

## Department of Business Administration Five-Year Assessment and Program Evaluation Report

**Department: Business Administration**

- I. Briefly describe how the department's/program's strategic plan is related to the college's/school's mission, goals and strategic plan as well as the University's mission and goals.**

The mission of the School of Business and Economics, as stated in the 2004-2010 Strategic Plan, is as follows:

*The mission of the School of Business and Economics at North Carolina A&T State University is to provide high quality management education in a learning-centered environment that effectively recognizes and responds to the diverse backgrounds, characteristics, and needs of students and society. An interdisciplinary foundation, faculty scholarly activity, and professional and community service are integral to this mission.*

The programs and plans of the Business Administration Department are consistent with, and support, the mission of the School of Business and Economics and the University in a number of significant ways:

- The major focus of the programs and plans is providing a high quality educational experience for students.
- The plans and programs recognize the importance of helping students develop a broad array of skills in addition to the technical competencies of the specific major.
- The plans and programs recognize that achieving a high quality educational experience for students requires continuous development of faculty.
- The plans and programs recognize and incorporate issues of globalization and diversity in the academic curriculum.
- The plans and programs emphasize service to the community, profession and the university, in general, as a critical responsibility of faculty.

***A copy of the Strategic Plan of the Department of Business Administration is in Appendix A.***

- A. Student Profile (data on majors for past 3 years, including the current academic year)**
1. Admission Requirements (SAT scores and high school GPA). If the program does not have an admission requirement, include the average SAT and high school GPA: Fact Book (<http://qed.ncat.edu/ir&p/availabl.htm>)

<b>Table 1:</b>		<b>Student Admission Scores</b>	
Spring 2008		<b>(AY 2005-2006 to AY 2007-2008)</b>	
<b>Data</b>			
<b>Semester/Year</b>	<b>Average High School GPA</b>	<b>Average SAT or ACT Score</b>	<b>Enrollment</b>
Fall 2005	2.838	861.67	753
Spring 2006	2.842	862	742
Fall 2006	2.897	862.9	626
Spring 2007	2.877	863.6	608
Fall 2007	Not Available	Not Available	Not Available

2. Total enrollment in department and program: Fact Book  
(<http://qed.ncat.edu/ir&p/availabl.htm>)

<b>Table 2: Number of Majors (AY 2005-2006 to AY 2007-2008)</b>				
	<b>Undergraduate</b>		<b>Graduate</b>	
	Male	Female	Male	Female
<b>Degree Program 0021</b>				
Fall 2005	159	99	-	-
Fall 2006	83	54	-	-
Fall 2007	53	28	-	-
<b>Degree Program 0151</b>				
Fall 2005	236	197	-	-
Fall 2006	242	216	-	-
Fall 2007	292	221	-	-
<b>Degree Program 0152</b>				
Fall 2005	108	121	-	-
Fall 2006	111	121	-	-
Fall 2007	121	125	-	-
<b>Degree Program 0153</b>				
Fall 2005	54	47	-	-
Fall 2006	52	61	-	-
Fall 2007	59	50	-	-
<b>Degree Program 0245</b>				
Fall 2005	32	21	-	-
Fall 2006	34	23	-	-
Fall 2007	22	21	-	-
<b>Degree Program 0250</b>				
Fall 2005	-	-	5	11
Fall 2006	-	-	6	1
Fall 2007	-	-	7	1
<b>Degree Program 0272</b>				
Fall 2005	-	-	2	9
Fall 2006	-	-	1	11
Fall 2007	-	-	1	11
<b>Degree Program 0336</b>				
Fall 2005	Not Available	Not Available	-	-
Fall 2006	Not Available	Not Available	-	-
Fall 2007	0	0	-	-

3. Number of majors in the Honor's Program

<b>Table 3: Honor Program Participants (AY 2005-2006 to AY 2007-2008)</b> (per Dr. Peter Meyers 5/13/07)							
<b>Programs</b>	<b>Total</b>	<b>Fall 2005</b>	<b>Spring 2006</b>	<b>Fall 2006</b>	<b>Spring 2007</b>	<b>Fall 2007</b>	<b>Spring 2008</b>
<b>Business Administration</b>	24	2	8	6	5	1	2
<b>Management</b>	29	2	4	2	12	6	3
<b>Marketing</b>	79	10	8	12	14	15	20
<b>Finance</b>	83	11	12	14	16	15	15
<b>Management (MIS)</b>	14	2	3	3	3	2	1
<b>Total</b>	229	27	35	37	50	39	41

4. Number of transfers (average admission GPA) : Fact Book  
 (<http://qed.ncat.edu/ir&p/availabl.htm>)

Academic Year	Average H.S. GPA	Enrollment
2005-2006	2.295	65
2006-2007	2.139	42
2007-2008	Not Available	Not Available

B. Academic Major/Program (past 3 years)

1. Results of any licensure examinations (for a three-year period)

**N/A (Not Applicable)**

Table 5: Results of Licensure Exams (AY 2005-2006 to 2007-2008)			
	AY 2005-2006	AY 2006-2007	AY 2007-2008
<b><u>Name of exam</u></b> N/A	Passed % ___ Failed % ___	Passed % ___ Failed % ___	Passed % ___ Failed % ___
<b><u>Name of exam</u></b> N/A	Passed % ___ Failed % ___	Passed % ___ Failed % ___	Passed % ___ Failed % ___

2. Accreditation reviews

Name of association: **Association to Advance Collegiate Schools of Business – International (AACSB)**

Outcome: **Fully Confirmed!**

Level of approval: **Fully approved and confirmed for Maintenance of Accreditation consistent with the process and guidelines**

Required follow up, summarized: **Continued advancement of the learning assurance process**

Year of next review: **2011**

3. Program reviews (outside consultants) **Not Applicable**

Years reviewed:

Describe process and results:



5. Results of alumni surveys

A systematic feedback mechanism is still not yet in place. The Department Assessment Committee has been tasked with identifying appropriate instruments and processes to obtain feedback from all stakeholders. Alumni continue to provide ad hoc testimonials of the quality of the education received in their majors.

*A copy of the Department of Business Administration Alumni Data (table) is in Appendix B.*

6. Continuing education and employment

(While complete data is not available, please see Appendices B and C for a partial list of the Alumni Data and the Job Placement and/or Continuing Education plans of our May 2008 graduates.)

	<b>Number of Graduates</b>	<b>Continuing Education</b>	<b>Private Sector</b>	<b>Public Sector</b>	<b>Seeking Employment</b>
<b>AY '05-'06</b>	120	Not Available	Not Available	Not Available	Not Available
<b>AY '06-'07</b>	126	Not Available	Not Available	Not Available	Not Available
<b>AY '07-'08</b>	181	Not Available	Not Available	Not Available	Not Available

7. Results of employer surveys (if available)

A systematic feedback mechanism is still not yet in place. The Department Assessment Committee has been tasked with identifying appropriate instruments and processes to obtain feedback from employers. Companies are recruiting at fewer universities and colleges; however, North Carolina A&T State University is one of the select few universities on recruiters' lists, a tribute to the quality of our graduates. A recent statement from an employer follows:

**“Several years ago we hired an outstanding A & T grad, Milton Peele. We have an opening in our company and I would like to know if you have any graduating seniors that you think would be good candidates. I will be conducting interviews over the next few weeks. Prospects may contact me via e-mail or call me to set up an interview.**

**Our website offers more information on the company: [www.merchantssales.com](http://www.merchantssales.com)”**  
**Frank Roughgarden**  
**V. P. Sales and Marketing – South**  
**Merchants Sales Company**

8. Evaluation of student experiences

Not Available

9. Discuss the analysis of retention trends in your department/program

The one-year retention rate of 75.4% represents an improvement and is the highest since 2002; however, the two-year and three-year rates are lower than 2004 and continue a downward trend since 2003. The four-year and six-year rates represent improvements.

The Department has the following retention practices:

- Full-time faculty hold 10 office hours per week
- At Least twice each semester, freshmen are required to attend meetings which focus on creating a “connection” to the Department policies, faculty, etc.
- Beginning in Fall 2008, all BUAD students will be required to attend “major-specific” workshops focusing on matriculation and career preparedness issues, etc.

## II. Faculty Development and Quality

- A. Faculty personnel policies regarding appointment, promotion, tenure and merit salary. The below description is from the Faculty Handbook. If there are additional departmental policies, please provide an attachment. **(See Appendix D for Department Policy.)**

### Tenure and Promotion Sub-Committee Report

#### B. Committees of the Faculty – Elected

##### 2. Faculty Reappointments, Promotions, and Tenure – School/College Committee

Each School/College Committee on Faculty Reappointments, Promotions, and Tenure is responsible for reviewing the recommendations from the department within the School/College with respect to the academic merits of the faculty member and taking into consideration the criteria which are published in other parts of the Handbook (specifically Appendices C and G) and/or other relevant criteria as promulgated by the individual School/College. The department tenured faculty and chairpersons shall deliberate as a committee and submit a written report. The School/College committee shall then recommend in writing to the dean appropriate action with respect to reappointment, promotions, and tenure. If the dean's recommendation is in opposition to the majority opinion of the committee, the dean is required to express orally and in writing to the committee a detailed justification for the opposition to the majority opinion of the committee within ten (10) working days. After consultation with the dean, the committee may write a second letter to be included in the applicant's package. The dean will only forward the entire package inclusive of all written recommendations if the package is supported by two of the three levels of review (department promotion and tenure committee, School/College promotion and tenure committee, and dean) along with the dean's recommendation, be it favorable or not, to the next level.

The review of this committee is restricted to the evaluation of the faculty member's application with respect to satisfying the criteria for reappointment, promotion, and tenure. The scope of this review is limited to the professional qualification, professional performance, and potential professional contributions to the University. These guidelines pertain exclusively to teaching faculty.

Each School/College Committee on Faculty Reappointments, Promotions, and Tenure shall consist of a minimum of five faculty members. The election of the Committee members shall be within the province of the faculty of the School/College. Each committee member shall have permanent tenure and shall be elected by the School/College faculty from the professional ranks of professor, associate professor, and assistant professor. If the number of departments in the School/College is less than five each department will have at least one representative. If the number of departments in the School/College is more than five, no department shall have more than one representative. The exception is when the department has no eligible faculty.

The Committee shall elect from its membership a chairperson, a vice-chairperson, and a secretary. If the School/College Committee on Faculty Reappointment, Promotions and Tenure, and the dean, need further information related to the applicant, they should consult a source qualified to provide the required information.

##### 3. Faculty Reappointments, Promotions, and Tenure-University Committee

The University Committee on Reappointments, Promotions, and Tenure is responsible for reviewing all recommendations from all School/College Deans and the Director of the Library Services with respect to reappointments, promotions, and tenure and shall recommend appropriate action to the Vice Chancellor for Academic Affairs. All applications for and recommendations on reappointment, promotion and tenure shall be submitted to the committee on or before the second Friday in January of each year.

The University Committee on Reappointments, Promotions, and Tenure shall consist of two elected faculty members from each School/College and two from the Library. Elected members shall be from different departments except the School of Nursing and the Library. Members shall have permanent tenure and shall be elected for a term of two years not to exceed two consecutive terms by their respective Schools/Colleges by the faculty from the following professorial ranks: professor, associate professor, and assistant professor. No department chairperson, division director, school/college dean, associate or assistant dean, or other administrative officer may serve on this committee or vote in committee member elections. In the event that an unexpected vacancy occurs, the faculty of the School/College/Library having the vacancy shall elect an eligible faculty member to complete the unexpired term. The Committee shall elect from its membership a chairperson, a vice-chairperson, and a secretary.

In relation to applicants for tenure, this review is not for the purpose of judging the professional qualifications of the applicant. The scope of this review is restricted to determining whether the University has the resources to support the application, and whether a positive recommendation concerning the application is consistent with current University goals. Such factors as the following are considered in this review: enrollment trends, needs in critical areas of specialization, and results of program audit and review. Prior to deliberations the vice-chancellor shall supply the committee with information about tenure density and enrollment trends. In regards to application for promotion, and following review by the School Committee, the University Committee is to review the applicant's professional qualifications in relation to the comparability of qualifications with previous applicants and consistency with those at the same rank throughout the University.

From the Faculty Handbook – under revision

**(See Appendix D for Department Policy.)**



**B. Faculty profile (distributed by):**

**1. Highest degree earned**

<b>Table 8 Highest Degree Earned for AY 2007-2008</b>					
<b>Highest Degree Earned</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Adjunct/ Lecturer Research Professor</b>	<b>Total</b>
Ph. D.	9	17	7	1	34
S.J.D./J.D.			2		2
M.B.A./Masters				3	3
<b>TOTALS</b>	<b>9</b>	<b>17</b>	<b>9</b>	<b>4</b>	<b>39</b>

**2. Rank and tenure**

<b>Table 9 Rank and Tenure of Faculty for AY 2007-2008</b>					
<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Adjunct/ Lecturer Research Professor</b>	<b>Tenured</b>	<b>Non - Tenured</b>
Angell, Robert	Andres, Hayward	Akan, Obasi	Burford, Inman	Andres, Hayward	Akan, Obasi
Anyansi-Archibong, Chi	Blodgett, Jeffrey	Cooley, Amanda	Clemons, Cynthia	Angell, Robert	Burford, Iman
Dobie, Kathryn	Gagnon, Roger	Cort, Kathryn	Jones-Strayhorn, Sandra	Anyansi-Archibong, Chi	Blodgett, Jeffrey
Glisson, Milton	Hensley, Rhonda	Fleming, Marka	James, Karen	Dobie, Kathryn	Clemons, Cynthia
Lind, Mary	Houghton, Susan	Johnson, Alice		Gagnon, Roger	Cole, Charles
McEwen, Thaddeus	Howard, Robert	Lester, Wanda		Glisson, Milton	Cooley, Amanda
Nkongge, Japhet	Johnson, Olenda	Miles, Angela		Hensley, Rhonda	Cort, Kathryn
Ugboro, Isaiah	Jones, Keith	Shipps, Belinda		Howard, Robert	Fleming, Marka
Utley, Joanne	McNeil, Kimberly	Wang, Hong		Johnson, Olenda	Houghton, Susan
	Morgan, Shona			Lester, Wanda	James, Karen
	Ragins, Edna			Lind, Mary	Johnson, Alice
	Redmon, Alonzo			McEwen, Thaddeus	Jones-Strayhorn, Sandra
	Rogers, Patrick			McNeil, Kimberly	Jones, Keith
	Stewart, Alice			Morgan, Shona	Miles, Angela
	Stone, George			Nkongge, Japhet	Shipps, Belinda
	Swan, George			Ragins, Edna	Stone, George
	Udoka, Silvanus			Redmon, Alonzo	Wang, Hong
				Rogers, Patrick	
				Stewart, Alice	
				Swan, George	
				Udoka, Silvanus	
				Ugboro, Isaiah	
				Utley, Joanne	
<b>9</b>	<b>17</b>	<b>9</b>	<b>4</b>	<b>23</b>	<b>17</b>

3. Age ranges (do not include faculty names)

Age Range	Professor	Associate Professor	Assistant Professor	Adjunct/Lecturer Research Professor	Total
21 – 30			2		2
31 – 40	2			1	3
41 – 50	1	9	1	1	12
51 - 60	4	9	3	1	17
61 - 70	3	2			5
<b>Total</b>	<b>10</b>	<b>20</b>	<b>6</b>	<b>3</b>	<b>39</b>

4. Gender

Male	Female	Total
18	21	39

5. Faculty race, ethnicity and/or national origin

Academic Year	AY 2005-2006	AY 2006-2007	AY 2007-2008
Race	Female/Male	Female/Male	Female/Male
African	1/3	1/3	1/3
African American	8/5	10/5	10/5
Afro-Caribbean/West Indian	0/1	0/1	0/1
American Indian or Alaska Native	0/0	0/0	0/0
Asian or Pacific Islander	0/1	0/2	0/1
Caucasian (non-Hispanic)	9/9	8/8	8/10
Hispanic or Latino	0/0	0/0	0/0
<b>TOTAL</b>	<b>18/19 =37</b>	<b>19/19=38</b>	<b>19/20=39</b>

III. Progress Toward University's Mission

A. Access (3 years)

1. Enrollment patterns and trends (undergraduate and graduate students, where applicable, provide age, sex, race)

Semester/Year	Undergraduate		Graduate		Total	
	Male	Female	Male	Female	Male	Female
Fall 2005	439	388	7	15	446	403
Spring 2006	436	386	4	8	440	394
Fall 2006	468	434	5	1	473	435
Spring 2007	473	401	6	1	479	402
Fall 2007	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Spring 2008	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
<b>Total</b>						

2. Enrollment of undergraduate transfers

<b>Table 14 Undergraduate Transfer Students (AY 2005-2006 to AY 2007-2008)</b>			
	<b>Fall 2005</b>	<b>Fall 2006</b>	<b>Fall 2007</b>
<b>Total Transfers</b>	<b>22</b>	<b>21</b>	Not Available

3. Enrollment in degree-credit distance learning

<b>Table 15 Students Enrolled in Distance Learning for Degree Credit (AY 2005-2006 to AY 2007-2008)</b>			
	<b>AY 2005-2006</b>	<b>AY 2006-2007</b>	<b>AY 2007-2008</b>
<b>Total Classes</b>	<b>2</b>	<b>3</b>	<b>3</b>

4. Awarding of degrees (past 3 years)

<b>Table 16 Graduate and Undergraduate Degrees Awarded (AY 2005-2006 to AY 2007-2008)</b>			
	<b>Undergraduate</b>	<b>Graduate</b>	<b>Total</b>
<b>AY 2005-2006</b>	<b>116</b>	<b>4</b>	<b>120</b>
<b>AY 2006-2007</b>	<b>124</b>	<b>2</b>	<b>126</b>
<b>AY 2007-2008</b>	<b>172</b>	<b>9</b>	<b>181</b>

B. Faculty Development (description of these activities over a three-year period)

1. Discovery and engagement

<b>Table 17 Discovery and Engagement (AY 2005-2006 to AY 2007-2008)</b>			
<b>Category</b>	<b># Applications</b>	<b># Awards (\$ Amounts)</b>	<b>Total</b>
<b>Organized Research*</b>			
AY 2005-2006	53	33 (\$1,039,850)	
AY 2006-2007	31	20 (\$2,283,030)	
AY 2007-2008	33	17 ~(\$1,500,000)	
<b>Public (Committee) Service</b>			
AY 2005-2006	113	Not applicable	
AY 2006-2007	123	Not applicable	
AY 2007-2008	160	Not applicable	
<b>Community Service**</b>			
AY 2005-2006	100	Not applicable	
AY 2006-2007	115	Not applicable	
AY 2007-2008	124	Not applicable	

\* See Appendix E: Department of Business Administration Funded Research 2005-2008.

\*\* Faculty members continue to be involved in community service activities with institutions such as Action Greensboro, Leadership Greensboro, the American Heart Association, Goodwill Industries, Black Child Development Institute, Habitat for Humanity, United Way, East Market Street Development

Corporation, Guilford County Schools, Greensboro Economic Council Work Group, Archdale/Trinity Chamber of Commerce, East Greensboro Rotary Club and Chamber of Commerce Small Business Consortium. Faculty also lends expertise in community educational programs, and serve as board members for community groups and neighborhood associations.

2. Other scholarly and creative activities (publications, presentations, portfolios, exhibits, performances, etc.)

**DEPARTMENT OF BUSINESS ADMINISTRATION**  
**FACULTY RESEARCH PRODUCTIVITY 2007-2008**

**Journal Publications (2007-2008)**

**Robert Angell**

(with R. David Mautz), "Exploring the Impact of Delayed Recognition on Reported Pension Expense" in The National Accounting Journal, vol. 9- number 1, Summer/Fall 2007

**Jeffrey Blodgett**

(with Haitao Li), "Assessing the Effects of Post-Purchase Dissatisfaction and Complaining Behavior on Profitability: A Monte Carlo Simulation" in the Journal of Consumer Satisfaction, Dissatisfaction and Complaining Behavior, vol. 20 - 2007

**Amanda H. Cooley**

"Uneasy Lies the Tiara: Crowns, Contracts, and the Rebekah Revels Litigation," accepted for publication in the law review, ***William & Mary Journal of Women and the Law***. The article discusses the contract dispute that was at the center of the legal controversy regarding the 2002 Miss North Carolina pageant and the resignation of the first title-holder, Rebekah Revels. **The William & Mary Journal of Women and the Law is ranked fourth in the country for specialty law reviews that address gender issues.**

**Amanda Cooley & Marka Fleming** (co-authored with Gwen McFadden-Wade)

(forthcoming): "Morality and Money: Contractual Morals Clauses as Fiscal and Reputational Safeguards," will be published as the lead article in Volume 14 (2007) of the ***Journal of Legal Studies in Business***.

**Robert L. Howard**

"Stock Market Performance and Partisan Presidency" (co-authored with David Y. Chen), ***Journal of Academy of Business and Economics***, November 1, 2007. pp. 61 – 72.

**Keith Jones**

"Commitment to Service Quality and Leadership Style: How Hotel Managers Affect the Job Responses of Frontline Employees" accepted for publication in a forthcoming ***Cornell Hotel and Restaurant Administration Quarterly***.

(Case) "Steve's Sorghum" has been accepted for publication in an upcoming edition of the ***Southeast Case Research Association Journal***.

**Mary Lind**

Lind, M.R. (2008). The Role of Wireless Communications in Temporary Team Formation. ***Journal of Information Systems***, in process for volume 19.

**Thaddeus McEwen**

"Environmental Scanning and Organizational Learning in Entrepreneurial Ventures" has been accepted for publication in ***Entrepreneurial Executive***.

"Don't Go It Alone: Building Effective Cross-Sector Collaborations between Social Entrepreneurs and Corporations", ***Business Journal for Entrepreneurs***, June 15, 2008.

**Angela Miles**

(with Sally Sledge and Samuel Coppage), "Linking Spirituality to Workplace Benefits: An Analysis of the Brazilian Candomblé", has been accepted for publication in ***Culture and Religion: An Interdisciplinary Journal***

**Shona Morgan**

"Algorithms for the q-model clustering problem with applications in Switching Cabinet Manufacturing" (with Yahya Fathi), ***European Journal of Operational Research*** (2007)

**Alonzo Redman and Robert Howard**

"Household Income Distribution and Market Returns," ***Journal of the Academy of Finance***, Fall 2007, Vol. 5, Issue 2, pp. 67 – 84

**Alice Stewart**

Jenkins, M. and Stewart, A. "Enhancing Nurse Job Satisfaction: The Importance of a Servant Leader Orientation in Health Care Management" accepted for publication in the ***Health Care Management Review (journal)***. **This paper was selected as the 2008 Health Care Management Division Best Theory-to-Practice Award by the Academy of Management.**

**George Stone**

"A Critical Evaluation of the Service Learning Experience: Implications for higher Education." Accepted in ***Journal of Learning in Higher Education***, Spring 2008. With: Mathew Joseph, Deborah Spake, and Kimberly Grantham.

**George Swan**

"The Law and Economics of Interprofessional Frontier Skirmishing: *Financial Planning Association v. Securities and Exchange Commission* has been published in the ***University of Miami Business Law Review***, Vol. XVI, Winter 2007, number 1

**Conference Proceedings (2007-2008)**

**Amanda Cooley & Marka Fleming**

"Morality and Money: Contractual Morals Clauses as Fiscal and Reputational Safeguards," (co-authored with Gwen McFadden-Wade), selected for the Best Paper Award of the 2007 Annual Meeting of the Southeastern Academy of Legal Studies. As a result, the paper will be published as the lead article in Volume 14 (2007) of the ***Journal of Legal Studies in Business***.

**Amanda H. Cooley**

"Trade Dress Protection of Business Decor: What is This Tertium Quid?" has been accepted for presentation at the 2008 Southern Academy of Legal Studies in Business conference that will be held in San Antonio in March 2008.

"Uneasy Lies the Tiara: The Legal, Economic, and Sociocultural Effects of Scandal and Litigation in the Pageant Industry" has been accepted for presentation at the 2008 Southern Academy of Legal Studies in Business conference that will be held in San Antonio in March 2008.

**Marka Fleming**

Sundar Fleming and Marka Fleming, "The Course: Global Legal Issues in Marketing Decision Making," accepted at the **Academy of Business Education- Financial Education Association**, September 2008, Hilton Head, South Carolina.

**Marka Fleming & Angela Miles**

"Retaliation: A legal deterrent to firing underperforming employees" accepted at the *Southeastern Academy of Legal Studies in Business* in Memphis, TN on November 1- 3, 2007.

**Rhonda L. Hensley and Kathryn Dobie**

"Evolution of Supply Chain Research in Operations Journals" Southeast Decision Sciences Institute Annual Meeting, Orlando, FL, February 21, 2008

**Susan Houghton**

(Refereed):

**Houghton, Susan M.**, Joan T. A. Gabel, David W. Williams. 2007. Connecting two faces of CSR: Does employee volunteerism improve compliance behavior? Presented at *Academy of Management Annual Meeting*, Philadelphia, PA.

Iglesias, Ana Elisa A. and **Susan M. Houghton**. 2007. Persistence and disruption of consensus within TMTs: Effects of status and firm performance. Presented at *Academy of Management Annual Meeting*, Philadelphia, PA.

Petricevic, Olga and **Susan M. Houghton**. 2007. "Generative dance" between tacit knowledge, expertise and organizational frameworks. Presented at *Academy of Management Annual Meeting*, Philadelphia, PA.

(With Gabel, Joan T.) "**Evolving Regulatory Efforts to Motivate Corporate Citizenship**" to be presented at the Southeastern Academy of Business in Memphis, Tennessee on November 2<sup>nd</sup>, 2007.

**Alice Johnson**

"The Impact of Business and IT Change on Strategic Information Systems Alignment" has been accepted for proceeding publication and presentation at the 2008 Northeast Decision Sciences Institute, (New York), co-authors: Henry Newkirk and Albert L. Lederer.

**Kimberly McNeil**

"Ready, Set, Go! Integrating Travel Briefings into the University Student Travel Process" (co-authored with Jakki Williams) has been accepted for presentation and will appear in the proceedings of the 30<sup>th</sup> AMA International Collegiate Conference in New Orleans, LA, April 3-5, 2008.

**George Stone**

**Best (Conference) Paper Award (s):**

"Student Perceptions of the Service Learning Experience: Good Works or Hard Times?" *Academic World International Conference*, May 2007 (Nashville). With Mathew Joseph, Deborah Spake, and Kimberly Grantham (**Best Paper in Track**)

"A Preliminary Investigation Assessing Student Perception of Service Learning Outcomes, Social Responsibility, Critical Thinking and Marketable Job Skills" *Society for Marketing Advances 2007 (November) Conference*, San Antonio, TX. With Mathew Joseph and Kimberly Grantham (**Best Paper in Track**)

" *Revisiting Consumer Environmental Responsibility: A Cross Cultural Analysis and Comparison of Consumer Ecological Opinions and Behaviors Across Five National Cultures*" co-authored with Cameron Montgomery accepted at the 2008 Costa Rica Global Conference on Business and Finance, May 28-31, 2008

**Joanne Sulek**

"Regression Control Charts for Limited Process Data" (co-authored with Gaylord May) has been accepted for presentation at the Southeast Decision Sciences Institute Meeting in February. The article will appear in the Conference Proceedings.

**Hong Wang**

"Data association for target tracking by several passive sensors", with Chen Li, et al, included in the *Proceedings of 2007 IEEE International Conference on Systems, Man and Cybernetics*, October 6-10, Montreal, Canada.

"Optimization Algorithm of Initial Orbit Based on Internal Penalty Function Method", with Xiaoning Du, et al, included in the ***Proceedings of 2007 IEEE International Conference on Systems, Man and Cybernetics***, October 6-10, Montreal, Canada.

"Satellite Recovery Control Strategy Based on Attitude Error Information Fusion", with Xiaoning Du, et al, included in the ***Proceedings of 2007 IEEE International Conference on Systems, Man and Cybernetics***, October 6-10, Montreal, Canada.

### **Other Publications (2007-2008)**

#### **Amanda H. Cooley**

Book Review:

Her review of *The Myth of Judicial Activism: Making Sense of Supreme Court Decisions* has just been published in Volume 6, Issue 2 of ***Political Studies Review***.

Book Review: Her review of *Regulatory rights: Supreme Court activism, the public interest, and the making of constitutional law* has just been published in Volume 18, Issue 2 of the Law and Politics Book Review. The Law and Politics Book Review is sponsored by the Law and Courts Section of the American Political Science Association

#### **Susan Houghton**

Book Chapter (Refereed Series Book):

Simon, Mark, **Susan M. Houghton**, and G. Thomas Lumpkin. 2007. Making lemonade out of lemons: The role of information processing and strategy in managing "misperceived" start-ups. In G. T. Lumpkin and J. A. Katz (Eds.) *Advances in entrepreneurship, firm emergence and growth* (Vol. 10, pp.131-158). Oxford, UK: JAI Press.

### **Presentations (2007-2008)**

#### **Obasi Akan**

Proposal: "Using Talk to Build Better Team Environments: An Empirical Analysis of the Impact of Conversational Behavior on Student Learning & Team Performance", has been accepted for the Lilly Conference on College and University Teaching, February 8-10, 2008 in Greensboro.

#### **Robert Angell**

"**The Potential Value of Intra-day Trading in Spydex**" presented at the *SE Informs meeting* in Myrtle Beach, SC, October 3 – 4.

#### **Amanda H. Cooley, Marka Fleming (with Gwendolyn McFadden-Wade)**

(proposal), "Morals Clauses in Contracts", accepted for the 2007 Southeastern Academy of Legal Studies in Business Conference, November 1-3, Memphis, TN.

#### **Marka Fleming**

" Labor Strikes in the Entertainment Industry: Essential for Preserving Collective Bargaining in Negotiating Employment Contracts" has been accepted for presentation at the Southern Academy of Legal Studies to be held in San Antonio, Texas on March 6-8 2008.

"Retaliation Suit? Not in my shop – The rise and the implications as a termination deterrent", **Angela K. Miles**, Marka Fleming and Arlise McKinney, accepted for presentation at the **Academy of Management Conference**, August 2008, Anaheim, CA

**Roger Gagnon**

(with Jeffrey Totten), "Minority and Women-Owned Businesses: Are we Doing a Better Job of Writing Cases about Them Five Years Later?" accepted for presentation at the 2008 Society for Case Research Annual Meeting in April 2008

**Rhonda L. Hensley and Kathryn Dobie**

"Evolution of Supply Chain Research in Operations Journals" Southeast Decision Sciences Institute Annual Meeting, Orlando, FL, February 21, 2008

**Susan Houghton**

(Refereed):

**Houghton, Susan M.**, Joan T. A. Gabel, David W. Williams. 2007. Connecting two faces of CSR: Does employee volunteerism improve compliance behavior? Presented at *Academy of Management Annual Meeting*, Philadelphia, PA.

Iglesias, Ana Elisa A. and **Susan M. Houghton**. 2007. Persistence and disruption of consensus within TMTs: Effects of status and firm performance. Presented at *Academy of Management Annual Meeting*, Philadelphia, PA.

Petricevic, Olga and **Susan M. Houghton**. 2007. "Generative dance" between tacit knowledge, expertise and organizational frameworks. Presented at *Academy of Management Annual Meeting*, Philadelphia, PA.

(with Andrea Kiss and David Williams), "The Role and Impact of Various Types of Entrepreneurial Motivations on Venture Internationalization Outcomes," accepted for presentation at Babson College Entrepreneurship Research Conference, Chapel Hill, NC, (2008)

"Eglasia, Ana Elisa and Susan M. Houghton, "Consensus and Dissent: The Effects of Power Distribution on Top Management Team Belief Structure," accepted for presentation at the Annual **Academy of Management Conference**, submitted January, (2008)

**Robert L. Howard**

"Can We Improve Student Performance in the Introductory Business Finance Course?" (co-authored with **Alonzo L. Redmon**), presented at the annual meeting of the Academy of Finance, Midwest Business Administration International Conference, held in Chicago, IL on April 2-4, 2008..

"Stock Market Performance and Partisan Presidency" (co-authored with David Y. Chen), presented at the International Academy of Business and Economics Conference, held in Las Vegas, NV on October 14-17, 2007.

**Alice Johnson**

"The Impact of Business and IT Change on Strategic Information Systems Alignment" has been accepted for proceeding publication and presentation at the 2008 Northeast Decision Sciences Institute, (New York), co-authors: Henry Newkirk and Albert L. Lederer.

**Keith Jones**

"Hornet Enterprise" (case), has been accepted for presentation at the 2008 Southeast Case Research Annual Conference.

**Kimberly R. McNeil**

(with Lisa Gueldenzoph), "The Effect of Pre-Group Instruction on Students' Perceptions of Collaborative Projects", has been accepted for presentation at the 15th Annual Conference of ASBBS to be held in Las Vegas during February 21 to 24, 2008.

"Ready, Set, Go! Integrating Travel Briefings into the University Student Travel Process" (co-authored with Jakki Williams) has been accepted for presentation and will appear in the proceedings of the 30<sup>th</sup> AMA International Collegiate Conference in New Orleans, LA, April 3-5, 2008.



### **Angela Miles**

"Immigration: The questions we ask regarding social issues", Angela K. Miles, paper and symposium – Immigration: Unexplored Issues in the Academy, accepted for presentation at the Academy of Management Conference, August 2008, Anaheim, CA

"Retaliation Suit? Not in my shop – The rise and the implications as a termination deterrent", Angela K. Miles, **Marka Fleming** and Arlise McKinney, accepted for presentation at the **Academy of Management Conference**, August 2008, Anaheim, CA

"The Ups and Downs of the Organizational Cynicism-Job Strain Relationship", Maticia S. L. James, Angela K. Miles and Jennifer Bowers, accepted for presentation at **APA convention**, August, 2008, Boston, MA

### **Patrick Rogers & Kimberly McNeil**

"Student Learning Styles and Online Course Performance: An Empirical Examination of Student Success in Web-Based Management Course," has been accepted for presentation at the SAM International Business Conference to be held in Arlington, Virginia, on April 3-6, 2008.

### **Alice Stewart**

(with Pai, D. and Waters, C.), "*The Games We Play: Qualitative and Quantitative Assessment from a 9-12 Engineering Camp*", for presentation at the American Society for Engineering Education, Pittsburgh, PA. June, 2008.

Jenkins, M. and Stewart, A. "Enhancing Nurse Job Satisfaction: The Importance of a Servant Leader Orientation in Health Care Management" accepted for presentation at the **National Academy of Management Conference**, Health Care Administration Division, August 8-13, in Anaheim, California.

Stewart, A. Facilitator, Professional Development Workshop, "Can Leadership be Taught? Using VLeader2007 to Develop and Practice Leadership Skills", for the **2008 Academy of Management Conference**, August 8-13, in Anaheim, California.

### **Joanne Sulek**

"Regression Control Charts for Limited Process Data" (co-authored with Gaylord May) has been accepted for presentation at the Southeast Decision Sciences Institute Meeting in February. The article will appear in the Conference Proceedings.

### **George Swan**

"The Political Economy of Development and the Rule of Law: Lessons Learned Toward China's Test Scheduled for 2009" for presentation at the 8<sup>th</sup> International Business Research Conference in Dubai, United Arab Emirates, March 27-28, 2008

Invited Presentation:

"The Political Economy of Development and the Rule of Law: Lessons Learned Toward China's Test Scheduled for 2009" by the **Second Biennial Conference of the International Global Ethics Association**, hosted by the faculty of Arts, Deakin University, Melbourne, Australia, June 26-28, 2008.

## **DEPARTMENT OF BUSINESS ADMINISTRATION FACULTY RESEARCH PRODUCTIVITY 2006-2007**

### **Journal Publications (2006-2007)**

**Angell, Robert** (with David Mautz), "Financing Growth in Small Companies", in the January-February 2007 issue of the *Commercial Lending Review*.

**Angell, Robert** and David Mautz, "Understanding the Basics of Financial Statement Analysis," *Commercial Lending Review*, accepted for publication, September 2006.

**Angell, Robert** (2006), "Private Accounts and Social Security: The Issue of Risk," *Southern Business Review*, Spring.

**Black, Sylvia**, "The New Breed of Black South African Managers: Helping South African Businesses Meet the Challenge of a Transforming Economy," accepted for publication, *Organization and Management Journal*, Summer 2006.

**Cort, Kathryn (et al)** (2006), "A Composite-Model for E-Commerce Diffusion: Integrating Cultural and Socio-Economic Dimensions to the Dynamics of Diffusion," *Journal of Global Information Management*, Volume 14, No. 3, July-September.

**Cort, Kathryn T.**, David Griffith and D. Steven White, "An Attribute Theory Approach for Understanding the Internalization of Professional Service Firms", in the *International Marketing Review*, Vol. 24, No. 1, 2007.

DiRienzo, Cassandra E., Jayoti Das, **Kathryn T. Cort** and John Burbridge, Jr. (March 07), "Corruption and the Role of Information", *Journal of International Business Studies*, vol. 38 (March 2007), Issue 2, pp. 320-332.

**Glisson, L. Milton**, "An Analysis of the Definitions of the Four Legal Classifications of Transportation Carriers: Common, Contract, Exempt and Private, *Journal of Transportation Law, Logistics and Policy*, forthcoming, 1st Quarter, Vol. 74, Number 1, 2007.

**Glisson, L. Milton** and Harry L. Sink, "United States Maritime Shipbreaking: Law and Policy," *Journal of Transportation Law, Logistics and Policy*, forthcoming, 3<sup>rd</sup> Quarter, Vol. 73, Number 3, 2006.

**Glisson, L. Milton** and Harry L. Sink, "Global Shipbreaking: Law and Policy," *Journal of Transportation Law Logistics and Policy*", forthcoming, 4<sup>th</sup> Quarter, Vol. 73, Number 3, 2006

**Glisson, L. Milton** and Harry L. Sink, "The Environmental Impact of Maritime Shipbreaking: An Overview," *Journal of Transportation Law, Logistics and Policy*, 1st Quarter, Vol.73, Number 1, 2006.

**Hensley, R.L. and Sulek, J.M.** (2007) "Customer Satisfaction with Waits in Multi-Stage Services", *Managing Service Quality*, Vol. 17, No. 2, pp. 152-173

**Howard, Robert and Alonzo Redmon** (2006), "The Developing Retirement Crisis and a Plea to Include Real Estate Investment in Retirement Plans" has been accepted for publication in the *Journal of Academy of Finance*.

**Howard, Robert and Alonzo Redmon** (2006), "Determinants of Academic Performance in the Introductory Business Finance Course and a Test of the Models"" has been accepted for publication in the *Journal of Academy of Finance*.

David Chen and **Robert Howard**, "Stock Market Performance and Partisan Presidency," accepted for publication in the November 1, 2007 issue of the *Journal of Academy of Business and Economics*.

**Johnson, A. M.** and Lederer, A. L. "The Impact of CEO/CIO Communication on the Shared Understanding and Shared Vision of the Role of IT," *Information Systems Management* (Scheduled for publication in December 2006 issue).

**Keith Jones** (accepted for publication) in the Southeast Case Research (December) Journal, Volume 2, Issue 2.

**Lind, Mary R.** (2007). A De-Construction of Wireless Device Usage, *International Journal of Technology and Human Interaction*, 3(2), 34-44.

Pollard, C, Basu, C., Palvia, P. **Lind, M.** (2006). Developing a Knowledge Portal to Encourage Global IS Collaborative Networks, *Encyclopedia of Portal Technologies and Applications*, 2006

**Sally Sledge, Angela Miles, and Samuel Coppage,** "What Role Does Culture Play? A

**Look at Motivation and Job Satisfaction Among Hotel Workers in Brazil**", *International Journal of Human Resource Management (forthcoming)*

**Morgan, Shona and Roger Gagnon,** (November 2006). "Minority Business Cases: Is Anyone Interested?" *Journal of the Academy of Business Education*, (forthcoming).

Lertpittayapoom, N. and **S. Paul** (2006). "Exploring the Roles of Intermediaries in Collective Memory-Supported Electronic Negotiation: A Theoretical Framework," *International Journal of E-Business Research*, Vol. 2, No. 4, pp. 78-93.

**Howard, Robert and Alonzo Redmon,** "Determinants of Academic Performance in the Introductory Business Finance Course and a Test of the Models", *Journal of the Academy of Finance*, Summer 2006.

**Howard, Robert and Alonzo Redmon** "The Developing Retirement Crisis and a Recommendation to Include Real Estate Investment in Retirement Plans", *Journal of the Academy of Finance*, Summer 2006.

**Stone, George** (with Lonnie Phelps and Mathew Joseph): "A Content Analysis on the Role of Ethics in the Business Curriculum," has been accepted for the Vol. 9, the winter, 2006 issue of the *Journal for the Advancement of Marketing Education*.

**Stone, George** and Matthew Joseph, "An Exploratory Study on the Value of Service Learning Projects and Their Impact on Community Service Involvement and Critical Thinking", accepted for publication in *Quality Assurance in Education*, Volume 15 # 3, September 2007.

Brokaw, A., **Stone, G.** and Jones, M. (2006). "A Model of the Factors Contributing to Fan Support at Small-College Events." *The Sport Journal*. Vol. 9 (4) (Fall).

May, J.G. and **Sulek, J.** "A Goal Programming Model for Hierarchical Forecasting," *Advances in Business and Management Forecasting*. (Forthcoming, 2007)

**Hensley, R. and Sulek, J.** "Customer Satisfaction with Waits in Multistage Services," *Managing Service Quality*, Vol. 17 No. 2, 152-173.

**Swan, George** (2006), "The Law and Economics of Affirmative Action in Housing: The Diversity Impulse," (accepted by University of Miami Business Law Review and for presentation) at the IABE-2006 Annual Conference in Las Vegas).

Huff, Jimmy and **Silvanus J. Udoka** "Analysis of Peak Picked Detections of Sonar Signals Derived From Simulations of Sonar Beam Intensities." *Proceedings of the 2007 Industrial Engineering Research Conference (G. Bayraksan, W. Lin, Y. Son, and R. Wysk, eds.)*, Nashville, TN, May 19-23, 2007

Janet H. Sanders and **Silvanus J. Udoka** "A Step-Wise Search for Statistical Significance in Establishing a Manufacturing Process" *Proceedings of The 17th International Conference on Flexible Automation & Intelligent Manufacturing (FAIM)*, Philadelphia, PA June 18-20, 2007.

**Swan, George** (2006), "The Law and Economics of State-Sanctioned Medical Marijuana: Gonzales v. Raich", 7 Florida Coastal Law Review, 473-552.

**Ugboro, Isaiah** (2006), "Organizational Commitment, Job Redesign, Employee Empowerment and Intent to Quit Among Survivors of Restructuring and Downsizing", Institute of Behavioral and Applied Management, Journal of Behavioral and Applied Management, Vol. 7, No. 3.

**Ugboro, Isaiah** Characteristics of Effective Strategic Planning in Public Transit Systems, Transportation Research Part E: Logistics and Transportation Review, (Forthcoming 2007)

Li Zhang and **Hong Wang**, "Intelligent information processing in HRM: an implementation case in China", *Expert Systems*, 23, 5, 2006.

Hanping Hou, Shoubo Xu and **Hong Wang**, "A Study on X Party Material Flow: The Theory and Applications", accepted for publication in *Enterprise Information Systems*, 2007.

Ricks, Joe M., **Jacqueline A. Williams**, and William W. Weeks (forthcoming), "Sales Trainer Roles, Competencies, Skills, and Behaviors: A Case Study," The Journal of Industrial Marketing Management.

#### **Conference Proceedings Publications (2006-2007)**

Brewer, Ida Robinson-Backmon, **Chi Anyansi-Archibong** & Isaiah Ugboro, "Notraw Development Corporation & Notraw Property Development Corporation, Proceedings, Southeast Case Research Association, Feb. 2007

**Chi Anyansi-Archibong**, South East Case Research Association (SECRA) proceedings; "The Suidha of India: The case of an NGO"; Feb. 2007

**Chi Anyansi-Archibong**, National Association of Equal Opportunity in Higher Education (NAFEO) 32<sup>nd</sup> National Conference (March 2007)-"Diversifying Study Abroad: Creating an Action Agenda for 2007"

**Chi Anyansi-Archibong**, Internationalizing the Campus through an Interdisciplinary Global Studies Certificate Program (GSCP). Honorary mention by Institute for International Education (published in IIE magazine) New York

**Chi Anyansi-Archibong**, SECRA Proceedings, "The Mentoring Relationship: Who Owns the Ethical Responsibility" Co- authors: Robin Liles; Miriam Wagner; and Caroline Booth; North Carolina A&T State University. Feb. 2007

**Black, Sylvia S.** *Executive Nationality: Does It Matter In An Era Of Global Competition?* Accepted for Proceedings, Eastern Academy of Management's Managing in a Global Economy XII Conference, Amsterdam, Netherlands, June 24-28, 2007.

**Black, Sylvia** (with Marta Geletkanycz): "CEO Origin and the Performance of U.S. Based Multinationals: Evidence of the Superiority of Imported Leadership," at Academy of International Business Annual Meeting, Beijing, China, June 2006.

Morgan, Shona (and **Roger Gagnon**), "A Structured Decision Framework for Reverse Supply Chain Systems", accepted for presentation at the October 2006 Annual Meeting of the Southeast Institute for Operations Research and the Management Sciences and publication in its proceedings.

**Gagnon, Roger** (and Shona Morgan) (November 2006) "Progress in Reverse Logistics Supply Chain Systems: A Review and Analysis from an Operations Perspective," Proceedings of the 2006 Annual Meeting of the Decision Sciences Institute.

**L. Milton Glisson**, "Welcome to the American World of Transportation, Logistics and Supply Chain Management," accepted for the ACMEA: Association of Collegiate Marketing Educators conference in San Diego, CA, March 13 - 17, 2007

**Hensley, R.L. and Sulek, J.** (2007) "Small Business Forecasts: The Case for Combination Techniques", *Proceedings of the National Southeast Region Decision Sciences*, Savannah, GA. Pp. 1056-1065

**Howard, Robert L.** (and Alonzo L. Redmon), "The Economics of Presidential Politics", Proceedings of the 14<sup>th</sup> Annual Meeting of the American Society of Business and Behavioral Sciences, February, 2007, Las Vegas, Nevada.

Redmon, Alonzo L., and **Howard, Robert L.**, 2007. "Household Income Distribution and Market Returns," 2007 Proceedings of the Academy of Finance Annual Meeting, 2007, Chicago, IL.

**Johnson, A. M.**, and Lederer, A. L. "The Impact of CEO/CIO Convergence on IT Strategic Alignment," *Proceedings of the Information Resources Management Association International Conference*, May 21-24, 2006, Washington, DC.

**Lind, M.L.** (2007). "Collective Team Identification in Temporary Teams", Hawaii International Conference on Systems Science, Jan. 3-6, Waikoloa, Hawaii.

Matrecia S. L. James and **Angela K. Miles** "Expressed Emotion as a Social Influence Tactic", presentation and publication, **Proceedings**, Southern Management Association Conference, October 2006, Clearwater Beach, FL.

**Miles Angela K.** and Sally Sledge "Satisfaction, Service and Culture: Reflections from the Hotel Industry in Brazil, Mexico and Spain", presentation and publication, **Proceedings**, Academy of International Business SE U.S.A Annual Conference in Clearwater Beach, FL, October, 2006.

**Morgan, Shona** (and Roger Gagnon), "A Structured Decision Framework for Reverse Supply Chain Systems", accepted for presentation at the October 2006 Annual Meeting of the Southeast Institute for Operations Research and the Management Sciences and publication in its proceedings.

**Morgan, Shona** (and Roger Gagnon), "Progress in Reverse Logistics Supply Chain Systems: A Review and Analysis from an Operations Perspective", accepted for presentation at the November 2006 Annual Meeting of the Decision Sciences Institute and publication in its proceedings.

**Paul, Souren** "Cultural Diversity, Work Atmosphere, and Intra-group Conflict in Collaborative Technology Supported Global Virtual Teams: Findings from a Laboratory Experiment", accepted for the 14<sup>th</sup> Annual Cross-Cultural Research in Information Systems (CCRIS) Meeting, Dec. 10<sup>th</sup>, 2006.

Bandyopadhyay, K. and **S. Paul** (forthcoming). "User Acceptance of Group Support Systems, Proceedings of 9th International Conference on Decision Support Systems, Kolkata, India.

He, F. and **S. Paul** (forthcoming). "Time Pressure and Reward Inspiration as Outcome Controls for Information Sharing in Problem-Solving Virtual Teams," Proceedings of the 40th Hawaii International Conference on System Sciences, Big Island, HI.

Samarah, I., **S. Paul**, and S. Tadisina (forthcoming). "Knowledge Creation in GSS aided Virtual Teams: A Research Framework," Proceedings of the 40th Hawaii International Conference on System Sciences, Big Island, HI.

Lertpittayapoom, N., **S. Paul**, and P.P. Mykytyn (forthcoming). "A Theoretical Perspective on Effective Interorganizational Knowledge Sharing," Proceedings of the 40th Hawaii International Conference on System Sciences, Big Island, HI.

Mykytyn, K., A. Pearson, **S. Paul**, and P.P. Mykytyn (2006). "The Use of Problem-Based Learning to Enhance MIS Education," Proceedings of the Annual DSI Conference, San Antonio, TX.

**Redmon, Alonzo L., (and Howard, Robert L.)**, 2007. "Household Income Distribution and Market Returns," was included in the 2007 Proceedings of the Academy of Finance Annual Meeting, 2007, Chicago, IL.

**Redmon, Alonzo L., (and Howard, Robert L.)**, "Presidential Politics and the Economy", presented at the Fourteenth Annual Meeting of the American Society of Business and Behavioral Sciences, February 2007 and published in the Proceedings.

Miles, A., **Stewart, A.C.**, and Jones, D. 2007. *The price of protection*. In Sowing Seeds for Creative Solutions. J. Williams (ed.) Eagle Creek Press.

**Stewart, A.** & Williams, J. 2007. *The Leadership Advantage in customer-oriented selling: A data envelopment analysis (DEA) approach*. Proceedings of The Frontline Initiative: A Conference on Sales and Customer Relationship Marketing and Management. DePaul University, Chicago, IL.

Jenkins, M., Wilson, C. & **Stewart, A.** 2007. Servant leadership and follower Impact: Using role inversion to enhance employee job satisfaction. Proceedings of the Asian-Pacific Academy of Management and Business. Singapore, Indonesia.

Phelps, L., **Stone, G.**, Joseph, M. and Berken, A. (2007). "An Exploratory Study on the Treatment of Ethics in Undergraduate Business Principles Textbooks." *Academy of Marketing Science World Marketing Congress*. Marketing Education track. Verona, Italy

**Swan, George**, "George Orwell Follows Sonia Brownell to Catholic School: Sonia Brownell's Proximate Source of 1984" (accepted for Durrell School of Corfu's Seminar, The Writer's Reputation: Gender, Time, Geography, June 3-8, 2007: Corfu, Greece).

**Swan, George**, "George Orwell Follows Sonia Brownell to Catholic School: Sonia Brownell's Proximate Source of 1984" (accepted for Science Fiction Research Association's 38<sup>th</sup> Annual Conference, July 4-8, 2007: Kansas City, MO).

**Swan, George**, "The Law and Economics of Affirmative Action in Housing: The Diversity Impulse", (accepted for International Academy of Business and Economics Conference, October 15-18, 2006: Las Vegas, NV).

**Ugboro, Isaiah O.** Board Activities and Public Transportation performance, proceedings, Canadian Transportation Research Board, Winnipeg, Canada, June 2-6, 2007

**Ugboro, Isaiah O.** Obeng, Kofi , Board Involvement and Organizational Performance: A Study of Public Transit Systems, Proceedings, American Society of Business and Behavioral Sciences, Las Vegas, Nevada. Feb 22-25, 2007

Betty Brewer, Ida Robinson-Backmon, Chi Anyansi-Archibong & **Isaiah Ugboro**, "Notraw Development Corporation & Notraw Property Development Corporation, Proceedings, Southeast Case Research Association, Feb. 2007

JiaYin Qi, Li D. Xu and **Hong Wang**, "An EIS in Telecommunication Industry";  
IEEE SMC 2006 in October.

Qun Dang, **Hong Wang**, Yan Zhang, Bin Wu, Yongxuan Huang and Lida Xu, "On  
Service Level Agreement for Spacecraft Ground Station Resource Management"; IEEE SMC  
2006 in October.

Xiaoning Du, Tianshe Yang, Huawei Shi, Yongxuan Huang, Jisheng Li and **Hong  
Wang**, "Information Fusion of Basked Factor in Satellite Launch Window Determination System"  
to appear in IEEE SMC 2006 in October.

**Williams, Jacqueline** and Joe Ricks, "Enhancing Marketing faculty Careers: Key  
Elements of a Sustainable faculty Internship program" accepted for proceedings publication and  
presentation at the 2006 Atlantic Marketing Association Annual Conference in Charleston, South  
Carolina.

Stewart, A. & **Williams, J.** 2007. *The Leadership Advantage in customer-oriented selling: A data  
envelopment analysis (DEA) approach.* Proceedings of The Frontline Initiative: A Conference on  
Sales and Customer Relationship Marketing and Management. DePaul University, Chicago, IL.

Harris, Kendra L. and **Jacqueline A. Williams** (2007) Creating Shared Pathways to Sales  
Education via Articulation Agreements: The Case of University of North Carolina (UNC)  
Institutions. Proceedings of The Frontline Initiative: A Conference on Sales and Customer  
Relationship Marketing and Management. DePaul University, Chicago, IL.

#### **Presentations (2006-2007)**

**Chi Anyansi-Archibong**, University of the Virgin Islands, St. Thomas, "Capacity  
Building and Socioeconomic Development among Developing Nations"

**Chi Anyansi-Archibong**, SIFE Global-Nigeria, "Developing Entrepreneurial Spirit  
Among University Students" Lagos, Nigeria

**Chi Anyansi-Archibong**, National Association for Equal Opportunity (NAFEO) in  
Higher Education 32<sup>nd</sup> National Conference, "Diversifying Study abroad: Creating  
an Action Agenda for 2007", Washington DC

**Chi Anyansi-Archibong**, LANGURE International Conference "Research Ethics  
Education: Beyond RCR Training", Raleigh, NC

**Chi Anyansi-Archibong**, The NC A&T and LANGURE Status; UNC-GA, Division of  
Research Seminar; Chapel-Hill, NC

**Bailey, Rose**, Acceptance of the "Circular 230 Regulations & Covered Opinions –  
"White-Collar Tax Fraud Enforcement through Mandated Discoverable Paper Trails for Rendered  
Tax Advice" for presentation at the Southeastern Academy of Legal Studies in November, 2006.

**Black, Sylvia** (with Marta Geletkanycz): "Executive Nationality: Does It Matter in an  
Era of Global Competition?", accepted for Inclusion in the program of the 'MANAGING IN A  
GLOBAL ECONOMY XII' Conference, which will be held in Amsterdam, The Netherlands, June  
24-28 2007.

**Black, Sylvia** (with Marta Geletkanycz): "CEO Origin and the Performance of U.S.  
Based Multinationals: Evidence of the Superiority of Imported Leadership," at Academy of  
International Business Annual Meeting, Beijing, China, June 2006.

**Black, Sylvia:** *“Learning About Leadership Vs Practicing Leadership Skills: Game-Based Simulations to Teach Leadership,”* (with Alice Stewart, Karen Smith-Gratto, and Jacqueline Williams) at Academy of Management Annual Meeting, Atlanta, GA, August 2006.

**Black, Sylvia:** *How We Teach May Affect How They Learn: The Impact of Pedagogy on Organizational Knowledge Creation,* (with Alice Stewart, Karen Smith-Gratto, Jacqueline Williams, and Betty Kane) accepted for presentation at the National Academy of Management Meeting, Management Education and Development Division, Philadelphia, PA, August 2007.

Morgan, Shona and **Roger Gagnon,** “A Structured Decision Framework for Reverse Supply Chain Systems”, accepted for presentation at the October 2006 Annual Meeting of the Southeast Institute for Operations Research and the Management Sciences and publication in its proceedings.

Morgan, Shona and **Roger Gagnon,** “Progress in Reverse Logistics Supply Chain Systems: A Review and Analysis from an Operations Perspective”, accepted for presentation at the November 2006 Annual Meeting of the Decision Sciences Institute and publication in its proceedings.

**Gagnon, Roger,** Shona Morgan, and Jeff Totten, "An Exploratory Analysis of Minority Business Cases: A Follow-up"; accepted for presentation at the 2007 Annual Meeting of the Academy of Business Education.

Glisson, William B., **L. Milton Glisson** & Ray Welland, “Web Development Evolution: The Business Perspective on Security,” Western Decision Sciences Institute, Hawaii, April, 2006.

**Glisson, L. Milton,** “The Impact of E-Commerce on Transportation,” Atlantic Marketing Association, Charleston, SC, September 28 - 30, 2006.

**Hensley, R.L. and Sulek, J.** (2007) “Small Business Forecasts: The Case for Combination Techniques”, *Proceedings of the National Southeast Region Decision Sciences* (and presentation), Savannah, GA. Pp. 1056-1065

**Howard, Robert L, and Redmon, Alonzo L,** “The Economics of Presidential Politics”, presented at the annual meeting of the American Society of Business and Behavioral Sciences, held in Las Vegas, Nevada, February 22-25, 2007.

**Redmon, Alonzo L., and Howard, Robert L.,** “Household Income Distribution and Market Returns,” presented at the annual meeting of the Academy of Finance, held in Chicago, IL, March 28 - 30, 2007.

Chen, David Y. and **Robert L. Howard,** “Stock Market Performance and Partisan Presidency”, accepted for publication in the *Journal of Academy of Business and Economics* and for presentation at the annual conference of the International Academy of Business and Economics in October 2007.

**Johnson, A. M.,** and Lederer, A. L. “The Impact of CEO/CIO Convergence on IT Strategic Alignment,” *Presented at the Information Resources Management Association International Conference,* May 21-24, 2006, Washington, DC.

**Johnson, O.E.,** Parks-Yancey, R., Motley, D., Davidson, M., & Blancero, D. (August, 2006). *What happens when you don't get tenure?* Presented as a Professional Development Workshop (PDW) for the annual Academy of Management meeting. Atlanta, GA.

**Johnson, O.E.,** (August, 2006). *“Welcome to the Matrix: New Doctoral Student Orientation”* Management Doctoral Student Association (MDSA) Conference – Invited Speaker. Atlanta, GA.



**Johnson, O.E.**, (September, 2006). *"So you're a guidance counselor, who cares?"* CACRAO School Counselor Conference – Invited Speaker. Greensboro, NC

**Jones, Keith**, "What's Next?: The Case Discussion That Went Awry!!", accepted for presentation at the 2006 Atlantic Marketing Association Annual Conference in Charleston, South Carolina.

Matrecia S. L. James and **Angela K. Miles**, paper, "Expressed Emotion as a Social Influence Tactic", & symposium - When Emotion is no Longer (Merely) Feelings: The Social Role of Emotion in Organizations, accepted for presentation at the Academy of Management Conference, August 2007, Philadelphia, PA

**Miles, Angela**, Sally Sledge and Samuel Coppage (2006), "Do Motivators Motivate Similarly Across Nations? Deliberations from the Hotel Industry", presented at the Academy of Management Conference, August 2006, Atlanta, GA.

**Morgan, Shona** and Roger Gagnon, "A Structured Decision Framework for Reverse Supply Chain Systems", accepted for presentation at the October 2006 Annual Meeting of the Southeast Institute for Operations Research and the Management Sciences and publication in its proceedings.

**Morgan, Shona** and Roger Gagnon, "Progress in Reverse Logistics Supply Chain Systems: A Review and Analysis from an Operations Perspective", accepted for presentation at the November 2006 Annual Meeting of the Decision Sciences Institute and publication in its proceedings.

**Nkonge, Japhet**, "Incorporating Ethics in the Development of Entrepreneurship in African Countries: A Role for Faith Based Initiatives." Presented at the Annual Conference of the Academy of Business Disciplines, Fort Myers Beach. November 2006.

**Paul, Souren** (with Profs. Carol Saunders and William D. Haseman), book chapter, published in Idea Group Inc. book, *Emerging Information Resources Management and Technologies (Advances in Information Resources Management – vol. 6)*, edited by Dr. Medhi Khosrow-Pour. The title of the chapter (9) is *A Question of Timing: Information Acquisition and Group Decision Making Performance*.

**Redmon, Alonzo L.**, and Howard, Robert L., "Household Income Distribution and Market Returns," presented at the annual meeting of the Academy of Finance, held in Chicago, IL, March 28 - 30, 2007.

Howard, Robert L, and **Redmon, Alonzo L.**, "The Economics of Presidential Politics", presented at the annual meeting of the American Society of Business and Behavioral Sciences, held in Las Vegas, Nevada, February 22-25, 2007.

**Stewart, A.C.** (2006) *"A Tale of Two Simulations: Does Computer Game-Based Simulation Training Impact Individual Effectiveness in the Looking Glass Simulation?"* Invited presentation, Center for Creative Leadership Research Colloquium. Greensboro, NC. October 2006.

**Stewart, A.C.**, (2006) *"Closing the "Knowing-Doing" Gap in Leadership Training: Creating Situated Learning Using a Computer Game-Based Simulation"* OB/OT Showcase Session: Invited presentation, Midwest Academy of Management, Louisville, KY. October 2006.

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### C. Interdisciplinary Activities

The Department of Business Administration is the largest department in the university. Department faculty actively participate on University committees and interdisciplinary efforts of the university, such as the International Program Committee, Institute for Public Health, Committee on Intellectual Life of the Campus, FASA/Global Studies Certificate Program Committee, UNC Exchange Program Advisory Committee, Residency Appeals, Joint NCA&T/UNC-G Committee on MS degree in Nanotechnology Science, University Judicial Tribunal, UNC in Washington, the Academy of Teaching and Learning Advisory Board, Negro Education Review Committee, University Honors Council, Aggie Retiree and Recognition, University Studies Roundtable, Technology Committee, University Research Council, and various search committees. The department collaborates with other university units in curriculum delivery, in research and grant submissions, and in providing the North Carolina A&T State University student brand to perspective employers. This is reflected in the collaborative grant process. Faculty members have participated as reviewers and, in collaboration with other units within the university. It is also reflected in the Entrepreneurship and the Customer Marketing & Management certificate programs.

## APPENDICES

Appendix A.....	Department Strategic Plan
Appendix B.....	Department of Business Administration Alumni Data
Appendix C.....	Job Placement or Graduate School Acceptance Information, May 2008
Appendix D.....	Department of Business Administration Departmental Promotion / Tenure Guidelines
Appendix E.....	Department of Business Administration Funded Research 2005-2008

## **DEPARTMENT OF BUSINESS ADMINISTRATION STRATEGIC PLAN**

April 2007

### **Brief Overview of the Department of Business Administration**

The Department of Business Administration is one of four departments in the School of Business and Economics at North Carolina A&T State University, and it continues to operate as the largest department in the School of Business and Economics and the University. The Department offers four-year undergraduate programs leading to a Bachelor of Science (BS) degree in Finance, Marketing (with a Sales concentration), and Management (including a concentration in Management Information Systems). The Department also offers a specialized graduate degree program leading to the Master of Science in Management (MSM), with concentrations in Management Information Systems (MIS), Transportation/Supply Chain Management (T/SCM) and Human Resources Management (HRM). In addition to the above degrees, the Department also administers a Certificate in Entrepreneurship and a Certificate in Customer Relationship Marketing and Management.

### **Mission of the School of Business and Economics**

*The mission of the School of Business and Economics at North Carolina A&T State University is to provide high quality management education in a learning-centered environment that effectively recognizes and responds to the diverse backgrounds, characteristics, and needs of students and society. An interdisciplinary foundation, faculty scholarly activity, and professional and community service are integral to this mission.*

### **Department of Business Administration Vision Statement**

The Department of Business Administration aspires to be recognized nationally as a provider of quality management education.

### **Department of Business Administration Mission Statement**

The mission of the Department of Business Administration at North Carolina A&T State University focuses on a threefold responsibility: (1) to provide quality graduate and undergraduate programs of instruction; (2) to conduct and publish quality research; and (3) to provide service to industry, government, professions, and the community. These are to be achieved through a system of shared values.

## **Department of Business Administration Statement of Values**

The Department of Business Administration values academic freedom, cooperation, creativity, cross-discipline collaboration, high professional standards, intellectual stimulation, professional ethics, and social responsibility.

### **Markets and Competition**

The Department of Business Administration is well positioned to play an important role in North Carolina Agricultural and Technical State University's endeavor to be a premier university, as well as a significant contributor to higher education. The department's dual mission continues to focus on providing effective undergraduate education coupled with an equal priority of graduate education and research.

The primary competitors of the department are similar institutions within the state of North Carolina, such as, but not limited to North Carolina Central University, Winston-Salem State University, Appalachian State University, Western Carolina University, University of North Carolina Greensboro, Eastern Carolina University and Elon University. Secondary competitors include but are not limited to out-of-region historically black colleges and universities.

### **Environmental Considerations**

A number of developments and trends will influence the program and activities of the Department of Business Administration:

- The continuing growth in the number of North Carolina high school graduates will place significant demands on the North Carolina university system.
- Globalization of the economy will continue to increase the importance of international dimensions of teaching, and will provide increasing opportunities for international programs and linkages.
- The continuing competition for NC Legislative funding will likely result in increased demands for accountability of teaching and research performance.
- The continuing quality improvement standards required by accrediting bodies will result in increased focus on assessment and accountability.
- The continuing advancements in computer technology will open new avenues for Distance Learning.
- Increasing pressure for online, evening and weekend courses and the use of more technology in the classroom.
- An ever-increasing Latino population that will seek greater inclusion in higher education in the future.

The following are strengths and weaknesses of the department as well as environmental opportunities and threats.

### **Strengths**

- Strong faculty (AACSB qualified, dedicated to teaching, involved in research and professional/community activities, interaction with the business community to create opportunities for internships and provide exposure to corporate executives)
- Department leadership
- Supportive learning environment (small class sizes, technology in classroom, faculty teaching expertise and availability)
- High profile Executive Advisory Council
- Large number of successful alumni
- Corporate involvement and/or support
- Student activity offerings (organizations)
- Cooperation across areas in supporting student activities
- Student placement

### **Weaknesses**

- Lack of strong student identity as major in the department of Business Administration
- Cumbersome advising process
- No consistent standards across courses
- Not enough discussion among peers concerning research
- Too little emphasis on cross-functional research
- Insufficient office administrative support
- Limited resources for travel to conferences
- Limited opportunities for student and faculty participation in international programs
- Limited funding of faculty research

### **Opportunities**

- Identification as a nationally recruited school by key employers
- Increasing interest in the majors in the Department of Business Administration by incoming students
- Interest of non-historically black colleges and universities in partnering with historically black colleges and universities
- Increasing interest by minority-owned businesses in developing partner relationships
- Continuing growth of the Latino population in North Carolina
- Growth of social responsibility of area businesses
- Growth of entrepreneurship and the increasing need for educational opportunities within that community
- Increasing need for extra curricular learning opportunities for high school students

## Threats

- Inadequate college-level preparation of incoming students
- Saturation of the market for majors in the department
- Aggressive recruiting of the better students by comparable institutions
- Potential for NC State budgetary limitations
- On-line and distance learning degree programs offered by universities located within or outside North Carolina
- Limited supply of and a high demand for a highly qualified faculty

## Goals/ Objectives/Action Plans

### I. Excellence in Teaching and Learning

**Goal 1: Improve undergraduate and graduate degree programs and other curricular activities to promote overall high student achievement.** Assessment records are maintained in the Department of Business Administration 2006 Assessment Report.

Objective IA1: Students are prepared for the workforce, graduate education and lifelong learning.

**Goal 2: Provide opportunities for the development of leadership skills, ethical behaviors, and social responsibility among undergraduate and graduate students.** Assessment records are maintained in the Department of Business Administration 2006 Assessment Report.

Objective IB1: The Department will provide a variety of activities to foster the development of or enhancement of leadership skills.

Objective IB2: The Department will ensure that business and personal ethics are integrated into several required courses.

Objective IB3: The Department will provide students with ample opportunities to develop and practice social responsibility.

**Goal 3: Maintain a retention system that serves a diverse group of students and supports them to complete their programs of study in a timely manner.** Assessment records, a retention plan, Department Annual Report and Faculty Activity Reports are maintained in the department office.

Objective IC1: The Department will centralize and standardize the advising process.

Objective IC2: The Department will update and implement a retention plan.

Objective IC3: The MSM Director will manage the program and provide support services for the MSM students.

**Goal 4: Maintain a recruitment system to attract high-quality students to the department.**

Assessment records, Department Annual Report and Faculty Activity Reports are maintained in the department office.

Objective ID1: The Department will increase participation of faculty, students and student organizations in promoting awareness of business administration programs and concentrations.

Objective ID2: Develop additional outreach programs.

## **II. Faculty Scholarship and Professional Development**

**Goal 1: Encourage and support intellectual contributions and other scholarly and professional development of the faculty.** Assessment records, a retention plan, Department Annual Report and Faculty Activity Reports are maintained in the department office.

Objective 2A1: Faculty will be actively involved in professional organizations and will participate in a variety of professional development activities.

Objective 2A2: Faculty research and scholarly productivity will include learning and pedagogical research, contributions to practice, and discipline-based scholarship published in refereed journals in their respective or related disciplines, conference presentations, case writing, editorships, and memberships on editorial boards.

Objective 2A3: Faculty will participate in interdisciplinary collaborative projects with other disciplines on the campus and beyond.

## **III. Professional and Community Service**

**Goal 1: Encourage and support faculty involvement in professional and community service.** Assessment records, a retention plan, Department Annual Report and Faculty Activity Reports are maintained in the department office.

Objective 3A1: Faculty will provide service to professional organizations, student organizations, departmental, School and University committees, and to the broader community.

Objective 3A2: Faculty will encourage students to participate in professional student organizations, community development, and service activities.

## **Key Strategies**

The mission of the Department of Business Administration involves the creation and dissemination of knowledge in the fields of management, marketing, finance and management information systems. This requires:

1. A strong commitment to enhance the quality of educational programs at all levels.
2. A strong commitment to enhance the quality of research and publication.
3. A strong commitment to service the community and professional organizations.

Key strategies for achieving this mission are as follows:

### **Instruction**

Focus on student quality rather than quantity at graduate and undergraduate levels. Coordinate with, and contribute to, University level initiatives for education. Curriculum strategies will include:

- a. Design and offer curricula that match the needs of the global marketplace.
- b. Appropriately respond to employers' changing demands for skills and competencies.
- c. Prepare students for graduate level studies.
- d. Prepare students to be socially responsible contributors to their communities.
- e. Prepare students for the complexities of international business.

### **Research**

Focus research and funding efforts on refereed journal publications and enhanced visibility at key conferences.

### **Faculty**

Hire faculty with strong research and teaching records or potential.

### **Service**

- a. Enhance the visibility for the Department of Business Administration and maintain a presence in the policy-making activities of the college, university and professional organizations.
- b. Increase involvement with key professional, political and governmental constituents.



## **Specific initiatives for 2006-2009 academic years**

1. Continue to develop the Entrepreneurship Program.
  - a. Promote entrepreneurship as a career option for both business and non-business students.
  - b. Prepare students with the knowledge and skills needed to start a small business, or to secure employment in entrepreneurial companies.
  - c. Increase funding through sponsorships, grants, and gifts.
  - d. Expand entrepreneurship course offering to students and the local community.
  - e. Collaborate with other colleges and community-based entrepreneurship organizations to increase the quantity and quality of minority entrepreneurs.
  - f. Increase faculty interest and participation in developing the entrepreneurial spirit on campus and in the community.
2. Further develop the CRM&M Certificate Program and Sales Concentration within the Marketing Major.
  - a. Develop faculty interest and support.
  - b. Develop university interest and support.
  - c. Seek further input and support from business partners.
  - d. Build student awareness and interest.
3. Further develop the Master of Science in Management Degree.
  - a. Continue to improve the quality and relevance of the curriculum.
  - b. Attract a greater number of qualified students to the program.
  - c. Continue to seek input and support from business partners.
  - d. Obtain sufficient funding to support out-of-state students.
  - e. Continue to seek state-of-the-art technology for graduate student education.
4. Continue to evaluate and improve the introductory business course (BUAD 220).

## Assessment Measurement and Process

**Excellence in Teaching and Learning Goal 1: To promote overall high achievement in undergraduate and graduate degree programs and other curricular activities.**

Assessment records are available through individual programs in the Department of Business Administration.

**Excellence in Teaching and Learning Goal 2: To implement and carefully manage a recruitment and retention system that provides access to a diverse group of students and supports them to complete their programs of study in a timely manner.**

Assessment records are maintained in Department of Business Administration records including the Department Annual Report and Faculty Activity Reports.

**Faculty Scholarship and Professional Development Goal 1: To encourage and support intellectual contributions and other scholarly and professional involvement of the faculty.**

Assessment records are maintained in Department of Business Administration records including the Department Annual Report and Faculty Activity Reports.

**Professional and Community Service Goal 1: To encourage and support faculty involvement in professional and community service.** Assessment records are maintained in Department of Business Administration records including the Department Annual Report and Faculty Activity Reports.

### **Relationship of the Department's programs/Strategic Plan to the mission of the School of Business and Economics.**

The mission of the School of Business and Economics, as stated in the 2005-2011 Strategic Plan, is as follows:

*The mission of the School of Business and Economics at North Carolina A&T State University is to provide high quality management education in a learning-centered environment that effectively recognizes and responds to the diverse backgrounds, characteristics, and needs of students and society. An interdisciplinary foundation, faculty scholarly activity, and professional and community service are integral to this mission.*

The programs and plans of the Business Administration Department are consistent with, and support, the mission of the School of Business and Economics in a number of significant ways:

- The major focus of the programs and plans is providing a high quality educational experience for students.
- The plans and programs recognize the importance of helping students develop a broad array of skills in addition to the technical competencies of the specific major.
- The plans and programs recognize that achieving a high quality educational experience for students requires continuous development of faculty.
- The plans and programs recognize and incorporate issues of globalization and diversity in the academic curriculum.
- The plans and programs emphasize service to the community, profession and the university, in general, as a critical responsibility of faculty.

Appendix B

Department of Business Administration Alumni Updated May 2008

Name	Major	Grad. Year	Position	Company
David A. Brown	Bus Admin-Finance	1992	Financial Strategist & Sm. Business Consultant	Wachovia
Morris Kimble	Business Administration	1991		
D. Tyrell McGirt	Business Administration-Management	1999	Aquatics Center Manager	City of Unalaska, Alaska
Angie Pace Kirk	Finance	1994	HR GENERALIST	T. ROWE PRICE
Christina Thompson	Finance	2006	Finance Rotation Program	Microsoft
Kamaal Sultan	Finance	2001	Partner	Self Employed, Atlanta, GA
Kelley Fisher - Thomas	Finance	1996	Treasury Manager	The University of Michigan
Kendra Evans	Finance	2001	Administrative Assistant	Duke University Medical Center
La Cresha Milton	Finance	1996	Associate Relationship Manager	Aon
Andrea Thweatt	Management	2003	Sales Representative	3M
Angelica Smallwood	Management		MBA program	Harvard Business School
Anthony Wright	Management	1992	No Child Left Behind (NCLB) Compliance Monitor	New Jersey Department of Education
Brittany E. Wyatt	Management	2006	Sales & Marketing Specialist	BIA Competitive Analysis, UPS
Calvin Littlejohn	Management	2005	Education Manager	Milliken
Felix Ekwem	Management	1997	Realtor	Dibek Enterprises, Houston, Texas
Lanny D. Ealey	Management	2000	Sales & Marketing Compliance and Risk Management Business Analyst	Blue Cross and Blue Shield of North Carolina
Tiffane Thompson	Management	2002	MBA program	University of Georgia - Athens
Roland Leak	Management/Marketing	1996	Ph.D. Student	University of South Carolina
Name	Major	Grad. Year	Position	Company

Adon Hall	Marketing	2000	Survey Analyst	US Census Bureau
Alex (William) Wyche	Marketing	2002	Sales Manager	Best Buy Co., Inc.
Alfred Riddick	Marketing	1996		
Anitra Bailey-Johnson	Marketing & Mgmt	1999	Territory Sales Manager	Philip Morris USA
Anna Quiller	Marketing	2003	Parts Marketing Representative	Caterpillar
Anthony Dicks	Marketing	2002	Gemzar Marketing Associate	Eli Lilly
Anya Winfield	Marketing	2001	Market Analyst, Gate Reservation System	Union Pacific
April January	Marketing	2000		
Benn Brewington	Marketing	1993	Attorney	
Brian Pearson	Marketing	1996	President & Executive Franchise Development Consultant	Marvel Street Ventures LLC
Carlton Brooks	Marketing	2000	AVP / Client Manager	Bank of America
Christa Newkirk	Marketing	2007	Graduate Student	University of Colorado Denver
Collin Brandon	Marketing	2000		Enterprise Rent-A-Car
Courtney Y.Chavis	Marketing	1994	Human Resources Coordinator/Benefits Administrator	
Crystal Lilly	Marketing	1997	Human Resources Manager	Northrop Grumman Corporation
Crystal Smith	Marketing	2002	Account Executive	Genworth Financial, GE Mortgage
Damaris Franks	Marketing	1997	Automotive (Dealerships) Underwriter	Bank of America
Damion Johnson	Marketing		Senior Neuroscience Specialist	Glaxo Smith Kline

Name	Major	Grad .Year	Position	Company
David A. Brown	Marketing		Financial Center Manager, Assistant Vice-President	Wachovia
David Wynn	Marketing	2005	Management Development Program	BB&T (Winston Salem)
Dorothy Staton	Marketing	1996	Coordinator, Direct Marketing & Marketing Research	Lorillard Tobacco
Ebonie Johnson-Cooper	Marketing	2005		BET
Eugenia Buggs	Marketing	2002		
Ian Bridgers	Marketing	2002	Territory Sales Mgr ( South Carolina)	Philip Morris USA
James Reid	Marketing	1993	Senior Marketing Manager - Business Development	Cingular Wireless
Janese Coleman	Marketing	2003		
Jeanelle Feimster	Marketing	2002	Pharmaceutical Sales	Eli Lilly
Jocelyn Gooden	Marketing	2002	Workforce Analyst	United Behavioral Health
Kaleen Cooper	Marketing	2001	Marketing Consultant	Neustar, Inc.
Kelly Alston	Marketing	2004	Financial Management Program (FMP)	General Electric
Kelly Welborn	Marketing	1993	Senior Marketing Manager	The High Museum, Atlanta, Georgia
Kendra Jacobs	Marketing	2000	Pharmaceutical Sales	Eli Lilly
Kevin Elwood	Marketing	1993	Transportation Strategic Information Specialist	City of Greensboro, Dept. of Transportation
Kevin Franklin	Marketing	2002	Design Consultant / MBA Candidate	Renewal by Andersen / Howard University
Kyri Davis	Marketing	2004	Account Executive	Transworld Systems
Melanie Martin Graham	Marketing	2002	Teacher (3rd grade)	Atlanta Public Schools
Michelle Lewis	Marketing	1994	Vice President, Events	Detroit Super Bowl XL Host Committee

Name	Major	Grad. Year	Position	Company
Milton Peele	Marketing	2001	Chain Account Services	Merchant Sales
Montia Brady	Marketing	2004		
Pamela Buster	Marketing	2001	Environmental Protection Specialist	Environmental Protection Agency
Patrick Lynch, Jr.	Marketing	2004	Owner/Operator	Lorenzo Lauren Enterprises & Bunny Vending
Rachel N.Geathers	Marketing	1999	Advertising Manager	Coca-Cola
Regina Exum	Marketing	1997	Brand Communications Manager	Eastman Kodak Company
Ronnie Morrison	Marketing	1996		SONOCO
Samuel Webster	Marketing	2005	Sales	Pepsi
Shalanna Blades	Marketing	2004	Customer Service Analyst	3M
Shaun Jackson	Marketing	1997	Territory Manager	Michelin North America
Stacy Perry	Marketing	2002		
Thomas Parks, Jr.	Marketing	1994	Manager of Personal and Business Banking	RBC Centura Bank
Tiffany DeGraffenreidt-Shaw	Marketing	1997	Senior Specialist	Quintiles, Inc.
Tim Day	Marketing	1994	Business Account Executive	Verizon Wireless
Tonya Dillahunt	Marketing	1991	Marketing Manager, Dealer Development	Volvo Trucks North America, Inc.
Ronnie Morrison	Marketing	1996		SONOCO
Troy Jackson	Marketing	1998		
Vaitari Anderson	Marketing	2002	Marketing/Producti on Coordinator	MTV/2
Derrick Ware	Marketing	2003	Account Executive	Dish Network
Juanne Greene	Marketing	1993	Lecturer	Kennesaw State University
Tim Day	Marketing	1996	Business Account Executive	Verizon Wireless
Andre D. Taylor	Marketing/ Management	1998	Group Leader	Target Corporation (Distribution)

<b>Name</b>	<b>Major</b>	<b>Grad. Year</b>	<b>Position</b>	<b>Company</b>
William A. Wyche	Marketing	2002	GM and Dist. Trainer	American Eagle Outfitter
Ashley Cannon	Marketing/ Management	2001	Judicial Law Clerk (received JD & MBA)	District Court of Maryland, Baltimore City
Dana Coles	Marketing/ Management	1998	Sales Promotion Specialist II	Yale Materials Handling Corporation
Tony Thompson	Marketing/ Management	1995/1996	Senior Technical Support Specialist	Corbett Accel Healthcare Communications Group
Andrea Brown	MIS	2005		Phillip Morris
Angela Campbell	MIS	2005		General Electric
David Wilson	MIS	2004	Entrepreneur	Consulting Firm
Jenise Walters	MIS	2005	Wal-Mart Information Technology Group Programmer	Wal-Mart
Joy Hill	MIS	2005		Cargill Corporation

Appendix C

**Job Placement or Graduate School Acceptance Information  
Department of Business Administration  
May 2008 Graduates**

<b>Name</b>	<b>Major</b>	<b>Company</b>	<b>Position</b>	<b>Location</b>	<b>Starting Salary</b>
Jamelle Moore	Marketing	Ford Motor Company	Zone Manager	Dearborn, Michigan	N/A
Olatorera Majekodunmi	Management	Merrill Lynch	Operations Analyst	New York, NY	N/A
Tamara Scott	Marketing	State Employees Credit Union	Financial Services Office	Greensboro, NC	N/A
Dominique Williams	MIS	Nortel	Full time NGLP New Grad	Research Triangle Park, NC	\$58,000
Indya Howard	Marketing	Target Corp.	Executive Team Leader	North Carolina & Minnesota	\$45,000
Phillip Lyons	Marketing	George Washington University	Grad student	George Washington University	N/A
Tiffany Clay	Finance	Ford Motor Company	District Zone Manager	Dearborn, Michigan	\$42,000
Shannon Benjamin	Marketing	S&L Consultants	Contract Manager	Charlotte, NC	Still negotiating
Gemi Bryant	Marketing	Ford Motor Company	Marketing Sales Zone Manager	Detroit, Michigan	\$50,000
Breana Greenlee	Management	Norfolk Southern	Manager Trainee	Atlanta, GA	\$40,000
Franklin Garnes	Management	U.S. Army	Special Forces	Varies	\$40,000
Christina Minor	Management	Bank of America	Online Sales Service Support	Jacksonville, FL	\$52,000
Shonda Parker	Finance	Deloitte & Touche	Audit Staff	Charlotte, NC	N/A
Evan Chisholm	Management	Self-Employed	N/A	Greensboro, NC	N/A
Dana Peterson	Marketing	Citi-Group	Management Trainee	Greensboro, NC	\$34,000



**Department of Business Administration  
Departmental Promotion / Tenure Guidelines  
Approved: May 15, 2007**

**Introduction**

This document provides guidelines, which along with professional judgment, will be used in the promotion and tenure process.

**Effective:** New hires 2007/08 and forward

**Contract Renewal and Promotion / Tenure Process**

**Timing:** Contract renewals (2 years, 2 years, 3 years for Assistant and 2 years, 3 years for Associate) (Form – Appendix I)  
Tenure Decision: During the 6<sup>th</sup> year of tenure track contract for Assistant and 4<sup>th</sup> year for Associate (Form – Appendix II)  
Full Decision: After tenure decision but can be in the same year as tenure (Form- Appendix III)

**Deadline:** Any form (I, II, or III) is due to the department chair by late fall (dates TBA) of the academic year of application.

**Review Teams (Unanimous decision not required):**

**Order of Consideration (recommendations forwarded to next review level)**

- 1) **Departmental Review Team** elected by the departmental faculty to represent each academic area
- 2) **School Review Team** elected by the school faculty to represent each academic area
- 3) **Dean of School of Business** recommendation
- 4) **University Review Team** elected by the respective faculty of each university school
- 5) **Academic Provost to Chancellor to Board of Trustees to the Board of Governors then** final decision

**Evaluation Criteria for Tenure and Full Professor:**

**Teaching:**

**Evidence of satisfactory teaching in support of the learning goals/objectives of the department / school:**

Departmental evaluations of candidate: example department chair annual evaluation, peer review

Candidate's statement of teaching philosophy and pedagogy: example teaching portfolio

Average student evaluations of the candidate meet university threshold for satisfactory teaching

Other materials candidate presents as evidence for effective teaching.

## Research:

### **Quantity:**

#### **Tenure Assistant:**

- 1) Minimum four refereed journal articles since coming to NCA&T
- 2) Publications in proceedings, presentations, and/or book chapters are expected

#### **Tenure Associate:**

- 1) Minimum four refereed journal articles beginning four years prior to application for tenure.
- 2) Publications in proceedings, presentations, and/or book chapters are expected

### **Promotion to Full Professor**

- 1) Continue to publish in refereed journals at the average rate of one article per year after tenure
- 2) One of the refereed publications since tenure is single authored
- 3) Continue to publish refereed conference proceedings after tenure

### **Quality: Examples of Criteria to Assess Quality**

#### **Journals and Conferences:**

- 1) Peer reviewed
- 2) Acceptance rate of the journals and conferences
- 3) Candidate can submit to the review process citations of research to show impact of research on the field and/or ratings in the academic area of the impact of the journal or proceedings.
- 4) E-journals are accepted with criteria 1, 2, and 3 under quality.

## Service:

### **Department**

Departmental committee or involvement in a student organization expected each year of service.

### **School**

Serve on school committees as requested.

**University**

University committee as requested.

**Community**

Community service expected yearly.