



## Table of Contents

Pg. 1	<a href="#">Conference 2004 News and web link!</a>	Pg. 7	<a href="#">Membership Renewal Form</a>
Pg. 2	<a href="#">Call for 2005 Conference Host Reviewers Needed</a>	Pg. 8	<a href="#">Richard C. Chewning Award</a>
Pg. 3	<a href="#">2003 Meeting Minutes</a>	Pg. 10	<a href="#">From the JBIB Desk</a>
Pg. 4	<a href="#">Treasurer's Report</a>	Pg. 6	<a href="#">Membership Task Force</a>
Pg. 6	<a href="#">Call for Board Nominations</a>	Pg. 11	<a href="#">Scholarship Task Force</a>
Pg. 9	<a href="#">List of Board Members</a>	Pg. 13	<a href="#">News of Interest</a>
		Pg. 15	<a href="#">Marketplace</a>

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**2004 Annual Conference to be hosted on October 28-30, 2004  
by Abilene Christian University in San Antonio, Texas.  
"Just Business: Christian Perspectives on Marketplace Justice."**

We hope you're making plans to attend the 20th annual CBFA meeting in San Antonio, October 28-30. It will be a great time for all!

- Inspiring plenary speakers
- Cutting-edge concurrent sessions on faith-integrated business
- Stimulating ideas to apply in teaching and research
- An peek inside sports marketing with the San Antonio Spurs
- Worship, fellowship, and networking with faculty peers from around the nation
- A fun program for spouses in the Texas Hill Country

Register now and check out conference details at: [www.acu.edu/cbfa](http://www.acu.edu/cbfa)

## Book Exhibit, 2004 CBFA Annual Meeting, San Antonio, Texas, October 28-30

If you have published a currently in-print book that might be of interest to CBFA members, and you would like to have it included in a book display at the CBFA annual meeting in San Antonio, please contact Monty Lynn at [lynnm@acu.edu](mailto:lynnm@acu.edu).

For general questions regarding our upcoming annual meeting and registration see: [www.acu.edu/cbfa](http://www.acu.edu/cbfa). Do join us!

## **CALL FOR PROPOSALS TO HOST THE 2005 CBFA CONFERENCE**

Please consider hosting a CBFA conference in the future. Guidelines are available from Ron Walker at [walkerr@cedarville.edu](mailto:walkerr@cedarville.edu). Send proposals to Joe Walenciak, Chair, CBFA Board, at [jwalenci@jbu.edu](mailto:jwalenci@jbu.edu). Deadline for submissions is February 1, 2004.

## **Reviewers Needed**

As a CBFA member, would you be willing to serve as a paper/proposal reviewer for the 2004 Christian Business Faculty Association annual meeting? Please say yes!

Here's what's involved:

- We mail 3-8 papers/proposals and further instructions to you around April 30
- You read the papers/proposals, evaluate and comment on each, and return your thoughts to me by May 19

Your recommendations will help us select the best papers for the upcoming conference in October.

If you've served as a reviewer and researcher, we need your expertise. If you've never reviewed papers, this is an opportunity to gain an inside glimpse at the evaluation process. The more reviewers we have, the smaller the number of papers/proposals for each to read. So join in and help us this year!

If you're able to help, just email me your preferred snail mail address where you'd like us to direct the packet at the end of April. On behalf of my program co-chair Larry Rottmeyer and me, thank you!

~ monty

Dr. Monty Lynn  
2004 CBFA Program Co-Chair  
Abilene Christian University  
voice: 325.674.2593  
email: [lynm@acu.edu](mailto:lynm@acu.edu)

[Back to Table of Contents](#)

## CHRISTIAN BUSINESS FACULTY ASSOCIATION

### Minutes – 2003 Annual Meeting

October 18, 2003

**OPENING:** The 2003 Annual Meeting (19<sup>th</sup>) of the Christian Business Faculty Association was held in the Ballroom of Founders Inn at Regent University in Virginia Beach, Virginia on October 18, 2003. The meeting was called to order at 8:00a.m. by Becky Havens, CBFA Chair. Chair-elect, Joe Walenciak led in prayer.

**MINUTES:** Ron Walker presented the minutes of the 2002 CBFA Annual Meeting held in the Ballroom of West Coast Hotel - Boise Downtown in Boise, Idaho. **MSC** that the minutes be accepted as presented.

**TREASURER'S REPORT:** Ron Walker presented the Treasurer's Report for the Twelve Months Ended September 30, 2003. **MSC** that the treasurer's report be accepted as printed.

**MEMBERSHIP REPORT:** Membership was reported to include 307 paid memberships.

**MEMBERSHIP SURVEY:** Don Daake reviewed the results of the CBFA membership survey.

**NEWSLETTER AND WEBSITE:** Joe Walenciak reported on the publication of the CBFA *Newsletter* that is produced at John Brown University. It was noted that new features on the CBFA website included job postings, study abroad opportunities and a member's only section.

#### **OTHER REPORTS:**

**JBIB:** Sharon Johnson reported on *The Journal of Biblical Integration in Business*. The 2003 issue (9<sup>th</sup> edition) will be mailed soon in shrink-wrap.

A new peer reviewed CBFA spring publication was announced. While the details will be communicated to the membership in a timely fashion the publication will:

- Have a name different from the JBIB.
- Include selected papers from the CBFA conferences.
- Feature "best educational practices."
- Include professional concerns of the academic community.
- Have its own editorial board.
- Name an associate editor.

The fundamental goals of the publication will be to (1) establish a larger "footprint" for the CBFA, (2) formally extend the dialogue of the annual conference, (3) create a forum for the debate and exchange of issues and (4) clarify the role of the JBIB.

**INVESTMENT COMMITTEE:** Dick Halberg, chair, reported on the investment philosophy approved by the board that would drive investment decisions for the CBFA funds designated for (1) current operation, less than 12 months, (2) future operations and (3) the Chewing Award. While not actively managing the funds the intent is to select Vanguard funds in keeping with the investment philosophy.

**BOARD ELECTIONS:** On behalf of the Nominating Committee, Yvonne Smith, chair, introduced John Le Blanc of Cedarville University, Rick Lytle of Abilene Christian University, Mary Ann Meiners of Trevecca Nazarene University, Tim Redmer of Regent University and Bob Roller of LeTourneau University as candidates for the two 2003-2006 board positions. Mary Ann Meiners and Tim Redmer were elected.

**REMARKS:** Becky Havens commended Don Daake and Larry Rottmeyer for their work on the board. Likening the CBFA to a "young adult," Becky charged the CBFA with:

- Listen to the voices of legacy
- Growth is good

- Commitment is necessary
- Can not lose community
- Apply the scriptural truth to our work, teaching

Becky introduced the new chair for 2003-04, Joe Walenciak. Joe presented Becky with gifts for her leadership of the CBFA.

**2003 CONFERENCE:** Monty Lynn introduced the 2004 Annual Conference to be hosted on October 28-30, 2004 by Abilene Christian University in San Antonio, Texas. The theme will be "Let Justice Roll."

**REMARKS:** Joe Walenciak commended Tim Redmer and the Regent staff for a great conference. He noted that 2003-04 would be a "year of new foundations." Six task teams were to address questions about the future of CBFA.

- The CBFA Organization Task Force, chaired by Steve Bovee
  - What do we want to be when we grow up?
- The CBFA Mission, Vision, and Values Task Force, chaired by Becky Havens
  - Who are we?
- CBFA Task Force on Scholarship, chaired by Yvonne Smith
  - What is our impact on the academy?
- CBFA Task Force on Pedagogy and Faith-Learning Integration
  - What is our impact in the classroom?
- CBFA Membership Task Force
  - How do we do a better job of engaging the membership and drawing them into the relationship of intimacy that many CBFA members have enjoyed?
- CBFA Financial Development Task Force
  - How do we pay for our future?

**ADJOURNMENT:** The meeting was adjourned in prayer at 9:15a.m.

Respectfully submitted,

Ron Walker  
Secretary/Treasurer

## CHRISTIAN BUSINESS FACULTY ASSOCIATION

### TREASURER'S REPORT

For The Twelve Months Ended September 30, 2003

#### GENERAL FUNDS:

##### CASH RECEIPTS:

Membership Dues-2003	10,625.00
Membership Dues-2004	245.00
Interest Income	353.98
Mailing Labels	10.00
Miscellaneous	120.00
Total	\$11,353.98

##### EXPENSES:

JBIB Printing/Mailing	2,968.50
CBFA Newsletters	0.00
CBFA Conference Expense	855.31
Web-site	975.00
Spring Board Meeting	411.50
Chewing Transfer	2,500.00
Fees	40.00
Total	7,750.31

##### EXCESS OF CASH RECEIPTS OVER EXPENSES

3,603.67

##### UNREALIZED GAIN/LOSS FOR YEAR

875.52

##### FUND BALANCE - September 30, 2002

18,166.07

##### FUND BALANCE - September 30, 2003

\$22,645.26

#### RICHARD C. CHEWNING AWARD ENDOWMENT

Initial Endowment from SERVICEMASTER FOUNDATION	\$10,000.00
Balance 9/30/02	10,726.25
Income	372.47
Award Expense	0.00
Unrealized Gain/Loss for Year	877.37
Contributions	10,068.00
Balance 9/30/03	\$22,044.09

#### TOTAL FUNDS

\$44,689.35

##### Fund Balances: 9/30/03

Checking account	\$3,854.21
Stock Index Fund	8,772.48
Bond Index Fund	15,023.47
Money Market Funds	17,039.19

\$44,689.35

[Back to Table of Contents](#)

## Call for Nominations for the CBFA board

Do you know someone

- who has a vision for CBFA?
- who is willing to serve his or her peers?
- who would be a good leader for the Association?

Don't wait until Fall! Nominate them now for the CBFA board!

The CBFA board of directors has two vacancies each year. New board members are elected at the annual conference for a three year term.

The board meets twice a year, once before the conference and once mid-year. The expense of travel can be subsidized if necessary. Much of the business is conducted by email or phone.

If you know a person with the right stuff, send nominations to Mary Ann Meiners at:

<mailto:mmeiners@trevecca.edu>

Department of Business Administration  
Trevecca Nazarene University  
333 Murfreesboro Rd.  
Nashville, TN 37210  
(615) 248-1612

Please include a brief statement why you think the person would be a good candidate for the CBFA board. Also include the nominee's address and email. Check with the person if you would wish but we will follow up with them as well. Note that you may put your own name in nomination if you are willing to serve.

## CBFA Membership Initiative

Do you have any colleagues at other universities who are not members of CBFA or do you know of some Christian universities that are not active in CBFA. The membership task force would like to contact these individuals or schools and tell them of the many benefits of being involved in CBFA. Please send me the names and an e-mail contact, if possible, of these individuals or institutions and the task force will send a personal invitation. Thanks for your participation.

Tim Redmer

[timored@regent.edu](mailto:timored@regent.edu)

[Back to Table of Contents](#)

## CHRISTIAN BUSINESS FACULTY ASSOCIATION

### Membership Enrollment & Renewal

#### Criteria for Membership

Membership is open to college and university faculty members who agree with the following:

1. That Jesus Christ is the Son of God and through His atonement is the mediator between God and man.
2. That the word of God expressed in the Bible is inspired by God and is authoritative in the development of Christian faith and practice.
3. That the Christian faith has significant implications for the structure and practice of business.
4. That developing Christian education for business practice should be undertaken as a cooperative venture of this organization.

#### 2003-2004 Membership & Dues Enrollment/Renewal Form

Dues are \$35 (U.S. Currency) per individual member

Please complete the information requested below.

Name: \_\_\_\_\_

College/University: \_\_\_\_\_

Department: \_\_\_\_\_

Mailing address: \_\_\_\_\_

\_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_ Fax: (\_\_\_\_) \_\_\_\_\_

Email: \_\_\_\_\_

Teaching fields: Accounting Economics Ethics Finance HRM Business Law

Management Marketing MIS Other: \_\_\_\_\_

Mail this form, with your check to: Ron Walker, CBFA Secretary/Treasurer

Cedarville University, 251 North Main Street, Cedarville OH 45314

The CBFA Board receives requests for the CBFA member list from time to time. The Board screens requests and supplies labels to approved persons for the fee of \$10 (member) and \$25 (non-member). We have not had more than two or three requests a year in recent memory. If you do not wish to receive such mailings, please let Ron

Walker know of your wishes.

All address changes should be sent to Ron Walker.

[Back to Table of Contents](#)

## The Richard C. Chewning Award

To perpetuate passion and commitment toward the integration of personal faith and business education and practice.

### Award Recipients

**1998 Richard C. Chewning**

**1999 Lisa Klein Surdyk**

**2000 John A. Bernbaum**

**2001 Sharon G. Johnson**

**2002 Ken Armstrong**

**2003 Dr. Linwood T. Geiger**

Nominations for this award are being solicited now until September, 2004. Simply email a name to: [bovees@roberts.edu](mailto:bovees@roberts.edu). The selection committee will then be in touch with you to complete the paperwork. Or, you may mail or fax your nomination to: Dr. Steven Bovee, Chair, Business Division, Roberts Wesleyan College, 2301 Westside Drive, Rochester, NY 14624. Fax: 585.594.6444. Phone: 585.594.6763.

### **Purpose of Award**

The Chewning Award is an annual award established by the Christian Business Faculty Association in order to perpetuate the passion and commitment toward integration of personal faith and business, modeled by Dr. Richard C. Chewning. It is given to an individual each year to reinforce and encourage those who are doing this well and to make their successes known to our colleagues, to our students, and to the world at large.

### **Criteria for Award**

Potential recipients will be evaluated based upon their demonstrated commitment to the integration of the Christian faith in business through any of the four forms of scholarship: the scholarship of discovery, the scholarship of integration, the scholarship of application, or the scholarship of pedagogy.

### **Selection Committee**

The selection committee is made up of two CBFA board members and three members at large.

### **Submission Requirements**

Nominations will be kept confidential, and should be a surprise to the award recipient.

1. Letter of support including a statement about why the nominee fits the criteria.
2. Vita. If needed, the committee will assist the person submitting a nomination in soliciting a vita to ensure confidentiality.

### **Honoree Receives**

1. A specially minted Chewning Award medallion.
2. A monetary award.
3. A public tribute to his or her commitment to and accomplishments in integrating Biblical principles of personal faith and business practice.

**Don't delay!! Email a name today to: [bovees@roberts.edu](mailto:bovees@roberts.edu)**

[Back to Table of Contents](#)



## YOUR CBFA BOARD MEMBERS

### YOUR 2003-04 CBFA BOARD MEMBERS:

Dr. Joe Walenciak, Chair

John Brown University

[jwalenci@jbu.edu](mailto:jwalenci@jbu.edu) (479) 524-7281

Dr. Rebecca Havens, 2002-03 Chair

Point Loma Nazarene University

[Beckyhavens@ptloma.edu](mailto:Beckyhavens@ptloma.edu) (619) 849-2293

Dr. Steven Bovee, Chair Elect

Roberts Wesleyan College

[bovees@roberts.edu](mailto:bovees@roberts.edu) (585) 594-6763

Dr. Tim Redmer

Regent University

[timored@regent.edu](mailto:timored@regent.edu) (757)-579-4360

Dr. Ron Walker, Secretary-Treasurer

Cedarville University

[walkerr@cedarville.edu](mailto:walkerr@cedarville.edu) (937) 766-7911

Dr. Mary Ann Meiners

Trevecca Nazarene University

[mmeiners@trevecca.edu](mailto:mmeiners@trevecca.edu) (615)- 248-1612

Dr. Yvonne Smith

Biola University

[yvonne\\_smith@bubbs.biola.edu](mailto:yvonne_smith@bubbs.biola.edu) (562) 903-4770

Dr. David Houghton

Northwest Nazarene University

[dchoughton@nnu.edu](mailto:dchoughton@nnu.edu) (208) 467-8470

## 2003-04 Standing Committee Assignments:

***Chewing Award committee:* Steve Bovee, Chair**

Solicit and evaluate nominees, screen candidates, select recipient, plan and execute award presentation

***Investment Committee:* Dick Halberg, Chair**

Oversee and provide accountability for all aspects of SBFA investments, communicate with CBFA Board, and give report at annual meeting

***Scholarly Publications:* Yvonne Smith, Chair**

Provide accountability and direction for CBFA scholarly publications, maintain communication between editor(s) and the CBFA Board of Directors

***Marketing Committee:* David Houghton, Chair**

Develop ideas and recommendations for marketing strategies, develop brochures and other marketing tools, oversee web site

***Nominating Committee:* Mary Ann Meiners, Chair**

Solicit nominations, identify slate of candidates, prepare ballot, and conduct and certify election at annual meeting.

## 2003-04 Task Forces:

***Organization:* Steve Bovee, Chair**

Consider alternatives and develop recommendations for necessary changes in the CBFA organizational structure

***Mission, Vision, and Values:* Rebecca Havens, Chair**

Articulate the mission, vision, and values of CBFA as a foundation for future growth

***Scholarship:* Yvonne Smith, Chair**

Develop an organizational philosophy of scholarly activity, make recommendations regarding promotion of scholarship, develop ways to encourage scholarly inquiry and mentor new scholars, and serve as an advocacy group within CBFA for scholarship

***Pedagogy and Faith-Learning Integration:* David Houghton, Chair**

Identify ways to develop and support good pedagogy, recommend and design pedagogically-supportive activities, and service as an advocacy group within CBFA for scholarship

***Membership:* Tim Redmer, Chair**

Generate ideas and recommendations for engaging members, generate ideas and recommendations for new member activation and retention, and work with the Marketing Committee

***Financial Development:* (still open)**

Seek new sources of funding for existing and new CBFA programs

## From the JBIB Desk:

Producing the JBIB is truly a team effort and we would like to invite YOU to become a part of our team in several ways.

(1) **Consider joining the Review Board.** RB members provide the key point of quality control for the JBIB by providing detailed feedback to manuscript authors. Through their insights, observations, and suggestions RB members help authors develop their ideas and papers into first-class publishable manuscripts. Most RB members are asked to review 2-4 manuscripts a year. Whenever possible, RB members are invited to write "response" pieces to accepted articles that become part of the "dialogue" sections frequently seen in the JBIB.

(2) **Consider writing a manuscript.** While this can seem intimidating to some, putting ideas on paper and submitting to the review process is a tremendous growth experience. There is so much that needs to be explored regarding the bible-business intersection. The JBIB welcomes manuscripts of all kinds, philosophical to practical. We welcome discussions of everything from contemporary business issues to common challenges we face in teaching students about those issues. Each issue of the JBIB contains particulars about the peer-reviewed writing/reviewing process we utilize.

(3) **Consider writing a case.** Many CBFA members have strong relationships with Christian business people in their areas. Consider writing up the story of those people and their companies. The JBIB has been privileged to publish two cases, and would be delighted to consider other case studies that focus on the bible-business intersection in the real world of competitive enterprise.

(4) **Consider writing a review** of a book you may have read that has been especially helpful (to you or your students) in working through bible-business issues and tensions. The JBIB is always interested in publishing in-depth reviews of both scholarly and popular books of interest to the CBFA membership in particular, and the JBIB readership in general.

If we can help you think through any of these opportunities, please contact us. The JBIB has always been about teamwork - and your contribution would be cause for continued rejoicing at what is accomplishing through the journal.

Sharon G. Johnson

Editor, Journal of Biblical Integration in Business

E-mail: [johns@cedarville.edu](mailto:johns@cedarville.edu)

Phone: (937) 766-7922

## New Journal to be published by CBFA

While details are still be finalized by the CBFA Board, we are pleased to announce the creation of a second journal to be published in the spring.

The new peer-reviewed journal will have a wider scope than the JBIB and will focus particularly on pedagogical and professional concerns.

We will publish essays and articles that touch on such pedagogical issues as "best teaching practices," innovative courses, and creative approaches to curricula design and delivery (such as team teaching, distance education, etc.). Also we will publish essays and articles that deal with professional concerns such as accreditation, tenure/promotion, and faculty pay, etc.

The new publication will have an Editorial Review Board to help review all articles as well providing response/rejoinder comments to be published alongside the articles. CBFA members will receive a detailed announcement about the new journal before the end of this year - but you can begin now considering your willingness to serve on the Editorial Board and/or to write and submit articles.

The creation of this new journal will also lead to an important editorial change. The JBIB Editor will become the Senior Editor and serving with him will be to Associate Editors, one for each journal (JBIB and the new journal). Again, details about qualifications and expectations will be coming related to these positions but we want to encourage you to begin thinking about your desire to become an Associate Editor.

We are excited about the continuing excellence of the Fall JBIB (which you should be receiving soon) and the new opportunities of its companion spring journal. Be on the lookout for details.

Sharon Johnson

Senior Editor

Journal of Biblical Integration in Business AND THE ??????

[Back to Table of Contents](#)

## CBFA Scholarship Task Force 2002-2003 Report to the Membership

Chair: Yvonne Smith, Dan Haskins, David Houghton, Rick Martinez, Philip Swicegood, Steve Vanderveen

In 2002, the Scholarship Task Force was given the mandate to find ways for CBFA to encourage Christian scholarship. This ensured a year of lively conversation.

We started with basic questions: what is scholarship and what is Christian scholarship? Below are the answers we reached after much discussion.

**What is scholarship?** The creation, study, and critical assessment of knowledge and wisdom. This includes, but is not limited to, research for publication in order to advance current academic understanding. However, dissemination of scholarship allows others to benefit. This definition also specifically includes knowledge about pedagogy.

-Partly adapted

from Calvin Faculty Handbook

**What is Christian scholarship?** Any scholarship done by a Christian to the glory of God. Christian scholarship is not defined by subject, analysis, or dissemination venue. The key is the person pursuing the scholarship and his or her motivation.

Once we had settled these things, we started to apply this to CBFA. Given that CBFA, as an association, cannot be all things to all Christian scholars, what should CBFA focus on? This part of the discussion was greatly facilitated by the following model, formulated by Rick Martinez.

### Continuum of Christian Business Scholarship Domains<sup>1</sup>

	Faith Aware	Faith Inspired	Faith Informed	Faith Focused	Faith Specific
<b>Depth of <sup>2</sup>Faith Sophistication Required</b>	Very Low	Low	Medium	High	Very High
<b>Paradigm</b>	Faith influences sense of calling; call is to good scholarship as an offering	Faith influences subjects to be analyzed	Faith provides light for re-interpretation of existing business models	Faith provides the language for re-construction of existing business models	Sophisticated Scriptural and/or theological models applied to business problems
<b>Subject Matter examples</b>	Hamilton's (CSR 2001) "technical disciplinary scholarship"	Technical disciplinary scholarship; social justice; ethics	applied ethics; stakeholder theory; social responsibility; stewardship	spirituality in the workplace	Christian vocation; redemption of fallen markets
<b>Presence of Christians in Domain</b>	High	High	Medium	Low	Very Low

**Faith Aware** – This domain represents Christian business scholars who are called to engage in high level scholarship in the secular realm as an offering to God.

<sup>1</sup>Model adapted from Richard J. Martinez (2004) "Defining and Developing a Space for Business in the Christian Academy," *Christian Scholar's Review* (forthcoming).

<sup>2</sup>To be explicit, this is Biblical faith

**Faith Inspired** – In this domain, scholars’ faith directly influences choice of subjects to be researched, analyzed, and written about. Faith may not necessarily enter the analysis, however.

**Faith Informed** – Scholarship in this domain involves the re-interpretation of existing models in light of one’s faith. Language is essentially secular, but faith tradition is evident in scholarship.

**Faith Focused** – This type of scholarship also aims at re-constructing business models according to a Christian worldview, but it explicitly utilizes language associated with a faith tradition, in addition to secular language and terminology.

**Faith Specific** – In this most explicit domain, scholarship is based on and utilizes theological models to analyze business problems. Scriptural references are an essential part of the analysis.

After extensive discussion, the Task Force concluded that scholarship in the first two domains tends to have some support from public universities and there are a variety of outlets for that kind of scholarship. The next three domains, however, do not have much support except in Christian universities and there are relatively few outlets to publish that kind of scholarship. This is relative to various disciplines of course, but holds generally.

For these reasons, it was our opinion that the CBFA should focus its resources, journals, and conference time on the three last domains. This seemed to be the “market niche” that most clearly expressed the CBFA mission and major constituency.

Our task this year is to come up with specific ways to implement this focus. We welcome ideas and discussion partners. If you want to participate in this initiative, contact [yvonne.smith@biola.edu](mailto:yvonne.smith@biola.edu).

We were helped a great deal in this discussion by Rick Martinez’s paper on Christian Business Scholarship. In that paper, he presents a continuum of different domains of Christian scholarship. Reproduced on your handout. We talked about this issue a lot, but concluded that the domains on the left of the continuum tend to have lots of support from secular universities and there are quite a few outlets for that kind of scholarship. The domains on the right, however, do not have a lot of support and there are relatively few outlets where that kind of scholarship is published.

[Back to Table of Contents](#)

## NEWS OF INTEREST

Geneva College's MBA program received national accreditation from the Association of Collegiate Business Programs at the April Board of Commissioners meeting. The BSBA programs are already nationally accredited.

If you would like to subscribe (or unsubscribe) to the CBFA Newsletter at any time, please send an e-mail to [dfoley@jbu.edu](mailto:dfoley@jbu.edu). Please include your full name, and email address. Thank you!

*"You, Lord give perfect peace to those who keep their purpose firm and put their trust in You." Isaiah 26:3*

Azusa Pacific University, School of Business and Management, proudly announces the following additions to our full-time faculty:

Graduate Faculty: George Babbes, Ph.D. –  
Marketing and Strategy  
Steven Strombeck, Ph.D. –  
International Business and Marketing

Undergraduate Faculty: Stuart Strother, Ph.D. –  
Statistics and Economics  
Paul Anderson, MBA, CPA –  
Accounting and Management

We are very pleased that these outstanding scholars will be joining us. Azusa Pacific University is growing at an incredible rate and with these new additions to our team, our programs will continue on their way to international business school prominence.

Your postings for the CBFA newsletters are welcome at anytime throughout the year.

Please submit your requests to [dfoley@jbu.edu](mailto:dfoley@jbu.edu)  
Fax to (479) 524-9548 or mail to:  
Dee Dee Foley  
Division of Business  
John Brown University  
2000 West University Street  
Siloam Springs, AR 72761.

We apologize for any errors or omissions.

### Call for Articles Regent Business Review

Would you like to have your work read by 50,000 people around the world? Regent Business Review ([www.regent.edu/review](http://www.regent.edu/review)) is delighted to announce a partnership with ChristianityToday.com to be the exclusive content provider for their forthcoming Workplace Channel. Consequently, we're looking for outstanding articles for both the magazine and the channel.

Please see our writer's guidelines, available on our website, before submitting articles. Contact Professor Michael Zigarelli at [michzig@regent.edu](mailto:michzig@regent.edu) for more information.

### IBAM TWELVE CALL FOR PAPERS

Providence, RI  
October 21-23, 2004

Paper Deadline: May 17, 2004  
Visit us & register online at  
[www.ibam.com](http://www.ibam.com)

The Institute of Behavioral and Applied Management (IBAM) provides a forum for management educators, business practitioners, and students to share their ideas, research, and experiences in a friendly and supportive environment. These adjectives and others like "constructive" are typical of comments made by participants of IBAM conferences. Session discussions are lively, informative, stimulating, and broad-based. They are helpful to presenters and participants alike.

The IBAM conference is an excellent outlet for completed research, work-in-progress, and the sharing of experiences in a variety of management sub-fields through refereed paper sessions, symposia, workshops, and panel discussions. You will be warmly welcomed and we predict you will enjoy interacting professionally and



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## IWU SURVEY SHOWS HIGHER STUDENT SATISFACTION WITH SPIRITUAL EMPHASIS

**Indiana Wesleyan University** alumni survey results support IWU's continuing emphasis on the integration of faith in the curriculum—as well as mission-focused faculty hiring and training practices—are paying dividends. The survey was specific to IWU alumni who graduated with a Bachelor in Business Administration (BSBA) degree. In response to the question "How would you assess the quality of the BSBA program?" alumni (n = 104), who graduated with a BSBA degree after 2000, rated IWU's *spiritual emphasis* with a mean score of 4.11 using a 5 point Likert scale, with 5 being excellent. Prior to 2000, BSBA alumni (n = 179) rated IWU's *spiritual emphasis* with mean score 3.76 (T-tests indicate significance between groups with  $p$  value <.05). Other assessment areas that showed increases were: students demonstrating their understanding of decision-making from a Christian world view, developing critical thinking, problem-solving, and communication skills, as well as demonstrating quantitative and qualitative skills.

--George Howell and Dr. Cynthia Tweedell

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**Bruno Dyck** is pleased to announce that an article co-authored with theologian David Schroeder, "Management, theology and moral points of view: Towards an alternative to the conventional materialist-individualist ideal-type of management," has been accepted for publication in the *Journal of Management Studies* (an earlier version of this paper was presented at a CBFA conference). Bruno is currently writing an "Introduction to Management" textbook that describes each of the four moral-points-of-view of management introduced in the article. For a copy of the article, or if you are interested in providing feedback for some of the chapters in his textbook, please contact Bruno at [bdyck@ms.umanitoba.ca](mailto:bdyck@ms.umanitoba.ca).

personally in an atmosphere where you are a valued individual and colleague, not a member of a cast of thousands. Executives, managers, professionals, and students please join us in historic Providence, Rhode Island.

## Call For Papers

The Institute for Behavioral and Applied Management invites you to submit a paper, symposium, or panel proposal in one of its six divisions. The guidelines are:

1. All submissions must be entirely original and may not be under concurrent consideration or accepted for presentation elsewhere. You may submit up to two papers and/or proposals in any or all of the divisions. This includes papers and proposals that are co-authored.
2. Papers should not exceed 24 pages (total), and they should include a 75-word abstract. Papers should be double-spaced with one-inch margins, typed in a 12-point font, and follow APA format. Please check with division chairs regarding electronic submission.
3. Submit four (4) copies of each paper directly to the division chair.
4. All submissions are double blind-reviewed. Author names should appear only on the title. The text of the paper should carefully avoid references to the author(s).
5. Papers accepted for the general program may also be included in the Proceedings, as well as considered for "Best Paper" awards in each division. Page limits exist for inclusion in the Proceedings.
6. All papers accepted for inclusion in the Proceedings must follow the guidelines determined by its editor. Those guidelines will accompany letters of acceptance.
7. Panel and symposia proposers should submit a three to five page proposal outline, along with a signed statement that all presenters intend to register for the conference.
8. Papers may be accepted for discussion sessions or poster sessions as a work-in-progress. Participants can submit a three-page proposal to the division chairs.
9. All accepted program participants must register and attend the conference. Fees must be paid before the printing of the program (August 1, 2004) and cannot be returned after this date for any reason. If at least one of the authors of a paper does not

## MARKETPLACE

Please visit our website at [www.cbfa.org](http://www.cbfa.org) for a complete listing of job opportunities.

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### FACULTY POSITION IN BUSINESS ADMINISTRATION - Memphis, TN

**Belhaven College**, a Christian liberal arts college committed to the ministry of integrating faith and learning, announces a full-time, tenure-track position with our Memphis campus beginning January, 2005. The successful candidate will be responsible for teaching graduate and undergraduate courses in business administration.

#### Responsibilities

Responsibilities include teaching courses in management, economics, statistics, marketing, or strategic policy as part of the College's adult evening degree programs in Business. Includes providing academic advising to adult learners. The successful applicant also must bring enthusiasm and commitment to strengthening our service to students through committees, advising, and campus fellowship.

#### Qualifications

Ph.D. or D.B.A. required, in a business administration discipline. In addition the candidate must show a commitment to ministering to adult learners in their lives, academics, and careers. The successful candidate should articulate a Christian worldview in one's teaching and academic discipline and must fully support the College Vision, Mission, and Statement of Faith (attached).

#### Compensation

Compensation and rank are commensurate with qualifications and experience. The College supplements major medical insurance and contributes an additional 8% of salary to a retirement fund.

#### Send:

- Letter of intent, including explanation of your interest in Christian higher education and match with above "Responsibilities" and "Qualifications"
- Resume'
- Two to three paragraph statement of how you would teach Business based on a biblical worldview and its principles
- Communication information for 4 references (including your senior pastor)
- Transcripts

#### To:

Dr. Dan Fredericks  
Senior Vice President and Provost  
Belhaven College  
1500 Peachtree Street  
Jackson, MS 39202

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**The Biola University School of Business** invites applications for a tenure-track position in Accounting to begin Fall 2004. Ph.D. or DBA in accounting from an accredited university with 5-7 years experience teaching business at the undergraduate level. Active consulting to a range of companies, a plus. Duties: teach 12 units in undergraduate courses, or a combination of undergraduate and graduate courses, and/or adjustment for administrative duties. Engage in quality applied business research with an explicit integration of faith-oriented perspectives. Advise undergraduate students in program, course, and career-related matters. Encouraged to pursue consulting with Los Angeles-area firm(s) and actively involve such into case analysis in the classroom. Contact Mr. Larry Strand, Dean, Biola University School of Business. 13800 Biola Avenue, La Mirada CA 90639. Phone: 562.903.6000 ext 4770 or ext 5176. E-mail: [larry.strand@biola.edu](mailto:larry.strand@biola.edu). (Biola is an evangelical Christian university in which faculty endorse a university statement of Christian faith and community values, and are committed to the integration of faith and learning).

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**The Biola University School of Business** invites applications for a tenure-track position in finance to begin Fall 2004. Ph.D. or DBA in a finance from an accredited university with 5-7 years experience teaching business at the undergraduate level (graduate MBA teaching experience also preferred). Duties: teach combination of undergraduate and graduate courses. Engage in quality applied business research with an explicit integration of faith-oriented perspectives. Advise MBA students in program-, course-, and career-related matters. Encouraged to pursue consulting with Los Angeles area firm(s) and actively involve such into case analysis and problem solving in the classroom. Contact Mr. Larry Strand, Dean, Biola University School of Business. 13800 Biola Avenue, La Mirada CA 90639. Phone: (562) 903.4770 or ext 5176. E-mail: [larry.strand@biola.edu](mailto:larry.strand@biola.edu). (Biola is an evangelical Christian university in which faculty endorse a university statement of Christian faith and community values, and are committed to the integration of faith and learning.)

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**The Department of Economics and Business at Calvin College** is expecting to hire for a tenure-track position in management/marketing starting September 2004.

Calvin College is a Christian liberal arts college in the Reformed tradition of Christianity. Calvin has a student body of about 4000, and about 560 of those major in business or economics. As a college in the Reformed tradition of Christianity, Calvin expects professors to be intentional about integrating Christian thinking into the classroom.

Qualified candidates will have either a doctoral degree or a Master's degree with 15 years of relevant professional experience. Please contact Roland Hoksbergen, Chair, Economics and Business, Calvin College, Grand Rapids, MI 49546. Email: [hoksro@calvin.edu](mailto:hoksro@calvin.edu).

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Faculty Position: Assistant Professor of Business/Finance  
Division: Business & Economics  
Reports to: Division Chair

**The Business Division of Cornerstone University** is seeking applications for a tenure-track position in Business/Finance. Those with broad backgrounds in accounting, computer information systems, computer science, or statistics are preferred. The successful candidate will begin responsibilities in August 2004. Faculty rank and salary are dependent upon educational and professional qualifications and experience. A terminal degree is required. A Christian faith commitment consistent with the university's confession is also required.

If you are interested, please send a letter of inquiry and curriculum vitae to:

Robert W. Nienhuis  
Executive Vice President  
and Chief Academic Officer  
Cornerstone University  
1001 E. Beltline NE  
Grand Rapids, MI 49525  
Fax 616.222.1450

Women, minorities and persons with disabilities are encouraged to apply.

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## Grand Canyon University

We are looking for **adjunct faculty to teach online MBA courses for the College of Business and Professional Studies at Grand Canyon University**. Compensation for teaching an eight-week course is \$2,500.

Grand Canyon University is a Christian liberal arts institution. The vision of the College of Business and Professional Studies is providing business education that "integrates vocation and faith" and with the mission of providing business education "in an environment of Christian values." Having identified the core faith values of Stewardship, Economic and Social Justice, and Love as significant to the personal and professional journey, we are seeking faculty who can embrace our vision for business education and convey it in an online learning environment.

Prior to teaching, all faculty will participate in an online university course in online instruction. The adjunct faculty will teach courses in their discipline developed by GCU faculty.

Online classes will start in August, and run every eight weeks. We will be hiring faculty for all business disciplines, but initial emphasis will be on Quantitative Methods, Managerial Communication, Information Systems, Organizational Behavior, Ethics, Finance, Accounting and 5-week preparatory courses in Marketing, Statistics and Economics (these will have a different compensation rate).

If you are interested in joining our nationwide faculty, contact:

MBA Director at:  
[www.onlineMBAfaculty@gcu.edu](http://www.onlineMBAfaculty@gcu.edu)  
or call: 602-589-2090

David Braaten, Ph.D.  
Dean, College of Business and Professional Studies

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## **Lee University** **Assistant/Associate Professor of Accounting**

The Business Department invites applications for an Assistant or Associate Professor in Accounting. Applicants should have a Ph.D. degree or be classified as ABD.

Responsibilities may include teaching general accounting courses such as Principles of Accounting, Cost Accounting, and Advanced Auditing. College teaching and/or practical experience preferred. All applicants must be committed Christians.

Applicants should submit a letter of application, vitae, three letters of reference, and student evaluations (if applicable) to: **Dr. Evaline Echols, Chair, Department of Business, Lee University, 1120 N. Ocoee Street, Cleveland, Tennessee, 37311.**

Lee University is a Christian liberal arts institution in the Pentecostal tradition affiliated with the Church of God, Cleveland, Tennessee with an enrollment of about 3,500 students.

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**Lithuania Christian College (LCC)** is seeking full time faculty to teach Accounting, Management, Finance, Marketing, Human Resource Management, Quantitative Methods, Entrepreneurship, Economics and Computer Information Systems. LCC, located in the former Soviet republic of Lithuania, is an accredited, BA granting Christian liberal arts college. It seeks to engage students in a transforming educational experience to produce leaders for Eastern Europe and the former Soviet Union who are committed to re-building civil society within the context of a Christian worldview. Students are from Lithuania, East-Central Europe, and the states of the former Soviet Union. Current enrolment is 550, including nearly 300 business majors. All instruction is in English. Faculty come with external funding. PhD preferred, MBA accepted. For more information about LCC and faculty openings: [www.lccbc.org/opportunities](http://www.lccbc.org/opportunities). Short term, summer assignments are also available. Contact Sigita Lukaviciute; Email: slukaviciute@lcc.lt

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## **NORTHWESTERN COLLEGE**

**Position: Assistant/Associate Professor Business**  
**Full-time beginning Fall 2004**

**Qualifications:** Master's degree in Business Administration required; earned doctorate in Business preferred. Significant experience in Business, Finance, Economics, and general/money management required. Previous successful teaching experience at a post-secondary level preferred.

**Responsibilities:** Teach undergraduate business courses in the Business Administration program, prepare and deliver lectures, prepare and administer examinations, advise students as assigned, and assist in the development and evaluation of the business curriculum and major.

**Application:** Northwestern College is an evangelical non-denominational Christian College of the Bible, Arts and Sciences and Professional Education, which enrolls over 1600 students with academic opportunities in 40+ majors. Northwestern is an intentional community of faith, living and learning. Faculty members must understand and agree with College Doctrinal and Responsibilities of Membership Statements.

Interested individuals should send a letter of application, curriculum vitae, and three current letters of reference to:

Academic Search Committee  
Northwestern College  
c/o Human Resources  
3003 Snelling Avenue North  
St. Paul, MN 55113

**Northwestern College is an Equal Opportunity Employer**

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## Seattle Pacific University

### ASSISTANT OR ASSOCIATE PROFESSOR OF ACCOUNTING

**POSITION:** Assistant Professor or Associate Professor of Accounting, full-time, tenure track, available September 2005.

**QUALIFICATIONS:** Ph.D. in Accounting. Evidence of teaching excellence and scholarly productivity required. Capable of teaching at both graduate and undergraduate levels. Professional certification and relevant experience desired. **RESPONSIBILITIES:** Regular nine-month teaching load focusing on managerial and cost accounting. Ongoing scholarly research and publication necessary. Additional responsibilities include advising and committee assignments.

**COMPENSATION:** Salary and rank commensurate with qualifications and experience. Benefits include health, dental, disability, and life insurance as well as retirement programs. A moving allowance is provided.

**APPLICATION DEADLINE:** Applications should be completed no later than December 1, 2004. The application includes an official SPU application form, a faith statement of approximately one page, and supporting documents. The University reserves the right to fill the position before the deadline or to extend the deadline as circumstances may warrant.

E-mail: [ramyers@spu.edu](mailto:ramyers@spu.edu)

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## Simpson College

**Position:** Simpson College invites applications for a full-time business faculty position to teach in our Business Administration program beginning Fall 2004. Actual date of employment to begin July 1, 2004; faculty are required to be on campus no later than August 15, 2004.

**Qualifications:** A minimum of a M.B.A. from an accredited university with an emphasis in accounting, economics, or finance with teaching competence is required. A Ph.D. or DBA in business is desirable. M.B.A. candidates with strong industry experience will also be considered. Simpson seeks faculty candidates who are professing Christians committed to excellence in teaching, scholarship, and service.

**Responsibilities:** Full teaching load in undergraduate courses. Specifically, teaching will include courses in Financial Accounting, Managerial Accounting, Macro and Micro Economics, Finance, Introduction to Business and others as assigned in consultation with the department chair. Advise undergraduate students in program, course, and career-related matters. Encouraged to develop business relationships within the local and wider communities.

**Compensation:** Salary and benefits are commensurate with other private, Christian institutions.

**Application Process:** Contact Human Resources Department, Simpson College, 2211 College View Drive, Redding, CA 96003. Phone: 530-224-5600; fax 530-226-4854; e-mail: [humanresources@simpsonca.edu](mailto:humanresources@simpsonca.edu). Applicants required to submit faculty application, current vitae and three letter of reference. Simpson College is a comprehensive Christian college in which faculty endorse a university statement of Christian faith and community values, and are committed to the integration of faith and learning.

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