

RICHARD JON MARTINEZ

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College of Business
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*(References available upon request) *

ACADEMIC BACKGROUND:

Texas A&M University, Ph.D. - Management

Degree conferred 5/2001

Baylor University, M.B.A. - Management of Information Systems

Degree conferred 5/1992

Arizona State University, B.S. - Political Science -

Degree conferred 12/1990

Dissertation: “Competitive conformity effects on performance: Entrepreneurship and radicality in firms’ competitive profiles.”

*Recipient of 2020 Sharon Johnson Award from Christian Business Faculty Association
(Recognizes lifetime of outstanding contribution to scholarship that integrates the Christian faith with the business realm)*

RESEARCH AND TEACHING INTERESTS:

Innovation/Entrepreneurship
Organizational Problem-solving
Business Ethics
Corporate Social Responsibility
Business Policy and Strategy
Organizational Design and Theory
Organizational Problem Solving
Organizational Behavior
Human Resources Management
Managing Organizational Change

International Management/Business
Organizational Leadership

Nonprofit Organizations
Great Books Approach
Knowledge Management

Business – Christian Faith Integration
Business – Christian Worldview Application
Christian Higher Education

PROFESSIONAL EXPERIENCE - ACADEMIC (ADMINISTRATIVE):

Dallas Baptist University (June 2023 to present) – Dept. Chair, Entrepreneurship Program:

- *Redevelopment of undergraduate Entrepreneurship curriculum*
- *Develop Program assessments for current ACBSP Accreditation*
- *Develop ENTR self-study report for pending AACSB Accreditation*
- *Represent CoB and ENTR programs in Recruiting Efforts*
- *Lead the creation of Walter L. Bradley Center for Global Economic Development and Innovation*

North Greenville University (2020 –2022) – Chair of General Education (Core Curriculum) Revision Task Force: Chosen by Provost to lead NGU’s overhaul and standardization of the General Education Core across programs at the university (accomplished).

North Greenville University (June 2019 to May 2022) – Assoc. Dean, Undergraduate Program (all activities in conjunction with Dean of College):

- *Chair of University’s Core Curriculum Revision Task Force*
- *Complete redevelopment of undergraduate Business curriculum*
- *Direct Supervise 4 Department Chairs, and 12 full-time faculty*
- *Develop Program assessments for accreditation*
- *Develop initial self-study report for IACBE Accreditation*
- *Work with Chairs to restructure academic advising*
- *Represent COBE programs in Recruiting Efforts*

Oklahoma Baptist University (Aug. 2016 to May 2019) – Director MBA Program

- *Complete overhaul of MBA curriculum and Program*
- *Created Graduate Business certificate program*
- *Develop schedule of courses for MBA Program*
- *Lead Program assessments for accreditation*
- *Supervise MBA Program Faculty*
- *Sole Academic Advisor for MBA students*
- *Represent MBA program in Recruiting Efforts*

LeTourneau University (Jul. 2015 to June 2016) – Chair, School of Business

- *School of Business Curriculum Change*
- *Develop schedule of courses for School of Business*
- *Lead Program assessments for accreditation*
- *Supervise Departmental Faculty*
- *Hire and Supervise Adjunct Faculty as necessary*
- *Represent School of Business in Recruiting Efforts*

Houston Baptist University (Oct. 2014 to Jul. 2015) – Assoc. Dean, School of Business (interim)

- *In charge of School of Business graduate programs*
 - o *Five separate programs*
- *Assist interim Dean with administration of School operations*
- *Manage full-time and adjunct faculty*
- *Lead program assessment for Graduate programs*
- *Hire and Supervise Adjunct Faculty as necessary*
- *Advise Program students and deal with student issues*

Houston Baptist University (Aug. 2011 to Jan. 2015) – **Chair of Management, Marketing and Business**

- *Lead School of Business efforts in Curriculum Change*
- *Develop schedule of courses for School of Business*
- *Lead Program assessments for accreditation*
- *Supervise Departmental Faculty*
- *Hire and Supervise Adjunct Faculty as necessary*
- *Address Student issues as necessary*
- *Represent School of Business in Recruiting Efforts*

Houston Baptist University (Aug. 2012 to Jul. 2015) – **Program Director, Masters of International Business**

- *Lead Program in Curriculum Development*
- *Develop schedule of courses for Program*
- *Lead Program assessments for accreditation*
- *Supervise Program Faculty*
- *Hire and Supervise Adjunct Faculty as necessary*
- *Advise Program students and deal with student issues*

Charleston Southern University (July 2010 to June 2011) – **(Acting) Department Chair, School of Business**

- *Lead School of Business efforts in Curriculum Change*
- *Develop schedule of courses for School of Business*
- *Supervise School of Business Faculty*
- *Represent School of Business in Recruiting Efforts*

Charleston Southern University (2008 to 2011) – **Director, Center for Christian Leadership**

- *Lead CSU's efforts for integrating Faith and Learning**
- *Faculty Development on Christian Worldview and Faith Integration**
- *Arrange for visiting Speakers and Lecturers*
- *Develop and Implement Strategic Plan for Center*
- *Work with VP for Advancement to raise funds for CCL*
- *Work with Senior Officers on Faith Integration strategy implementation*
- *Developed first Faculty Faith Integration Forum, allowing faculty to present to one another the FI techniques and ideas they have developed*

Charleston Southern University (2007 to 2011) – **Assistant Vice-President for Academic Affairs**

- *Chief Retention Officer (2007-2008)*
- *Work with VPAA on strategic planning*
- *Revise policies and procedures*
- *Acting VP for Academics in absence of VPAA*

Charleston Southern University (2007 to 2008) – **Interim Dean of Student Success**

- *Restructuring of Student Success Center*
- *Develop Retention Strategy for university*

***See section on Other Administrative Duties for information on the courses I developed for this purpose**
PROFESSIONAL EXPERIENCE - ACADEMIC (TEACHING):

Dallas Baptist University (June 2022 to Present) – Professor of Entrepreneurship

- *Strategic Management Decisions (MBA)*
- *Business Ethics (MBA)*
- *New Business Creation (MBA)*
- *Market Problems and Solutions*
- *New Venture Creation*
- *Principles of Entrepreneurship*
- *Strategy (Problems in Management)*

North Greenville University (June 2019 to May 2022) – Distinguished Professor of Management

- *Leading Organizational Change (MBA)*
- *Innovation & Entrepreneurship*
- *Market Problems and Solutions*
- *Organization Theory and Design*
- *Business Strategy*
- *World of Business*
- *Principles of Management*
- *Human Resources Management*
- *Intro to International Business*
- *Transformational Leadership and Change*
- *Organizational Behavior (MBA)*

Oklahoma Baptist University (Aug. 2016 to May 2019) – Professor of Management

- *Production and Project Management*
- *Business Ethics*
- *Organizational Behavior*
- *Human Resources Management*
- *Organizational Problems, Diagnostics, and Solutions (MBA)*
- *International Business trips (MBA)*

-- *Ethics, Leadership, and Responsibility in Business (MBA)*

LeTourneau University (Jul. 2015 to May 2016) – Assoc. Professor of MGMT

- *Global Business Strategy*
- *Business Ethics*
- *Compensation and Benefits*
- *Business Leadership and Entrepreneurship*
- *Intro to Leadership*
- *Managing Organizational Change*

Houston Baptist University (Aug. 2011 to Jul. 2015) – Assoc. Prof. of MGMT

- *Global Business Strategy*
- *Principles of Management*
- *Managing the HR Function (MS-HRM)*
- *Organizational Behavior*
- *Transformational Leadership and Change*
- *Business Ethics*
- *International Business*
- *Global Strategy (MIB)*
- *Business Strategy and Policy (MBA)*
- *Organizational Behavior for HRM (MS-HRM)*
- *Organizational Behavior (MBA)*
- *World of Business*
- *Organizational Problems, Diagnostics, and Solutions (MBA)*
- *Innovation and New Offering Development*
- *International Management (MIB)*
- *Organizational Principles (MBA/MIB)*
- *Internship course (Marketing and Business)*

Charleston Southern University (2007 to 2011) – Associate Professor of Management

- *Business Ethics (undergraduate)*
- *Business Policy and Strategic Management*
- *International Business*
- *Organizational Theory and Design*
- *Organizational Behavior and Leadership*
- *Production and Operations Management*
- *Business Ethics and Corporate Social Responsibility (graduate – MBA)*
- *Freshman Seminar*

Cedarville University (2005 to 2007) – Associate Professor of Management

- *Administrative Policy and Strategy*
- *Business Ethics and Social Responsibility*

Taylor University (2004 to 2008) – Adjunct Professor of Management in Taylor University's online MBA Program

-- *Leadership and Ethics in Business*

Baylor University (1998 to 2005) – Assistant Professor of Management:

- *Strategic Management and Business Policy*
- *Organizational Design and Development*
- *Global Strategic Management for Baylor's Executive MBA program, Jinan, China*

Texas A&M University (1994-1997) - Teaching Assistantship for:

- *Strategic Management*
- *International Environment of Business*

Baylor University (1992-1994) - Lecturer:

- *Principles of Management*
- *Introductory Business Statistics*
- *Production and Operations Management*
- *Organizational Behavior*

PROFESSIONAL EXPERIENCE - ACADEMIC (RESEARCH AND SERVICE):

Christian Business Review (2012 to present) – Member of the Editorial Board, responsible (with colleagues) for determining annual theme, reviewing (with outside reviewers and other Editorial Board members), editing, and selecting manuscripts consistent with the journal's mission as one of the few existing faith-business integration academic journals.

Journal of Biblical Integration in Business (2007-2009) – Editor of the journal, responsible for soliciting, reviewing (with outside reviewers and Editorial Board members), editing, and publishing manuscripts consistent with the journal's mission as the sole faith-business integration academic journal.

Christian Scholars Review (June 2005-2008) – Associate Editor for the journal, responsible for developing author submissions in the area of Business and the Professions. Responsibilities include managing the review process, making recommendations to the Senior Editor, and working with other area Associate editors to ensure the overall quality of the journal, an interdisciplinary journal for Christian scholarship.

Christian Leadership Center (Charleston Southern University, 2009-2011) – Founding Director of the Center; established programs to train faculty and students to be leaders with a Christian worldview.

PROFESSIONAL EXPERIENCE - NON-ACADEMIC:

U.S. Navy (1981-1987) – Ship-based (USS Arkansas; CGN-41) Nuclear Power Plant Operator; Training Administrator; Reactor Plant Maintenance Administrator

PUBLICATIONS (Refereed Journals and Book Chapters):

Martinez, R.J. and O'Brien, W. R. (2023). Entrepreneurship, Disruption, and the Peace of God. *Christian Business Review*, Vol. 12 (Fall 2023), forthcoming.

Martinez, R.J. (2020). Leadership in the Image of God. *Christian Business Review*, Vol. 9 (Fall 2020), pp. 61-72.

Martinez, R.J. (2016). From the Image of God to "We are God": Babel Revisited. *Christian Business Review*, Vol. 5 (Fall 2016), pp. 49-58.

Martinez, R.J., Rogers, R., Yancey, G., & Singletary, J. (2010). The Role of Spiritual Capital and Community in Amish Enterprises. *Journal of Biblical Integration in Business*, Vol. 13, pp. 175-181

Martinez, R.J., Rogers, R., Yancey, G., & Singletary, J. (2010). Spiritual Capital in Modern Organizations. *Journal of Biblical Integration in Business*, Vol. 13, pp. 158-174.

Martinez, R.J. (2007). From Data to Love: Teaching Management of Knowledge Assets in the Christian Business Classroom. *Christian Business Academy Review*, Vol. 2(1): 19-32.

Norman, P.M, Artz, K.A., & **Martinez, R.J.** (2007). Does It Pay to be Different? Competitive Non-Conformity under Different Regulatory Regimes. *Journal of Business Research*, Vol. 60, No. 11, (2007), pp. 1135-1143.

Martinez, R.J. (2006). Book Review of *Globalization and the Good*, by Peter Heslam (Editor). *Journal of Markets and Morality*, 8(2): 549-552.

Martinez, R.J. & Artz, K.A. 2006. An Examination of Firm Slack and Risk-taking in Regulated and De-regulated Airlines. *Journal of Managerial Issues*, 18(1): 11-31.

Martinez, R.J. (2004). Out of the Comfort Zone: Responding to VanderVeen's Radical, Reformed Christian Rejoinder. *Journal of Biblical Integration in Business*, Fall Issue: 14-17.

Martinez, R.J. & Norman, P.M. (2004). Whither Reputation: How do Different Stakeholders Affect a Firm's Overall Reputation? *Business Horizons*, 47(5): 25-32.

Martinez, R.J. (2004). Defining and developing a space for business scholarship in the Christian academy. *Christian Scholar's Review*, XXXIV:1 (Fall, 2004), pp. 55-73.

Martinez, R.J. (2003). Teaching Strategic Management from a Christian perspective. *Journal of Biblical Integration in Business*, Fall Issue: 69-98.

Martinez, R.J. & Levitas, E. (2002). The Valuation of Goods: A Resource-based Perspective. *International Journal of Organizational Analysis*, 10(1): 76-97.

Martinez, R.J. & Dacin, M.T. (1999). Efficiency motives and normative forces: Combining transaction cost and institutional logic. *Journal of Management*, 25: 75-96.

Eden, L., Levitas, E. & **Martinez, R.J.** (1997). The production, transfer, and spillover of technology: Comparing large and small multinationals as technology producers. *Small Business Economics*, 9: 53-66.

(same work also published in following outlets)

Eden, L., Levitas, E. & **Martinez, R.J.** (1999). The production, transfer, and spillover of technology: Comparing large and small multinationals as technology producers. In *Small Business and Medium-sized Enterprises in the Global Economy*, Z. J. Acs and B. Yeung (Eds.), Ann Arbor: University of Michigan Press (121-144).

Eden, L., Levitas, E. & **Martinez, R.J.** (2002). The production, transfer, and spillover of technology: Comparing large and small multinationals as technology producers. In *SMEs in the Age of Globalization*, D. Audretsch (Ed.), London: Edward Elgar Publishing (Ch. 16).

PUBLICATIONS (non-refereed):

Martinez, R.J. (2023). The Church as a Business Enterprise. In *Faithful Learning: A Vision for Theologically Integrated Education*, J. Shatzer (author), Brentwood, TN: B&H Academic (136-139).

Martinez, R.J. (2006). What's Wrong with the Christian Business Faculty Association? (Editor's Perspective introduction article). *Journal of Biblical Integration in Business*, Fall Issue: 1-9.

Palich, L.E. & **Martinez, R.J.** (2003). Baylor in Cuba: New Program Opens up Baylor's Horizon. *Spotlight on Study Abroad*, pg. 9.

Martinez, R.J. (2002). Turning Dimes into Dollars: The Business of Pornography. *Christian Reflection: A Series in Faith and Ethics*, 5: 17-23.

Alexander, J., Blackley, T., Chen, L., Ubben, D., Economou, J., Luis, S., & **Martinez, R.J.** (1997). Telefonos de Mexico (case). In M. A. Hitt, R. D. Ireland, & R. E. Hoskisson (Eds.), *Strategic Management: Competitiveness and Globalization*, (2nd edition) St. Paul, Minnesota: West Publishing (pp. C.621 – C.639).

INVITED PRESENTATIONS

Martinez, R.J. (2019) – “The Innovative and Entrepreneurial Mindset”. Seminar provided for North Greenville University Master Summit series, NGU Tim Brashier campus, Greer, SC.

Martinez, R.J. & Martinez, P.L. (2017) – “The Problem of Pornography”. 4-week seminar to train church members and leaders on the problems of pornographic addiction among church members, Aydelotte Baptist Church, Shawnee, OK.

Martinez, R.J. (2014) – “The Ministry of Intolerance: Remaining (relatively) Holy in a World that Demands that We ‘Judge Not’.” Invited talk in Defenders Series, First Colony Bible Chapel, Sugar Land, TX.

Martinez, R.J. (2013) – “Technology, Innovation, and the Body of Christ.” Invited talk at annual Apologetics Conference, First Colony Bible Chapel, Sugar Land, TX.

Martinez, R.J. (2013) – “Are You Depraved, Deprived, or Deceived?” Invited talk in Defenders Series, First Colony Bible Chapel, Sugar Land, TX.

Martinez, R.J. (2012) – “The Market, the World, and the Gospel.” Invited talk at First Colony Bible Chapel, Sugar Land, TX.

Martinez, R.J. (2012) – “Living Out Our Calling in the Marketplace.” Invited talk at First Colony Bible Chapel, Sugar Land, TX.

Martinez, R.J. (2010) – Invited to speak to Business faculty at Houston Baptist University about Integration of Faith and Learning in the Business Disciplines.

Martinez, R.J. (2006, 2007, 2008) – Invited to speak to Doctoral students at Regent University about publishing in a scholarly journal. Presentation entitled, “Journal Writing – It’s All Fun Until Someone Gets Hurt.”

Martinez, R.J. (2006, March) – Invited speaker at Calvin College’s Visiting Scholar Program; Presentation entitled, “A Proactive Christian Response to the Molecular Economy: Or, Why I Love Oxymorons...”

PRESENTATIONS (SCHOLARLY RESEARCH)

O’Brien, W. R. & **Martinez**, R. J. (2023) “Ambition & Contentment in a World of Creative Destruction.” Paper presented at Christian Business Faculty Association meeting in Denver, CO, November, 2023.

Martinez, R.J. (2019) “Surviving the Near Future.” Paper presented at Christian Business Faculty Association meeting in Siloam Springs, AR, October, 2019.

Johnson, S.G. & **Martinez**, R.J. (2010) Faith Integration in the Business Disciplines. Workshop hosted at Christian Business Faculty Association meeting in Lakeland, FL, October, 2010.

Martinez, R.J. & Neubert, M. (2006). Intelligently Designed Business: An Examination of the Implication of Intelligent Design Theory for Business Processes. Panel presentation at Christian Business Faculty Association meeting in Cedarville, OH, October, 2006.

Martinez, R.J. & Franz, R. (2006). Order Out of Chaos: Toward a Christian Theology of Organizing. Paper accepted for presentation at the Christian Business Faculty Association annual meeting in Cedarville, OH, October, 2006.

Johnson, S.G. & **Martinez, R.J. (2006).** It's Alive: But is our Teaching? Paper accepted for presentation at the Christian Business Faculty Association annual meeting in Cedarville, OH, October, 2006

Jackson, S. L. & **Martinez, R.J. (2006).** Does faith matter in Organizational Strategy and Practice? Towards A Research Agenda for Christian Business Scholarship. Paper presented at the National Faculty Leadership Conference in Washington D.C., June, 2006.

Martinez, R.J. (2006). A proactive Christian response to the Molecular Economy: Or, why I love oxymorons. Invited talk at Calvin College, April, 2006, as part of Calvin College's Visiting Scholarly Lecture series.

Martinez, R.J. & Schmidt, D. (2005). Spiritual Leadership and the Quest for Survival in Organizations. Paper presented at the Christian Business Faculty Association annual meeting in San Diego, CA, October, 2005.

Martinez, R.J. (2005). Evolution from Data to Love: Teaching Management of Knowledge Assets in the Christian Business Classroom. Paper presented at the Christian Business Faculty Association annual meeting in San Diego, CA, October, 2005.

Martinez, R.J. & Franz, R. (2005). Toward a Theology of Organizing. Paper presented at the "Christians in the Management" Academy Professional Development Workshop (PDW) at the Academy of Management meeting in Honolulu, Hawai'i, August, 2005. (pursuant to a CCCU grant project).

Martinez, R.J., Rogers, R., Yancey, G., & Singletary, J. (2005). Spiritual Capital in Modern Organizations and the Case of Amish Enterprises. Paper presented at the Academy of Management annual meeting in Honolulu, Hawai'i, August, 2005.

Martinez, R.J., Singletary, J., Rogers, R., & Yancey, G. 2004. Spiritual Capital – The Missing Ingredient in Modern Corporations. Paper presented at the Christian Business Faculty Association annual meeting in San Antonio, TX, October, 2004.

Martinez, R.J., Wong, K.L., & Smith, Y. 2004. How a Corporation can Lose its Soul: Corruption for all the Right Reasons. Paper presented at the Christian Business Faculty Association annual meeting in San Antonio, TX, October, 2004.

- Martinez, R.J., Artz, K.A., & Norman, P.M.** 2004. Does it Pay to be Different? Competitive Conformity in Different Regulatory Regimes. Paper to be presented at Academy of Management meeting, New Orleans, LA, August, 2004.
- Artz, K.A., Norman, P.M., & **Martinez, R.J.** & Artz, K.A. 2004. An Examination of Competitive Dynamics and International Diversification Under Different Regulatory regimes. Paper to be presented at Strategic Management Society 2004 meeting in San Juan, Puerto Rico, October, 2004.
- Martinez, R.J.,** Robinson, M. & Orr, J. 2003. Government Transactions with Faith-based Organizations: Collaborations or Purchases? Paper presented at the annual ARNOVA (Association for Research on Nonprofits and Voluntary Action) Conference, November, 2003 in Denver, CO.
- Martinez, R.J.** 2003. Distinctive and Relevant: Christian Business Education in a Corporation-Centric World. Paper presented at Christian Business Faculty Association annual meeting, October, 2003 in Virginia Beach, VA.
- Martinez, R.J.** 2002. Economic Man in the Mirror: Reflecting God Through Creative, Efficient and Rational Actors. Paper presented at “Christianity and Economics: Integrating Faith and Learning in Economics Scholarship” conference, November, 2002, at Baylor University, Waco, TX.
- Martinez, R.J.** and Gustafson, L. 2002. Teaching Strategic Management from a Christian perspective. Paper presented at Christian Business Faculty Association annual meeting, October, 2002 in Boise, Idaho.
- Martinez, R.J.** 2002. Defining and developing a space for business scholarship in the Christian academy. Paper presented at Christian Business Faculty Association annual meeting, October, 2002 in Boise, Idaho.
- Martinez, R.J. & Artz, K.A.** 2002. Crumbling barriers to risky behavior: A longitudinal examination of slack, risk-taking, and firm performance in different regulatory environments. Paper presented at Strategic Management Society 2002 meeting in Paris, France.
- Norman, P.M. & **Martinez, R.J.** 2002. Reputation stew: Multiple stakeholders’ impact on firms’ aggregate reputation perceptions. Paper presented at Strategic Management Society 2002 meeting in Paris, France.
- Martinez, R.J.** 2001. An empirical study of competitive conformity effects on firm performance. Paper presented at Academy of Management meeting, Washington, D.C., 8/01
- Levitas, E.F. & **Martinez, R.J.** 2000. The Valuation of Goods: A Resource-based Perspective. Paper presented at the Academy of Management meeting, Toronto, Canada, 8/00.

Martinez, R.J., Levitas, E.F., & Best, A. 1999. Accelerating the rate of creative destruction through open-district networks. Paper presented at Strategic Management Society 1999 meeting in Berlin, Germany.

Levitas, E. & **Martinez, R.J.** 1999. The effect of patenting on liquidity: An examination of U.S. pharmaceutical firms. Paper presented at the Academy of Management meeting, Chicago, Illinois.

Martinez, R.J. 1998. Competitive Conformity and the Limits to Entrepreneurship. Paper presented at the Academy of Management meeting, San Diego, CA.

Martinez, R.J. & Dacin, M.T. 1996. Efficiency motives and normative forces: Combining transaction cost and institutional logic. Presented at the Academy of Management annual meeting, Cincinnati, Ohio.

Martinez, R.J. 1996. Internal legitimacy: The link between HRM and strategy. Paper presented at the Southwest Academy of Management meeting, San Antonio, TX.

Martinez, R.J. & Dacin, M.T. 1995. International strategic alliance antecedents and outcomes: An embeddedness approach. Paper presented at the annual meeting of the Strategic Management Society, Mexico City.

Presentations (Panels, etc.)

October, 2006 – Facilitated “Emerging Scholars Workshop” at Christian Business Faculty Association meeting Dayton, OH.

October, 2006 – Invited Panel discussant on the future of Spirituality research in the management field. IBAM (Institute of Behavioral and Applied Management) Conference, Memphis, TN.

June, 2006 – Invited Leader and Facilitator (with Dr. Shirley Roels of Calvin College) of CCCU’s week-long “Business Faculty Workshop,” held at Calvin College’s Prince Conference Center.

October, 2004 – Facilitated Emerging Scholars Workshop at Christian Business Faculty Association meeting San Antonio, TX.

August, 1998 – “*Unsuccessful Strategies for Research.*” Panel presentation given at (KPMG-Peat Marwick) Ph.D. Project Management Student Association meeting prior to Academy of Management meetings in San Diego, CA.

August, 1997 – “Managing the Publication Process as a Doctoral Student.” Panel presentation given at (KPMG-Peat Marwick) Ph.D. Project Management Student Association meeting prior to Academy of Management meetings in Boston, MA.

OTHER ADMINISTRATIVE ACTIVITIES:

Faculty Faith Integration Development Seminars (North Greenville University, 2019) – I developed and taught Christian Worldview and Faith Integration Seminars to College of Business & Entrepreneurship faculty.

Faculty Faith Integration Development Seminars (Houston Baptist University, 2012 – 2015) – As the primary person in charge of faculty development in the area of Faith integration, I developed and taught Christian Worldview and Faith Integration Seminars to School of Business faculty (2012), College of Education and Behavioral Sciences faculty (2014), and New Faculty cohort (2014).

Faculty Faith Integration Development Courses (Charleston Southern University, 2009 – 2011) – As the primary person in charge of faculty development in the area of Faith integration, I developed and taught the following Seminars:

- *Christian Worldview I* – a course aimed at working with faculty to develop a common understanding of the basic Christian doctrines and the fundamentals of a Christian worldview, as well as how that WV compares to other, competing worldviews.
- *Faith Integration I* – a course aimed at integrating the information and knowledge developed in CWV I in the various academic disciplines. Involves theoretical materials as well as practical processes.
- *Christian Worldview II* – A course aimed at building on previous materials in order to impact students at the level of the heart. While the CWV I course focused on knowledge and intellectual impact, CWV II focuses on shaping the hearts and desires of students in the Christian Higher Education enterprise.

B.E.S.T. Program International Study Coordinator (2003-2005) – I acted as the coordinator for the International Study aspect of Hankamer's B.E.S.T. Program, in which the school's best business students participate in a year-long Strategic Management course. I arranged and lead two week-long international trips per year for the students to examine business and culture in foreign countries.

Baylor in Cuba Study Abroad Program Co-Director (2002-2005) – I created, developed and lead (with Dr. Les Palich) the school's unique Study Abroad program in Cuba. The program allowed students (mostly business, but not all) to be immersed in the Cuban economy, culture, and society in order to understand the differences between business in capitalist and socialist environments. We coordinated with many Cuban entities to enhance the experience.

PROFESSIONAL SERVICE ACTIVITIES:

2019- 2022 – I served on the Institutional Effectiveness Committee at North Greenville University.

2019 – I led a faculty reading group on C.S. Lewis' *The Weight of Glory* at North Greenville University.

2016 to 2019 – I served on numerous committees at Oklahoma Baptist University as necessary in my various roles. These committees include:

- *Graduate Council*

2014-2015 – President-elect of Faculty Assembly at Houston Baptist University

2011 to 2015 – I served on numerous committees at Houston Baptist University as necessary in my various roles. These committees include:

- *Strategic Planning Committee (in role of Faculty Assembly President-elect)*
- *University Spiritual-Integration Committee (Credo-related)*
- *Human Subjects sub-committee of Research and Development Committee*
- *Graduate Council*
- *School of Business Dean search committee*
- *Etc.*

2007 to 2011 – I served on numerous committees at Charleston Southern University as necessary in my various roles. These committees include:

- *Strategic Planning Executive Committee*
- *Center for Christian Leadership Council*
- *Committee for the Integration of Faith and Learning (Chair 2009 to present)*
- *University Curriculum Committee*
- *Graduate Council*
- *Retention Committee (Chair from 2007-2008)*
- *Special Needs Committee*
- *Honors Program Committee*
- *Etc.*

2006 to 2007 – I led the movement of a non-profit ministry from Houston, Texas to the Cedarville University campus as a program to be run and operated by CU students. I was the on-site Executive Director of the ministry, called Somewhere Forever Ministries, and I worked with other faculty to develop a student-led project for the next generation product of the Ministry, which produces videos/DVDs with a simple Christian gospel message to be used by churches and other ministries for evangelism.

2005 – I was the Chair of an ad hoc task force that examined the feasibility of establishing a graduate business degree at Cedarville University.

2005 to 2007 – I served on the Cedarville University’s Department of Business Administration’s Faculty Development Committee. I wrote the Department’s position paper on Faith Integration.

2003 to 2005 – I served on the Provost’s Hispanic Advisory Council, which aims to increase the recruitment and retention of Hispanic faculty, staff, and students at Baylor University.

2002 to 2005 – I served as a faculty mentor to students who run into trouble with Baylor University’s Judicial Affairs process.

2001 to 2004 – Sole Faculty advisor to Minority Business Association at Baylor University.

2000 to 2005 – Member of various Baylor University (BU) and Hankamer School of Business (HSB) committees, including BU Religious Affairs Committee, BU Human Resource Council; BU Minority Faculty Recruitment and Retention Committee; and HSB Diversity Committee.

2000 to 2002 -- Faculty advisor to *Phi Kappa Chi* Christian Men's Fraternity at Baylor University.

1999 – Worked with teachers and administrators at G.W. Carver Academy (Science Magnet middle school) in Waco Independent School District to develop an application to be considered a “Blue Ribbon School.” G.W. Carver has been designated a Texas Blue Ribbon School.

1999 – Volunteer facilitator for Baylor University’s Continuing Education program for Central Texas not-for-profit organizations. Facilitated class on “Strategic Alliances: Extending Your Reach.”

1998 - 2000 – Faculty Advisor for *Kappa Chi Alpha* Christian Women’s Sorority at Baylor University.

1998 – Session Chair for OMT Program session, and Session Discussant for BPS Program session at Academy of Management annual meeting in San Diego, CA, August, 1998.

1996 and 1998 – Moderator for Paper Development Workshop at Texas Conference on Organizations in Austin, TX.

1997 and 1998 – Panel Discussant for “Strategic Management Programs and Research” at KPMG Peat Marwick’s Ph.D. Project national conference in Chicago, IL.

1996-1997 - Coordinating committee for New Doctoral Student Consortium at Academy of Management annual meeting, Boston, MA, August, 1997.

1996 - Discussant and Facilitator for New Doctoral Student Consortium at Academy of Management annual meeting, Cincinnati, OH, August, 1996.

1997 -1999 - Reviewer for Business Policy and Strategy (BPS) Division for annual meetings of the Academy of Management.

1996 - 2004 - Reviewer for Organization and Management Theory (OMT) Division for annual meetings of the Academy of Management.

PERSONAL SERVICE:

2019 to 2022 – Serve in Choir and on Missions Team at Edwards Road Baptist Church, Greenville, SC.

2017 to 2019 – I served as Adult Sunday School teacher, Aydelotte Baptist Church, Shawnee, OK.

2017 to 2019 – I served as Chair, Missions and Outreach Team, Aydelotte Baptist Church, Shawnee, OK.

2011 to 2015 – I served as a teacher and leader in my church, First Colony Bible Chapel, Sugar Land, TX.

2008 to 2011 – I served as an Elder in my church, Calvary Bible Church, North Charleston, a member of the Screven Association of the South Carolina Baptist Convention.

2005 to 2007 – My wife and I served in our local church in many ways, including the development of a Children’s Musical program, which we produce and direct (with some help from others in the congregation).

1998 to 2011 – I have been a volunteer coach (sometimes Head; sometimes Assistant) for children’s sports programs on numerous occasions. These include:

Soccer (seven seasons)
Baseball (one season)
Basketball (six seasons)

AWARDS AND HONORS:

2020 – Awarded Sharon Johnson Award from Christian Business Faculty Association (Recognizes lifetime of outstanding contribution to scholarship that integrates the Christian faith with the business realm)

2019 – Named Distinguished Professor of Management at North Greenville University

2014 – One of five Nominees for Piper Outstanding Teacher Award at Houston Baptist University

2001 – Selected by students as one of ten finalists for University-wide Collins Outstanding Professor Award at Baylor University

2000 - Selected an "Impact Professor" by Phi Kappa Chi Christian men's Fraternity as an example of outstanding Christian leadership in the classroom

1994-1997 - University Merit Scholarship at Texas A&M University

1994 - GE Foundation Fellowship for studies at Texas A&M University

1992 - Beta Gamma Sigma Membership

1991-1992 - Graduate School Merit Scholarship at Baylor University

1990 - Phi Beta Kappa Membership; Golden Key National Honor Society

1988-1990 - Academic Merit Scholarship at Arizona State University