-25, 2015
- Invited to participate as a Session Chair and Discussant Awards - International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 23-26, 2015

- Faculty Spotlight GSU Homecoming 2013
- Larry Lundy Endowed Professor in Business, December 1, 2012.
- Best Paper Award - Academy of Business Research Conference, New Orleans, LA, March 14-16, 2012.
- Best Paper Award - Academy of Business Research Conference, New Orleans, LA, March 16-18, 2011.
- College of Business Researcher of the Year 2009-2010
- Grambling State University Outstanding Faculty Service Award 2008-2009
- Research Award – Presented at International Academy of Business & Public Administration Disciplines Conference, Orlando, Florida, January 4-7, 2009.
- COB Outstanding Research Award 2005
- GSU Research Award 2004
- Best Paper Award – Presented at International Business & Economics Research Conference, Las Vegas, NV, October 2002.
- Outstanding Funded Research Award for the Departments of Management and Marketing 1999-2000
- Outstanding Teacher of the Year for the Department of Management 1995-1996
- Outstanding Teacher of the Year for the Department of Management 1994-1995

ACADEMIC/TEACHING EXPERIENCE

- 1987-Present Professor of Management, Grambling State University
- 2018-Present Interim-Head Department of Management & Marketing
- 2009-2018 Adjunct Professor of Management, Wiley College, Marshall, Texas
- 1986-1987 Research Associate, Institute of International Studies, University of California, Berkeley, California
- 1986-1987 Assistant Professor Visiting Lecturer, Graduate Program, International Studies, Dominican College, San Rafael, California
- 1983-1985 Assistant Professor Visiting Lecturer, Department of Afro-American Studies, University of California, Berkeley, California
- 1983 Instructor (Spring Semester) Laney College, Oakland, California
- 1981 Instructor Department of Political Science (summer) University of Cincinnati, Cincinnati, Ohio
- 1978-1981 Graduate Teaching and Research Assistant, Departments of Political Science and School of Business, University of Cincinnati, Cincinnati, Ohio

COURSES TAUGHT

Undergraduate

- | | |
|--|---|
| <ul style="list-style-type: none"> • Fundamentals of Business • Principles & Policies of Management • Human Resource Management • Compensation Administration • Strategic Management & Business Policy • Supervisory Management • Organizational Behavior | <ul style="list-style-type: none"> • Organizational Theory • Management of Organizational Services • International Business • Entrepreneurship of Business. • International Human Resource Management • Environmental Analysis of International Business • Management of Strategic Planning Systems. |
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TEACHING INTERESTS

- Management.
- Human Resources
- International Business

PROFESSIONAL EXPERIENCE

CEO or Other Executive Positions In Companies.

None

Position In Companies That Are Related To Teaching Field

None

Owned Companies or Owned Businesses Related To Teaching Field

None

Consulting Related To Teaching Field

None

SCHOLARLY CONTRIBUTIONS

Peer Reviewed Journals (Cabell's Index Listing and others)

Haile, Semere, Emmanuel, Tsegai & Dzathor, Augustine (2017). Barriers and Challenges Confronting Women for Leadership and Management Positions: Review and Analysis. *International Journal of Business and Public Administration*, Vol. 13 (1), 36-51.

Haile, Semere, Emmanuel, Tsegai & Dzathor, Augustine (2015). A Periscope on Global Issues Confronting Women in Top Leadership and Management Positions. Proceedings. International Academy of Business and Public Disciplines Conference, Las Vega, Nevada, October 22-25, 2015.

Haile, Semere, & Jones, Marcus D, & Emmanuel, Tsegai. (2013). Cultural differences: The challenges faced by expatriates. *European Journal of Management*, 13(3): 17-24.

Jones, Marcus D. & Haile, Semere. (2011). Las empresas multinacionales y la ley de practicas corruptas extranjerias: Una mirada juridica a exmpresas transnacionales Sabera, Ciencia Y Libertad, 6 (1):19-27. (This article was translated into Spanish in Colombia, South America).

Haile, Semere, & Jones, Marcus D. (2011). Expatriate failure: The challenges of adequate preparation for international assignments. *Journal of International Management Studies*, 11(2): 92-97.

Haile, Semere, & Williams, Donna (2011). Factors that influence expatriate compensation problems. *Academy of Business Research Journal*, V(I): 25-32.

Haile, Semere, Jones, Marcus D. & Emmanuel, Tsegai. (2010). Why international assignments end in failure? Situational factors impacting expatriate success and failure in focus. *European Journal of Management*, 10(2): 49-53.

- Haile, Semere, & Jones, Marcus D. (2009). How business schools successfully implement the internationalization process in their business programs. *International Journal of Education Research*, 4(3): 66-75.
- Haile, Semere, & Jones, Marcus D. (2009). What constitute the success or failure of expatriates? An exploratory study. *European Journal of Management*, 9(4):134-138.
- Haile, Semere, & Jones, Marcus D. (2008). Entrepreneur activity in international business: An exploratory study. *European Journal of Management*, 8(4): 90-94.
- Jones, Marcus D. & Haile, Semere. (2007). Assessing American MNC's compliance with Sarbanes-Oxley: A practical approach. *Review of Business Research*, VII (2): 104-109.
- Haile, Semere, & Jones, Marcus D, & Emmanuel, Tsegai. (2007). Challenges facing expatriate performance abroad. *International Business Journal of Business Research*, VII (5): 100-105.
- Jones, Marcus D. & Haile, Semere. (2007). Assessing American multinational corporations compliance with the Foreign Corrupt Act: Exploratory study. *International Journal of Business and Public Administration*, 4 (1): 54-62.
- Haile, Semere, & Jones, Marcus D. (2006). Preparation of expatriate managers to succeed. *Journal of International Business Strategy*, IV (1): 31-38.
- Jones, Marcus D. & Haile, Semere. (2006). 29 plus years and counting: A legal look at transnational business and the FCPA. *International Journal of Business Research*, VI (2): 97-104.
- Haile, Semere. (2006). Globalization and its impact on Africa's trade. *Business Research Yearbook*, XIII: 336-341.
- Haile, Semere, & Jones, Marcus D. (2005). Challenges of global diversity. *Business Research Yearbook*, XII (1): 367-371.
- Haile, Semere. (2004). Global recruiting and selecting. *Research Journal of Business Disciplines*, 10: 24-28.
- Haile, Semere & Emmanuel, Tsegai. (2004). Preparing for an international assignment. *International Business Trends: Contemporary Business Readings*, 196-203.
- Haile, Semere, & Jones, Marcus D. (2004). Global cultural differences. *Review of Business Research*, II (1): 120-125.
- Haile, Semere, & Jones, Marcus D. (2004). Expatriate failure in multinational corporation: How real is the problem? *Review of Business Research*, II (1): 39-44.
- Haile, Semere. (2004). Expatriate managers in the multinational corporation. *Business Research Yearbook*, IX: 569-573.

- Haile, Semere. (2003). Training programs for an international workforce. *Review of Business Research*, Vol. 1(2): 108-113.
- Haile, Semere. (2003). International compensation. *Global Business Trends: Contemporary Business Readings*, 207-212.
- Haile, Semere. (2003). Training for international assignments. *Business Research Yearbook*, 2003, pp. 663-667.
- Haile, Semere. (April 2003). Africa in an age of globalization. *Journal of Business and Economics Research*, Vol. 1(4): 41-48.
- Haile, Semere. (Fall-Spring 2002). The Challenge of Global Recruitment and Selection. *Business Journal*, Vol. 17(1-2): 53-58.
- Haile, Semere. (2002). Global cultural diversity. *Business Research Yearbook*, 213-217.
- Haile, Semere. (Spring 2002). Challenges in international benefits and compensation systems of multinational corporation. *The African Economic and Business Review*, Vol. 3 (1): 1-15.
- Haile, Semere. (Spring 2001). Managing global diversity. *Journal of Business Disciplines*, Vol. 9(1): 90-99.
- Haile, Semere. (Fall-Spring 2001). Challenges of managing global diversity. *Business Journal*, Vol. 16(1-2): 9-13.
- Haile, Semere. (May 25-26 2001). Women going abroad. In proceedings of the New England Business Administration Association, 40-42.
- Haile, Semere. (October 2, 2000). Managing global diversity. In proceedings of the *Midsouth Associations of Business Disciplines*, 61-72.
- Haile, Semere. (2000). Global workforce diversity. *Business Research Yearbook*, 541-545.
- Haile, Semere. (September 17-21, 2000). International assignments for women. Proceedings of the *oictl-Business 2000 International Conference*, Vol. I: 169-172.
- Haile, Semere. (Summer1999). Compensation of International managers in multinational corporations. *Business Journal*, Vol. 15(1): 61-62.
- Haile, Semere. (1999). Compensation problems with international managers: Reviewing the literature. *Business Research Yearbook*, 335-339.
- Haile, Semere. (1998).The role of women in international management. *Business Research Yearbook*, 555-559.

- Haile, Semere. (1995). Strategic. management of human and natural resources: The case of Eritrea. *Business Research Yearbook*, 300-304.
- Haile, Semere & White, Donald. (Winter 1995). Managing diversity in the workforce, *The Journal of Business and Economic Studies*, Vol. IV (1): 47-53.
- Haile, Semere. (January 1995). Strategic management of human and natural resources at the national level: The case of Eritrea, *The Eritrean Journal*, Vol. 1(5):
- Haile, Semere. (1994). The challenge of diverse work force in American organizations: Suggested techniques and competitive advantages. *Business Research Yearbook*, 263-269.
- Haile, Semere. (1988). Historical background to the Ethiopia-Eritrea conflict. In Basil Davidson and Lionel Cliffe (eds.), *Eritrea: The Long Struggle*. Trenton, New Jersey: The Red Sea Press.
- Muoghalu, Michael I. & Haile, Semere. (Winter/Summer 1992). The economic impact of the Alaskan oil disaster: Exxon's mistake but taxpayers' penalty. *Journal of Business and Economic Studies*, Vol. II (2): 31-47.
- Haile, Semere. (Fall 1989). Marketing decisions and the international cultural environment. *Journal of Business and Economic Studies*, Vol. 1(2): 23-32.
- Haile, Semere. (1987). The origin and the demise of the Ethiopia-Eritrea Federation. *Issue: A Journal of Opinion*, Vol. XV.
- Haile, Semere. (Summer 1986). Roots of the Ethiopia-Eritrea conflict: The erosion of the federal act. *Journal of Eritrean Studies*, Vol. 1(1):
- Haile, Semere. (July 1985). Conflict, intervention and famine in the Horn of Africa. *African Perspective*.
- Haile, Semere. (November 1984). The four powers and the problem of the fate of the former Italian colonies: 1945-1984. *The Journal of the Horn of Africa*.

Presentations and Workshops

- International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 19-22, 2018
- International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 20-23, 2017
- International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 21-24, 2016
- International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 23-26, 2015.
- A Periscope on Global Issues Confronting Women in Top Leadership and Management Positions. Proceedings. International Academy of Business and Public Disciplines Conference,

Las Vega, Nevada, October 22-25, 2015.

- International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 24-26, 2014.
- International Academy of Business and Economics Conference, Las Vegas, Nevada October 13-15, 2013.
- International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 18-21, 2013.
- International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 19-22, 2012.
- Academy of Business Research Conference, New Orleans, Louisiana, March 14-16, 2012.
- Academy of Business Research Conference, New Orleans, Louisiana, March 16-18, 2011.
- International Academy of Business and Economics Conference, Barcelona, Spain, June 3-5, 2011.
- International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 7-10, 2011.
- Academy of Business Research Conference, New Orleans, LA, March 16-18, 2011.
- International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 22-25, 2010.
- International Academy of Business and Economics Conference, Las Vegas, Nevada, October 17-20, 2009.
- International Academy of Business and Public Disciplines Conference, Orlando, Florida, January 4-7, 2009.
- International Academy of Business and Public Disciplines Conference, Dallas, Texas, April 24-27, 2008.
- International Academy of Business and economics Conference, Las Vegas, Nevada, October 19-22, 2008.
- FDIB- Globalization Seminar. The University of Memphis, June 5-8, 2008.
- International Academy of Business and economics Conference, Las Vegas, Nevada, October 14-17, 2007.
- International Academy of Business and Public Disciplines Conference, Dallas, Texas, May 3-6, 2007.
- Academic Business World International Conference, Nashville, Tennessee, May 28-30, 2007.
- Globalizing Business Schools (GBS). The University of Memphis, June 21-23, 2007.
- International Academy of Business and Economics Conference, Las Vegas, NV, October 15-18, 2006.
- Globalizing Business Schools (GBS) Program for HBCU Institutions Meeting, The University of Memphis, September 22-23, 2006.
- The Howard University ELI Institute 2006 Faculty Conference on Entrepreneurship, Washington, DC, June 14-16, 2006.
- International Academy of Business Disciplines Conference, San Diego, California, April 6-9, 2006.
- Academy of International Business-US Southwest Chapter Conference, Oklahoma City, Oklahoma, March 1-4, 2006.
- Mid South Association of Business Disciplines Conference, Austin, Texas, October 7-8, 2005.
- International Academy of Business disciplines Conference, Pittsburgh, Pennsylvania, March 24-28, 2005.

- Academy of International Business SW Chapter Conference, Dallas, Texas, March 2005.
- Expatriate Managers in the Multinational Corporation Conference, San Antonio, Texas, March 25-28, 2004.
- Preparing for an International Assignment, Academy of Business Administration Conference, Las Vegas, Nevada, March 15-19, 2004.
- Training Programs for an International Workforce, The Academy of Economics and Finance Conference, February 8-11, 2006.
- International Compensation, Academy of Business Administration Conference, Las Vegas, Nevada, April 21-25, 2003.
- Training for International Assignments, International Academy of Business Disciplines Conference, Orland, Florida, April 3-6, 2003.
- Africa In An Age of Globalization, The International Business & Economics Research Conference, Las Vegas, Nevada, October 6-11, 2002.
- Global cultural Diversity, International Academy of business Disciplines Conference, Marina del Ray, CA, April 4-7, 2002.
- The Role of Information Technology (IT) in Managing Diversity in Global business, Southwest Decision Science Institution Conference, St. Louis, March 7-8, 2002.
- Managing Global Recruitment and Selection, Midsouth Association of Business Disciplines, Jackson, MS, February 8, 2002.
- How can a service organization predict its employee displayed positive emotions and their impact on customer behavior? A cross-cultural study, American Society of Business and Behavioral Sciences Conference, Las Vegas, February 8-11, 2002.
- International Development Program Workshop Participant, Florida A&M University, September 6-7, 2001.
- Women in International Management, New England Business Administration Association, Robert Gordon University, United Kingdom, May 25-25, 2001.
- Challenges in Managing Global Employee Diversity, Society of Business, Industry and Economics, Natchez, Mississippi, April 19-21, 2001.
- Challenges of Global Diversity, International Academy of Business Disciplines, Orland, Florida, April 5-8, 2001.
- International Development Program Workshop Participant, Texas Southern University, February 15-17, 2001.
- Managing Global Diversity, Midsouth Association of Business Disciplines, Jackson, Mississippi, October 2, 2000.
- International Assignments for Women, Business 2000 International Conference, Shreveport, Louisiana, September 17-21, 2000.
- Managing Diversity in Domestic and Global Perspective, International Academy of Business Disciplines Conference, Las Vegas, Nevada, March 30-April 2, 2000.
- Global Workforce Diversity, New England Business Administration Association conference, New Haven, Connecticut, April 28-29, 2000.
- Compensation of international Managers in Multinational Corporation, New England Business Administration Association Conference, Udaipur, India, August 6-7, 1999.
- Compensation Problems with International Managers: Reviewing the Literature, The International Academy of Business Disciplines Conference, Chicago, Illinois, March 25-28, 1999.

- The Impact of the type of Strategy on Environmental Scanning Activities in the Banking Industry: An International Perspective, Southwest Business Symposium, Edmond, OK, April 16-17, 1998.
- The Role of Women in International Management, International Academy of Business Disciplines Conference, San Francisco, California, April 2-5, 1998.
- Strategic Integration of Macro-Policy and Human Resource Management in Eritrea, African Studies Association Conference, San Francisco, California, November 23-26, 1996.
- Strategy and Human Resources Management in Eritrea, African Studies Association Conference, Orlando, Florida, November 3-6, 1995.
- Planning and Implementing Strategic Human Resource Management Policies in Eritrea, National Business Conference and Exhibition, Asmara, Eritrea, December 12-14, 1995.
- Strategic Management of Human and Natural Resources at the National Level: The Case of Eritrea, International Academy of Business Disciplines Conference, Redondo Beach, California, April 6-9, 1995.
- Managing Natural Resources in Eritrea, Berkeley-Stanford Joint Center for African Studies, University of California at Berkeley, Annual Conference, April 29, 1994.
- Political Stability and the Structure of Government in Eritrea, Berkeley-Stanford Joint Center for African Studies, University of California at Berkeley, Annual Conference, May 2, 1992.
- The African States and the Ethiopia-Eritrea War, African Studies Association, Baltimore, Maryland, November 1-4, 1991.
- Will Soviet-American Relations end the Ethiopia-Eritrea War? African Studies Association, Atlanta, Georgia, November 2-5, 1989.
- Can United States Economic Sanctions Pressure Ethiopia? Stanford-Berkeley Joint Center for African Studies, Stanford University, Annual Conference, April 22, 1989.
- Discussant: Soviet Policy in the Third World, Southwestern Social Sciences Association, Little Rock, March 28-31, 1989.
- International Economic Sanctions Against South Africa, Stanford-Berkeley Joint Center for African Studies, University of California at Berkeley, Annual Conference, May 7, 1988.
- The Politics and Food Aid Distribution in Ethiopia and Eritrea: An International Issue, Stanford-Berkeley Joint Center for African Studies, University of California at Berkeley, May 2, 1987.
- Food and Poverty in Africa: Perspectives, Policies and Prospects, The 1985 World Food Day Teleconference, University of California at Berkeley, October 16, 1985.
- Organized and Chaired Panel: State Formation in the Horn of Africa, Stanford-Berkeley Joint Center for African Studies, Stanford University, Annual Conference, May 11, 1985.
- Prospects for Reconciliation in the Ethiopia-Eritrea Conflict, Stanford-Berkeley Joint Center for African Studies, Stanford University, Annual Conference, May 11, 1985.
- Soviet Policy in Africa, Association of Former Intelligence Officers, San Francisco, California, May 8, 1985.
- Famine in Africa: The Problem and Possible Solution, Quarterly Medical Staff Meeting, St. Francis Memorial Hospital, San Francisco, California, April 29, 1985.
- Organizer: The 1985 Convocation on the African Famine and the Silent Emergency, University of California at Berkeley, Annual Conference, April 8-12, 1985.
- Conflict, Intervention and Famine in Africa, University of California at Berkeley, April 8, 1985.
- Beyond War and Famine in Africa, The New Bridge Foundation, Berkeley, California, March 21, 1985.

- Conflict and Foreign Intervention in Africa, Bay Area Links Conference, Laney College, Oakland, California, March 16, 1985.
- Organizer: Panel on the Famine in the Horn of Africa, University of California at Berkeley, March 8, 1985.
- The Politics of Food Aid in the Horn of Africa, University of California at Berkeley, March 8, 1985.
- The Principle of Self-Determination, International Law and the Eritrean Questions, African Studies Association, Los Angeles, California, October 25-28, 1984.
- Eritrea and the Soviet Union Connection: Soviet Behavior in the Horn of Africa, 1945-1978, Stanford-Berkeley Joint Center for African Studies, University of California at Berkeley, Annual Conference, April 14, 1984.
- Panel Chairman: Unity and Self-Determination in Africa, Stanford-Berkeley Joint Center for African Studies, University of California at Berkeley, Annual Conference, April 23, 1983.
- The Problem of Self-Determination for the Former Italian colonies after World War II: 1945-1948, Stanford-Berkeley Joint Center for African Studies, University of California at Berkeley, Annual Conference, April 23, 1983.

Research Monographs

- None

Books

- None

Chapters

- Haile, Semere. (1988). Historical background to the Ethiopia-Eritrea conflict. In Basil Davidson and Lionel Cliffe (eds.), *Eritrea: The Long Struggle*. Trenton, New Jersey: The Red Sea Press.

Peer Reviewed Proceedings

- Haile, Semere, Emmanuel, Tsegai & Dzathor, Augustine (2015). A Periscope on Global Issues Confronting Women in Top Leadership and Management Positions. Proceedings. International Academy of Business and Public Disciplines Conference, Las Vega, Nevada, October 22-25, 2015.

Peer Reviewed Conference Paper Presentations

- International Academy of Business and Public Disciplines Conference, Las Vega, Nevada, October 22-25, 2015

Faculty Research Seminar (Symposium)

None-Peer Reviewed Journals

Manuscripts Under Review

Manuscripts In Progress

- Common Challenge for Expatriate Failure: A Review of the Literature

Other

Workshop Organization

- Between 2014 & 2018 academic years, 15 invited professors presented their research papers at the COB Research Colloquium Program.

Book Reviews

- International Human Resource Management, by Dennis R. Briscoe, *Journal of Business and Economic Studies*, Vol.4 NO.2 Spring 1997.
- Eritrea A Colony in Transition: 1941-52, by G.K.N. Trevaskis, *Journal of Eritrean Studies*, Vol. 4, Nos. 1 & 2, Fall 1989.

RESEARCH INTERESTS

- International Human Resource Employees

PROFFESIONAL SERVICE

- None

UNIVERSITY SERVICE

- University Promotion and Tenure Committee, 2011 - 2016
- University Emeriti Faculty Criteria Committee, 2006 – 2016
- Membership Certificate: International Academy of Business and Public Administration Disciplines April 2018 to present
- Editorial Board Member: International Journal of Business & Public Administration 2004 to present
- University Catalogs Committee 1998 – 2004.
- GSU Human Resource Department Search Committee, 2003-2004.
- Faculty Senate, 2005-2006.
- Faculty Senate, 1988-1990
- Faculty Senate Affairs Committee, 1988-1989
- Faculty Senate, 1996-1998
- Educational Quality Assessment and Instruction Committee, 1991-1994

COLLEGE OF BUSINESS SERVICE

- COB Research Colloquium, Coordinator 2012 to present
- COB Intellectual Contributions Committee 2012 to present
- COB Promotion and Tenure Committee, 2011 to present
- COB Endowed Chair Committee, 2013 to present
- COB Curriculum Committee, 2006-2010
- COB Academic Oversight Committee, Chair 2009- 2018
- COB Strategic Management Plan, Chair 2009-2012
- COB Accreditation Oversight, 2007-2009
- COB Faculty Search Committee, Chair 2007 to present
- COB Student Handbook Committee, 2006-2011

- COB Faculty Handbook, 2008-2010
- COB Assessment Committee, 2008-2010
- COB Student Retention Committee, 2005-2009
- COB Academic Standing Committee, 2005 to present
- COB Promotion and Tenure Advisory Committee, 2005 to present
- COB Search Committee for Department Head position, 2005-2006.
- COB Search Committee for Department Head position, Chair 2008 - 2009
- COB Faculty Appointment, Promotion and Tenure Committee, 1996-1998
- AACSB Accreditation Committee 2018 to present
- AACSB Curriculum & Assessment Committee 2018 to present
- AACSB Strategic Management and Innovation Committee, Chairperson 2018 to present
- AACSB Committee on Intellectual Contribution, 1995-2001
- AACSB Committee on Assessment, 1995-2002
- AACSB Committee on Curriculum, 1994-1995
- AACSB Committee on Intellectual Contribution, 1995-2001
- AACSB Committee on Assessment, 1995-2002
- COB Creative Instruction Committee, Chair, 1992-1994
- COB Faculty Search Committee, Chair, 1992-1996
- COB Graduate Admissions Committee, 1991-1995
- COB Faculty Search Committee, 1990-1991
- COB Faculty Appointment, Promotion and Tenure Committee, 1989-1990
- COB Department of Management long-range Planning, Chair, 1988-1990
- COB Faculty Appointment, Promotion and Tenure Committee, 1989-1990

COMMUNITY SERVICE

- Rotary Club of Ruston International 2002 to present
- American Diabetes Association, 1989 to present
- Cypress Springs Elementary School: PTA Treasurer, 2002-2003
- Grambling International Lion's Club, 1991-1998.
- Assistant Den Boy Scout of America (Pack 45), 1996-1998
- Assistant Coach Soccer 1995-2002

PROFESSIONAL AFFILIATIONS

- Academy of International Business: U.S. Southwest Chapter (AIB-SW)
- Academy of Economics and Finance
- International Academy of Business and Public Administration Disciplines (IABPAD)
- International Academy of Business and Economics (IABE)
- International Business & Economics Research (IBER)
- New England Business Administration Association
- Southwest Academy of Management
- Association for Global Business
- International Academy of Business Disciplines (IABD)
- Southern Management Association
- Western Academy of Management
- Southwest Federation Association Division

- Southwest Business Symposium
- Midsouth Association of Business Disciplines
- Academy of Business Administration

PROFESSIONAL DEVELOPMENT

CALIFORNIA COMMUNITY COLLEGES CREDENTIALS FOR TEACHING

- Business Administration
- Political Science
- African Studies

Classes Attended

- **LA Tech University**

Seminars Attended

- **AACSBInternational**

Workshops Attended

- **Canvas, Moodle & Black Board**

GRANTS

Sponsored

- 1999 – 2005 conducted stimulating workshops and seminars for business majors in the COB funded by Proctor and Gamble HBCU Curriculum Development Grant Program Competition.
- 2003 (March 15) the COB hosted a Career Development Conference funded by Proctor and Gamble. Over four hundred students attended the conference. Sixteen representatives from eight companies, in addition to a keynote speaker, participated in the conference. Some companies at the conference pledged to offer internship opportunities for the students. The grant was also used to fund honorarium for faculty at the COB, and for other disciplines across campus as well as off-campus in the Lincoln Parish who were committed to curriculum development
- Conduct training and development seminars for students to better prepare them for the global work environment. The COB conducted a total of 27 seminars and workshops between 1999 and 2005 of which a total of 575 students participated.

Non-sponsored

- **None**