

Curriculum Vitae

## SHARON WHITE JOHNSON, PH.D.

Grambling State University • College of Business • Department of Management & Marketing

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### PROFESSIONAL PROFILE/OBJECTIVE

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- Accomplished Business Management professor with over fifteen (15) years of teaching experience in higher education (computer information systems, organizational behavior, quantitative methods, entrepreneurship, operations management, fundamentals of business, and human resource management).
- Over twenty-one (21) years of teaching experience in secondary school education (mathematics, physics, physical sciences, biology)
- Certification in online pedagogy, online course design, general science, physics, and mathematics.

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### EDUCATION

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- **Doctor of Philosophy in Business Administration**, Jackson State University, College of Business, Jackson, MS, 2005  
SUPPORT AREA: Management  
DISSERTATION: *The Moderating Effect of Education on Entrepreneurial Characteristics and Firm Performance: An Examination of Black and Hispanic Firms in Selected Geographic Locations*
- **Master of Business Administration**, Grambling State University, College of Business, Grambling, LA, 1994  
SUPPORT AREA: Computer Information Systems
- **Bachelor of Science in Science Education**, Northeast Louisiana University currently the University of Louisiana – Monroe, Monroe, LA, 1978  
SUPPORT AREA: Physics and Mathematics

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### PROFESSIONAL CERTIFICATION

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- Grambling State University, Office of Distance Learning, Certificate of Completion, Quality Matters, “Designing Your Online Course” (DYOC), Current Re-certification. September 6, 2018
- Grambling State University, Office of Distance Learning, Certificate of Completion, Quality Matters, “Applying the Quality Matters Rubric “ (APPQMR), November 11, 2015
- State of Louisiana Department of Education, General Science, Physics, and Mathematics, Lifetime Certification, Teaching Certificate Type A #052977
- Grambling State University Quality Matters Online Teaching Certification, 2014

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### ACADEMIC HONORS AND AWARDS

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**Grambling State University, Grambling, Louisiana**

- 2019 Outstanding Achievement Award for Participation in the Faculty Research and Creative Works Symposium (November 8, 2018)
- 2017 Certificate of Appreciation in Recognition of Service as a Pitch Competition Judge
- 2016 Certificate of Appreciation in Recognition of Valuable Contributions to the National Association of Black Accountants (NABA) – GSU Chapter
- 2014 – 2015 Certificate of Participation in Drafting the Comprehensive Faculty Evaluation Rubric
- 2014 Nominee for Professor of the Year
- Fall 2013 Faculty Retreat, “Continuing to Enhance the Academic Profile”, Certificate of Appreciation
- 2012 – 2013 Certificate of Recognition for Superior Commitment and Dedication to Service-Learning

**Savannah State University, Savannah, Georgia**

- 2011 Outstanding Faculty at Savannah State University – Iota Phi Lambda Sorority, Inc. Savannah State University, Savannah, Georgia
- April 2011 Recognition for Being an Outstanding Professor at Savannah State University, Iota Phi Lambda Sorority, Inc.
- 2010 – 2011 Outstanding Service as Advisor, Society of Advancement of Management, Savannah State University Chapter
- 2007 Service Award Presented in Appreciation and Recognition as a Session Chair for the 2007 Conference of the International Academy of Business and Public Administration Disciplines, New Orleans, Louisiana, October 25 – 28, 2007
- 2007 Cambridge Who’s Who Honors Edition, Cambridge Who’s Who Publishing, Inc.
- 2006 National Council of Negro Women Living Legends – (NCNW) Savannah State University, Savannah, Georgia

**Jackson State University, Jackson, Mississippi**

- September 2004 Aspiring Entrepreneur Award in Recognition of Outstanding Accomplishments in the Regional Opportunity Funding Corporation Venture Challenge Business Plan Competition, Mississippi Minority Enterprise Development (MED), Jackson, Mississippi
- May 1999 Certificate of Participation in the Grant Development Seminar, Jackson State University, Division of Continuing Education and Extension Services, Jackson, Mississippi
- Committee member of the Internal Entrepreneurship Council, 2002- 2005
- Student Member of the Jackson State University Strategic Planning Committee; Culture, Management, and Governance work group.
- Judge of the Computer Awareness for Youth Entrepreneurs Camp, Jackson State University Entrepreneurship Institute, 1999, 2000, and 2001.
- Participated as an interviewee on the SACS Customer Service and Graduate Programs evaluation.
- 1998 - 1999 Outstanding Ph.D. Student of the Year

## **ACADEMIC/TEACHING EXPERIENCE**

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**Associate Professor of Management**, Grambling State University, College of Business,  
Grambling, LA,

2012 to Present

- Tenured and Promoted, June 2018; Effective August 2018.
- Teach Management and General Business courses to undergraduate students in class size averaging 40 students.
- Hired by Grambling State University in August 2012.

**Assistant Professor of Management**, Savannah State University, College of Business  
Administration, Savannah, GA, 2005 to 2012

- Taught Management courses to undergraduate students in class size averaging 25 students
- Hired by Savannah State University in July 2005

**Professor of Management**, Strayer University, School of Business, Savannah, GA, 2011 to 2012

- Taught graduate and undergraduate level Business Management courses in class size averaging 10 students
- Hired by Strayer University in January 2011

## **COURSES TAUGHT**

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### **Undergraduate (Grambling State University)**

Fundamentals of Business  
Management Principles and Policies  
Organizational Behavior  
Applied Quantitative Methods  
Operations Management

### **Graduate (Strayer University)**

Strategic Management  
The Business Enterprise  
Leadership & Organizational Behavior

### **Organizational Leadership Program (Grambling State University)**

Conflict Management & Negotiation  
Problems & Issues in Human Relations Management

### **Undergraduate (Strayer University)**

Principles of Management  
Management Concepts

### **Undergraduate (Savannah State University)**

Introduction to Business  
The Environment of Business  
Management of Organizations (Off-line and Fully On-line)  
Service and Non-Profit Management

Small Business Management & Ownership  
Organizational Theory & Behavior  
Labor - Management Relations  
Small Business Entrepreneurial Strategy

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## TEACHING INTERESTS

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- Organizational Behavior & Theory
- Quantitative Statistical Analysis
- Entrepreneurship
- Online Teaching and Learning

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## PROFESSIONAL EXPERIENCE

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### CEO or Other Executive Positions in Companies

- **President of the Board of Directors**, Key Comprehensive Corporation, Sterlington, Louisiana, November 2018 to Present

### Position In Companies That Are Related To Teaching Field

- **Administrative Duties – Savannah State University, Savannah, GA**

Coordinator of The Pipeline Program, Savannah State University, Office of Graduate Studies, Coordinated the advertisement, selection, orientation, and matriculation of high school and college students to graduate school

Summer 2008 – Summer 2011

- **Research Assistant - GulfSouth Capital, Inc., Jackson, MS**

Research Analysis of the Feasibility of a Communications and Information and Technology Cluster in central Mississippi; Investigated the nature of relationships, alliances, and partnerships that link and transfer knowledge between institutions and resources located within the metropolitan statistical area (MSA) of Jackson, Mississippi; Aided in assessing the roles of government, private industry, and public and private institutions of higher learning, Feb. – May, 2000.

### Owned Companies or Owned Businesses Related To Teaching Field

- None

### Consulting Related To Teaching Field

- None

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## SCHOLARLY CONTRIBUTIONS

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### Peer Reviewed Journals

#### *Applied or Integrative/Application Scholarship*

- Johnson, S. (2020). Entrepreneurial Characteristics, Education, and Firm Performance ( A Working Paper). *International Journal of Business Management and Commerce, Center for Contemporary Research*, 5(2).

- Crawford, E., Johnson, S., & Mosley, K. (2014). Administrative influences on mentoring activities of junior faculty at two institutions of higher education. *Focus on Colleges, Universities, and Schools*, 8(1).
- Singletary, L., Johnson, S. W., & Nwoha, O. (2014). Collaborative education in Colleges of Business: Is it realistic or a mirage. *Research Journal of the ooi Junior Academy*, 14(1).
- Mosley, K., Crawford, E., Johnson, S., & Hendricks, L. (2014). The perceived influence of mentoring activities on the professional development of junior faculty at two institutions of higher education. *National Forum Journal of Counseling and Addiction*, 3(1).
- Brown, U.J., III, Beale, R.L., & Johnson, S.W. (2011). Perceptions of entrepreneurial intentions & risk propensity: Self-reliance and self-efficacy in college students. *Review of Business Research*, 11(5), 169-177.

*Basic or discovery scholarship*

*Teaching and learning scholarship*

**Editorial-Reviewed Journals and Articles**

- None

**Peer Reviewed Proceedings**

*Applied or Integrative/Application Scholarship*

*Basic or discovery scholarship*

*Teaching and learning scholarship*

- Johnson, S., and Simmons, E. (2009). Education, entrepreneurial characteristics, and firm performance. *Proceedings of the International Academy of Business Disciplines, Business Research Yearbook: Global Business Perspective, Volume XVI 2009*.
- Brown, U.J. III, Gaylor, K., Johnson, S.W., & Ballard, V. (2001). Computing perceptions and their impact on course performance: A's for the digital generation?. *Proceedings of the International Academy of Business Disciplines Business Research Yearbook: Global Business Perspective 2001, Volume 8*.
- Brown, U.J. III and Johnson, S.W. (2000). Computer use and internet addiction: African Americans in cyberspace. *Proceedings of the International Academy of Business Disciplines, Business Research Yearbook: Global Business Perspective 2000, Volume 7*.
- Bsat, M. & Johnson, S.W. (2000). Classroom application of the group decision support systems technology to the science-related academic disciplines. *Proceedings of the First International Conference of the Olu Olu Institute – A Consortium for Teaching and Learning (OOICTL), Business 2000 International Conference, Ruston, LA: Olu Olu Institute for Publishing, Volume 1.*

- Brown, U., Beale, R. and Johnson, S.W. (2010). Perceptions of Entrepreneurial Intentions & Risk Propensity: Self-Reliance and Self-Efficacy in College Students. *Proceedings of the Decision Sciences Institute, Annual Meeting, 2010.*
- Johnson, S.W. (2007). The moderating effect of education on entrepreneurial characteristics: Firm performance. *Proceedings of the International Academy of Business and Public Administration Disciplines, 2007, 4(3).*
- Johnson, S. W. (2007). The interactive effect of education on psychological characteristics: Firm performance of Black and Latino entrepreneurs. *Proceedings of the International Academy of Business and Public Administration Disciplines, 2007, 4(3).*
- Johnson, S.W. (2006). The moderating effect of education on entrepreneurial characteristics: Performance of Black and Hispanic firms. *Proceedings of the International Academy of Business Disciplines, 2006.*
- Johnson, S. W. (2004). An analysis of the relationships among entrepreneurial characteristics, education, and firm performance of Black and Hispanic entrepreneurs. *Proceedings of the International Academy of Business and Public Administration Disciplines, 2004.*

#### **Peer Reviewed Academic Conference/meeting Paper Presentations**

- Johnson, S. W. (2007). Entrepreneurship/Small Business Session. The interactive effect of education on psychological characteristics: Firm performance of Black and Latino entrepreneurs; Design and implementation of a client-oriented tax application for small businesses; Behavioral implications of U.S. tax policy: Does tax law influence individual taxpayer behavior? A decade of dominance: traditional product mix at community banks outperforms derivatives at dealer banks. *Proceedings of the International Academy of Business and Public Administration Disciplines, 2007, New Orleans, Louisiana, USA.*
- Johnson, S.W. (2006). Entrepreneurship Track, Management Issues. An analysis of funding sources for entrepreneurship in the biotechnology industry; The role of EU accession in SME development in Hungary; The perils of strategic alliances: The case of Performance Dimensions International LLC. *Proceedings of the International Academy of Business Disciplines, 2006.*

#### **Competitive Research Awards Received**

- None

#### **Relevant Books/Textbooks**

##### *Teaching and learning scholarship*

- None

#### **Published Case Studies**

- None

#### **Professional Practice Standards or Public Policy**

- None

**Research Monographs/unpublished thesis/dissertation**

- None

**Organized peer-reviewed Conference(s)/Professional meeting(s), per conference/meeting**

- None

**Editor/Board member of a peer-reviewed/editorial Journal, per Journal**

- None

**Editor/Board member of peer-reviewed Conference Proceedings, per Proceedings**

- None

**Research in progress**

- None

**Other**

**Online Conference Paper Presentation**

- Singletary, L., Johnson, S. W., & Nwoha, O. (2014). Collaborative education in Colleges of Business: Is it realistic or a mirage. *Research Journal of the ooi Junior Academy*, 14(1).

- **Book Chapter**

The Mixed Blessings of Gentrification in an Antebellum City: The Case for Savannah, Georgia, Dr. Kenneth Jordan, Dr. Willie E. Johnson, Dr. Deden Rukmana, Dr. Sharon Johnson, Chp.9, p176. *African Americans in Georgia: A Reflection of Politics and Policy in the New South*, Ford, P.K. (ed.), Mercer University Press, Macon: Georgia, 2010.

- **Faculty Research Seminar (Symposium)**

*Grambling State University*

- Committee Organizer of the Faculty Research and Creative Works Symposium, Grambling State University, November 2018

*COB Colloquium, Seminars and Workshops (which you participated as a presenter)*

- Johnson, S.W. (2018). The moderating effect of education on sociological and psychological characteristics: Firm performance of African-American and Latino-American Entrepreneurs, Faculty Research and Creative Works Symposium, Grambling State University.(November 8, 2018)
- Felton, D., Witherspoon, A., Johnson, S. W., Granderson, B., Harris, K., and Cochran, M. (2016). Grambling State University College of Business Research Colloquium, "Grambling State University College of Business Awareness Presentation".
- Johnson, S.W. (January 2013). Presentation on "Online Teaching and Learning: Pedagogy vs Andragogy", Grambling State University College of Business Research Colloquium.

- **Panel Participant**

- Crawford, E., Johnson, S.W., and Mosley, K (2011). Management of Organizations and Classroom Managers in Hybrid Courses. *8<sup>th</sup> Annual Southeast Coastal Conference on Languages & Literatures, Technology and Language, Section: Pedagogy, 2011, Georgia Southern University, Statesboro, GA.*
- **Conference Participant**
  - Brown, U.J., III, Beale, R.L., Johnson, S.W. (2011). Perceptions of entrepreneurial intentions & risk propensity: Self-reliance and self-efficacy in college students. *IABE-2011 Las Vegas Annual Conference.*
  - Johnson, S. W. (2011). Management of Organizations and Classroom Managers in Hybrid Courses. *Technology and Languages I, Teaching Faculty and Classroom Management in Hybrid Courses: Online and Offline Issues. 8<sup>th</sup> Annual Southeast Coastal Conference on Languages and & Literatures-SECCLL, Georgia Southern University.*
  - Johnson, S. W. (2009). Education, entrepreneurial characteristics and firm performance. *Proceedings of the 21<sup>st</sup> Annual Conference of The International Academy of Business Disciplines, 2009.*
- **Reviewed articles**
  - Reviewer for the International Academy of Business and Economics, 2011 - 2012
  - Reviewer for the Organization Management Journal, 2011 - 2012
  - Reviewer for the International Academy of Business Disciplines (IABD) Conference, 2001
  - Reviewer for the United States Association for Small Business and Entrepreneurship (USASBE) Conference, 2002
- **Presentations and Workshops**
  - Johnson, S.W. (2018). The moderating effect of education on sociological and psychological characteristics: Firm performance of African-American and Latino-American Entrepreneurs, Faculty Research and Creative Works Symposium, Grambling State University. (November 8, 2018)
- **Book reviews**
  - None

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## RESEARCH INTERESTS

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- Online Teaching & Learning
- Entrepreneurship

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## PROFESSIONAL SERVICE

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- Research Mentee of the Faculty/ Student Multidiscipline ooi Consortium for Teaching, Research, Learning and Development (ooiCTRLD), 2013 - 2015: A non-profit global professional academic organization, Ruston, LA, <http://www.facultystudentconference.org>



- Co-Chair of the Olu Olu Institute – A Consortium for Teaching and Learning (OOITL), Business 2003 International Conference, Maui, Hawaii.
- Discussant of the Ph.D. Project Forum on “Surviving the Comprehensive Exams,” 2001 and 2002, Toronto, Canada and Washington, D.C.

## **UNIVERSITY SERVICE**

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### **Grambling State University, Grambling, Louisiana**

- GSU Commencement Ceremony, Announcer/Name Caller for the College of Business: Spring 2022, Spring 2023, Fall 2023, Spring 2024
- Grambling State University Promotion and Tenure Committee, Chair, (Appointed 2021: - Term ends August 2025)
- Research and Creative Works (RCW) Symposium & Luncheon: “Collaborative Works in Addressing Health Disparities” (April 2024)
- University Curriculum Committee (Re-Appointed August 31, 2021: Term ends August 31, 2024)
- University Curriculum Committee (Appointed November 15, 2018: Term ends August 31, 2021)
- Navigating the New IRB Protocol Management System (Fall 2023)
- Faculty Grievance Committee Member (Appointed August 2021: Term ends August 31, 2024)
- Celebrating Women’s History Month (March 2024)
- Admitted Students Day (Early Admission/ Advisement of Incoming Freshman) (March 11, 2023)
- GSU “Navigating through the Search Process” – HR Workshop in preparation for service on the Search Committee for the COB Coordinator of the Dean’s Office (Spring 2023)
- GSU IRB – Human Subjects Committee (Fall 2020 – Spring 2024)
- Grambling State University Team, 2017 Spring Forum, Hosted by the Commissioner of Higher Education, Dr. Joseph Rallo (February 1, 2017)
- General Education Committee (GEC) (Appointed November 9, 2017; Term ends August 31, 2020)
- Faculty Grievance Committee Alternate (Appointed November 15, 2018: Term ends August 31, 2021)
- Office of the President, Appointed Member of the Budget Advisory Committee (formerly the Budget and Priorities Committee) (Fall 2015)
- University Fall and Spring Institutes, Workshops and Professional Development

(Fall 2012 – Present)

- **Spring 2019 Academic Institute**  
“Accommodating Students with Special Needs,” “Accreditation and Assessment,”  
“Institutional Effectiveness,” and “QEP Topic”
- **Spring 2018 Academic Institute**  
“Teaching today’s Learners; Moving to Research-Based Instruction
- Fall 2018 Academic Institute  
“Essential tips and Techniques to Effectively and Efficiently Work and Collaborate with Others”
- **Fall 2017 Academic Institute**  
“Get Students to Focus on Learning Instead of Grades: Metacognition and Mindset are the Keys! “Active Shooter,” “NCAA Presentation,” “NCAA Policy Review,” and “Assessment”
- **Spring 2017 Academic Institute**  
“Teamwork Makes the Dream Work”
- Fall 2016 Academic Institute  
“Teamwork Makes the Dream Work”
- **Spring 2016 Academic Institute** “Research and Sponsored Programs,” “Making the Most of Your Advisement Session,” and “Face-to-Face with Online Instructors”
- **Fall 2015 Academic Institute**  
“Recommit and Reconnect: Transforming Our Academic Legacy
- Library and Learning Resources Committee (2012 – 2016)
- Ad Hoc Committee on Faculty Evaluations – Comprehensive Faculty Evaluation Rubric (All academic units including Library Services and Performing Arts) (Fall 2014 – Spring 2015)
- **WISE (Workforce and innovation for a stronger economy) Fund**  
Feasibility Study of Viable Academic Programs (Fall 2014)
- **Search Committees**
  - Search Committee for the Coordinator of Leisure Studies: Department of Kinesiology, Sport, and Leisure Studies  
(June 2023, Fall 2017, Spring 2017)
  - Search Committee for the Dean : College of Business  
(August 2013 – November 2013)
  - Search Committee for the staff of the “Center for Student Professional Development” (CSPD): College of Business  
(Fall 2014 – Spring 2015)
- **Savannah State University, Savannah, Georgia**
  - SACS - MGA Southern Association of Colleges and Schools – Mission, Governance and Administration Regional accreditation covering eleven states (2008 – 2009)
  - Faculty Senate – Executive Logistics Officer (2008 – 2010)
  - Faculty Athletics Committee (2008 – 2009)
  - Bookstore Committee (2007 – 2009)

- Library Committee (2007 – 2008)
- Committee of Student Admission and Retention (2006)
  
- **Jackson State University, Jackson, Mississippi**
  - Committee member of the Internal Entrepreneurship Council (2002- 2005)
  - Student Member of the Jackson State University Strategic Planning Committee; Culture, Management, and Governance work group. (2002)
  - Judge of the Computer Awareness for Youth Entrepreneurs Camp, Jackson State University Entrepreneurship Institute. (1999, 2000, and 2001)
  - Participated as an interviewee on the SACS Customer Service and Graduate Programs evaluation. (1999)
  - Student Support Committee (2008 – 2009) College of Business Administration, Savannah State University, Savannah, Georgia
  - BEEP Committee (Black Executive Exchange Program), College of Business Administration, Savannah State University, Savannah, Georgia (2005 to Present)
  - Student Success Committee  
College of Business Administration, Savannah State University, Savannah, Georgia (2006 – 2007)
  - Committee of Student Admission and Retention, Savannah State University, Savannah, Georgia (2006)
  - Curriculum Committee, College of Business Administration, Savannah State University, Savannah, Georgia (2005 – 2006)
  - Assurance of Learning Committee, College of Business Administration, Savannah State University, Savannah, Georgia (2005 – 2006)
  - Appeals Committee, Appointed by the Vice President of Academic Affairs, Savannah State University, Savannah, Georgia (2005)

## **COLLEGE OF BUSINESS SERVICE**

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### **Grambling State University**

- ZOOM Virtual Webinar - From Passive to Powerful: Implement Active Learning Strategies in your Classroom (September 2024)
- Information Technology – ViewSonic Panels and Zoom Training (August 2024)
- ZOOM Virtual Webinar - Introduction to SoftChalk Cloud Platform and Content Authoring (July 2024)
- GSU College of Business Research Symposium: “The Trend of Higher Education is growing Toward Online – Exploratory Study (COB - Kristian January and TCoyia Odoms; “Financial Literacy Education” COPS – Cierra Matthews)
- GSU College of Business Graduation Celebration Program (December 14, 2023)

- The Golden Pitch Business Model Competition 2023: Final Pitch Presentations
- (November 14, 2023)
- Search Committee for the Coordinator of the Dean's Office  
(Spring 2023)
- SACS Assessment of College of Business - Management Program: Submission of Test  
Items - Application of Knowledge of Their Field  
(Spring 2023)
- Interview Attendance: COB Dean Candidates  
(October 2022)
  
- **Advising: On-going service - Graduate School Opportunities**  
Southern University and A & M College  
  
Southeastern Louisiana University  
  
Louisiana Tech University
  
- **GSU Employer Engagement, Internship/Full-time Opportunities, Scholarships, and  
Campus/Classroom Visitations**  
Big 4 Accounting Firms - Deloitte, PricewaterhouseCoopers (PwC), Ernst & Young, and KPMG  
  
Career Fairs  
GSU 54<sup>th</sup> Annual Lonnie Smith Career and Graduate School Fair (Grambling State University,  
Grambling LA), HBCU Legacy Bowl Career Fair (New Orleans, LA)  
  
Mutual of Omaha  
  
Internship/Full-time Opportunities  
  
SWAC & Rocket Mortgage  
  
USAA  
  
Mutual of Omaha  
  
Disney  
  
Adidas Summer Internships  
  
Proctor & Gamble  
  
J. P. Morgan  
  
TMCF "So. Ambitious" 2023 HBCU Tour

ColorStack Summit.

- **Scholarship Opportunities**

Thurgood Marshall College Fund

Deloitte Foundation HBCU Accounting Scholarship Program

COB Scholarship

- **Certification Opportunities**

CeriFi – Securities Industry Essentials (SIE) Exam – (Wells Fargo)

- **Partnerships**

Arizona State University – W. P. Carey School of Business Partnership for Real Estate Education

- COB Golden Pitch (Spring 2019)
- COB Student Organization Co-Advisor: Phi Beta Lambda (Spring 2019)
- Search Committee for the staff of the “Student Center for Professional Development” (SCPD) (Fall 2014 – Spring 2015)
- WISE Feasibility Study of Viable Academic Programs (Fall 2014)
- OoiCTRLD Student Club Gambling Chapter – A Global Research Mentoring and Conferencing Organization (Spring 2014 – 2016)
- Tourism Development Grant Program – Convention & Visitors Bureau (CVB), Ruston, Louisiana (November 2012)
- GSU College of Business Research Colloquia (Fall 2012 – Present)
- Academic Advising Workshop – College of Business, Augustine Dzathor, Ph.D. (2012 - 2018)

**On-going service on the following College of Business accreditation committees:**

- **AACSB 2020 Standards Faculty Responsibilities**  
Standard 3: Faculty and Professional Staff Resources  
Standard 8: Impact of Scholarship  
Standard 9: Engagement and Societal Impact

**On-going service on the following College of Business accreditation committees:**

- **AACSB 2013 Standards Faculty Responsibilities, Fall 2018 – Spring 2021**  
Standard 2: Intellectual Contributions, Impact, & Alignment to Mission  
Standard 5: Faculty Sufficiency & Deployment

## Standard 15: Faculty Qualifications and Engagement

### College of Business Standing Committees

- AACSB Curriculum & Assessment
- AACSB Faculty Qualification & Engagement
- AACSB Student Affairs
- **AACSB 2013 Standards Faculty Responsibilities, Fall 2014 – Spring 2018**
  - Standard 2: Intellectual Contributions and Alignment with Mission
  - Standard 11: Degree Program Educational Level, Structure, and Equivalence
  - Standard 12: Teaching Effectiveness
  - Standard 15: Faculty Qualifications and Engagement

### College of Business Standing Committees

- AACSB Student Affairs Committee
- AACSB Standing Assessment Committee
- AACSB Intellectual Contributions Committee

### Productive and Creative Activities

- **College of Business - focused Research and Teaching efforts** were launched to work cooperatively and collaboratively with business faculty to build a stronger applications-based foundation in assigned management courses; 2015 – Present.
- **Developed New Syllabi for two online human relations management courses in the Organizational Leadership Program created by the University of Louisiana System.** The courses were *HUR 420 - "Conflict Management & Negotiation"* and *HUR 425 - "Problems & Issues in Human Relations Management"*. The Bachelor of Arts in Organizational Leadership was a collaborative online degree program offered jointly by the nine public universities in the University of Louisiana System (ULS). The program was designed for completion by adult learners at least 25 years old and who have completed at least 60 hours of college credit, which includes general education courses; August 16 – October 16, 2015, October 19 – December 18, 2015.
- **Designed a user-friendly Advising Tool for Management majors and advisors.** Ease-of-use was achieved leading to better course planning and faculty assignment for the fall, spring, and summer sessions. The Advising Tool includes prerequisite courses and a list of management elective courses; 2016.
- **Cultivated a sense of professional development for students ready to enter business-related career fields and graduate studies.** Discussed, assigned for investigation, and exposed students to careers in management through the creation of a professional portfolio; 2012 – Present. Class participation in workshops, Career Fairs, and self-help seminars developed and provided by The Office of Career Services. Presentations were conducted in three classes during the Spring 2017 semester and in four classes during the Fall 2017 semester in order to raise awareness of services provided by the Office of Career Services; 2017.
- **Spring 2017**
  - January 23, 2017     MAN 301- Management Principles & Policies     Mrs. Latoya Pierre
  - January 24, 2017     MAN 305 – Organizational Behavior     Ms. Altha Madison

January 25, 2017 GB 150 – Fundamentals of Business Dr. Shelia Fobbs

- **Fall 2017**
  - August 31, 2017 GB 150 – Fundamentals of Business Ms. Altha Madison
  - September 6, 2017 MAN 301 - Management Principles & Policies Ms. Altha Madison
  - September 11, 2017 GB 202 – Applied Quantitative Methods Dr. Shelia Fobbs
  - September 11, 2017 GB 150 – Fundamentals of Business Dr. Shelia Fobbs
- **College of Business – focused Recruitment efforts** were conducted in response to a decrease in enrollment. Enhancing recruitment efforts necessitated building a partnership with the Office of Admissions and the Office of Financial Aid. The College of Business Recruitment Team is comprised of College of Business faculty and upperclass undergraduate students Schools in the Monroe City School District, Fall 2015, Spring and Fall 2016, Fall 2017, and Fall 2018.  
Two major locations were targeted for recruitment:
  1. The University hosted the **Louisiana Office of Student Financial Assistance (LOFSA) Program** which is a college access and readiness initiative to offer support services to raise awareness about postsecondary financial aid opportunities, Spring 2015.
  2. The College of Business supports recruitment activities in the Monroe City School District in Monroe, Louisiana were targeted for campus visits in 2015 continuing to 2017.
- **Coordinated, planned, and directed the activities needed to execute concurrent workshops** provided by five United Parcel Service (UPS) executives in the College of Business, 2015.
- Served as a Pitch Competition Judge and encouraged classes to participate in the Grambling State University, Entrepreneurship Technical Assistance Workshops for the Aspiring Entrepreneur, February 2017
- Selected and nominated students to participate in the Allen Entrepreneurial Institute International (AEII) at Camp Exposure held on February 16 – 18, 2017 in Lithonia, Georgia, January 2017
- Advised Management students to add a second major or minor in Accounting, Economics, Computer Information Systems or Marketing, Fall 2012 – Present.
- Acted as a panel discussant for the seminar entitled, “Are You Ready?” - Sponsored by Have a Heart, LLC and Phi Beta Lambda Fraternity, Inc., February 2016.
- GSU College of Business Research Colloquia, Fall 2012 – Spring 2019.
- College of Business Registration Advising, Fall 2012 – Present.
- Academic Advising Workshops – College of Business December 2016, October 2014, October 2012
- The College of Business Student Success Laboratory Student Organization Membership Drive, September 10, 2013
- College of Business Faculty Retreat , Fall 2013.
- OoiCTRLD Student Club Grambling Chapter – A Global Research Mentoring and Conferencing Organization, Spring 2014 – 2016.

- GSU College of Business Research Colloquia, Fall 2012 – Present

## **DEPARTMENT or ACADEMIC PROGRAM SERVICE**

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- Student academic advising (On-going).
- **College of Business Student-focused Activities: Online and On-ground**
  - J. P. Morgan Chase Internship & Permanent Employment Opportunities
  - “Disney on the Yard” Event
  - EPA (Environmental Protection Agency) Webinar/event
  - Fall 2022 Virtual Career Fair
  - Regions Emerging Talent Program
  - RBB Communications – Spring 2023 Internships
  - JCPenney Suit-Up Event, 2018 - Present
  - Leadership Training Seminar, Service Learning Project (Phi Beta Lambda Business Fraternity), Spring 2019.

## **COMMUNITY SERVICE**

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- Fall 2023 – Present United Way of Northeast Louisiana – Read. Learn. Succeed. Volunteer (Pen-Friend)
- The 2022 Black Male Summit – UL System – UL – Monroe, June 15 – 16, 2022
- 2019 Collected and donated food to the Community Soup Kitchen – Monroe, Louisiana
- 2019 Collected and distributed clothing to individuals – Monroe, Louisiana
- Monroe City Schools, Wossman High School Jobs for America’s Graduates (JAG) Program, Monroe, Louisiana, 2013 – 2017
- 2017 Certificate of Participation in Renaissance ReadQuest (Accelerated Reader 360<sup>0</sup>)
- Participation in the *Jobs for America’s Graduates (JAG) Program*, Wossman High School, Monroe City School District, Monroe, Louisiana, 2014 – 2016
- 2014 Scholarship Awards Banquet, Newtown Community of Monroe, Louisiana, New Town’s Greatest Heroes
- Building Basic Skills: Solutions for Sector Partners (Webinar), November 2012
- 1996 Trailblazer Award for Service to the Wossman High School Mock Trial Team

### **Secondary Schools**

- 1995 – 1996 Certificate of Participation As Coach of the Wossman High School Mock Trial Team for the 1996 Louisiana State High School Mock Trial Competition
- 1998 Certificate of Appreciation for Participation in *Operation B.U.S.T.*, Attorney General - State of Mississippi, Artistic Talents of Students Exhibited in the Fight to Stop Tobacco Use
- 1996 Who’s Who Among America’s Teachers, The Best Teachers in America Selected by the Best Students, Educational Communications, Inc., 4<sup>th</sup> Edition, Volume II
- 1996 Trailblazer Award for Service to the Wossman High School Mock Trial Team Monroe, Louisiana
- 1991 Outstanding Young Women of America, 25<sup>th</sup> Edition, 1991 Volume



- 1990 Project Early Options, General Superintendent's Certificate of Recognition, Outstanding Contributions to SAT Preparation and Seminar Development, Dallas Independent School District (Currently - Dallas Public Schools)
- 1988 In Appreciation for Community Service, National Association for Financial Assistance to Minority Students
- 1980 USL (University of Southwestern Louisiana - Presently - University of Louisiana - Lafayette) Certificate of Merit from the USL University Community

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## **PROFESSIONAL AFFILIATIONS**

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- Academy of Management, 2019
- Society for Advancement of Management, 2019
- Beta Gamma Sigma - National Business Honor Society, 2006 - Present

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## **PROFESSIONAL DEVELOPMENT**

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### **Professional License Renewal/Re-certification**

#### **Grambling State University**

- Re-certification: Distance Learning Quality Online Assurance Certification (DLQOAC) Designing Your online Course (DYOC)  
2018

#### **Classes Attended**

- GSU IRB - Institutional Review Board: Navigating the New IRB Protocol Management System  
October 19, 2023
- Louisiana Board of Ethics, Completion of Training of Louisiana Code of Ethics for State Employees (Public Servants)  
June 2019
- Louisiana State Civil Service, CPTP Preventing Sexual Harassment WBT  
June 2019
- Distance Learning Quality Online Assurance Certification (DLQOAC)  
February - March 2014
- Applying the Quality Matters Rubric (APPQMR) Certificate of Completion  
March 11, 2014
- Distance Learning TURNITIN Training  
November 2013
- Integrating Smartboard Technology in the Classroom - Information Technology Training Center  
October 2012
- Basic Smartboard Training - Information Technology Training Center  
September 2013  
October 2012

- Building Basic Skills: Solutions for Sector Partners  
November 2012

### **Savannah State University**

- Microsoft Excel 2010 – Basic Training  
November – 2010
- Microsoft Powerpoint 2010 – Basic Training  
November – 2010

### **Seminars Attended**

- Louisiana Tech University Office of Outreach and External Funding – Fourth Annual Let Us Dream I-20 Community Conference  
October 21, 2021
- Sage Publishing Virtual Webinar - Measuring Societal Impact in Business Research from Challenges to Change  
September 17, 2021
- Ph.D Project Virtual Webinar – We Are Not the Same: Exploring Cultural Differences  
May 20, 2021
- Positioning, Planning, & Profiting: A Life Cycle Approach to Business Growth  
Mid-South Minority Business Council Continuum, Louisiana Small Business Development Center (LBDC) – University of Louisiana – Monroe, Louisiana  
July 2014
- Webinar – Fast-Track Your Assessment Planning for Success: Creating Assessment Plans That Faculty Can Believe In  
June 2014

### **Educational Seminar/Symposium/Conference or Meeting Attended**

#### **Educational Workshops Attended**

- Faculty Professional Development Virtual Workshop: How to Assess Oral Communication  
February 2, 2023
- QEP Faculty Professional Development Virtual Workshop Series: From A Faculty Developer's Perspective  
June 22, 2022
- The 2022 Black Male Summit – UL System – UL – Monroe  
June 15 – 16, 2022
- QEP Spring Virtual Workshop – Oral Communication in the Classroom: Natonya Listach Importance of Public Speaking in the Classroom, in Business Situations, and for Ourselves  
March 3, 2022
- QEP Summer 2021 Virtual Workshop Series - Creating a Culture of Assessment: Dr. Jerald Henderson  
July 15, 2021

#### **Professional Certification**

- Grambling State University, Office of Distance Learning, Certificate of Completion “Applying the Quality Matters Rubric “ (APPQMR), Pedagogy March 11, 2014
- Savannah State University, Certified On-Line Instructor (COI), E-learning 101, Facilitating Learning On-Line (FLO - State of Georgia) Certificate of Completion August 2007

### **Educational Workshops Attended**

- December 2 – 9, 2020, SACSCOC 2020 Virtual Annual Meeting
- July 16, 2020, Crossing the Bridge to Quality with the QM Course Design Guide & Course Plan (QM Online Learning Webinars)
- March 14, 2019, *Instructional Practices That Can Lead To Positive Student Learning Outcomes*, College of Business professional development workshop, JTS 264, Grambling State University, Conducted by Dr. Kathryn Newman and Ms. Tiffany Jackson of College of Education, Grambling State University, Grambling, LA

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## **GRANTS**

### **Sponsored**

- None

### **Non-sponsored**

- None