

# GLENN A. BRYAN

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## EDUCATION

- D.B.A. Cleveland State University Cleveland, OH**  
Major: Marketing Minor: Information Systems  
Dissertation: *"The dynamics of individual-to-organizational trust relationships in a higher education setting"*
- M.B.A. Boise State University, Boise, Idaho**  
Emphasis: International Business
- B.S. Eastern Nazarene College, Quincy, Massachusetts**  
Major: Mathematics

## PROFESSIONAL EXPERIENCE

### CURRENT INVOLVEMENT

#### Professor of Business Administration, Ohio Wesleyan University, Delaware, OH (August 2010 – Present)

- Homer E. White Chair in Business Administration
- Teaching assignments in strategy, international business, marketing, and business operations.
- Work one-on-one with students overseeing independent research projects and directed readings.
- Faculty representative to the College Ethics Symposium, Hilton Head, SC.
- Team-teach in the Economics Management Fellows Program for exceptional freshmen students.
- Faculty advisor to Phi Gamma Delta fraternity and Sigma Beta Delta International Honor Society.

#### OTHER PROFESSIONAL INVOLVEMENT:

##### Owner, GrowthMatrix, Inc., Lewis Center, OH (January 2003 – Present)

- Advising and consulting service focused on strategic, agile, organizational development, and leadership to improve performance. Previously, GrowthMatrix provided marketing strategy services to higher education institutions, nonprofit organizations, and for-profit firms; most significant is the collaboration with eight liberal arts universities providing services including branding, strategy, creative, development, production, and media execution ([www.growthmatrix.com](http://www.growthmatrix.com)).

##### Board of Directors, Better Business Bureau of Central Ohio, Columbus, OH (January 2017 – Present)

- Provide advice and counsel in support of the BBB's mission to be the leader in advancing marketplace trust ([www.centralohio.bbb.org](http://www.centralohio.bbb.org)).

##### Board of Directors, Center for Character Ethics Foundation - BBB, Columbus, OH (January 2022 – Present)

- Provide advice and counsel in support of the Center for Character's mission in support of building better businesses and inspiring future leaders ([www.centerforcharacterethics.org](http://www.centerforcharacterethics.org)).

##### Adjunct Faculty, Trinity Western University, Vancouver, BC (August 2010 – present).

- Adjunct Faculty teaching intensive MBA courses on-site in Canada, online/hybrid format, and travel study programs (Western and Central Europe).

## **PREVIOUS PROFESSIONAL INVOLVEMENT:**

### **Acting Executive Director and Board of Directors, The Clapham Institute, Annapolis, MD (August 2019 – July 2021)**

- The Clapham Institute exists to promote human flourishing. Specific focus is on educating entrepreneurs and corporations to build organizations on the principles of virtuous capitalism embracing a deep understanding of human nature that promotes human flourishing and business success ([www.claphaminstitute.org](http://www.claphaminstitute.org)).

### **Board of Directors, Levante Living Limited Partnership and LLLP, Toronto, Canada (October 2017 – December 2020)**

- Levante Living Limited Partnership and LLLP is a fund management firm that manages the operational assets of the Levante Living fund, engages in the acquisition of financially sound assets for the fund, and focuses on achieving the investment performance of the fund.

### **Independent Trustee, Levante Living Trust, Toronto, Canada (October 2017 – April 2020)**

- Levante Living Trust is an unincorporated open-ended investment trust established under the laws of the Province of Ontario. The Trust invests in health care related businesses with a focus on the retirement and long-term industry in Canada through the Levante Living investment fund ([www.levanteliving.com](http://www.levanteliving.com)).

### **Board of Directors, All THAT, Columbus, OH (September 2015 – August 2019)**

- All THAT is a non-profit organization providing mentoring to high school teens by helping improve their academic achievement, social skills, and relationships with others.
- Provide organizational review, assessment, and strategic guidance to the board and executive director ([www.all-that.org](http://www.all-that.org)).

### **Investment Committee Member, Southbridge Capital, Inc., Toronto, Canada (July 2015 – June 2016)**

- Southbridge Capital, Inc. is a fund management firm that founded and manages the Southbridge Health Care Fund, a \$135 (CAD) million-dollar fund.

### **Board of Directors, Southbridge Investment Group, Cambridge, Canada (November 2010 – December 2014)**

- Southbridge Investment Group is a private equity firm whose expressed mission is to generate a return on investment in order to increase the charity capacity of the Bridgeway Foundation – a Canadian foundation dedicated to funding nonprofits in Canada.

## **PREVIOUS INVOLVEMENT**

### **Professor of Marketing, Mount Vernon Nazarene University, Mount Vernon, OH (July 2000 – August 2006)**

- Taught adult & graduate education programs and took on multiple administrative assignments as requested by the President and Vice President for Academic Affairs
- Lead the development of the first graduate business program, promoted to chair of the newly-formed Graduate Business Department, and lead the development of the new MBA program
- Lead the formation of the first integrated marketing effort for the institution as it transitioned from college to university status
- Lead the university initiative to promote campus-wide acceptance and training of online education techniques and championed the adoption of the institution's first course management software
- Graduate teaching assignments in Marketing Management, Strategic Management, Change Management, and Management Analysis and Decision-Making
- Adult undergraduate teaching assignments in Strategic Management and Marketing Strategy
- Promoted from Associate Professor to Professor, July 2002.

### **Administrative Positions Held at Mount Vernon Nazarene University**

#### ***Chair, Graduate Business Department (July 2005 – August 2006)***

- Oversight responsibility of two master programs
  - Master of Science in Management

- Master of Business Administration
- Development responsibility of non-traditional programs, including online programming
- Strategic oversight of program direction and vision
- Management of both full-time and adjunct graduate faculty

***Coordinator, Master of Science in Management (July 2003 – June 2005)***

- Development responsibility for the first master program of the School of Business
- Strategic oversight of program
- Management of program faculty and adjuncts

***Director of Marketing (January 2002 – June 2003)***

- Managed the marketing effort for transitioning the institution from college to university
- Developed and implemented the brand identity of the university
- Coordinated the campus-wide marketing effort
- Reported to President and provided administrative support for marketing function

***Coordinator of Online Instruction (July 2000 – December 2001)***

- Developed operational plan to guide the College's development of online instruction
- Provided administrative support for faculty to augment course offerings with online resources
- Explored collaborative distance-learning opportunities with other Nazarene universities

**Special Projects Manager, Private Investor, Dayton, OH (June 1997 – June 2000)**

- Worked for a private investor in several projects ranging from start-up to turn-around

***President, WireLink Corporation, Inc., Dayton, OH***

Responsible for financial, strategic, and operational management and interactions with Board of Directors. Primary focus was financial oversight and building profitable business lines. Manufacturer of wire harnesses serving the transportation, fire, utility, and off-highway industries.

***Director of Marketing, ArkNet USA, Inc., Atlanta, GA***

Responsible for developing, implementing, and managing organizational marketing strategy. Start-up internet service developing a national Family Online Network focused on clean, safe access to the internet, proprietary content, educational programming, and e-commerce.

***Managing Broker and Principal, S&P Investments, Inc., Cincinnati, OH***

As a licensed securities broker and principal (Series 7, 24, & 63), responsibilities included office administration, employee supervision, financial oversight, NASD compliance, client recruitment, supervision of client accounts, and review of all trades.

**Associate Professor of Business, Mount Vernon Nazarene College, Mount Vernon, OH (September 1989 – May 1997)**

- Traditional undergraduate teaching assignments in business finance, marketing strategy and management, international business operations, and entrepreneurship
- Helped initiate and develop the Focus 2100 community vision planning process for Knox County (March 1995 to 1997)
- Developed an international business concentration for students at MVNC through an associative membership with the International Business Institute, Bristol, TN
- Promoted from Assistant Professor to Associate Professor, August 1995

**Additional Positions Held:**

***Hungary Academic Program, Mount Vernon Nazarene College, Mount Vernon, OH (November 1996 – May 1997)***

- Explored partnerships in Central Europe investigating a semester abroad program

***Faculty Member, International Business Institute, Bristol, TN (Partial summers, 1992 and 1993)***

- Coordinated field seminars which involved meeting with European leaders and conducted European corporate site visits

- Traveled through Russia, Eastern and Western Europe, and England with approximately 40 students in an overseas educational context

*Coordinator, Center for Seminars and Entrepreneurial Studies, Mount Vernon Nazarene College, Mount Vernon, OH (September 1992 - November 1996)*

- Responsible for developing and promoting business-related seminars for the Mount Vernon Nazarene College community and local businesses

## RESEARCH INTERESTS

### Publications, Writings, and Professional Presentations

#### Publications

Ghosh, A.K., Whipple, T.W., & Bryan, G.A. (2001). *Student Trust and Its Antecedents in Higher Education*. The Journal of Higher Education, May, June, 322-340.

Bryan, G.A. (1995). *The dynamics of individual-to-organizational trust relationships in a higher education setting*. (Doctoral dissertation, Cleveland State University, 1995). Dissertation Abstracts International, A 56/12, 4858.

Bryan, G.A. & Whipple, T. (1995). *Tuition elasticity of the demand for higher education among current students: A pricing model*. The Journal of Higher Education, September/October, 69-78.

#### Presentations

Glenn A. Bryan: "Building a Culture of Character in our Students using the Leadership Character Development model: A program-wide, integrated, and foundational approach," 2021 CBFA Conference, Lipscomb University, Sep 30-Oct 1, 2021.

Glenn A. Bryan: "Building a Character Rich Foundation for Leadership," Global Alliance Institute, Leadership and Liberal Arts: A Foundation for Social Good, Pune, India, June 18-20, 2018.

Glenn A. Bryan: "Nonprofit Marketing," Delaware Chamber of Commerce, Delaware, Ohio, April, 2011.

Glenn A. Bryan: "Keeping it Alive," Solid Rock Business Seminar, Cincinnati, Ohio, April 28, 2007.

Glenn A. Bryan: "Putting Your Church on the Map," North Central Ohio District Assembly, Church of the Nazarene, July 18, 2006.

Glenn A. Bryan: "Nazarene Collaborative Online Model," Nazarene Collaborative Online Summit, Point Loma Nazarene University, January 19-20, 2001.

Glenn A. Bryan: "Marketing Consultation," Transylvania Business Forum, Tirgu-Mures, Romania, October 24-26, 1996.

Glenn A. Bryan and E. LeBron Fairbanks: "Exploring Collaboration and Networking Among Nazarene Colleges," Faith, Learning, and Living Conference, June, 1996.

## Institutional Research

*TEW Research Grant* (July 2023) – Studied economic and business development in Dubai, Saudi Arabia, and Oman. Funded through the Ohio Wesleyan University Thomas E. Wenzlau Fund.

*TEW Research Grant* (March 2020) – Studied entrepreneurial leadership and management. Funded through the Ohio Wesleyan University Thomas E. Wenzlau Fund.

*Leadership Education Academy* (August 2019) – Hosted by the International Leadership Association in Denver, Colorado. Funded through the Ohio Wesleyan University Thomas E. Wenzlau Fund.

*Faculty Development in International Business (FDIB) program* (May 2019) – Hosted at the University of South Carolina in Columbia, South Carolina. Funded through the Ohio Wesleyan University Thomas E. Wenzlau Fund.

*OWU Global Studies Institute Curricular Grant* (March 2019) – “The China Project: Investigating Country Specific Varieties of Capitalism and National Business Systems.” Traveled to China to visit businesses, entrepreneurs, and Chinese millennials. Purpose was to enhance BUS 476 International Business course.

*Global Alliance Institute, Leadership and Liberal Arts: A Foundation for Social Good* (June 2018) – Served on the planning and proposal review committees for the institute held in Pune, India, June 18-20, 2018.

*Ashesi University, The Education Collaborative* (June 2017) – Attended “The Education Collaborative,” an African conference on empowering higher education institutions across Africa. Traveled to Ghana to represent OWU at the Ashesi University. Funded through Provost’s Office.

*Leadership Character Development Program* (October 2016) – Lead a team of faculty to develop a 10-lesson program designed to teach ethics across the Business Administration major. Funded through the Woltemade Center.

*TEW Research Grants* (March 2015 and 2011) – Studied leadership development and organizational strategy. Funded through the Ohio Wesleyan University Thomas E. Wenzlau Fund.

*Graduate Program Curriculum Writing* (Spring 2006) – developed syllabus and faculty manual for the MAR6023 *Marketing Management* course for the Graduate Business Department.

*Graduate Program Curriculum Writing* (Fall 2003) – developed syllabus and faculty manual for the MAN6033 *Change Management* course in the Master of Science in Management degree.

*Adult Degree Completion Program Curriculum Writing* (Spring 2002) – developed student and faculty manual for the BBA4053 *Computing and Information Systems* module of the Bachelor of Business Administration program.

*Adult Degree Completion Program Curriculum Writing* (Fall 1994) – developed student and faculty manual for the BBA4033 *Marketing for Managers* module of the Bachelor of Business Administration program.

*Adult Degree Completion Program Curriculum Writing* (Summer 1993, updated Summer 1995) – developed student and faculty manual for the BBA3042 *Business Research Project* module of the Bachelor of Business Administration program.

*Faculty Development Summer Fellowship, Lilly Foundation* (1992) – observed the International Business Institute (IBI) 1992 Summer Program, while in Finland, Russia, Eastern Europe, and the Netherlands, with the goal of developing a formal association with IBI to offer a quality International Business Degree to MVNC students.

*Faculty Development Summer Fellowship, Lilly Foundation* (1991) – studied the design and implementation of a student-used academic local area network; focused primarily on developing a typology to satisfy both current and future computer needs and budgetary constraints.

## **TEACHING EXPERIENCE**

### **Traditional Undergraduate Courses**

Senior Seminar: Corporate Strategy (2010 – present)  
International Business (1994 – 1997, 2015 - present)  
Brand Strategy and Management (2011 – present)  
Business Operations (2023 – present)  
Entrepreneurial Seminar (2019 – 2023)  
Freshman Seminar (2019 – 2020)  
Exploring Business (2012 – 2015)  
Marketing Management (1995 – 1997, 2010 – 2015, 2020)  
Principles of Marketing (1989 – 1997)  
Marketing Strategy (1996 – 1997, 2001 – 2003)  
Topics in Marketing (1996)  
Small Business Management (1990 – 1997)  
International Economics and Trade (1989)  
Business Finance (1992 – 1997)  
Intermediate Financial Management I (1992)  
Intermediate Financial Management II (1993)

### **Graduate Courses**

Business Strategy (2021 – present)  
Managing a Global Organization (2021 – present)  
Marketing Management (2005 – present)  
International Comparative Management (2018)  
Strategic Management (2004 – 2006, 2010)  
Change Management (2004 – 2006)  
Strategic Research Project and Symposium (2004 – 2005)  
Project Management (2004)

### **Adult Undergraduate Courses**

Strategic Management (2003)  
Management Information Systems (2001 – 2003)  
Marketing for Managers (2002 – 2003)  
Computing and Information Systems (2000 – 2003)

## **SERVICE ACTIVITIES**

### **Committee Service, Ohio Wesleyan University (2010 - present)**

Current Service:

- Member, Faculty Admissions Liaison Committee (Fall 2023 – present)
- Member, Business of Being a Student, Moving the Needle Initiative (Spring 2022 – present)
- Member, Blaine Grimes Summer Grant Committee (Spring 2012 – present)
- Member, R.W. Corns Business & Entrepreneurial Scholarship Committee (Spring 2012 – present)

Prior Service:

- Director, Latham Entrepreneurial Scholars Program (Fall 2018 – Spring 2023)
- Chair, Committee on Enrollment and Communications (Fall 2018 – Spring 2021)
- Chair, Committee on Intercollegiate Athletics (Fall 2016 – Spring 2019)
- Member, VP of Enrollment and Marketing Search Committee (2018)
- Faculty Representative, Woltemade Center Advisory Board (2010 – 2017)
- FastSpot Web Committee, OWU Communications Department (Spring 2015)
- Replacement Member, Committee on Admission and Financial Aid (Fall 2014)
- Replacement Member, Committee on Intercollegiate Athletics (Fall 2013)

- Chair/Member, Chief Communications Officer Search Committee (Fall 2012 – Spring 2013)
- Member, AVP of Finance and Controller Search Committee (Summer/Fall 2013)
- Member, Management Faculty Search Committee (Fall 2011 – Spring 2013)
- Member, Accounting Faculty Search Committee (2010-2011)

**Service to Ohio Wesleyan University (2010 – present)**

Current Service:

- Member, Advisory Board, Delaware Entrepreneurial Center (August 2019 – present).
- Member, Operations Committee, Delaware Entrepreneurial Center (August 2019 – present).
- Faculty Advisor, College Ethics Symposium, Hilton Head, SC (October 2013 – present).
- Faculty Advisor, Phi Gamma Delta (FIJI) fraternity (2012 – present).
- Faculty Advisor, Sigma Beta Delta International Honor Society for business, management, and administration (2010 – present).
- Faculty Partner, Men's Lacrosse team (Spring 2015 – present)

Prior Service:

- Corns Building Representative, Academic Space Planning Committee (Spring 2013)
- Faculty Advisor, Marketing Club, Economics Department (2015 – 2017)
- Faculty Advisor, Entrepreneurship Club, Economics Department (2011 – 2013)
- Faculty Advisor, Economics Management Fellows (EMF) trip to New York (May, 2011).
- Judge, Celebration of Scholarship, a Libraries Research Paper Award program sponsored by the OWU Libraries – a scholastic competition encompassing faculty, staff, and students (April, 2011)

**Committee Service, Mount Vernon Nazarene University (2000 – 2006 and 1989 – 1997)**

- Institutional Review Board (2005 – 2006)
- Vice President for Academic Affairs Search Committee (2004-2005)
- Graduate Council (2003 – 2006)
- Adult and Graduate Advisory Council (2003 – 2006)
- Student Assessment Committee (2003 – 2006)
- Marketing Council (appointed chair by President, Chair, 2001-2003)
- Ad Hoc Marketing Committee (appointed by President, 2001-2003)
- Business Division Strategic Planning Task Force (2001-2002)
- Institution Representative, OFIC / Ameritech Faculty Development Technology Planning Committee, *The Ohio Foundation of Independent Colleges, Inc.* (2000-2001)
- Teaching and Learning Mentor, OFIC / Ameritech Faculty Development Technology Program, *The Ohio Foundation of Independent Colleges, Inc.* (2000-2001)
- Technology Advisory Committee (2000-2001)
- Online Task Force (appointed Chair by Academic Dean, 2000-2001)
- Faculty Development Committee (elected by faculty 1992 – 1997)
- Hungary Steering Committee (1996 – 1997)
- Hungary Initiative Committee (1996 – 1997)
- Mount Vernon Nazarene College Access Commission (appointed by President, 1996)
- Faculty Nomination Committee (elected by faculty, 1992 – 1997)
- Mid-Decadal Strategic Review Committee (appointed by President and assigned to Ad Hoc Committee #6, 1994 – 1995)
- History Department Internal Review Committee (appointed chair by Academic Dean, 1995 – 1996)
- Faculty Activity Committee (elected by faculty, 1995 – 1997)
- Lecture-Artist Committee (elected by division, 1993 – 1996)
- Campus-Wide Marketing Committee (1992 – 1994)
- Twenty-fifth Anniversary Committee (1992)

**Service to Mount Vernon Nazarene University (2000 – 2006 and 1989 – 1997)**

- Assisted in the review and development of a *Master of Science in Management degree* to be implemented by MVNU as the university's first business graduate program (2002 – 2003).

- Secured a Teagle Collaboration mini-grant titled, *“Integrated Communications Process Development,”* to investigate, design, and implement a communication management methodology by establishing new ways of interaction and processing workflow through the use of digital technology and communication systems.
- Secured an additional funding request for the *“Collaborative Online Education”* Teagle Collaboration mini-grant to develop, host, and facilitate the Nazarene Collaborative Online Summit, San Diego, CA, (January 19-20, 2001). The primary purpose of this summit was to establish a standardized course management system upon which to develop a collaborative online program and to begin discussion of a collaborative Master of Ministry. All eleven Nazarene North American Institutions of Higher Learning were represented (All eight U.S. Universities and Colleges, Nazarene Bible College, Nazarene Theological Seminary, and Canadian Nazarene University College).
- Secured a Teagle Collaboration mini-grant titled, *“Collaborative Online Education for the Church of the Nazarene USA/Canada Council of Education,”* to facilitate a session of IT Directors, concurrent with the Educause Conference in Nashville, TN (October 8-9, 2000), to begin discussions of a standardized course management technology in order to establish platform for future collaborative programs.
- Institution Representative (appointed by President of MVNC), *Academic Collaborative Steering Committee, The Ohio Foundation of Independent Colleges, Inc.*, (1996 – 1997).
- Developed an *International Business Concentration* for MVNC’s traditional undergraduate Business Administration degree through an associative membership with the International Business Institute (Fall, 1992).
- Developed and implemented the following courses for the Business Administration degree program at MVNC:
  - MAN/CSC2023 Management Information Systems (Spring, 2001)
  - MAR3093 Topics in Marketing (Spring 1996)
  - MAR3053 Marketing Management (Fall 1995)
  - IBS3003 International Business Operations (Fall 1992)
  - FIN4063 Intermediate Financial Management I (Fall 1991)
  - FIN4073 Intermediate Financial Management II (Spring 1992)
  - MAN3043 Small Business Management (Spring 1990)
- Assisted in the review and development of a *Bachelor of Business Administration* degree to be implemented by MVNC as a degree completion program for adult students (July / August 1991).
- Assisted in the design, acquisition, and implementation of the *Business Division Computer Lab* located in the Free Enterprise Business Center (August 1990 and January 1991).

### Service to the Community

- Advisor (2012 – 2022), Better Business Bureau (BBB) Center for Character Ethics. Focused on developing character ethics in business leaders through education and training.
- Advisor (2015 - 2019) All THAT, Columbus, Ohio. Developing a functional board and setting strategic initiatives and action plans.
- Committee Member, Business Educational Development Committee of the Delaware Chamber of Commerce, Delaware, Ohio (2011).
- Facilitated a two-day visioning process for the Board of Directors of the *Apple Valley Property Owners Association (AVPOA)* on January 27-28, 1997 and a one-day Apple Valley Town Meeting focusing on long-range planning on April 19, 1997. The AVPOA represents approximately 6000 property owners and controls all aspects of the planned community.
- Developed and hosted a *Community Goals Conference* held on January 20, 1996. Worked in collaboration with the *Mount Vernon-Knox County Chamber of Commerce* to organize a community visioning process for Knox County called *Focus 2100*. The Focus 2100 Community Goals Conference has resulted in the hiring of a land-use planning consultant and the organizing of various community action groups.
- Hosted a five-part video series on *Total Quality Management* in collaboration with the *Mount Vernon-Knox County Chamber of Commerce* (October – November 1995).
- Developed and hosted the *“Institute of Entrepreneurial Development,”* a five-part series of seminars on developing and managing small business (February – May, 1994).



## PROFESSIONAL CONFERENCES

*The Strategic Enrollment Planning Imperative: Higher Education Past and Present* (December 2020) – Hosted by Ruffalo Noel Levitz

*GLAA Conference for Humanitarian Innovation & Entrepreneurship: SDG Impact through Service-Learning* (December 2019) – Hosted by the Global Liberal Arts Alliance at Lingnan University in Hong Kong.

*Leadership Education Academy* (August 2019) – Hosted by the International Leadership Association in Denver, Colorado.

*Acton University, Annual Conference* (June 2019, 2014, 2013, and 2012) – Hosted by the Acton Institute, Grand Rapids, Michigan.

*Faculty Development in International Business* (May 2019) – hosted by the University of South Carolina in Columbia, South Carolina.

*Global Alliance Institute, Leadership and Liberal Arts: A Foundation for Social Good* (June 2018) – hosted by the Global Alliance Institute, GLCA in Pune, India, June 18-20, 2018.

*Markets, Government, and the Common Good - Free Market Forum* (October 2017, 2015, 2013, 2012, and 2011) – Hosted by Hillsdale College, various cities across the US.

*The Education Collaborative* (June 2017) – hosted by Ashesi University, Ghana, Africa.

*Scrum Master Certification: Focusing on High Performing Teams to Meet Organizational Goals and Objectives* (June 2017) – Hosted by Scrum, Inc., Boston, MA

*INBOUND Marketing Conference* (September 2015) – Hosted by Hubspot, Boston, MA

*Summer Marketing Educator's Conference* (August 2015) – American Marketing Association, Chicago, IL

*Introduction to Financial Derivatives and Futures* (June 2015) – Wheaton College, Wheaton, Illinois

*Tools to Grow Your Business* (May 2008) – E-Myth Worldwide, Cleveland, Ohio.

*NACAPP Admissions Conference* (June 2007) – Biola University, Los Angeles, California.

*Global Business Connections, 2006 Annual Conference* (June 2006) – Association of Collegiate Business Schools and Programs, Chicago, Illinois.

*Christian Perspectives on Marketplace Justice* (October 2004) – Christian Business Faculty Association, hosted by Abilene Christian University, San Antonio, Texas.

*Rekindling the Revolution in Adult Higher Education* (July 2004) – Christian Adult Higher Education Association Annual Conference, Philadelphia, Pennsylvania.

*Moving Teaching Excellence from Good to Great, 2004 Annual Conference* (June 2004) – Association of Collegiate Business Schools and Programs, Phoenix, Arizona.

*The 2003 Assessment Institute* (November 2003) – Hosted by Indiana University-Purdue University Indianapolis, Indianapolis, Indiana.

*Building the Faith* (October 2003) – Christian Business Faculty Association, hosted by Regent University, Virginia Beach, Virginia.

*Horizons in Christian Adult Higher Education* (August 2003) – Christian Adult Higher Education Association Annual Conference, Phoenix, Arizona.

*13<sup>th</sup> Annual Symposium for the Marketing of Higher Education* (November 2002) – Hosted by the American Marketing Association, Chicago, Illinois

*Planned Giving* (August 2002) – The Center on Philanthropy at Indiana University, Indianapolis, Indiana. Class two of the Certificate in Fund Raising Management (CFRM).

*Principles and Techniques of Fundraising* (July 2002) – The Center on Philanthropy at Indiana University, Washington, D.C. Class one of the Certificate in Fund Raising Management (CFRM).

*National Conference on Integration of Faith and Business* (October 2001) – Christian Business Faculty Association, hosted by Olivet University, Kankakee, Illinois.

*Generating Successful Integrated Marketing and Branding Strategies for Colleges & Universities* (August 2001) – Stamats Communications, Inc., Boston, Massachusetts.

*Incorporating Authentic Learning and Simulation into Business Curricula* (July 2001) – OFIC/Ameritech Faculty Development Program, hosted by Mount Vernon Nazarene College, Columbus, Ohio.

*Embracing the Call, Faith, Learning, and Living Conference* (June 2001) – Hosted by the Nazarene Higher Education Council at Mount Vernon Nazarene College, Mount Vernon, Ohio.

*National Conference on Integrating Faith and Learning* (October 2000) – Christian Business Faculty Association, hosted by Houghton College, Buffalo, New York.

*Educause 2000: Thinking It Through* (October 2000) – Nashville, Tennessee.

*Piecing Together the Global Puzzle: Looking to the Future* (September 2000) – Annual Distance Learning Conference hosted by Christian University GlobalNet, Denver, Colorado.

*Syllabus 2000: The Premier Conference on Technology in Education* (July 2000) – Santa Clara, California.

*Hungary and East Central Europe: A Region in Transition* (June 1996) – Second International Faculty Development Seminar, Council on International Educational Exchange, hosted by the International Studies Center of the Budapest University of Economic Sciences in Budapest, Hungary.

*Gospel and Society Consultation* (June 1996) – Hosted by the Central European Foundation in Moravany, Slovakia.

*Faith, Learning, and Living Conference* (June 1996) – Hosted by the Nazarene Higher Education Council at Southern Nazarene University, Bethany, Oklahoma.

*National Conference on Preparing Students for a Changing and Secular Business Environment* (October 1995) – Christian Business Faculty Association.

*Second Research Conference on Relationship Marketing* (June 1994) – Hosted by the Center for Relationship Marketing, Roberto C. Goizueta Business School, Emory University, Atlanta, Georgia.

*The Dale Carnegie Course on Leadership, Motivation, and Speaking* (Winter 1994) – Mount Vernon Nazarene College, Mount Vernon, Ohio.

*National Conference on Ethics* (October 1993) – Christian Business Faculty Association.

*National Conference on Servant Leadership* (October 1992) – Christian Business Faculty Association, hosted by Anderson University, Anderson, Indiana.

*“The European Community After Maastricht” Workshop* (April 1992) – Sponsored by the West European Studies Program, University Center for International Studies of University of Pittsburgh, Pittsburgh, Pennsylvania.

*Fifth Annual Asia/Pacific Business Outlook Conference* (March 1992) – Sponsored by the International Business Education and Research (IBEAR) Program of University of Southern California and United States Department of Commerce, Los Angeles, California.

*National Conference on International Business* (October 1991) – Christian Business Faculty Association, hosted by Point Loma Nazarene University, San Diego, California.

*National Conference on Ethics* (November 1989) – Christian Business Faculty Association, hosted by Asbury College, Asbury, Kentucky.