

**Karen R. McDaniel, Ph.D.**  
**Faculty Curriculum Vita 2020**

**I. Personal Information:**

Associate Professor of Management (Tenured)  
Faculty Athletics Representative  
Arkansas State University  
P.O. Box 59  
State University, AR 72467  
870-972-3430  
[kmcdaniel@astate.edu](mailto:kmcdaniel@astate.edu)

**II. Educational Credentials:**

Ph.D.            Organizational Behavior and Human Resource Management; University of  
                         Memphis, 2008  
M.B.A.           Management, Union University, 2001  
B.S.B.A          Management, Mathematics, Data Processing, Accounting, Secondary Education,  
                         Union University, 1999

**Certifications:**

**Certified Practitioner of the MBTI® Step I and Step II Instruments.** The  
Myers Briggs Foundation, 2020

**Crisis Leadership in Higher Education,** Harvard Kennedy School Executive  
Education, Harvard University, Cambridge, MD, 2020

**Leadership for the 21st Century:** Delta Leadership Institute, Harvard Kennedy  
School Executive Education, Harvard University, Cambridge, MD, 2017

**Outclass the Competition - Executive Presence in a Global Environment,**  
Protocol School of Washington, Washington D.C., 2017

**Certification in DISC Language,** Certified Professional Behavioral Analyst,  
Corter Consulting, Inc., 2016

**Delta Leadership Institute Executive Academy,** Delta Regional Authority,  
2013-2014

**Crucial Conversations,** Delta Leadership Executive Institute Executive  
Academy, 2013-2014

**Crucial Accountability,** Delta Leadership Executive Institute Executive  
Academy, 2013-2014

**Leadership Arkansas,** Arkansas State Chamber of Commerce/Associated  
Industries of Arkansas, 2012-2013

**Leadership Jonesboro**, Jonesboro Regional Chamber of Commerce, 2011-2012

**Corporate Etiquette and International Protocol Consultant**, Protocol School of Washington, Washington D.C., 2011

**Honors and Distinctions:**

University Service Award Nominee 2019 and 2020

**Signature Course Distinction** for Leadership Development 2018. One of two courses in the entire university to be awarded such distinction by the University Creative Commons Committee.

Neil Griffin College of Business **External Service Award** 2018

College of Business **Graduate Teaching Award** 2017

College of Business **External Service Award** 2014

**III. Employment History:**

2016-Present **Associate Professor of Management**, Management and Marketing Department, Arkansas State University, State University, AR

2015-Present **Faculty Athletics Representative**, Arkansas State University, State University, AR

2019-2020 **Director of Graduate Programs**, Arkansas State University, State University, AR

2018-2020 **Chair**, Department of Management and Marketing, Arkansas State University, State University, AR

2012 – 2016 **Assistant Professor of Management**, Management and Marketing Department, Arkansas State University, State University, AR

2011- 2012 **Director of Online MBA**, College of Business, Arkansas State University, State University, AR

2008 - 2011 **Assistant Professor of Management**, Department of Management, Marketing, Computer Science, and Information Systems, University of Tennessee Martin

2007 – 2008 **Assistant Professor of Organizational Behavior and Human Resource Management**, Department of Management, Radford University

2005 – 2006 **Instructor of Organizational Behavior**, Department of Management and Marketing, Arkansas State University

- 2004 - 2005 **Graduate Teaching Assistant of Organizational Behavior and Human Resource Management**, Fogelman College of Business, University of Memphis
- 2001 - 2006 **Research and Graduate Assistant: August 2001 to August 2006 – University of Memphis.** Conduct research with Professors, worked on grants for University, taught classes, proctored exams, attended professional conferences, and assisted with administrative duties. Research Assistant for Dr. David Allen and Dr. Robert Taylor.
- 2005 – 2006 **Research Member: January 2005 to August 2006 – University of Memphis Department of Psychology (Neuropsychology).** Topics such as stress, traumatic stress, traumatic brain injury, post-concussion symptoms.
- 2004 – 2004 **Computer Science Instructor: Spring 2004. Union University.** Course taught part-time:  
- CSC 105 Survey of Microcomputing Applications
- 2000 – 2001 **Mathematics Adjunct Instructor: August 2000 to May 2001- Jackson State Community College.** Course taught:  
- MATH Intermediate Algebra.
- 1999 – 2001 **Mathematics Teacher: July 1999 to 2001- Lexington High School, Lexington, TN.** Subjects taught: Foundations of Mathematics, Geometry, Mathematics for Technology, and Algebra I.

#### IV. Scholarly Activities:

##### A. Publications

Hill, K., Walsh, M.F., McDaniel, K. R. (under review). Perspectives on Sales Education Recruitment Practices. *Journal of Marketing for Higher Education*.

Leonard, K. & McDaniel, K.R. (under review). Stigma in research and practice terminology: Victim vs target. *Journal of Occupational and Organizational Psychology*.

Schloemer, H., Deeg, M.D., McDaniel, K.R., & Sanjrani, A. (under revision). Combating Student Burnout with Internal Resources: The Effects of Psychological Capital and Perceived Social Support.

Bevill, S. & McDaniel, K.R. (2016). Bullying in The Workplace: Students' Perspectives. *Business Studies Journal*, 8(1), 1-11.

McDaniel, K.R., Leonard, K., & Ngala, F. (2015). Does competency matter? Competency as a factor in workplace bullying. *Journal of Managerial Psychology*, 30(5), 597-605.

McDaniel, K. R., Bevill, S. McNeely, C., & Bevill-Watson, D. (2014). Assessing student's knowledge of business etiquette for American dining. *Business Studies Journal*, 6(1), 23-33.

Hancock, J.I., Allen, D. G., Bosco, F.A., McDaniel, K.R., & Pierce, C.A. (2013). Meta-analytic review of employee turnover as a predictor of firm performance. *Journal of Management*, 39(3), 537- 603.

McDaniel, K.R., & Allen, D.G. (2012). Working and Care-giving: The Impact on Caregiver Stress, Family-Work Conflict, and Burnout. *Journal of Life Care Planning*, 10(4), 21-34.

Parzinger, M.J, Lemons, M., & McDaniel, K.R. (2012). The impact of organizational context on turnover and job satisfaction: A multi-analysis study of bank employees. *International Journal of the Academic Business World*, 6(1), 39-50.

Vardaman, J.M., Allen, D.G., Renn, R.W., & McDaniel (Moffitt), K.R. (2008). Should I stay or should I go: The role of risk in employee turnover decisions. *Human Relations*, 61(11), 1531-1563.

McDaniel (Moffitt), K. R. (2008). Modeling the Relationship Between Traumatic Caregiver Stress and Job Satisfaction, Organizational Commitment, and Turnover Intentions. Dissertation.

Allen, D.G., Renn, R.W., McDaniel (Moffitt), K.R., & Vardaman, J.M. (2007). Risky business: The role of risk in voluntary turnover decisions. *Human Resource Management Review*, 17(3), 305-318.

Allen, D.G., Weeks, K., & McDaniel (Moffitt), K.R. (2005). Turnover intentions and voluntary turnover: The moderating roles of self-monitoring, locus of control, proactive personality, and risk aversion. *Journal of Applied Psychology*, 90(5), 980-990.

## **B. Conference Presentations**

Schloemer, H., Degg, M.D., & McDaniel, K.R. (2020). Psychological Capital and Perceptions of Social Support as Solutions to Student Burnout and Performance Issues. *Midwest Academy of Management*. Virtual Conference October 2020.

Benavides, C., McDaniel, K.R., & Bevill, S. (2020). Mexican Workers' Perceptions of Sexual Harassment. *Academy of Management Specialized Conference: Advancing Management Research in Latin America*, Mexico City, Mexico, April, 2020.

<https://na.eventscloud.com/ehome/index.php?eventid=450962&tabid=1014207> (Conference cancelled)

Leonard, K. & McDaniel, K.R. (2020). Dysfunctional interpersonal workplace behavior outcomes. *Southwest Academy of Management*, San Antonio, TX, March 2020.

<https://img1.wsimg.com/blobby/go/afe6804d-0aa2-47b7-8e88-69a53343cee6/downloads/Program%202020-Draft.pdf?ver=1580346949620> (Conference cancelled)

Leslie, H.S., McDaniel, K.R., & Bevill, S. (2019). Job readiness: The power of LinkedIn. *Institute for Global Business Research Conference*, Las Vegas, NV, October, 2019.

Bevill, S., McDaniel, K.R., Leslie, H.S. (2019). Job Readiness Survey: How Prepared are our Students for the Job Search? *Institute for Global Business Research Conference*, New Orleans, LA, April, 2019.

Bevill, S. & McDaniel, K.R. (2018). Workplace Manners and Civility: Students' Perceptions and Experiences. *ABC Southwestern U.S. Conference*, Albuquerque, NM, March, 2018.

Bevill, S. & McDaniel, K.R. (2017). Enhancing Professional Presence through Business Etiquette. *ABC Southwestern U.S. Conference*, Little Rock, AR, March 2017.

Bevill, S., McDaniel, K., & Sirota, K. (2015). Bullying in the workplace: Students' Perspective. *Allied Academies International Conference*, New Orleans, LA, April 9, 2015.

McDaniel, K. R., Bevill, S., McNeely, C., & Bevill-Watson, D. (2013). Assessing student's knowledge of business etiquette for American dining. *Allied Academies International Conference*, New Orleans, LA, March, 2013.

Bevill, S., Roberts, S., McDaniel, K.R., Roach, T. (2012). Preparing Students for the Job Interview Meal. *Allied Academies International Conference*, Las Vegas, NV, October 2012.

Parzinger, M.J, Lemons, M., & McDaniel, K.R. (2011). The impact of organizational context on turnover and job satisfaction: A multi-analysis study of bank employees, *Academic Business World International Conference and International Conference on Learning and Administration in Higher Education*, Nashville, TN, 2011.

Hancock, J.I., McDaniel, K.R., & Allen, D.G. (2010). A meta-analysis of turnover as a predictor of organizational performance. *Society for Industrial and Organizational Psychology Conference*, Atlanta, GA, April, 2010.

McDaniel (Moffitt), K.R., & Allen, D.G. (2008). Traumatic caregiver stress and organizational consequences: Mediating and moderating relationships. *Academy of Management Conference* Anaheim, CA, August 13, 2008.

Allen, D. G., Renn, R. W., Vardaman, J., & McDaniel (Moffitt), K. R. (2007). Risky business: The role of risk in voluntary turnover decisions. *Academy of Management Conference* Philadelphia, PA, August 2007.

Huning, T., & McDaniel (Moffitt), K. R. (2007). Recruitment as information search: The role of need for cognition in employee application decisions. *Academy of Management Conference* Philadelphia, PA, August 2007.

Allen, D.G., McDaniel (Moffitt), K.R., & Huning, T. (2006). The role of socialization tactics and perceived organizational support in understanding newcomer turnover. *Society for Industrial and Organizational Psychology Conference* Dallas, TX, May 5-7, 2006.

McDaniel (Moffitt), K.R. & Steverson, P.K. (2005). Consequences of traumatic stressful events: Why should organizations care? *Southern Management Association Conference*, Charleston, SC, November 9-12, 2005.

Steverson, P.K., McDaniel (Moffitt), K.R., & Janz, B. (2005). Cultural intelligence and knowledge transfer: Integration and future directions for research. *Southern Management Association Conference* November 9-12, 2005.

Bhagat, R., Steverson, P.K., & McDaniel (Moffitt), K. (2005). Organizational stress and coping across the individualism-collectivism divide. *International Academy for Intercultural Research*, Kent, OH, May 5, 2005.

Allen, D.G., Weeks, K., & McDaniel (Moffitt), K.R. (2003). Turnover intentions and turnover: The moderating role of personality. *Academy of Management Conference* Seattle, WA, August 5, 2003.

Allen, D.G., Renn, R.W., & McDaniel (Moffitt), K.R. (2003). Should I stay or should I go? The role of risk in voluntary turnover decisions. *Southern Management Association*, Clearwater Beach, FL. November 16, 2003.

McDaniel (Moffitt), K.R., Steverson, P.K., & Van Scotter, J.R. (2003). MIS faculty in higher education: Is the seed-corn problem a myth or reality? *Southern Association of Information Systems Conference*, Savannah GA. March 7-8, 2003.

### **C. Grants**

**Summer Research Grant 2015** Arkansas State University, Competency as a factor in workplace bullying data collection.

**Summer Research Grant 2014** Arkansas State University, Office Romance Gone Bad.

**Summer Research Grant 2008** – Karen Rogers McDaniel (Moffitt), Radford University, Traumatic Stress and Family-work Conflict Moderators.

**Research Grant 2004** – Allen, D.G. & McDaniel (Moffitt), K.R. University of Memphis, University Retention Committee Student Retention Report: Applying Organizational Retention Theory and Research Methods to Student Retention.

### **D. Works in Progress**

Mello, J., Philhours, M., Hill, K., & McDaniel, K.R. Consumer Induced Scarcity Caused by Irrational Consumption Behaviors: A Longitudinal Study

Benavidez, C., McDaniel, K., & Bevill, S. The Sexual Harassment of Immigrant Women at Work.

Hill, K., Yanowitz, K.L., & McDaniel, K.R. Sales and Leadership Training.

Holt, K., McDaniel, K.R., & Leonard, K. (under revision). An exploration into sensemaking and sensegiving: Including stakeholders in the process.

Leonard, K. & McDaniel, K.R. (under revision). Intervening and Outcome Variables in Bullying and other Dysfunctional Interpersonal Behaviors at Work: A Review and Model.

McDaniel, K.R., Pierce, C., Benavides, C., Bevill, S., & Howard, E. Office Romance Gone Bad.

McDaniel, K.R. Leadership Development.

### **E. Other Research Achievements**

**Citation of Excellence 2016** - “Meta-Analytic Review of Employee Turnover as a Predictor of Firm Performance”, Journal of Management, (2013) selected as a winning paper in the prestigious Emerald Citations of Excellence for 2016.

### **V. Faculty and Teaching Development Activities:**

2020 AACSB International Conference and Annual Meeting  
- MBA for Working Professionals Affinity Group

2020 Faculty Athletics Representative Association (FARA) Executive Board Retreat

2020 The 25th Graduate Education and Graduate Student Research Conference in Hospitality and Tourism Education, Las Vegas, NV

2019 Faculty Athletics Representative Association (FARA) Conference, Bellevue, WA

2019 Sun Belt Conference Fall Meeting, New Orleans, LA

2019 DIV 1A FAR Conference, Washington, DC

2019 Sun Belt Conference Spring Meeting, Point Clear, AL

2019 International Council on Hotel, Restaurant, and Institutional Education Hospitality Conference (ICHRIE) Hospitality Conference, New Orleans, LA

2019 Delta Leadership Network Annual Conference, Little Rock, AR

2018 Sun Belt Conference Fall Meeting New Orleans, LA

2018 Sun Belt Conference Spring Meeting, Point Clear, AL

2017 Leadership for the 21st Century: Delta Leadership Institute, Harvard Executive Academy, Cambridge, MD

2017 Faculty Athletics Representative Association (FARA) Conference, Atlanta, GA

2017 DIV 1A FAR Conference, Washington, DC

2017 Delta Leadership Network Annual Conference, New Orleans, LA

2017 Sun Belt Conference Spring Meeting, Point Clear, AL  
2017 Sun Belt Conference Fall Meeting, New Orleans, LA  
2016 Faculty Athletics Representative Association (FARA) Conference, Indianapolis, IN  
2016 DIV 1A FAR Conference, Dallas, TX  
2016 NCAA FAR Institute 2016, Indianapolis, IN  
2016 Sun Belt Conference Spring Meeting, Point Clear, AL  
2016 Sun Belt Conference Fall Meeting, New Orleans, LA  
2016 Certification in DISC Language, Certified Professional Behavioral Analyst  
2016 Delta Leadership Network Annual Conference, New Orleans, LA  
2015 DIV 1A FAR Conference  
2015 IRB Certifications  
2015 Academy of Management Annual Conference  
2014-2016 College Of Business Faculty Presentations  
2015 Sun Belt Conference Spring Meeting, Montgomery, AL  
2015 Sun Belt Conference Fall Meeting, New Orleans, LA  
2015 Security Awareness Training  
2015 ITTC RPNOW Training Session  
2015 Critical Thinking Workshop for COB Core Courses  
2015 NEASHRM Certificates 2015 – FMLA Updates and Differentiated Leadership and Conflict Resolution  
2014 ITTC T&L Talk: Generating Interest in a Required Course, Dr. Shane Hunt  
2014 Academy of Management Teaching Conference Philadelphia, PA  
2013 Academy of Management Teaching Conference Orlando, FL  
2013 Chick-Fil-A Leadercast – Chamber of Commerce at Arkansas State University  
2012 Blackboard Boot Camp – Arkansas State University ITTC



2012 Teaching Refresher – Just Beyond the Fundamentals (Blackboard) Arkansas State University ITTC

2011 Train to be a Corporate Etiquette & International Protocol Consultant – *Protocol School of Washington*. (ACCET has been officially recognized by the U.S. Department of Education since 1978 as a "reliable authority as to the quality of education or training provided by the institutions of higher education and the programs they accredit." In 1998, ACCET became the first recognized accrediting agency to be certified as an ISO 9001 Quality Management System under the international standards established by the International Organization for Standardization.) April 2011

2011 How To Teach Online – University of Tennessee at Martin- ITC Services

2010 Faculty Development Technology Meeting – University of Tennessee at Martin, College of Business September 2010

2010 Montreal, Canada Academy of Management Conference

2010 Atlanta, GA Society for Industrial and Organizational Psychology Conference.

2009 Chicago, IL Academy of Management Conference.

2009 On-line course in *Meta-Analysis*, Professor - Dr. Michael Borenstein, Statistics.com

2008 Anaheim, CA Academy of Management Conference.

2008 St. Petersburg, FL Southern Management Association – Assisted with registration for annual conference.

2004-2005 Honolulu, HI Academy of Management New Doctoral Student Consortium President/Program Development Workshop (PDW) Chair/Executive Committee Chair

2005 Honolulu, HI Academy of Management Conference – New Doctoral Student Consortium Mentor

2003-2004 New Orleans, LA Academy of Management New Doctoral Student Consortium Finance Committee Chair and member of the Executive Committee

2003 Seattle, WA Academy of Management Conference – New Doctoral Student Consortium Mentor

2002-2003 Seattle, WA Academy of Management New Doctoral Student Consortium Finance Committee Member

## **VI. Professional Service**

### **Department Service:**

Department Chair (2018-present)

- Hospitality Management Coordinator 2019-2020
  - Interview on Hospitality Program published in Jonesboro Sun 2019
  - Interview on Hospitality Program published in AR Business 2019
- Search Committee Hospitality Management 2019-2020
  - Hired Inaugural Director of Hospitality 2020
- Search Committee Instructor of Marketing 2019
- Search Committee Supply Chain Management 2018-2019
- Graduate Curriculum Committee 2016-2018
- Search Committee for Hospitality position 2016
- Search Committee for Organizational Behavior position 2015-2016
- Undergraduate Curriculum Committee 2013-2016
- Internship Committee 2013-2016
- Program Promotion Committee 2013-present
- Student Scholarship Selection Committee 2013-present
- Social Committee (arrange faculty holiday events, retirement events, Boss' Day, Administrative Assistant's Week, etc.) 2012-present
- Search Committee for 3 positions (International Business, Hospitality Management, and Sales/Marketing) 2014-2015
- Search Committee for Business Communications 2013

Chaired Committees:

- Hospitality Management Search Committee 2019-2020
- Undergraduate Curriculum Committee Chair 2014-2016
- Program Promotion Committee Co-chair 2013-2014
- Social Committee Chair 2013-2018

**College Service:**

Director of Graduate Programs (2019-present)

- **\*Neil Griffin College of Business External Service Award 2018**
- **\*College of Business Graduate Teaching Award 2017**
- **\*College of Business External Service Award 2014**

- Graduate Honors Banquet 2019-2020
- Honors Banquet Committee 2018-present
- Dean Search Committee 2018-2019
- Undergraduate Curriculum Committee 2015-2016
- Society for Human Resource Management (SHRM) Faculty Advisor 2014-2016
- Founder's Circle Member, Women's Business Leadership Center, 2016-present
- Women's Business Leadership Conference Committee 2014-present

- Student Professional Development Committee 2012-2015
- Marketing Outreach and Recruiting Committee 2013-2016
- Beta Gamma Sigma Faculty Advisor 2014-2015
- Technology Committee 2012-2014
- Faculty Development 2012-2014
- MBA Oral Communications Committee 2012-2015

Chaired Committees:

- Honors Banquet Committee 2018-2019
- Co-Chair/Faculty Advisor Beta Gamma Sigma 2014-present
- Chair/Faculty Advisor Society for Human Resource Management (SHRM) Faculty Advisor 2014-2016
- Chair Marketing Outreach and Recruiting Committee 2013-2014

**Other college service:**

- College of Business Etiquette Dinners with Dr. Bevill 2014-present
- Attended GABS Halloween Banquet 2015-present
- Attended Graduate Honors Banquets 2011-present
- Attended Undergraduate Honors Banquets 2011-present

**Retention Activities for College/Department:**

**2019-present**

- New Student Registration
- International Student Registration

**2017-present**

- Tours for high school students
- New Student Orientations
- Delta Leadership Network
- Jonesboro Regional Chamber of Commerce Networking Events e.g., Business After Hours, Luncheons, Leadership Jonesboro, Power Breakfast, Leadership Arkansas

**2016-2017**

- New Student Orientations
- Delta Leadership Network
- Jonesboro Regional Chamber of Commerce Networking Events e.g., Business After Hours, Luncheons, Leadership Jonesboro, Power Breakfast, Leadership Arkansas

**2015-2016**

- New Student Orientations
- Delta Leadership Network

- Jonesboro Regional Chamber of Commerce Networking Events e.g., Business After Hours, Luncheons, Leadership Jonesboro, Power Breakfast, Leadership Arkansas

**2014-2015**

- College of Business Open House
- Select-a-Major Fair
- New Student Orientations
- Delta Leadership Institute Executive Academy
- Jonesboro Regional Chamber of Commerce Networking Events e.g., Business After Hours, Luncheons, Leadership Jonesboro, Power Breakfast, Leadership Arkansas
- Advocate in Zeta Tau Alpha Sorority regarding business majors for women

**2013-2014**

- College of Business Open House
- Select-a-Major Fair
- New Student Orientations
- Leadership Arkansas - State Chamber of Commerce
- Jonesboro Regional Chamber of Commerce Networking Events e.g., Business After Hours, Luncheons, Leadership Jonesboro, Power Breakfast, Leadership Arkansas
- Advocate in Zeta Tau Alpha Sorority regarding business majors for women

**2012-2013**

- Leadership Jonesboro - Jonesboro Regional Chamber of Commerce
- Leadership Arkansas - Arkansas State Chamber of Commerce/Associated Industries of Arkansas
- Jonesboro Regional Chamber of Commerce Networking Events e.g., Business After Hours, Luncheons, Leadership Jonesboro, Power Breakfast, Leadership Arkansas
- Advocate in Zeta Tau Alpha Sorority regarding business majors for women

**2011-2012**

- Leadership Jonesboro - Jonesboro Regional Chamber of Commerce
- Business Expo West Memphis
- Business Expo Forrest City
- Business Expo Jonesboro Women's Conference
- Business Luncheon with employees at Simmons First Bank discussing Online MBA Searcy and Beebe, AR
- Business luncheon and presentation to Wells Fargo about Online MBA Jonesboro, AR
- Business lunch with Event Planner for Arkansas Attorney General
- Feed the Children Reception featuring Mark Shriver Little Rock, AR
- Meeting regarding Online MBA with Jeff Hankins with Arkansas Business Publishing Group Little Rock, AR

- Business dinner with AY Magazine Representative regarding Online MBA Little Rock, AR
- Meeting with Radio Station for advertising Online MBA
- Mass mailings of post cards, letters, and emails to alumni of the College of Business and suggested alumni by Dr. Welch in the Little Rock area
- Hobson's Recruiting
- Social media training and implementation of Online MBA Facebook page and website
- Search Engine Optimization training and implementation for Online MBA website
- Establishing relationships with alumni – e.g., an alumnus in Little Rock had two monthly events where he allowed me to advertise and recruit at no cost for Online MBA
- Meetings with employees at St. Bernard's Wellness Center regarding Online MBA
- Established relationships with administrators, faculty, and staff at off site ASU campuses – West Memphis, Beebe, Paragould, and Mt. Home
- ASU 10 year celebration reception of Paragould campus

**Other Department/College Service:**

- Speaker for Women's Leadership Center 2019
- Ambassador Training for Women's Business Leadership Conference Luncheon
- Took students to Chamber of Commerce Events 2012-present
- Internship with KAIT 8 for one of my Leadership students for Spring 2013
- Assist students with resumes, interview skills, finding jobs 2011-present

**Service to University:**

- Creative Commons Committee 2019-present
- Graduate Council Committee 2019-present
  - Graduate Council Policy Committee 2019-present
- Chair's Council 2018-present
  - University Planning Committee 2018-2019
- Faculty Athletics Representative (FAR) 2015-present
  - Chair of Sun Belt Conference FARs 2018-present
- Intercollegiate Athletic Committee (IAC) 2014-present
  - Chair IAC 2015-present
  - Sun Belt Conference Football Committee 2015-2016
  - Sun Belt Conference Baseball Committee 2016-present
- Faculty Athletics Representatives Association (FARA) 2015-present
  - Liaison for Sun Belt Conference 2018-present
  - Executive Board 2019-present
  - FARA Mentor 2019-present
- Athletics Eligibility Specialist Search Committee 2019
- Director of Compliance Search Committee 2019
- Eligibility and Academic Accountability Team (EAAT) 2015-present
- Student-Athlete Advisory Committee (SAAC) 2015-present

- Graduate School Task Force 2018-2019
- Undergraduate Enrollment and Academic Policy Committee 2014-2018
  - Exceptional Talent Subcommittee Chair 2015-2016
- Who's Who Selection Committee 2014-2015
- Search Committee Career Services 2014

**Chaired Committees:**

- Chair of Intercollegiate Athletics Committee 2015-present

**Other University Service:**

- Dining Etiquette Training for Women's Soccer 2019
- DISC Behavioral Profiles Baseball Team 2018 and 2020
- Dining Etiquette Training for Men's Basketball 2016, 2018, 2019
- Dining Etiquette for Athletics Juniors and Seniors 2018-present
- Dining Etiquette for Career Services 2017-present
- Speaker at College of Agriculture Leadership Conference 2018
- Interview Skills and Networking Training for 5 Miss A-States and Miss AR - present
- Speaker at ASU College of Agriculture and Technology Leadership Conference Luncheon 2015
- Higher Learning Commission Meeting with Non-tenured Faculty 2013-2014
- Thanksgiving host for International Students 2013 (5 students) and 2014 (4 students)
- Agribusiness Club Pink Out 2013-2014
- Agribusiness Petting Zoo 2013-2014
- ASU College of Agriculture and Technology Leadership Conference Luncheon 2013
- Reception Multicultural Center 2013-2014
- ASU The Arch Society, 21<sup>st</sup> Century Society, Chancellor's Circle 2013-2015

**Service to Students and Organizations:**

- Student-Athlete Advisory Committee (SAAC) 2015-present
- Beta Gamma Sigma Faculty Advisor 2014-present
- SHRM Faculty Advisor 2014-2016
- Program Advisor for Zeta Tau Alpha Sorority 2013-2018
  - Zeta Tau Alpha Bid Day 2013-present
- Pink Out Football Game in conjunction with ASU Athletics Breast Cancer Awareness Fundraiser, video production, t-shirt sales, sponsors, etc.
- Partnered with Ag. Business Club 2013
- Allowed students to attend Jonesboro Regional Chamber of Commerce events as my guest 2012-2016
- New Member Advisor for Zeta Tau Alpha Sorority 2012-2013

- Beta Gamma Sigma Induction Ceremonies 2012-2016
- Advising - 2014 Wilson Advising Award Nominee

### Service to Region/State/Community

- **Board of Directors**, Jonesboro Regional Chamber of Commerce 2018-present
- **Chair**, Sun Belt Conference Faculty Athletics Representatives, 2018-present
  - Academic Assessment Tool Working Group 2020-present
  - SBC Diversity Summit Moderator and Emcee 2019
  - Faculty of the Year Award Program 2019-present
  - Liaison to Faculty Athletics Representatives Association 2018-present
  - SBC Intra-Conference Transfer Appeals Committee 2019
  - Student-Athlete Ambassador Program 2018
- Emerging Leaders Program Task Force, Jonesboro Regional Chamber of Commerce 2020
- Junior Auxiliary (JA) of Jonesboro 2019-present
  - Live Auction Committee
  - Sleep Tight Project for Foster Children
  - Crown Club Shadowing
  - Share and Wear Shadowing
- Dining Etiquette Training to area Technical Center students and Jonesboro High School students, approximately 156 students in attendance, April 2019
- St. Jude S'travaganza Registration 2018 and 2019
- **Auditorium Commission**, City of Jonesboro, 2013-2018
- Member, Delta Regional Authority AR Advisory Council 2015-2017
- Member, Delta Leadership Network Annual Conference Committee 2015-2016
- Member, Northeast Arkansas Society for Human Resource Management (NEASHRM) 2011-2016
- **Board Member** of NEASHRM – College Relations 2014-2016
- Collaboration with St. Bernard's and ZTA for Breast Cancer Awareness Education and video shown at football and basketball games 2015-2016
- Member, Delta Leadership Network, Alumni Association 2013-present
- Member, JRCC 2011-present
- Member, Governmental Affairs Committee (JRCC) 2013-present
- Member, Membership Development Committee (JRCC) 2013-present
- Chamber of Commerce DC Fly-in 2015
- Goodwill Ambassador, JRCC 2012-present
- **Goodwill Ambassador of the Year** by Jonesboro Regional Chamber of Commerce – First repeat winner in the history of Goodwill Ambassadors 2013-2014
- **Goodwill Ambassador of the Year** by Jonesboro Regional Chamber of Commerce – Achieved the greatest number of points in the history of Goodwill Ambassadors 2012-2013
- Graduate, Delta Leadership Institute Executive Academy 2014
- Selected by Governor Beebe to the Delta Leadership Institute Executive Academy 2013
- Member, Arkansas Democratic Finance Committee 2012-2016

- Member, Arkansas State Chamber of Commerce/Associated Industries of Arkansas 2013-present
- Organizer, Legislative Reception in Little Rock, AR (JRCC) 2014 and 2015
- President of Goodwill Ambassadors, JRCC 2014 and 2015
- Assisted St. Bernard's Runway for the Cure Committee, Zeta Tau Alpha Community Service 2014
- Graduate, Leadership Arkansas Class of 2013
- Graduate, Leadership Jonesboro Class of 2012
- Academy of Management 2001-2018
- Allied Academies 2013-2016
- Member, National Society for Human Resource Management (SHRM) approximately 2003-2019
- Member, Beta Gamma Sigma 2009-present
- Member, Red Wolves Club 2009-2016
- ASU Arch 21<sup>st</sup> Century Society Chancellor's Circle 2013-2016
- ASU Red Wolves Top 200 Club 2013-2014
- Red Wolves Foundation 2009-present

### **National Serve**

- **Executive Board**, Faculty Athletics Representative Association (FARA) 2019-present
  - Mentor for New FARs at national conference in Seattle 2019
- Nominated by Sun Belt Conference for NCAA Committee on Academics 2016-2019 and re-nominated 2019-present

### **International Service**

- Reviewer for Journal of Managerial Psychology 2017-2018
- Reviewer for Journal of Managerial Psychology 2016-2017
- Reviewer for Journal of Managerial Psychology 2015-2016
- Reviewer for Journal of Managerial Psychology 2014-2015
- Reviewer for Journal of Managerial Psychology 2012-2013

### **Other Professional Service**

- Presentation for Jonesboro Young Professional Network (JYPN) Reception Etiquette, 2018
- Presentation for Jonesboro Young Professional Network (JYPN) Networking 101, 2017
- Keynote speaker Jonesboro Regional Chamber of Commerce Power Breakfast 2017
- Keynote speaker for Jonesboro Young Professional Network Luncheon 2012
- Business Etiquette Luncheon for Jr Leadership, JRCC 2013, 2018, 2019
- Co-presenter for presentation regarding group/jury behaviors to University of Arkansas Law School 2012 and 2014



- Guest speaker for Dr. Irmo Marini, Department of Rehabilitation, College of Health Sciences and Human Services at the University of Texas – Pan American on Human Behavior 2011 and 2012

**Unpaid Consulting:**

- 2014-2016 - Human Resource Recruiting and Selection Consultant for McDaniel Law Firm, PLC. Jonesboro, AR. Job analysis, job design and descriptions, marketing and advertising, website design, technical support, etc.
- 2014-2016 - Mock Trial Jury Deliberation Behavior Analysis; Analysis of Participants; Consulting on actual Jury Selection for Trial - McDaniel Law Firm, PLC
- 2009-2014 - Human Resource Recruiting and Selection Consultant for McDaniel and Wells, P.A. Jonesboro, AR. Job analysis, job design and descriptions, marketing and advertising, website design, technical support, etc.
- 2009-2014 - Mock Trial Jury Deliberation Behavior Analysis; Analysis of Participants; Consulting on actual Jury Selection for Trial - McDaniel and Wells, P.A. and Litigation Resource Group, LLC Jonesboro, Little Rock, and Ft. Smith, AR