

Bruce C. Raymond
Curriculum Vita
November 2018

EDUCATION

Doctor of Philosophy. - University of Utah, 1987

Major Field: Production/Operations Management

Allied Fields: Operations Research/Management Science and Industrial Engineering

Dissertation: *Simulation and Management of Automated Storage and Retrieval Systems*

Master of Business Administration - University of Utah, 1985

Bachelor of Science - Brigham Young University, 1982

Major: Physics

Minors: Mathematics and Computer Science

ADMINISTRATIVE EXPERIENCE

Interim Provost and Executive Vice President for Academic Affairs, Colorado State University-Pueblo, Jan-June, 2018

Provided oversight of all activities of the Provost's office including supervision of all academic units, Dean's Council, Academic Council, contracts and budgets, faculty disciplinary actions, faculty awards, faculty promotion and tenure actions, sabbatical and emeritus decisions, program reviews, review of all class sizes and implementation of budget efficiency measures to fund raises for department chairs, coordination of program review presentations at Cabinet, TIE and NSF grants administration, Higher Learning Commission actions, submission of Board of Governor's required reports, developmental Math initiatives, standardization of campus hiring processes, reinstatement of direct report reviews, advancement of articulation initiative with Pueblo Community College, creation of a 2+2 curricular initiative with Arapahoe Community College, creation of the Community Board at the Institute of Cannabis Research (ICR), searches for new staff and leadership at the ICR, representation of the campus and presentation at various events, initiative for programming at Extended Studies for law enforcement and corrections professionals, receipt of \$1,000,000 in funding over five years from CSU-Ft Collins for Block Chain and Cybersecurity initiatives

Dean and Professor, Malik and Seeme Hasan School of Business, Colorado State University-Pueblo, 2012 - Present

Responsible for oversight of all School of Business programs and activities including AACSB accreditation, strategic planning, organizational climate, faculty and staff development, morale and motivation, budgeting, fund-raising, public relations, curriculum deployment, work design and assignment, campus coordination and state/campus policy compliance. Represent the Hasan School of Business at a variety of internal and external settings including regular leadership meetings, student and faculty meetings, alumni and community meetings and personal interviews.

Interim Dean, Montana State University College of Business: Spring Semester 2007

Responsible for tenure-track annual reviews, retention, promotion and tenure reviews, curriculum review and development, student outcome assessment development and

oversight, external stakeholder relationships and internships, AACSB accreditation maintenance and visit team support and faculty oversight and development

Associate Dean for Administration and Finance, Montana State University College of Business: 2001 – 2012

Responsible for college-wide oversight of state and endowment budgets; capital equipment acquisition and maintenance; faculty annual evaluation; adjunct and tenure track faculty recruitment; collection and summarization of student evaluations of teaching; enrollment forecasting; course scheduling; management of support services; personnel contract creation; university policy and procedure compliance; college key performance indicators collection and assessment; solicitation, review and award of scholarship applications; grant writing, academic appeals and administration of computers and technology; Duties that have varied over time

Interim Associate Dean, Montana State University College of Business: 1999 – 2001

Duties as listed above were shared with another associate dean in half-time positions; oversight of the Management and Marketing options in the college. In July 2000 I assumed full-time responsibility for all Associate Dean duties

Scheduler and Technology Manager, Montana State University College of Business: 1998 – 1999

Provided creation of draft teaching and section schedules; supervised the purchasing, maintenance and improvement of college-wide computers and other technology resources

CAMPUS ACCREDITATION EXPERIENCE

Northwest Commission on Colleges and Universities (NWCCU) 2010

Served as a member of the visit team to University of Nevada Las Vegas. Conducted review, analysis and report regarding the William F. Harrah College of Hotel and Restaurant Administration and the College of Business

Northwest Commission on Colleges and University (NWCCU) – 2008-2010

Educational Program and Its Effectiveness – organized campus-wide effort to provide the 10-year Montana State University institutional report and authored the Standard II section

Northwest Association of Schools and College (NASC) Accreditation Auditor: 1999 – 2000

Served as internal reader and critical reviewer of the complete Montana State University 10 year institutional accreditation report.

NASC Accreditation Committee – 1998 – 2000: Committee member at Montana State Univ

COLLEGE ACCREDITATION EXPERIENCE

Association for the Advancement of Collegiate Schools of Business (AACSB): Oct 2018

Served as a member of the AACSB Visit team at Pittsburg State University; my personal assignment was for the Participants: Faculty and Student sections of the continuous improvement review (CIR) report.

Association for the Advancement of Collegiate Schools of Business (AACSB): Sep 2017

Served as a member of the AACSB Visit team at University of North Carolina-Pembroke; my personal assignment was for the Participants: Faculty and Student sections of the continuous improvement review (CIR) report.

Association for the Advancement of Collegiate Schools of Business (AACSB): Feb 2015

Served as a member of the AACSB Visit team at Francis Marion University; my personal assignment was for the Teaching and Learning sections of the continuous improvement review (CIR) report.

Association for the Advancement of Collegiate Schools of Business (AACSB): 2013- 2014

As the Dean, led school-wide effort at the Malik and Seeme Hasan School of Business for reaffirmation of accreditation; one of the first eight schools to submit under the new 2013 AACSB standards focusing on innovation, impact and engagement.

Association for the Advancement of Collegiate Schools of Business (AACSB, formerly the American Assembly of Collegiate Schools of Business) 2006- 2007

Participated as member of the administrative team at the College of Business, Montana State University, in planning, organizing and directing the spring 2007 5-year accreditation team visit; primary role was the organization and collection of all required data elements. Susan Dana was the primary author and coordinator of this effort.

Association for the Advancement of Collegiate Schools of Business (AACSB) Accreditation Director: 1995 – 2003

Provided sole supervision, planning, implementation of all aspects of the college accreditation efforts at the College of Business, Montana State University, including the 10-year team visit and self-report in 1997. Primary author of the self-report. Supervised all college efforts regarding accreditation

ACADEMIC FACULTY EXPERIENCE

Colorado State University-Pueblo – Professor, 2012-Present

Montana State University-Bozeman - Associate Professor, 1990-2012

Taught the following courses at the undergraduate level

BUS 331 - Production and Operations Management

BUS 468 - Ethics and the Business Environment

BUS 469 - Business Strategy and Policy

BUS 474 - Senior Seminar

BUS 101 - Freshman Seminar

MGMT 433 - Managing Quality and Productivity

MGMT 470 - Individual Problems

MGMT 476 - Management Internship

University of Wisconsin-Oshkosh - Assistant Professor, 1986-1990

Taught the following courses at the graduate and undergraduate levels

28-753 - Quantitative Methods

28-711 - Foundations of Mathematics

28-344 - Manufacturing Planning and Control II

28-343 - Manufacturing Planning and Control I

28-341 - Fundamentals of Operations Management

28-210 - Management Information Systems I

University of Wisconsin-Oshkosh PreCollege Computer-Assisted Courses, University Minority Students Office - Instructor, 1987-1989

Taught the following courses for secondary grades 7-12

General PASCAL Programming

General BASIC Programming

Advanced BASIC Programming
Fundamentals of HyperCard Usage

University of Utah - Graduate Instructor, 1982-1986

Taught the following courses at the undergraduate level

MGT 366 - Intro to Production/Operations Mgt.

MGT 139 - Survey of Statistics

MGT 129 - Quantitative Analysis

Brigham Young University - Teaching Assistant, 1980-1981

Taught the following courses at the undergraduate level

Physics Labs for Pre-Med Students

NON-ACADEMIC EXPERIENCE

First Security Corporation - Economic Analyst, 1983-1986

Economics Research Dept., Salt Lake City, Utah - Developed multivariate regression forecasting models, and established automated economic data collection and publishing procedures; introduced the use of microcomputer spreadsheets for data collection, analysis and report creation/production

MegaDiamond Corporation - Lab Technician, 1980-1982

Production Dept., Provo, Utah: Processed synthetic diamonds

PROFESSIONAL CERTIFICATION

Certified in Production and Inventory Management (C.P.I.M.) - American Production and Inventory Control Society, 1989

SCHOLARLY WORKS IN PROGRESS

Raymond, B.C and Kwon, He-Boong, *Curricular Design for AACSB Student Engagement*, Target Journal is the Journal of Education in Business

Fowler, Karen and Raymond, B.C., *Survey Results of the Perceptions of crisis and disaster preparedness, safety, and fear among university faculty and staff*, Target Journal is Undetermined

Raymond, B.C. and White-Davis, L., *GRIT as a Predictor of Freshman-Sophomore Student Retention*, Target Journal is Undetermined

JOURNAL PUBLICATIONS

November 2014 Raymond, B.C. and Kannan, V., *A Survey of AACSB Faculty Mentoring Programs*, Journal of Management Education, 38(6), pp 818-842, 2014.

December 2008 Raymond, B.C and Black, L., *Teaching Undergraduates about Dynamic Systems*, Journal of Business and Management, 14(2), pp 93-116, 2008.

- January 1996 Benham, H. C. and Raymond, B. C., *Information Technology Adoption: Evidence From a Voice-Mail Introduction*, Computer Personnel, 17(1), pp 3-25, 1996.
- November 1995 Swinth, R. L. and Raymond, B. C., *Sustainable Development in Practice: The Management of Yellowstone Lake For Fishing and Ecosystem Protection*, in Research in Corporate Social Performance and Policy, Sustaining the Natural Environment: Empirical Studies on the Interface Between Nature and Organizations, Supplement 1: 291-321, JAI Press LTD. Middlesex, England, 1995.
- July 1994 Hatton, L. and Raymond, B. C., *Developing Small Business Effectiveness in the Context of Congruence*, Journal of Small Business Management, 32(3): pp 76-89, 1994.
- September 1993 Gross, J. and Raymond, B. C., *Total Flexibility Management: A Managerial Approach for Developing Flexible Resources*, Industrial Management, 35, pp 21-23, 1993.
- September 1992 Raymond, B. C. and Gross, J., *Microcomputer Support of Educational Objectives in POM Education*, Journal of Education for Business, 68(1), pp 49-54, 1992.

PUBLISHED PROCEEDINGS

- April 2016 Fowler, K. & Raymond, B.C. *Campus Perceptions of the Effectiveness of Disaster Preparedness Training: Survey Results*. Proceedings of the 2016 Western Decision Sciences Institute Annual Meeting, Long Beach, CA, April 2016.
- April 2016 Raymond, B. C. & Kwon, He-Boong *Are You Ready To Buy-Local? Survey Results*. Proceedings of the 2016 Western Decision Sciences Institute Annual Meeting, Long Beach, CA, April 2016.
- April 2015 Raymond, B. C. & Fowler, K. L. *Perceptions of crisis and disaster preparedness, safety, and fear among university faculty and staff: An exploratory study*. Proceedings of the 2015 Southeast Decision Sciences Institute Annual Meeting, Savannah, GA, April 2015.
- April 2014 Raymond, B.C., Sissom, L., White-Davis, K., *Creating A Cost-Effective System For Individualized Student Support Services*, Proceedings of the 2014 Western Decision Sciences Institute Annual Meeting, pp 163-168, April 2014
- April 2013 Raymond, B.C, Kannan, V., *Survey Results Of Faculty Mentoring Programs At AACSB Schools Of Business*, Proceedings of the 2013 Western Decision Sciences Institute Annual Meeting, pp 34-39, April 2013.
- April 2011 Raymond, B.C, *Best Practices in Faculty Mentoring*, Proceedings of the 2011 Western Decision Sciences Institute Annual Meeting, pp 3091-3096, April 2010.
- April 2010 Raymond, B.C, *Evaluation and Analysis of Class Scheduling Software: An Information Management Case*, Proceedings of the 2010 Western

- April 2009 Decision Sciences Institute Annual Meeting, pp 3091-3096, April 2010.
Raymond, B.C, *The Application of Hazard Modeling to the Management of Retirement Budgets*, Proceedings of the 2009 MidWest Decision Sciences Institute Annual Meeting, 3 Un-numbered Pages, April 2009.
- April 2008 Raymond, B.C and Semenik, Richard, *Pleasing All the Faculty All the Time: The Allocation of Scarce Faculty Raise Funding*, Proceedings of the 2008 Western Decision Sciences Institute Annual Meeting, Abstract, pp 101, April 2008.
- April 2007 Raymond, B.C and Black, L., *Math Preparation of Entering Business Students*, Proceedings of the 2007 Western Decision Sciences Institute Annual Meeting, 3 Un-numbered Pages, April 2007.
- November 2005 Benham, H. and Raymond, B.C., *Using Quantitative Mini-Cases in Management Courses*, Decision Sciences Institute, 2005 Annual Meeting Proceedings, pp 15641-15646, November 2005
- April 2005 Raymond, B.C and Black, L., *Teaching Undergraduates about Dynamic Systems*, Proceedings of the 2005 Western Decision Sciences Institute Annual Meeting, pp 227-229, April 2005. Winner of Best Paper Award for the Innovative Education Track
- Invited for presentation at the Decision Sciences Institute, 2005 Annual Meeting, and included in the Decision Sciences Institute, 2005 Annual Meeting Proceedings, pp 23091-23096, November 2005
- April 2004 Raymond, B.C and Black, L., *Teaching and Learning: A Systems Perspective*, Proceedings of the 2004 Western Decision Sciences Institute Annual Meeting, pp 197-199, April 2004.
- April 2000 Raymond, B.C, *Graphical Presentation of LP Sensitivity Analysis*, Proceedings of the 2000 Western Decision Sciences Institute Annual Meeting, pp 625-628, April 2000.
- April 1999 Raymond, B.C. and Dempsey, M., *A Comparison of Student Outcomes From an Internet-based Inventory Simulation*, Proceedings of the 1999 Western Decision Sciences Institute Annual Meeting, pp 108-110, April 1999.
- April 1998 Raymond, B.C. and Benham, H.C., *Service Quality Assurance Using the Standardized Komogoroff-Smirnoff Statistic*, Proceedings of the 1998 Western Decision Sciences Institute Annual Meeting, April 1998.
- April 1998 Raymond, B.C., *Internet-Based Decision-Making Simulations*, Proceedings of the 1998 Western Decision Sciences Institute Annual Meeting, April 1998.
- May 1997 Benham, H. C. and Raymond, B. C., *Montana's Business & Economics Educator's Electronic Community*, Proceedings of the 1997 Information Resources Management Association International Conference, Executive Abstract, 1997.
- March 1997 Raymond, B.C. and Swinth, R.L. *A Managerial Perspective on Ecological Sustainability: The Lake Trout Threat At Yellowstone Lake*, Proceedings of the 1997 Western Decision Sciences Institute Annual Meeting, March 1997.
- March 1997 Raymond, B.C, Benham, H.C. and Brown, F.W. and Haehl, J.H. *A Panel Discussion of the Pedagogical Applications of the World Wide Web in* Bruce C. Raymond, Curriculum Vita, November 2018, Page 6

- Colleges of Business, Proceedings of the 1997 Western Decision Sciences Institute Annual Meeting, March 1997.*
- November 1995 Raymond, B. C., *Accomplishing the College of Business Mission Through Curriculum Design: An Example in the Introductory POM Course*, Proceedings of the 1995 Decision Sciences Institute Annual Meeting, November 1995.
- May 1995 Benham, H. C. and Raymond, B. C., *Empirical Types of End-Users*, Proceedings of the 1995 Information Resources Management Association International Conference, pp 308-309, Executive Abstract, May; 1995
- April 1995 Johnson, G. C., Haehl, J. H., and Raymond, B. C., *Simulation as a Classroom Presentation Device*, Proceedings of the 1995 Western Decision Sciences Institute Annual Meeting, April 1995.
- January 1995 Lohss, M. and Raymond, B. C., *Swingle Student Health Services, ProModel PC Computer Simulation*, Proceedings of the 1995 SCS Western Multiconference: Business/MIS Simulation Education, pp 77-81, January 1995.
- November 1994 Raymond, B. C., and Benham, H. C. *An Analysis of Undergraduate Student Evaluations of Instruction*, Proceedings of the 1994 Decision Sciences Institute Annual Meeting, pp 2073-2075, November 1994.
- May 1994 Benham, H. C. and Raymond, B. C., *End-User Support and IT Adoption*, Proceedings of the 1994 Information Resources Management Association International Conference, pp 522-523, Executive Abstract, May 1994.
- March 1994 Benham, H. C. and Raymond, B. C., *Adoption and Utilization of Voice Mail*, Proceedings of the 1994 Association for Computing Machinery Annual Meeting: Special Interest Group on Computer Personnel Research, pp 311, March 1994.
- January 1994 Raymond, B. C., *Using Simulation in Self-Taught POM Cases*, Proceedings of the 1994 SCS Western Simulation Multiconference: Business/MIS Simulation Education, pp 99-102, January 1994.
- January 1993 Raymond, B. C., *Simulation as a Tool for MIS Small Business Projects: An Example at Prairie Renaissance*, Proceedings of the 1993 SCS Western Simulation Multiconference: Simulation Applications in Business Management and MIS, pp 61-63, January 1993.
- January 1992 Raymond, B. C., *The Use of Simulators in Teaching POM: An Example Using XCELL+*, Proceedings of the 1992 SCS Western Simulation Multiconference: Simulation in Education for Business, Management, and MIS, pp 54-57, January 1992.
- November 1988 Raymond, B. C., *Discrete Implementation of Full-Turnover Assignment in Automated Storage and Retrieval Systems*, Proceedings of the 1988 Decision Sciences Institute Annual Meeting, pp 1100-1102, November 1988.

PUBLIC PRESS

- November 2012 Raymond, B.C., *Community Collaborations at CSU-Pueblo*, Pueblo Chieftain, November, November 20, 2014
- November 2012 Raymond, B.C., *Do businesses have social responsibilities to the communities they plant in beyond maximizing profits?*, Pueblo Pulp, October 31, 2012.

SOFTWARE AND WEB PAGES

- Summer 2003 Raymond, B.C., *Visual Basic Bathtub Simulator*
- Summer 2003 Raymond B. C. and Black, Laura, *Web-based Stocks and Flows Exercise*
- Fall 1998 Raymond, B.C. *MSU College of Business Electronic Scholarship*
- Spring 1997 Raymond, B.C. *MJ Clothiers Inventory Management Simulation*
- Summer 1996 Raymond, B.C. *MSU College of Business Messaging Center*

BOOK REVIEWS

- Fall 1994 Raymond, B. C., *The Quality Professor*, The Montana Professor, 4(3): 26-28.

PRESENTATIONS

- May 2016 Raymond, B. C., *Why AACSB Accreditation*, Invited Key-Note Address, Chungnam University, Daejeon, Korean, May 20, 2016
- April 2016 Fowler, K.L. & Raymond, B.C. *Crisis and disaster preparedness on university and college campuses*, Special Session: Crisis & Disaster Panel. *Western Decision Sciences Institute*, Las Vegas, NV, April 2016.
- September 2014 Frew, E, Gilbreath, B. Raymond, B. C. & Wright, C. (2014). *Performance Measurements: A Shared-Governance Budget Reduction Model*. 2014 NACUBO Planning and Budgeting Forum, Denver, CO
- November 2012 Raymond, B. C., *Achieving Personal Success In Business: Lessons From The Wizard Of Oz*, Invited Presentation, DECA Regional Competition, Pueblo West, CO, November 2012
- November 2011 Raymond, B. C. and Kannan, V., *Best Practices in Faculty Mentoring*, 2011 Decision Sciences Annual Meeting, Invited Presentation, Abstract in the Program, November 2011.
- November 2009 Raymond, B.C., *Best Practices in Faculty Development: A Benchmarking Audit*, 2009 Decision Sciences Annual Meeting, Invited Presentation, Abstract in the Program, November 2009.
- May 1998 Raymond, B.C. and Swinth, R.L. *A Theory of Ecologic and Economic Persistence*, presented to the college of Commerce Research Series, Waikato, University, Hamilton, NZ, May 27, 1998

- May 1998 Raymond, B.C. *Global Student Simulation Competitions Using the World-Wide-Web*, presented to the Information Systems and Operations Management Faculty, Waikato University, Hamilton, NZ, May 28, 1998
- November 1997 Swinth, B and Raymond, B.C. *A Theory of Ecologic and Economic Persistence*, 6th International Conference of the Greening of Industry Network: Developing Sustainability: New Dialogue, New Approaches, November 16-19, 1997, Santa Barbara, CA.
- December 1996 Swinth, R.L. and Raymond, B.C. *A Managerial Perspective on Ecological Sustainability: The Lake Trout Threat at Yellowstone Lake*, Montana State University-Bozeman Mountain Research Center Series, December 12, 1996, Bozeman, Montana
- February 1996 Swinth, R.L. and Raymond, B.C. *Strategies for Managing a Natural Resource to Sustain Both Fishing and the Fishery: The Case of Yellowstone Lake*, The Montana Chapter of the American Fisheries Society Annual Meeting, February 12-16, Kalispell, Montana.
- January 1996 Raymond, B. C., *Computer Simulation of Strategic Management Decisions*, 1996 SCS Western Muliconference, January 14-17, 1996, San Diego, California.
- August 1995 Swinth, R. L. and Raymond, B. C., *Transforming the Interface Between Nature and Organizations: Studies on Sustaining the Natural Environment*, 1995 Academy of Management Annual Meetings, Vancouver, British Columbia, Canada, August 6-9, 1995.
- June 1994 Swinth, R. L. and Raymond, B. C., *The Management of a Natural Resource: The Interplay of Research and Politics on the Cutthroat Fishery at Yellowstone Lake*, 1994 National Association of Environmental Professionals Annual Conference: Global Strategies for Environmental Issues, New Orleans, LA, June 12-15, 1994.
- October 1993 Raymond, B. C., *Experiential Learning in Production/Operations Management Education*, 1993 Production and Operations Management Society Annual Meeting, Boston, MA, October 3-5, 1993.
- October 1992 Gross, J. and Raymond, B. C., *POM Educational Objectives and the Use of Microcomputer Software: Survey Results and Conclusions*, 1992 Production and Operations Management Society Annual Meeting, Orlando, Florida, October 18-21, 1992.
- November 1991 Raymond, B. C., *Using Microcomputer Software to Support Learning Objectives in POM Education*, 1992 Annual Meeting of the Production and Operations Management Society, New York, NY, November 10-13, 1991.
- October 1991 Raymond, B. C., *Snow Inc.: Building a Manufacturing Planning and Control Information System Using LOTUS 1-2-3*, APICS 34th International Conference and Exhibition, Seattle, Washington, October 20-25, 1991.
- November 1989 Raymond, B. C. and Mattson, K., *The Optimal Money Market Portfolio: A Dynamic Programming Approach*, 1989 Decision Sciences Institute Annual Meeting,, New Orleans, LA., November 20-22, 1989.

- November 1989 Raymond, B. C. and Hatton, L., *An Integrative Model of Organizational Congruence*, 1989 Decision Sciences Institute Annual Meeting , New Orleans, LA., November 20-22, 1989.
- November 1987 Raymond, B. C., *Prediction of Fixed Resource Utilization in Automated Storage and Retrieval Systems*, 1987 Decision Sciences Institute Annual Meeting , Boston, Massachusetts, November 23-25, 1987.
- August 1987 Raymond, B. C., *A Review and Multivariate Analysis of Storage Assignment Policies in Automated Storage and Retrieval Systems*, 1987 Academy of Management Annual Meetings , New Orleans, Louisiana, August 9-12, 1987
- November 1986 Raymond, B. C., *Capacity Utilization and Storage Assignment Policies in Automated Storage and Retrieval Systems*, 1986 Decision Sciences Institute Annual Meeting , Honolulu, Hawaii, November 23-25, 1986.

GRANTS RECEIVED/SUBMITTED

- July 2018-June 2023 In collaboration with Dr. Roberto Mejias received \$1,000,000 in funding over five years from Colorado State University-Ft Collins to support the Center for Cybersecurity Education and Research at Colorado State University-Pueblo
- June – Dec, 2016 Collaborated with Dr. Roberto Mejias (PI) on four grant submissions as noted below.
- NSA Cyber Security Competition (\$26,000), June 2016
 - Dept of Homeland Security Technical Education and Training (\$350,000), Part of a U of AZ Grant Submission, Oct 2016
 - CO Cyber Security Education Initiative (\$1.1 million), Nov 2016
 - NSF Capacity Building for Cyber Security Education (\$499,428), Dec 2016
- July 1998 *Group Dynamics in Community Coalitions: Montana State Incentive Research Grant*, \$3,400, Montana State Dept. of Health and Human Services
- July 1997 *Inventory Management Simulation Using Javascript*, \$4,000, College of Business Research Support and Burns Telecommunications Research Support programs, Montana State University-Bozeman, Bozeman, MT.
- July 1996 *End-Users Classification and Support Utilization*, \$6,000, with Harry Benham, College of Business IDC Research Grants, Montana State University-Bozeman, Bozeman, MT.
- July 1995 *Montana Council on Economic Education On-Line*, \$4,000, with Harry C. Benham, Fellowship and Grant of the Burns Telecommunications Center, Montana State University-Bozeman, Bozeman, MT.
- July 1995 *Experiential-Based Learning Using Computer Simulation and Internet Information Resources*, \$2,000, College of Business IDC Research Grants, Montana State University-Bozeman, Bozeman, MT.
- July 1994 *Chi-Squared Analysis of Student Evaluations of Instruction, and Adoption and Utilization of Voice Mail*, \$4,000, with Harry C. Benham, College of

- Business IDC Research Grants, Montana State University-Bozeman, Bozeman, MT.
- July 1993 *ProModel PC Simulation of MSU Student Health Services*, \$2,000, College of Business IDC Research Grants, Montana State University-Bozeman, Bozeman, MT.
- July 1992 *Small Business Applications in POM: Cases at Prairie Renaissance*, \$2,000, College of Business IDC Research Grants, Montana State University-Bozeman, Bozeman, MT.
- July 1991 *Computer Usage in Support of POM Educational Objectives: Survey of University Faculty*, \$2,400, College of Business IDC Research Grants, Montana State University-Bozeman, Bozeman, MT.
- July 1990 *The Use of Microcomputers in Support of Teaching Objectives in POM Education*, \$2,000, College of Business IDC Research Grants, Montana State University-Bozeman, Bozeman, MT.
- July 1989 *Evaluation of the XCELL+ Factory Modeling System*, \$3,400, University of Wisconsin-Oshkosh Faculty Development Program, Teaching Development Component
- July 1987 *Production and Presentation of Business Graphics*, \$3,200, University of Wisconsin-Oshkosh Faculty Development Program, Teaching Development Component

SEMINAR AND WORKSHOP PRESENTATIONS

- August 2013 *Personal Finance*, Colorado State University-Pueblo Fall Convocation Workshops, August 23, 2013, Pueblo, CO
- October 1997 *The Off-Campus Campus*, ITC Brown-bag Series, Montana State University-Bozeman, Bozeman, MT.
- October 1997 *The Role of the Business Advisory Council: AACSB Reaccreditation*, Business Advisory Council to the Dean, Montana State University-Bozeman, Bozeman, MT.
- September 1997 *An Overview of the Western Governors University*, MSU-Bozeman WGU Oversight Committee, Montana State University-Bozeman, Bozeman, MT.
- April 1997 *COB Relationships with the Burns Telecommunications Center*, Business Advisory Council to the Dean, Montana State University-Bozeman, Bozeman, MT.
- November 1996 *The Web in the Classroom*, ITC Brown-bag Series, Montana State University-Bozeman, Bozeman, MT.
- Jun,Jul 1996 *Aggregate Planning, Resource Requirements Planning and Master Scheduling*, Video Lottery Consultants, Bozeman, MT, Four Certification Seminars.
- May 1996 *An Introduction to the World Wide Web*, Morningstar Elementary School, Bozeman, MT.

- May 1996 *The AACSB Reaccreditation Review*, College of Business Dean's Business Advisory Board Meeting, Montana State University-Bozeman, Bozeman, MT.
- March 1996 *The Internet*, Gallatin Valley Human Resource Association, Bozeman, MT.
- February 1996 *Video Lottery Consultants and APICS*, Video Lottery Consultants, Inc., Bozeman, MT
- February 1996 *The World Wide Web*, Lattice Materials Corporation, Bozeman, MT.
- January 1996 *Surfing The Internet*, Small Business Administration Native American Business Management Institute, Bozeman, MT.
- Fall 1995 *MCEE Online*, Montana State University-Bozeman Technology Tuesday, sponsored by the Montana State University-Bozeman Extension, with Harry Benham, Bozeman, MT.
- Fall 1995 *Using Pathworks E-mail*, Montana State University-Bozeman College of Business Faculty Training, with Harry Benham, Bozeman, MT.
- Fall 1995 *Surfing the Web with Netscape*, Montana State University-Bozeman College of Business Faculty Training, with Harry Benham, Bozeman, MT.
- Fall 1995 *Using Network Drives to Protect Against Virus Infection*, Montana State University-Bozeman College of Business Faculty Training, with Harry Benham, Bozeman, MT.
- 1995 *Managing the Transition to the Electronic Classroom*, Using New Information Technologies in the Classroom, Assistant Dean's Council, Montana State University-Bozeman, Bozeman, MT
- 1994 *Using WP Presentations*, Presented to the College of Business Faculty, Montana State University-Bozeman, Bozeman, MT
- 1994 Critical Role of Total Quality Management, Guest lecture to BUS 301, Bill Kyle, David Barnhill, Montana State University-Bozeman, Bozeman, MT
- 1990 *Professional Contributions of APICS Student Chapters*, Presented to the APICS National Board of Directors, Milwaukee, WI
- 1989 *An Introduction to Harvard Graphics*, Presented to the College of Business Faculty, University of Wisconsin-Oshkosh, Oshkosh, WI
- 1989 *Design and Use of Business Graphics*, Richard W. Koehn Institute for Information Systems and Automation, University of Wisconsin-Oshkosh, Oshkosh, Wisconsin
- 1989 *Designing Graphs and Charts Using Harvard Graphics*, ValleyCast Inc., Appleton, WI.

AWARDS AND HONORS

Extraordinary Service Award – 1990-2012, Jake Jabs College of Business and Entrepreneurship, Montana State University-Bozeman

Code of Excellence Award – 2012, Recognition through Faculty Vote for Excellent Performance, Jake Jobs College of Business and Entrepreneurship, Montana State University-Bozeman

Outstanding Service Award – 2010, Bozeman Sunrise Rotary Club, Bozeman, MT

Haynes Superior Performance Award – 2007, Montana State University College of Business, Bozeman, MT

President’s Outstanding Contribution Award – 2006-2007, Western Decision Sciences Institute

Board Member of the Year, 2006-2007, Junior Achievement of Southwest Montana, Bozeman, MT

Outstanding Service Award, 2004-2005, Western Decision Sciences Institute

Commitment to Excellence Award – 2001, Beta Gamma Sigma, Montana State University College of Business, Bozeman, MT

Student’s Choice Commencement Speaker - 1998, Montana State University-Bozeman, Bozeman, MT

Alumni-Chamber of Commerce Awards for Excellence - 1995, Montana State University-Bozeman, Bozeman, MT

Phi Kappa Phi, 1995, Montana State University-Bozeman, Bozeman, MT

Gold Award, 1989, 1990, University of Wisconsin-Oshkosh Student Chapter, APICS, Oshkosh, WI

Platinum Award, 1989, 1990, Fox Valley Chapter, APICS, Oshkosh, WI

Outstanding Service Award, 1990, Fox Valley Chapter, APICS, Oshkosh, WI

Continued Service Award, 1989, University of Wisconsin-Oshkosh Student Chapter, APICS, Oshkosh, WI

APICS Regional Student Essay Awards, Faculty sponsor for student winners in Region XIII, Oshkosh, WI

Dues Sponsorship, 1989, 1990, Fox Valley Chapter, APICS, Oshkosh, WI

Beta Gamma Sigma, 1985, University of Utah, Salt Lake City, UT

Honors at Graduation, 1982, Brigham Young University, Provo, UT

COMMUNITY AND UNIVERSITY SERVICE

Colorado State University-Pueblo

University:

- DARS Implementation Committee, Member, 2015-2016
- Search Committee, Three ICR Positions: Grants Coordinator/Programs Director, Data Analyst/Curator, Senior Scientist, Institute of Cannabis Research, Chair, 2017
- Search Committee, Director of the Institute of Cannabis Research, Member, 2016
- Search Committee, Dean of the College of Engineering, Education and Professional Studies (CEEPS), Chair, 2015
- CSU System Collaborations Task Force, Member, 2016-2017
- Institute of Cannabis Research Steering Committee, Member, 2015-Present
- University Leadership Team (ULT), Member, 2012-Present
- Dean’s Council, Member, 2012-Present

- Academic Council, Member, 2012-Present
- University Budget Board, Member, 2012-Present
- Assessment of Academic Unit Assessment Efforts, Volunteer, 2013-present
- President's Buy Local Task Force, Member, 2014-2015
- General Classroom Building Architect Selection Com, Member, 2013-2014
- General Classroom Building Gen Contractor Selection Com, Member, 2013-2014
- General Classroom Building Design and Review Com, Member, 2013-2014
- University Budget Board, Member, 2012-Present
- Graduate Council Marketing Committee, Member, 2012-2013
- Retention Task Force, Member, 2012-2013
- South Metro Campus Development Task Force, Member, 2012-2013
- Distinguished Alumni Award Committee, Member, 2012-present
- New Student Recruitment Telephone Calling, April-May, 2013
- AIM Department AOL Coordination Task Force, Member, 2012-2013
- Finals Midnight Breakfast Team, Member, December 9, 2013
- Continuing Education Expansion Task Force, Member, 2013-2014

Montana State University-Bozeman:

University:

- Registration and Classroom Utilization Task Force, Member, 2012
- Associate Provost Search Committee, Member, 2011
- Hotel, Restaurant and Tourism Program Eval Task Force, Member, 2011-2012
- President's New Academic Programs Task Force, Member, 2011
- Montana State University Operational Initiative, Member, 2011-2012
- Faculty Activity Database Task Force, Member, 2010-2011
- Montana State University Planning Council (Strategic Planning Com), 2010-2012
- Academic Technology Advisory Committee, Member, 2005-2012
- NWCCU Accreditation Visit Team, UNLV, 2010
- NWCCU Accreditation Committee, Standard Two Chair, 2008-2010
- MUS Transfer Equivalency Initiative
 - Accounting Faculty Learning Outcomes Committee, Member, 2008-2009
 - Business Faculty Learning Outcomes Committee, Member, 2009-2012
- Security Management Team, Member (Ex Officio), 2005-2012
- Astra Scheduling Software Evaluation, Consultant, 2009
- Learning Management System Evaluation Task Force, Member, 2006-2009
- Purchasing Advisory Committee, Member, 2006-2008
- Directed Interdisciplinary Studies Committee, Member, 2004-2008
- Dean's Council, Spring 2007
- University Planning and Budget Advisory Committee, Spring 2007
- Budget Reallocation Task Force, Member, 2006-2007
- Phi Kappa Phi, Treasurer, 2000-2005
- Adjunct Faculty Compensation Task Force, Member, 2003-2004
- Information Technology Advisory Committee, Member, 2002-2005
- Tactical Planning Subcommittees,
 - IT and Infrastructure, IT and Instruction, Non-traditional Offerings, 2004-2005

- Enrollment Management Committee, Member, 2001-2004
- Assessment and Outcomes Committee, Member, 1999-2004
- Financial Aid Task Force, Member, 2003-2004
- Summer Program Advisory Task Force, Member, 2001-2002
- International Student Recruitment Task Force, Member, 2001-2002
- Key Performance Indicators Development, Creation of KPIs, 2001-2002
- Extended Studies Advisory Task Force, Member, 2000-2001
- Information Technology Advisory Task Force, Vice Chair, 2001
- Controller Search Committee, Member, 2000
- Northwest Accreditation Standard Two Committee, Member, 1998-1999
- Faculty Affairs Committee, Member, 1998-1999
- Teaching and Learning Committee, Member, 1990-1997, Chair 1997-1998
- Computer Software Advisory Subcommittee, Chair, 1991-1997
- Freshman Outdoor Orientation, Faculty Advisor, 1995
- Undergraduate Studies Committee, Member, 1994-1995

MSU College of Business:

- AACSB Reaccreditation Coordinator, 1995-2003, presently provide data support
- Web Site Pages, Author and Editor, Make-My-Day Review, 1995-2011
- Accounting and Administrative Associate Search Committees, Member and Chair, 2001-2011
- Beta Gamma Sigma, Faculty Advisor, 1998-2002
- Computer Usage Committee, Member, 1991-2002
- Strategic Planning Committee, Member, 1990-1998, 2000-2002
- International Committee, Member, 1994-2002
- Advisory Council to the Dean, Member, 1994-1999
- Curriculum Committee, Member, 1994-1997
- Student Advising Task Force, Co-Chair, 1992-1996
- Core Curriculum Committee, Chair, 1992-1993
- Peer Evaluation of Teaching Committee, Member, 1992
- Recruiting Representative to Ricks College, 1994-1997
- BUS 101 Community Service, Advisor and Participant, 1991-1995
- Scholarship Committee, Co-chair, 1999-2012
- Director of Comm and Public Relations Search Committee, Member, 2001

Miscellaneous University and Community Service:

NeighborWorks of Southern Colorado

Board Member, 2016-Present

Pueblo County Buy Local Commission

Community Member, 2015- Present

Pueblo Rotary 43, Member 2012-Present

- President, 2015-2016
- President Elect, 2014-2015
- Board Member, 2013-2016
- Membership Committee Chair, 2013-2015

Incendant Corporation

Board Member, 2013-2016

Letters of Recommendation for Faculty, Students and Staff

- Faculty Letters of Recommendation for Joey Cho, Patrick Radigan, Steve Norman, Ida Whited, Karen Fowler, Bradn Gilbreath, Michael Wakefield, Wayne Martinez, Justin Goss, Rick Huff, Justin Holman, He-Boong Kwon, Roberto Mejias, Kevin Duncan, Dave Piquette, Seong-Jong Joo, Keong Leong, Anne Christensen, Bill Brown, Laura Black, Bonita Peterson, Christie Johnson, Irene Chang, Mike Reilly, Mike Mahler, David Barnhill, Shannon Taylor, Sitki Karahan, Susan Dana, Jim Brock, Agnes Kwapisz and Gary Strobel
- Staff Letters of Recommendation for Gene Lucero, Jill Sanchez, Kristyn White-Davis, Halina Rickman, EJ Suek, Mary Hardy and Lorrie Brenneman
- Student Letters of Recommendation for Korine Paisley, Chris Gonzales, Timothy Zercher, Clifton, Ford, Jessica Briceno, Jennifer Beattie, Andrea Schatzka, Brian Jordan, Byron DeVries, Cheng Li, Cody Carter, Calli Sanders, Daniel Farr, Jeff Jorgenson, Molly Harris, Patrick Miller and Jeanne Westgard, Jessica Briceno

Council on American Indian Educational Achievement Montana University System

Advisory Council, Member, 2001-2002, prepared a web-based literature review of Native American student mentoring programs

Bozeman Sunrise Rotary Club, Member, 2000-2011

- President, 2011-2012
- President Elect, 2010-2011
- Rotary Youth Leadership Awards Coordinator, 2001-2011, supervise recruitment and evaluation of student scholarship applications.
- Vocational Services Committee, Chair, 2007-2010
- Board of Directors, Member, 2007-2010, Bozeman Sunrise Rotary Club
- Rotaract Club – Faculty Advisor, 2006-2009

Service Core of Retired Executives - Bozeman (SCORE), Website Support, 2002-2004

Bozeman Track Club, Website Development, 2006-2009

Junior Achievement of Southwest Montana Board of Directors, 2005-2008

- Interim Board Chair, Spring 2006
- Board Chair, 2006-2007
- 2nd Grade Classroom Volunteer, Irving School, Bozeman, MT 2009-2011

AACSB Mathematics Curriculum Conference

Participant in a three-day working meeting on the development of mathematics curriculum recommendations to AACSB member schools, 2000

Western Governors University

- Participant in two-day Pilot Providers Meeting representing Montana State University-Bozeman, provided input regarding structure of WGU, June 1997
- Participant in one-day All Comers Meeting representing the State of Montana, provided input regarding the structure of the WGU Associate of Arts Degree, January 1998

Montana Council on Economic Education, provided consulting regarding the World Wide Web to Carol Ferrie, Administrative Assistant

Curricular Advisor, Mikaela Pisarevsky, Moscow State University, Provided syllabi and textbooks to aid development of business/economics curriculum for technicians and scientists, 1992

Student Exchange Support, Oksanna Alexeeva, Moscow Medical Academy, Provided research and information regarding international student exchanges between US and Russia, 1992

Bozeman High School Speech/Debate Competition, Judge, 1992, 1997, 1999-2003

City of Bozeman Capital Projects Advisory Committee, Member, 2000

Boy Scouts of America Troop 674/675:

- District Eagle Board of Review Pool, 1995-2003
- Assistant Scoutmaster, 1992, 2005-2011
- Troop Committee, Member 1992-1995, 2000-2011
- Finance Committee Member, 1993
- Pancake Breakfast Committee, Chair, Raised \$1,200, 1993

Lone Mountain Gymnastics Boosters

- Program Committee, Chair and Member, 1993-1994
- Boosters Fund Drive, Sponsor Recruiter, Raised \$500, 1994

Morningstar Elementary

- Worked with Robbye Hamburg and Marta Shelton to develop web pages, May 1996
- Overnight Outdoor Program, Parent Chaperone, 1992, 1994

Sacajawea Middle School

Overnight Outdoor Program, Parent Chaperone, 1996, 2001, 2003

CONSULTING ACTIVITIES

Resodyne Corporation, Butte, MT – Provided new business feasibility modeling and analysis, Fall 2003

Northwest Art Casting, Bozeman, MT. - Advised management regarding inventory control, product costing and production scheduling, December 1996.

Lattice Materials Corporation, Bozeman, MT - Advised management regarding employee productivity improvement and provided consulting regarding the World Wide Web and web markets, Fall 1996

Video Lottery Technologies, Inc., Bozeman, MT - Developed and presented a series of four training seminars on Master Scheduling in preparation for APICS certification examinations, Summer 1996 Developed a quality training course for production workers at VLT in conjunction with their efforts to achieve ISO 9000 certification. Made initial contacts with their production department regarding APICS certification courses, 1995.

Prairie Renaissance, Livingston, MT - In conjunction with a student MGMT 470 individual project provided consulting service to support product costing, materials acquisition, bill-of-materials, process flow, layout, production planning, master scheduling, and materials requirements planning, 1991-1995.

ILX Lightwave, Bozeman, MT - Worked with other faculty in the College of Business to develop a management seminar for managers with technical backgrounds in small Montana firms, 1992.

Montana Talc Inc., Three Forks, MT - Provided introductory quality control (SPC) seminars to lab and engineering personnel. Presented a seminar, "Why SPC," to top management on October 17, 1991. Presented a series of seminars on implementation of Total Quality Management to top management from October 1992 through December 1992.

Quality Management Audits - Advised and monitored Senior-level consulting projects with management students enrolled in MGMT 433. Provided quality audits for local business and non-profit organizations including Pizza Hut, The Billings Athletic Club, Blue Horizons Inc., MSU Food Services and MSU Student Housing Services, 1994, 1995, 1996

PROFESSIONAL/ACADEMIC SERVICE ACTIVITIES and DEVELOPMENT

External Research Review, University of Nevada-Las Vegas, Promotion to Full Professor of Operations Management, 2007

Decision Sciences Institute (DSI)

- Immediate Past President, Western DSI, 2007-2008
- President, Western DSI, 2006-2007
- Program Chair, Western DSI, 2004-2005
- Membership VP, Western DSI, 2002-2003
- Member, 1986 – present
- Co-chair, World-Wide Web Symposium, Western DSI Annual Meetings, 1997
- Track Chair, Business and Instructional Applications on the WWW, Western DSI Meetings, 1998-2001
- Track Chair, Innovative Education I, Western DSI Annual Meetings, 2001-2002
- Referee, Western DSI Annual Meetings, 1995, 1997-2009
- Session Chair, Western DSI Annual Meetings, 1997-present
- Participant, Western DSI Annual Meetings, 1997-2008, 2010-2011, 2013
- Session Chair, MidWest DSI Annual Meeting, 2009
- Participant, MidWest DSI Annual Meeting, 2009
- Referee, Decision Sciences Journal, 1989
- Session Chair, National DSI, 2009, 2011
- Participant National DSI Annual Meetings, 1986, 1987, 1988, 1989, 1994, 1995, 2005-2009, 2011

Production and Operations Management Society (POMS)

- Member, 1990-Present
- Participant, POMS Annual Meetings, 1991, 1993
- Session Chair, POMS Annual Meetings, 1991, 1993

Academy of Management

- Participant, National Academy of Management Annual Meetings, 1987

American Production and Inventory Control Society (APICS)

- Member, 1988-2003
- Participant, APICS Fox Valley Chapter Meetings, 1988, 1989, 1990
- Participant, University of Wisconsin-Oshkosh APICS Student Chapter Meetings, 1988, 1989, 1990
- Member, APICS National Student Chapter Awards Committee, 1991, 1992
- Participant, International APICS Conferences, 1991, 1992
- Participant, APICS International Conference Awards Ceremony, 1991, 1992
- Advisor, APICS Student Chapter, University of Wisconsin-Oshkosh, 1989, 1990
- Ad Hoc Member, Board of Directors, APICS Fox Valley Chapter, 1989, 1990

- Participant, *Just-In-Time for America*, The Forum Ltd., sponsored by the Fox Valley Chapter of APICS, 1989

The Society for Computer Simulation (SCS)

- Conference Chair, SCS Western Multiconference, 1996
- Program Chair, SCS Western Multiconference, 1995
- Associate Program Chair, SCS Western Multiconference, 1994
- Program Committee, SCS Western Multiconference, 1993, 1994, 1995, 1996
- Participant, SCS Western Multiconference, 1992, 1993, 1994, 1995, 1996
- Referee, SCS Western Multiconference, 1994, 1995, 1996
- Session Chair, SCS Western Multiconference, 1994, 1995, 1996

The Institute for Operations Research and the Management Sciences (INFORMS, formerly ORSA/TIMS)

- Member, 1991-1997

International Activities

- AACSB Consultant - Chungnam University, Daejeon, Korea, visited in May 2016
- Faculty Representative (Champion) - Waikato University, NZ, visited in May 1998
- Participant, Internationalization - Strategies for MS Institutional Development, October 1997
- Participant, Mountains and Minds in the New Global Landscape: A Campus Symposium on Building MSU's International Programs, 1995
- Faculty Representative – Autonomous University of Baja Mexico (UABC) visited with MSU faculty delegation in spring 1994
- Instructor, AmeriRuss Cruises, taught small business topics in Russia and interfaced with Russian Entrepreneurs, 1992
- Met with the faculty of the Nishny Novgorod Technical Institute, 1992