UAM

APPENDIX B

FACULTY VITAS

TEN YEAR
PROGRAM REVIEW REPORT

University of Arkansas at Monticello
Fall 2010

Michael Anthony Alexander Sr.

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Warren, Arkansas 71671
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Assistant Professor, Management

Education:

May 1999 – Jun 2004 **Doctor of Business Administration**

- Emphasis in Human Resource Management
- Nova Southeastern University, Fort Lauderdale, Florida

Aug 1995 – May 1998 **Master of Business Administration**

- Emphasis in Human Resource Development
- Webster University, Saint Louis, Missouri

Aug 1989 – Aug 1991 **Bachelor of Business Administration**

- Major: Business Administration
- University of Arkansas, Monticello, Arkansas

May 1987 – Apr 1989 **Associate of Arts**

- Major: Management
- Cum Laude Honor
- National University, San Diego, California

Experience:

Assistant Professor, 2005 - Present
University of Arkansas at Monticello
Courses: Management, Organizational Behavior, Human Resource, And International Business

Instructor, 2004 - 2005
Nova Southeastern University
Course: Management

Instructor, 1999 - 2003
University of Arkansas Pine Bluff
Courses: Organizational Behavior, Principle of Management

Research Skills:

Extensive knowledge of SPSS statistical programs.

Publications:

Spirituality in the Workplace as it Relates to Job Satisfaction among African-American Males, International Academy of Business and Public Administration Conference, Dallas, Texas

Affective Commitment as it Relates to Spirituality in the Workplace, International Academy of Business and Public Administration Conference, Dallas, Texas

Spirituality effect on Organizational Commitment in the Work Environment, International Academy of Business and Public Administration Conference, Memphis Tennessee

Honors, Awards and Community Involvement:

- Arkansas Zeta Chapter of Alpha Chi Rookie of the Year, 1st Runner-up 2006
- Arkansas Zeta Chapter of Alpha Chi, Rookie of the Year nominee 2007
- Service Award, Session Discussant for International Academy of Business and Public Administration 2006
- Society for Human Resource Management, Member since 2000
- Bradley County Friends of Library, 2010
- Served as Warren Planning Commissioner
- Capitol Citation from Secretary of State (Arkansas) 2008 and 2010
- Drew Central Elementary Reading Program 2009 and 2010
- President of Monticello Rotary Club, 2009 through 2010

University Service:

- Traffic Committee, 2005
- Human Relations Committee, 2006 - Present
- Program Review Committee , 2006 - Present (Served as Chair of this Committee in 2009)
- Academic Appeals Committee, 2008 –Present

Skills and Qualifications:

Operating Systems

- Windows XP, VISTA, NT, 2000, ME,Applications
- SPSS 10.0, Microsoft Office: Word, PowerPoint, Excel, Works, Access
- Procurement Applications: Cycle Count, Percon Scanning system
- Network Systems INDUS Passport, DIS, MMIS, AM/FM, ESTER
- University of Arkansas Admin System Boll

- WeevilNet System

Work History

Entergy Arkansas, Monticello Network, Procurement Stores, January 2000 – August 2005
ARKLA Gas Company, Distribution Operator, April 1995 – January 2000
Arkansas Power and Light, Accounts Collector/ Meter reading, January 1992 – April 1995
YMCA Warren, Physical Director, Nov 1989 – January 1992
United States Marine Corps, Personnel Clerk, May 1985 – May 1989
United States Army, Material Storage and Handling Specialist, May 1979 – May 1982

Dr. Roy F. Cabaniss

455 West Jefferson, Monticello, AR 71655
Home: 870.367.6909

Email: rcaban@housedraco.org
cabaniss@uamont.edu

EDUCATION

May 1992: Doctor of Philosophy (Marketing), Oklahoma State University, Stillwater, Oklahoma. Concentrations: Customer Satisfaction, Channels of Distribution and Logistics, International Marketing, Research Methods, E-commerce, Linux and Open Source Software, International Relations and Business.

July 1989: Masters of Business Administration, Jacksonville State University, Jacksonville, Alabama.

December 1985: Bachelors of Science in Agricultural Economics, Oklahoma State University, Stillwater, Oklahoma 74075.

PUBLICATIONS

Gulledge, Dexter and Roy Cabaniss (2004), A Computer Generated Ratio Analysis Tutorial, American Academy of Accounting and Finance. Dec 2004.

Cabaniss, Roy F. and Ron Portis (2004) "How to Receive and Process Attachments while Greatly Reducing the Risk of Viruses and Trojans" Developments in Business Simulations and Experiential Exercises, Vol 31, eds. Mary Jo Vaughn, Pensacola, Fla.

Cabaniss, Roy F., (2003) "The Effect of Asking Current Consumption Questions Before or After Product Evaluation", Journal of Targeting, Measurement and Analysis for Marketing, Vol. 12, No. 2.

Cabaniss, Roy F., (2002) "How 2 setup your office computer to run Linux for teaching e-commerce without messing everything else up." Developments in Business Simulations and Experiential Exercises, Vol. 30, eds. Mary Jo Vaughn, Pensacola, Fla.

Cabaniss, Roy F. (2002) "Penz: A Marketing Simulation" Developments in Business Simulations and Experiential Exercises, eds. Mary Jo Vaughn, Pensacola, Fla.

Cabaniss, Roy F., (1995) "Comparing a Domestic and International Distributor's Performance from a Manufacturer's Perspective," International Journal of Physical Distribution and Logistics Management, Vol. 25, No. 6.

Turley, Lou and Roy F. Cabaniss, (1995) "Price Knowledge for Services: An Empirical Investigation," Journal for Professional Services Marketing, Vol 12, No. 1.

Fugate, Douglas L and Roy F. Cabaniss, (1995) "The New Service Development Process: Continuing the Assessment," Atlantic Marketing Association, Vol 15, No 1.

Cabaniss, Roy F. and Michael Williams, (1995) "An Alternative to the Polls: Why a Game Can Predict a Political Race," Developments in Marketing Science, Vol. 18.

Cabaniss, Roy F. and Michael Williams (1993), "The Political Futures Game," Simulation and Gaming: An International Journal of Theory, Design, and Research, Vol. 24, No. 3.

Cabaniss, Roy F. (1991), "Perspectives on International Distribution: A Framework for Classifying the Research Agenda," Special Issue on International Marketing Channels, Journal of Global Marketing, Bert Rosenbloom ed., Philadelphia, Pa.,Vol. 4, no. 3.

Cabaniss, Roy F. (1993), "Simulation Marketing Oversights," Developments in Business Simulations and Experiential Exercises, eds. John Wingender & Walt Wheatley, Nashville, Tenn.

Cabaniss, Roy F. and Michael Williams (1991), "The Political Futures Game," Developments in Business Simulations and Experiential Exercises, eds. John Wingender & Walt Wheatley, Nashville, Tenn.

Hamm, B. Curtis, Roy F. Cabaniss and Marion Deaton (1990), "International Currency Fluctuations: Money$im, A Simulation," Developments in Business Simulations and Experiential Exercises, eds. John Wingender & Walt Wheatley, Honolulu, Ha.

Cabaniss, Roy F. and Hong Liu Irwin (1989), "A Normative Model for Applying Current Marketing Strategies in an International Environment: The Potential-Current Model," Proceedings of the 1989 Conference: Association for Global Business, Wilbur H. Thielbar and John Kaminarides eds., New Orleans, La.

DISSERTATION:

Differences Between International and Domestic Organizational Selling Relationships Utilizing the Satisfaction Construct.

RESEARCH IN PROCESS:

Cabaniss, Roy "Jungian Archetypes as predictors of Lifestyles." Data gathered.
Cabaniss, Roy F. "Database choice... Open source versus pay per view and its strategic implications."
Cabaniss, Roy F.: College administration database usage. Designing a

better, more user friendly, system..... designing the database and writing the article to accompany it.

Dot com database selection and utilization as a strategic decision. Gathering data.

E-commerce topics including Linux, Open Source as a business model, database utilization for startups, web utilization as an element of the promotional mix and the relationship between psychographic profiles and the willingness to purchase used items via the Internet.

The interaction between the e-commerce effort of a company and its organizational structure has particularly caught my attention. How the company goes about establishing their electronic presence as a part of their overall business and marketing strategy.

I am modeling the impact of illegal labor on a local economy.

AREAS OF INTEREST

E-commerce and how firms use electronic communications and databases. Open source software and business models.

Chaos theory as it impacts upon human behavior and the interpretation of human behavior as a nonlinear phenomena.

Observation and measurement of satisfaction in both individual and an organizational settings. This includes the phenomena of job satisfaction, customer satisfaction, service satisfaction, and channel satisfaction.

Games and experiential exercises as teaching tools.

PROFESSIONAL DEVELOPMENT

In March of 2010 I got a CMS adapted to work with 4 other open source projects so that data within each subset (accounting for example) is seamlessly applied to other parts of the application (enrollment as an example.)

In January of 2010 I got a security project approved for further development with the National Security Agency.

In November of 2009 I got 2 modules accepted into the Moodle coursework project. One for randomly generating an income statement and balance sheet and one for testing ratio analysis for randomly generated data in user specified formats.

In January of 2005 I was asked to work as a developer for the Moodle project.

In March of 2002 while at the ABSEL conference I was a panel discussant on software applications.

In January of 2002 I designed e-commerce website and software for catfish distribution company.

In May of 2001 I consulted with Dell on potential target markets for Linux based computers and the impact of a couple of the industry lawsuits.

In March of 2001 I was the Chairman and program organizer for a regional technology conference.

In March of 2001 I taught myself php (3 & 4) and SQL. This is used in both an academic setting (teaching e-commerce) and consulting

In February of 2001 I wrote and administered a survey to measure student satisfaction with H-TC and 3 other institutions.

In December of 2000 I consulted with IBM on Intermediate and Long term Linux strategy and how it would integrate with the product lines.

In October of 2000 I founded the Austin Caregivers. Got the state of Texas to donate 300 to Austin caregivers and helped set them up for them and distribute them to needy children.

In September of 2000 I was selected as Vice-President of the Board for PEDCO, a nonprofit organization with the goal of aiding in providing affordable housing in the Austin Area.

In August of 2000 I got high speed - high print quality network printers for every computer lab on campus (7 total) donated to HTC from Dell.

In July of 2000 I got 25 new Pentium computers donated to the Division of Business for a new computer lab from IBM.

In June of 2000 I was elected the Chairman of the Board for CAKE (Computers and Kids East). A non-profit organization dedicated to distributing computers to children in disadvantaged neighborhoods.

In April of 2000 I got 40 laptop computers donated to the school of Business to give to the Business honors students from Northeast computing.

In March of 2000 I got a laptop computer donated for every business honors student as a reward for their staying on the honor roll (donated by Applied Materials)

In March of 2000: Chairman for the Committee on Faculty Salary Structure at HTC.

In March of 2000 I was the BEEP representative from HTC. Went to the conference in Atlanta.

In February of .2000 I was the principle Speaker at the Texas Governmental technology conference in Dallas on databases and Linux.

In January of 2000 I was reelected to the Board of Directors for the Austin Linux Group.

NON-PUBLISHED RESEARCH

2009: Tetra Industries Inc. - Did a traffic flow analysis for a new chemical plant in Eldorado. Designed their shipping pattern and routing within the plant.

2008 Drew County Memorial Hospital: Did a need analysis for the hospital to determine what medical specialists are most in demand for their service area.

2003 McDonald's: Did a media utilization survey for Herb Hutchinson of McDonald's. He used our results to convince McDonald's to alter their media purchase patterns for this area.

2002 Drew county Economic Development Commission, Chamber of Commerce: Did telephone survey and market research for the workforce utilization for Drew and the surrounding counties.

2001-2002: Southern Distribution Company, Designed e-commerce site and set up network.

2000-2001.... There were four consulting jobs I did in 2000-2001 which are constrained by a non-disclosure agreement. I am unable to disclose the details of these beyond the fact they were in the area of e-commerce and marketing.

Nov. 99: Measuring student satisfaction with Huston-Tillotson College. To include examining the dissatisficers and expanding the target market.

Jun. 97 Star Enterprises: Environmental Impact and Risk communication study: Altering the corporate image in the surrounding community. And designed a strategy for communication with their community.

Mar 97-present: The Camarilla -- Web Page design and maintenance --Helping a nonprofit organization establish a web page and an Internet presence.

Jun. 95-present Linux Club of Austin-- Donated materials and set up servers for a Linux club. Helped new users to Linux and Unix get their machines running and networked. On the board of directors.

Aug. 95: Huston-Tillotson College -- Establish computer labs and networks -- putting the college on the internet and marketing via the Internet -- Using Novell, Linux and IBM Lan manager to make a set of labs for the Business Division.

Fall 1994 Hudson's Tool and Equipment Repair -- Target market estimation, promotional analysis and new site geographic analysis.

Spring 1993 Capitol Arts Center -- Market estimation and pretested a list of potential new products.

Spring 1993 The Bridal Center -- Market estimation and location analysis for a proposed bridal shop.

Fall 1992 Taco Tico -- Customer satisfaction survey, new product development research, a potential market analysis, and a site analysis for a new location

Fall 1992 New Networks Computer Company -- Market estimation for a computer company wishing to install computer networks in the Bowling Green area.

Spring 1992 The Medical Center -- Customer satisfaction survey.

Fall 1991 Estimated the market potential in rural Kentucky for a mail order business for the Office of Economic Development at Western.

Fall 1991 Prestele Corp. -- Target market estimation for a printing business.

Fall 1991 Desa International -- New product evaluation including a prototype comparison, attitudes towards the brand name and other requested topics.

Fall 1991 Draco -- Market estimation for a proposed used CD store and a proposed typing business

Fall 1991 National Dust Control -- Market estimation for a safety item cleaning service.

Fall 1991 Bowling Green Pipe and Tobacco -- Supervised an evaluation of potential new products to add to existing inventory.

Fall 1991 Smith's Funeral Home -- A survey of the target market's attitudes towards Smiths Funeral Home.

Fall 1991 Lifeskills -- Client survey for their biannual report to the state, and a customer satisfaction survey.

Fall 1991 Prestelle Corp. -- Market estimation for a starter remanufacturer.

WORK HISTORY:

August 2001 - present: University of Arkansas, Monticello. Professor of Marketing.
Responsible for expanding the Marketing major and teaching marketing classes. Educating faculty on e-commerce issues and doing economic development work in SE Arkansas. Conducting research and publishing on

various marketing topics. Committees include Regional Accreditation Committee, BS/BA standards Committee, Assessment, Internship, Faculty Research and Standards committees. Taught Principles of Marketing, Marketing Communications, Consumer Behavior, Marketing Research, Channels of Distribution, Productions and Operations Management, Management Information Systems, Retailing, Marketing Management, and International Business, Graduate Marketing Research/Statistics with full course responsibility for all courses.

August 1995-2001.... : Huston-Tillotson College, Chairman, Division of Business.
Associate Professor. Full budget and managerial responsibility, curricula revision to bring the college into compliance with accreditation standards, faculty evaluation and mentoring, teaching Marketing classes and the capstone classes as well Courses taught include: E-Commerce, Marketing Research, Marketing Management, Sales Management, International Marketing, Principles of Marketing, Business Machines and Networking, Business Policy, Entrepreneurship, Small Business Management, Consumer Behavior, Advertising, and Logistics. Committees include Faculty Compensation, Faculty Evaluation, Honors, Educational Policy Council, Search committees, Core curricula, Budget, Publications committee for SACS, Business Accreditation committee and the College Technology Committee.

July 1991 - June 1995: Western Kentucky University. Assistant Professor teaching International Marketing, Consumer Behavior, Basic Marketing, Marketing Research, Marketing Management, Channels of Distribution. Full course responsibility for all courses. Chair: faculty evaluation committee, member faculty senate.

August 89 - July 1991: Cameron University. Temporary Instructor teaching Business.
Research Methods (Graduate), Marketing Research (Undergraduate), Business Concepts (Graduate), Advertising, Principles of Marketing, and International Marketing. Full course responsibility for all of the above courses.

August 88 - May 89: Oklahoma State University. Graduate teaching assistant. Taught Channels of Distribution and Logistics.

January 86-July 88: US Army. Taught Nuclear and Chemical warfare at the US Army Chemical School. Designed the NBC Reconnaissance Scout program. Wrote the Department of Defense NBC Reconnaissance Scout program, manual, and criteria for certifying the recipients.

February 84 - January 86: US Army.

May 82 - February 84: Roy's Tobbaccos. Owned and managed a retail tobacco store in Killeen Texas.

May 78 - May 82: US Army.

May 76 - May 78: Roy's Freight Surplus. Owned and managed a wholesale operation in Oklahoma City. Opened a retail outlet after six months and managed it. Sold the business in 1978 for family reasons.

Jan 71 - Jan 76: Roy's Used Cars. Niche market used car lot. Sold location and inventory.

ORGANIZATIONAL AFFILIATIONS

American Marketing Association
Academy of Marketing Science
Association for Global Business
Association for Business Simulations and Experiential Learning
Council for American Survey Research Organizations

References available on request

Dr. Marsha Clayton
465 West Jefferson # 3
Monticello AR 71655
clayton@uamont.edu
Office: 870-460-1673
Home: 870-367-6620

Post-Secondary Education

University of Mississippi Oxford, Mississippi	Ph.D. in Economics	1990
University of Mississippi Oxford, Mississippi	M.A. in Economics	1976
Arkansas State University Jonesboro, Arkansas	B.S. in Economics	1974

Experience

University of Arkansas at Monticello–1992 to present

Director, Center for Economic Education, School of Business, 1999-present. Affiliated with Economics Arkansas (Arkansas Council on Economic Education) and Council on Economic Education. Promote economic education in the k-12 curriculum and conduct professional development workshops in economics for k-12 educators.

Associate Professor, School of Business, 1998-present. Courses taught include ECON 2213Principles of Microeconomics, ECON 2203 Principles of Macroeconomics, ECON 3453 Money and Banking, and GB 2113 Business Statistics I

Assistant Professor, School of Business, 1992-1998, Courses taught include Principles of Microeconomics, Principles of Macroeconomics, Managerial Economics, Intermediate Microeconomics, Money and Banking, Marketing Research, Business Statistics I and II

Francis Marion College, Florence, South Carolina. Acting Assistant Professor, 1991-1992, School of Business, Economics Area. Courses taught include Principles of Microeconomics, Principles of Macroeconomics, Statistics, Labor Economics, and a graduate level course in Managerial Economics

Wright State University, Dayton, Ohio. Instructor, 1990-1991, School of Business, Department of Economics. Courses taught include Principles of Economics I and II, Money & Banking, and Managerial Economics

Green Mountain College, Poultney, Vermont. Assistant Professor, 1988 to 1990, Department of Management. Courses taught include Principles of Economics I and II, Managerial Economics, Money & Banking, Economics of Government and Business, Principles of Finance, Marketing Research, and Business Communications

Austin Peay State University, Clarksville, Tennessee. Acting Assistant Professor, 1986 to 1987, Department of Economics, Finance, and Quantitative Methods. Courses taught include Principles of Economics I and II and Statistics I and II

Mississippi Industrial College, Holly Springs, Mississippi. Instructor, 1976 to 1981, Department of Business Administration. Taught courses in Economics, General Business, and Management

Graduate Assistant, University of Mississippi, Department of Economics and Finance, 1981-1986 and 1987-1988. Courses taught include Principles of Economics I and II, Statistics, and Intermediate Microeconomics

Graduate Assistant, University of Mississippi, Mississippi Mineral Resources Institute–Minerals Commercialization Center, 1983-1986 and 1987-1988. Participated in research projects investigating the potential of the state's mineral resources and the impact of the state economy on mineral resource development

Professional Development

Presentations:

The New Center Director and the K-12 Workshop, Marsha Clayton and Corbet Lamkin--Presentation at a concurrent session of the National Council on Economic Education/National Association of Economic Educators Annual Conference in Chicago, Illinois, October 24-27, 2001

The New Center Director and the K-12 Workshop: A Partnership Approach, Marsha Clayton and Corbet Lamkin--Presentation at a concurrent session of the National Council on Economic Education/National Association of Economic Educators Annual Conference in Savannah, Georgia in October 2000

Achievement Comparisons in Economic Principles for Students of Agricultural Economics, Robert Stark, Jr., and Marsha Clayton presented at the Annual Meeting of the Southern Agricultural Economics Association, February 1999

An Assessment Tool for the Economics Course Sequence, Marsha Clayton and Robert Stark, Jr., presented at the 25th Annual Meeting of the Academy of Economics & Finance, February 1998

An Assessment Tool for the Economics Principles Course Sequence & the Agricultural Economics Principles Course, Marsha Clayton and Robert Stark, Jr. presented at the 34th annual meeting of the Missouri Valley Economics Association, February 1998

Application of a Simple Assessment Tool for Economics to Students of Agricultural Economics, Robert Stark, Jr., and Marsha Clayton, presented at the 28th Annual Meeting of the Southeast Decision Sciences Institute, February 1998

Demand for Natural Gas by Customer Class in the Municipal Natural Gas Distribution Industry, Marsha Clayton, 20th Annual Meeting of the Midsouth Academy of Economics and Finance, February 1993

The Economic Feasibility of Shipping Mississippi Bricks to Selected Cities Using the Tenn-Tom and Other Inland Waterways, Su-Hee Cho, Marsha Clayton, and S. Cabell Shull, The Midsouth Academy of Economics and Finance, Fourteenth Annual Conference, 1987
The Impact of Water System Pricing on Residential Consumption, S. Cabell Shull and Marsha Clayton, Southwestern Federation of Administrative Disciplines, Thirteenth Annual Conference, 1987

An Analysis of the Economic Consequences of Temporary Rate Increases in Electricity Under Bonding, Daniel R. Hollas, Marsha Clayton, and S. Cabell Shull, Missouri Valley Economic Association, Annual Conference, 1985

The Economic Impact of a Lignite Mining Industry on the State of Mississippi, S. Cabell Shull and Marsha Clayton, The Midsouth Academy of Economists, Twelfth Annual Conference, 1985

The Trade Balance and Balance of Payments Under Flexible Exchange Rates, S. Cabell Shull, Marsha Clayton, and Charles Taylor, Southwestern Federation of Administrative Disciplines, Eleventh Annual Conference, 1984

Residential Water Consumption Under Alternate Pricing Schedules, Kenneth Hollman, S. Cabell Shull, and Marsha Clayton, The Midsouth Academy of Economists, Eleventh Annual Conference, 1984

Water Rates and Water Consumption in Mississippi, S. Cabell Shull, Marsha Clayton, and Charles Taylor, The Midsouth Academy of Economists, Tenth Annual Conference, 1983

The Effect of Floating Exchange Rates on Trade Balances, S. Cabell Shull, Marsha Clayton, and Charles Taylor, The Midsouth Academy of Economists, Tenth Annual Conference, 1983.

Proceedings and Publications:

An Assessment Tool for the Economics Course Sequence, Marsha Clayton and Robert Stark, Jr., *Papers and Proceedings, Academy of Economics and Finance, Twenty-Fifth Annual Meeting, February 1998*

The Trade Balance and Balance of Payments Under Flexible Exchange Rates, Marsha Clayton, S. Cabell Shull, and Charles Taylor, *The Midsouth Journal of Economics,* Vol. 8 No.1 (June 1984)

Water Rates and Water Consumption in Mississippi, Marsha Clayton, S. Cabell Shull, and Charles Taylor, *The Midsouth Journal of Economics, Proceedings* Vol. 7 No. 2 (August 1983)

Memberships and Other:

Member of Academy for Economics and Economic Education, Allied Academies,Inc.

Member of Editorial Review Board, *Journal of Economic and Economic Education Research*, Allied Academies Inc. (www.alliedacademies.org)

Member of National Association of Economic Educators

Attendance at Workshops and Institutes:

Twenty-Sixth Annual Meeting of the Academy of Economics and Finance, Little Rock, February 1999

Banking Seminar for College Faculty, the University of Wisconsin-Madison–a three-day

workshop limited to thirty participants sponsored by the University Graduate School of Banking, August 1998

Twenty-Fourth Annual Meeting of the Academy of Economics and Finance, Lafayette, Louisiana, February 1997

UAM Center for Economic Education Activities

Director, UAM Center for Economic Education, Spring 1999 to present.
The UAM Center, established in the Spring of 1999, is affiliated with Economics Arkansas/ Arkansas Council on Economic Education (ACEE) and the Council on Economic Education (previously known as the National Council on Economic Education). The Center partners with Economics Arkansas to conduct economic education workshops for pre-kindergarten through high school educators. Workshop participants receive professional development credit. Participants may also receive graduate credit through EDFD 5293 Special Topics. The UAM Center is one of six University Centers in the state affiliated with Economics Arkansas.

Extended Summer Workshops: 3 days to one week

Standards and Activity Based Economics, July 19-23, 2010, a workshop for high school teachers. The workshop and curriculum was developed by Economics Arkansas for the one semester high school economics course that the Arkansas Department of Education has mandated for high school students (previously economics was an elective subject). Thirty participants completed the workshop, with four taking the course for graduate credit.

Building on the Past: Economics and Arkansas History, July 21-23, 2009 a three day workshop in Pine Bluff, Arkansas for K-12 educators. Forty one pre-kindergarten through 12th grade teachers participated in the workshop conducted on the campus of the University of Arkansas at Pine Bluff.

Everything is Connected: Economics and Arkansas History, July 22 to 24, 2008, a three-day workshop in Monticello, Arkansas for K-12 educators. Twenty-five participants completed the workshop, with four of the participants taking the workshop for graduate credit.

Face-to-Face With the Frameworks. A three day workshop in Crossett, Arkansas on meeting the economic requirements of the revised Arkansas social studies standards, June 27-29, 2007. The workshop was for K-8 educators in all content areas. Twenty participants completed the workshop.

Activity-Based Economics: Not the Dismal Science, a one-week residential workshop in Hot Springs Arkansas, July 16-20, 2007, for grade 9-12 educators. The one week workshop, offered in partnership with the Southern Arkansas University Center, featured new and innovative ways to meet the requirements of the recently revised Arkansas social studies frameworks for a course in economics at the high school level. Twenty seven participants completed the workshop, with four of the participants taking the workshop for graduate credit.

Economics and the Environment: A Natural Connection An economic and environmental economics education workshop conducted in Stuttgart, Arkansas from July 17-21, 2006. Twenty-three participants completed the workshop, with one of the participants taking the course for graduate credit.

From Mark Twain to Tom Hanks: Economics and Entertainment, McGehee, Arkansas, July 25-29,

2005. This workshop focused on presenting economic content through popular entertainment such as movie clips and pop songs. Twenty-six participants completed the workshop, with four of the participants taking the course for graduate credit.

Casting Your Political and Economic Vote, Monticello, July 19-23, 2004. Forty-one participants completed the workshop, with six of the participants taking the course for graduate credit.

Economics Across The Curriculum, Dumas, July 14-18, 2003. Thirty-six participants completed the workshop, with six of the participants taking the course for graduate credit.

Basic Economics and Basic Teaching, Pine Bluff, July 15-19, 2002. Fifty-three participants completed the workshop, twelve of the participants took the course for graduate credit.

Smart Start, Smart Step, and Smart Economics, Crossett, June 18-22, 2001. Forty-four participants completed the workshop, with eight of the participants taking the course for graduate credit.

Personal Finance: Using Economic Concepts to Make Better Choices" Economic Education Workshop UAM campus, July 24-28, 2000. Twenty-eight participants completed the workshop; 15 of the participants took the course for graduate credit.

Environmental Issues and Economic Solutions, UAM campus, July 26-30, 1999. The UAM and Southern Arkansas University Centers co-sponsored the initial economic education workshop held on the UAM campus.

Half-Day to Two Day Workshops

Standards and Activity Based Economics: Fundamentals, a two day workshop covering the economic fundamentals sessions of the high school economics workshop, July 28-29, 2010, Southeast Arkansas Educational Services Cooperative, Monticello, twenty participants.

Standards and Activity Based Economics: Microeconomics, a one day workshop covering the microeconomic sessions of the high school economics workshop, September 29, 2010, UAM campus, three participants.

Virtual Economics, October 17, 2009, UAM campus. A one day economic and technology workshop for pre-kindergarten through high school educators. The workshop features training in *Virtual Economics*, a CD-ROM with 1200 classroom tested economics and personal finance lessons developed by the Council on Economic Education and funded by State Farm Insurance. Seventeen teachers participated in the workshop.

Financial Fitness for Life, February 17, 2007, a one-day workshop for K-8 educators on the University of Arkansas at Pine Bluff campus offered in partnership with the ACEE. 25 participants from ten school districts completed the workshop, receiving six hours of professional development credit.

Focus: Understanding Economics in U.S. History, February 24, 2007, a one-day workshop for grades 8-12 educators on the UAM campus, offered in partnership with the ACEE and the Little Rock Branch of the Federal Reserve Bank of St. Louis. Fifteen participants attended the workshop.

Arkansas and the Great Depression, a one-day workshop for high school educators on the UAM campus, October 27, 2007. This workshop was offered in partnership with the Little Rock Branch of the Federal Reserve Bank of St. Louis, to present a new curriculum on the Great Depression developed by the St. Louis Fed. Seven participants.

Mathematics and Economics: Connections for Life, a one-day workshop for grades 3-5 educators, April 1, 2006, UAM campus, twenty-three participants.

Seas, Trees, and Economies, a half-day workshop on the environmental economics curriculum for grades 3-5 teachers, November 15, 2006, Little Rock, Arkansas. Nineteen participants.

Learning, Earning, and Investing, a one-day workshop for grades 4-12 educators on a new NCEE personal finance curriculum. February 26th, 2005 on the UAM campus. Nineteen 4-12 educators participated.

Choices and Changes Workshop, A one-day workshop for K-12 teachers conducted in Pine Bluff on June 26, 2003. The workshop introduced the revised *Choices and Changes* developed by the National Council on Economic Education. Eleven participants.

Financial Fitness for Life Workshops One-day summer workshops for K-12 teachers on the new personal finance curriculum developed by the National Council and underwritten by Bank of America. One workshop in Warren in June 2004 with 20 participants; two workshops in the summer of 2002 in Little Rock (45 participants) and Monticello (35 participants); and one workshop in October 2001 in Pine Bluff (13 participants).

Stars Seminar Workshop, December 2001, Little Rock. Gave economics lecture at a state-wide workshop on the Bessie B. Moore economic education projects competition for K-12 educators.

Economics and Children's Literature Workshop, Southeast Educational Services Cooperative, Monticello, June 11, 2001. Fourteen participants from Southeast Arkansas.

Technology and Economic Education Workshop, A two-day workshop conducted on the UAM campus, July 24-25, 2001, on the use of PowerPoint and the Internet in teaching economics at the K-12 level. Twenty participants.

Dollar$ and $ense Workshop, October 20, 2000. The Dollar$ and $ense curriculum is based on a partnership between 5th grade teachers and local bankers. Twelve teachers from six school districts and nine bankers from five banks are participated in the program.

Training Sessions, Other Activities Connected to Economic Education

Train the Trainers workshop, Little Rock, Arkansas June 14-18, 2010. One of twenty four participants invited to attend workshop on curriculum developed by Economics Arkansas to prepare high school teachers for the one semester high school economics course that will be part of the social studies or business education track in Arkansas high schools. Participants receiving the training are expected to conduct one-week and one-to-two workshops on the curriculum for area high school

teachers.

Seas, Trees, and Economies workshop, St. Louis, Missouri, January 20-21, 2006, a National Council on Economic Education grant-funded workshop conducted by Minnesota Council on Economic Education. One of thirty Center Director and K-3 teacher pairs selected to attend workshop on environmental economics curriculum for K-3 students and training in the curriculum for K-3 teachers.

Co-hosted the Monticello segment (April 24, 2007) of *Ukrainian educators* Tetyana Gilberg and Kateryna Partem visit to Arkansas. The visitors observed an economics content lesson in a second grade class at Monticello Elementary, visited the UAM School of Business, and were the guests of honor at a potluck supper at a private residence.

Served as a judge (one of three judges) in the *Fed Challenge* competition conducted by the Little Rock Branch of the Federal Reserve Bank of St. Louis, a competition for high school students in which teams of students act as the Board of Governors of the Federal Reserve System and conduct a hypothetical meeting in which they present their analysis of current economic conditions and their recommendations as to the Board's course of action. April 2005 and March 2006.

Member of the *Southeast Arkansas Advisory Board* of the Little Rock Branch of the Federal Reserve Bank of St. Louis. 2005-2008. UAM Center co-hosted meetings of the Advisory Board on the UAM campus in October 2005, February and October 2006, and October 2007.

Attendance at Various Economics Arkansas, Council on Economic Education Meetings and Events

Annual Conference of Council on Economic Education/National Association of Economic Educators/Global Association of Teachers of Economics: October 1999 to present

Annual Conference of the National Association of Economic Educators, Scottsdale, Arizona, March 2006

Center Directors' meeting with Economics Arkansas Program Coordinators, to plan workshops for the coming year, 1999 to present

Economics Arkansas Board meeting, two meetings per year, Little Rock. Prepare Center report for report to the Board of Directors for each meeting, 1999 to present; attend Board Meeting, various years since 1999.

Attended *Bessie B. Moore Awards Dinner*, the dinner to recognize award-winning economic educations projects by Arkansas teachers, various years since 1999.

Service–University, School of Business, Community

Chair, UAM Assembly, 2007-2008, 2008-2009, 2009-2010

Appointed ad hoc committee to revise the Assembly Constitution and Bylaws. Revisions approved in August of 2009. Appointed ad hoc committee to re-establish Faculty Excellence Awards, committee submitted recommendations to Assembly and Administration in Spring of 2010. Ex-officio member of both ad hoc committees.

Secretary, UAM Assembly, 1997-1998

Chair, Curriculum and Standards Committee, 2002-2003, 2003-2004, 2006-2007, 2010-2011

Secretary, Curriculum and Standards Committee, 1997-1999, 2000-2002, 2005-2006

Secretary, Salary Parity Committee, 2005-2006, 2006-2007, an ad hoc Assembly committee established by the administration and the UAM Assembly to conduct a study of faculty salaries at UAM.

Co-Chair, North Central Association Self-Study Steering Committee, Spring 2003 through NCA visit in October 2004. The steering committee is charged with preparing the University Self-Study for the NCA ten-year re-accreditation visit in October 2004. The Steering Committee will also oversee the gathering of exhibit materials for the NCA team visit.

Coordinator, North Central Association Self-Study Steering Committee, 1994-1995. Responsibilities included developing the overall organization of the report, rewriting and editing sections of the Self-Study and coordinating editing of various sections, and arranging the display of supporting documents for the NCA accrediting team visit in April 1995.

Member of Graduate Faculty, Spring 2000-present

Curriculum and Standards representative for School of Business, 1997-2007, 2010-present

Council on Assessment of Student Academic Achievement representative for School of Business, 2001-2002 to 2006-2007 academic years

Teacher Education Committee representative for School of Business, 2001-2003

Program Review Committee representative for School of Business 2001-2003

Served as content supervisor for student intern teachers in Business Education, one each in 2001-2002, 2003-2004, and 2004-2005.

Served on campus Promotion and Tenure Committee for faculty members from other academic units, one per year in 2001-2004, two in 2005, one in 2006, two in 2007, and three in 2010. . Chaired a campus Promotion and Tenure Committee in 2000 and 2007.

Member of one to two School of Business peer evaluation teams per year, 1992 to present

School of Business Student Awards Banquet–made arrangements for the Outstanding Graduates Plaque and Pen Sets, 1996 to 2007

Chair of Curriculum Committee, School of Business, 2000 to present

Member of Assessment Committee, School of Business 2006 to present

Served on the **Monticello Economic Development Commission, Established Industries Committee**, in connection with the effort to achieve the Arkansas Community of Excellence (ACE) certification for Monticello. Served on the subcommittee responsible for developing the questionnaire used in constructing the profile of area employers. Designed and formatted the questionnaire, served on one of the interview teams that administered the questionnaire, and prepared an 80-page report that was submitted as part of the package for ACE to the Arkansas Economic Development Commission, 1997

Honors and Recognition

Received University Faculty Gold Award for academic year 2002-2003; awards announced during Fall of 2003

Nominated for Teacher of the Year by the Zeta Chapter of Alpha Chi, the UAM chapter of the national honor society, 2007-2008, and 2008-2009. Was the runner-up for the 2007-2008 award and one of the finalists for the 2008-2009 award.

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RESUME 10-25-2010

WILLIAM RUSSELL DANIELS, JR.

AGE: 57 years
ADDRESS: 134 Hutchinson Drive
Monticello, Arkansas 71655
Telephone: (870)-367-8181
E-Mail: judgewrd@yahoo.com
Marital Status: married-Marsha Moffatt; two daughters

EDUCATION

University of Arkansas School of Law, Fayetteville, Arkansas-Juris Doctor -December 1978
University of Exeter School of Law, Exeter, England -Summer 1977 and 1978
University of the South, Sewanee, Tennessee -B.A. in History -May 1975
Monticello High School, Monticello, Arkansas -May 1971

WORK EXPERIENCE

August 2006-present-Adjunct Instructor-University of Arkansas at Monticello-Business Department-Business Law; Social Science Department-English Legal History; & Forestry Department-Surveyors & Professionalism.

January 1, 2007-present-City Attorney-City of Monticello, AR

June 11, 1979-December 11, 1999 & August 2003-present-William R. Daniels, P.A.,Monticello, AR Private law practice concentrating in commercial, corporate, and banking law; real estate and title searches, estate planning, and family law.

April 24, 2000-May 1, 2003-State of Arkansas-Workers' Compensation Commission-Administrative Law Judge

December 13, 1999-April 21, 2000-State of Arkansas-Assessment Coordination Department-General Counsel

July 23, 1999-September 30, 1999-Deputy Prosecutor-Tenth Judicial District of Arkansas

January 1, 1987-December 31, 1998-Municipal Judge -City of Monticello/County of Drew, AR

1988 -present-CIC Land & Title, Monticello, AR Operating title company with tract indices.

1979 -1982 Wellenberger & Daniels, Monticello, AR General partner in law practice.

1975 -1976 Union Bank & Trust Company, Monticello, AR General duties in branch bank, operations, and loan department.

ADMITTED TO PRACTICE

Supreme Court of Arkansas -April 1979
United States District Court -Eastern District of Arkansas-September 1979
United States Court of Appeals -Eighth Circuit -August 1980

PROFESSIONAL ACTIVITIES & ASSOCIATIONS

Republican Candidate-Chancery & Probate Judge-10th Judicial District of Arkansas-1998
American Bar Association -1976-1989
American Society of International Law -1977-1987; Jessup Moot Court Competition, Regional Memorial Judge -1980, 1982, 1983 and 1984.

Arkansas Bar Association -1979-Present

Business Law Instructor -University of Arkansas at Monticello -Summer 1980 & Fall 1989

Guest Speaker at various civic organizations and legal seminars

Special Chancellor -Tenth Judicial District -1985, 1997

Guest lecturer -University of Arkansas at Monticello -Business Secretaries 1983; Real Estate 1984, 1989-1992

Instructor -American Institute of Banking -Banking Law -spring 1985, spring 1987 and fall 1987; fall 1991 and spring 1992; spring 1993; fall 1994; spring 1995; Bankruptcy Seminar 1989; Tax Seminar 1990

Monticello Rotary Club-1983-1998 -Secretary-1987-1988; Vice-president-1988-1990; President-1990-1991

Drew County Chamber of Commerce-Board of Directors-1991-1994

Work Alternatives, Inc.-Board of Directors, Vice-Chairman-1988-1992

Drew County Developmental Disabilities Council, Inc.-Board of Directors-1991-1994

COMMUNITY ACTIVITIES

Quapaw Tower Association, Little Rock, AR -Board Member, June 2002-Present

First Presbyterian Church, Monticello, AR -Session, Fall 1999-Fall 2002

Episcopal Church of the Transfiguration, Monticello, AR -Vestry Member 1980-1983, Senior Warden 1982

Member of Masonic Lodge, 32nd degree Mason, and Shriner.

Arkansas Republican Party State Committeeman, 1976-1986; Vice-Chairman

Drew County Republicans 1980-1986; Drew County Election Commission 1980-1981; State Party Convention Rules Committee, 1986

Governor's Partnership on Families & Children, 1996-1999

REPRESENTATIVE CLIENTS

Commercial Bank & Trust Company, Monticello, AR

Union Bank & Trust Company, Monticello, AR

Bank of Star City, Star City, AR, 1983-1999

Drew Ark Wood, Inc., Monticello, AR 1990-1996

Selma Timber Company, Selma, AR 1982-1996

Community Communications Company, Monticello, AR 1985-1999

Kling & Son Construction, Monticello, AR 1979-1999

Davis Funeral Home, Inc., Dermott, AR 1987-1999

Lawyer's Title Insurance Corp., 1990-2010

Old Republic National Title Insurance Co., 2010-present

Arkansas Banker's Life Insurance Company, Texarkana, AR 1986-1999; Secretary and member of Board of Directors

Burge's Smoked Turkeys & Hams, Inc., Lewisville, AR 1991-1996; Secretary and member of Board of Directors

HOBBIES
Travel, Photography, Hunting

REFERENCES
Available upon request

401 Grand Ct
Siloam Springs, AR 72761

870-723-4662
davisstaci@uamont.edu

Staci K. Davis

Objective

To secure a challenging position that allows me to contribute my accounting, management, and other business related skills to the overall success of the organization.

Experience

Feb. 2010 - Present Allens, Inc. Siloam Springs, AR

Sept. 2010-Present Senior Accountant
Feb. 2010-Sept. 2010 Financial Analyst

- Prepare, reconcile, and review various accounts and bank reconciliations
- Prepare capital expenditure reports and reconcile fixed asset accounts
- Prepare various journal entries on a monthly, quarterly, and yearly basis
- Review invoices to ensure proper sales tax requirements
- Analyze, produce, and format files and documents for analytical purposes and/or regulatory requirements
- Post and close the daily Accounts Receivable files/batches
- Pre-paid asset and expense - prepare and maintain amortization schedule and entries for pre-paid insurance on a quarterly basis
- Update and submit the daily cash position (cash inlays and outlays), weekly reports, and other treasury related items to senior management/officers

Aug. 2009 - Present University of Arkansas at Monticello Monticello, AR

Adjunct Instructor - UAM School of Business

- Administer and instruct a class within the on-line environment
- Present an prepare course content to students as approved by the Dean/Provost

Dec. 2006–Present University of Arkansas at Monticello Monticello, AR

May 2008 – Present Institution Personnel Services Manager

Dec. 2006 –May 2008 Institution Personnel Analyst

- Position control-ensure employees are paid from authorized positions within the maximum salaries as allowed by state law and regulations
- Reconcile payroll reports, prepare and submit various reports as required
- Assist employees with daily payroll and benefit issues and modifications
- Ensure proper tax withholding and year end reports and forms are filed for non-resident aliens as required by state and federal regulations

Nov. 2005-Dec. 2006 Searcy & Associates, LLC. Monticello, AR

Accountant

- Prepare monthly financial statements for various clients
- Prepare excise and payroll tax reports
- Assist in general audit and paperwork preparation

June 2005-Nov. 2005 Simmons First National Bank Monticello, AR

Bank Teller –Part time

- Assist customers in daily banking transactions
- Customer service

June 2002–April 2005 Drew Central Elementary Monticello, AR

AmeriCorps Digital Divide/Drew Central After School Tutoring Program

- Work in the computer lab, assisting the teacher and students
- Help in the offices – filing, answering phone, clerical duties
- Tutor students in the after-school tutoring program, as well as overseeing the computer lab

Education

2008-2009 Harding University Searcy, AR

- May 2009 Graduate
- Master of Business Administration
- 3.92 Cumulative GPA

2002-2006 University of Arkansas at Monticello Monticello, AR

- May 2006 Graduate
- B.A., Business Administration- Accounting
- 3.45 Cumulative GPA

References

Lathan Hairston
Business Manager, UAM
P.O. Box 3597
Monticello, AR 71656

Work #: 870-460-1522
Cell #: 870-820-9469

Mike Reeves
Former Superintendent, Drew Central Schools
113 Tracy Drive
Monticello, AR 71655

Home #: 870-460-0899

Karla Mitchell
Former Human Resources Specialist, UAM
489 W Mt Zion Road
Monticello, AR 71655

Cell #: 870-723-0711

Mark Towery
Treasurer and Tax Manager, Allens, Inc.
305 Main Street
Siloam Springs, AR 72761

Resume

Name:	Joseph Michael Fakouri
Address:	133 Baywood Lane Monticello, AR 71655
Phone:	(501) 367-7146
Date of Birth:	October 20, 1951
Physical Condition:	Excellent
Marital Status & Dependents:	Married, wife Julie Daughter Ann, son Michael
Religious Affiliation:	Baptist
Education:	Graduate of Pine Bluff high school, 1969

Graduate of University Of Arkansas at Monticello, December 1975 with B.S. Degree in physical education with a minor in business administration.

Attended the University of Arkansas at Fayetteville
January 1976 – December 1977
Graduated with a master's degree in education administration.

Banking and savings and loan schools attended:

Graduate of Arkansas Banking Lending Course - October 1978

Graduate Basic/Intermediate Banking School – July 1979

Graduate ABA's National Installment and Commercial Credit School – September 1980

AIB's Credit and Financial Statement Analysis School – March 1979

Savings and Loan Leadership School, Orlando, Florida – October 1982

Banking Courses Taught:

Installment Lending
Basic Intermediate Accounting
Bank Management
Money and Banking
Principles of Banking
Real Estate Finance

Experience: Graduate Assistant Football Coach at the University of Arkansas at Monticello - 2 years

Assistant Community Education Co-Coordinator at Monticello
2 ½ years

Union Bank and Trust Co. of Monticello, AR
Consumer and Commercial Lending Department 4 ½ years

First Savings and Loan Association of Warren, AR
President and CEO. Handled all administrative duties and investment portfolio. 1 year

Firstsouth F.A., Warren, AR Assistant Vice President and Branch Manager – 5 ½ years

Extra-Curricular Activities: Member and board member for Arkansas Institute of Bankers

Member of Rotary international and President of local club

Board member for Bradley County YMCA

Active Member of Arkansas Activities Association

Hobbies: Hunting, Golf, Officiating Basketball, Running

Reference: Rev. Dennis Dodson, Pastor
First Baptist Church of Monticello, AR 367-3449

Mr. Sammy Mullis
Independent insurance agent, Monticello, AR 367-5268

Mr. Jim Ross
Attorney, Monticello, AR 367-5351

Lending Profile

Joe Fakouri

4 ½ years -	Union Bank and Trust Company Monticello, AR Consumer, Mortgage and Commercial Lending Major emphasis and majority of time spent in consumer and commercial lending.
1 year -	First Savings and Loan Association Warren, AR Mortgage Lending and Consumer Lending
5 ½ years-	Firstsouth F.A. Warren, AR Mortgage Lending and Consumer Lending

Administrative Profile

1 year-	CEO First Savings and Loan Association Warren, AR Investment officer for approximately 4 ½ million dollar investment portfolio.
5 ½ years-	Managing officer for The Warren Riverside Federal (Formally Firstsouth F.A.)

Employment

1977 – 1980	Consumer and Commercial lending Department Union Bank and Trust, Monticello, AR Resigned due to job opportunity
1980 – 1981	President and CEO First Savings & Loan Association; Warren, AR Institution sold to First South
1981 – 1987	Vice President and Branch Manager First South F.A. of Warren, AR Resigned due to job opportunity
1987 – 1996	Vice President and Senior Loan Officer Union Bank and Trust, Monticello, AR Resigned due to job opportunity
1996 – 1998	President Heartland Community Bank; Monticello, AR Resigned due to job opportunity
1998 – 2002	Vice President and Senior Loan Officer Portland Bank; Monticello, AR Resigned due to job opportunity
2002 – Present	Vice President/ Loans Commercial Bank and Trust; Monticello, AR

Education

1969 – 1974	University of Arkansas at Monticello B.S Major – Physical Education Minor – Business Administration
1974 – 1976	University of Arkansas at Fayetteville M.S.B. – Education Administration
1989 – 1991	Graduate Banking School of the South – LSU Graduated in 1991

Personal

Affiliations:	Ducks Unlimited, Rotary International, Chamber of Commerce, MEDC, UAM Alumni Board, UAM School of Business Advisory Board Member

ROBERT S. GRABER, PH.D.

University of Arkansas - Monticello
School of Business
P.O. Box 3616
Monticello, AR 71655
graber@uamont.edu

107 Harvey Drive
Monticello, AR 71655

EDUCATION:

University of New Orleans:

Ph.D. - Financial Economics - 1997 - GPA of 3.9 in Finance courses
MA - Economics - 1994
MBA - Finance concentration - 1993

Massachusetts Institute of Technology:

BS - Economics - 1975

EXPERIENCE:

July 2006 – Present – Associate Professor of Finance – University of Arkansas at Monticello

Aug. 2002 – June 2006 – Assistant Professor of Finance – University of Arkansas at Monticello – Teaching finance, investments, economics, management and insurance classes. Excellent student, peer and supervisory evaluations.

July 1998 – July 2002 – Assistant Professor of Finance – The American College – Teaching **both on campus and via distance learning** – Total of over 3,000 students, many in financial services industry. **Lead author of Investments textbook.**

Spring 1999 – Adjunct Professor of Finance – Villanova University – Taught corporate finance course.

Aug. 1997 - May 1998 - Assistant Professor (fixed-term appointment) - Moorhead State University - Teaching Managerial Finance, International Finance, and Financial Institutions - Excellent student and peer evaluations

Spring 1997 - Visiting Assistant Professor - University of Houston - Teaching both graduate and undergraduate finance courses

1995-1996 - Instructor - University of New Orleans - Financial Management and Money and Banking - Very good student evaluations

1993-1996 - Graduate Assistant - University of New Orleans

1993-1996 - Tutor - Finance, Economics, Statistics and Accounting

1990-1993 - Compliance Examiner - NASD

1989-1990 - Financing Specialist - Louisiana Power & Light

1978-1989 - Financial Analyst - Securities and Exchange Comm.

PUBLICATIONS:

"Management Turnover and Under-Investment in R&D": An empirical study of under-investment in research and development in some firms as a function of the rate of management turnover, *Journal of Social, Political and Economic Studies,* Oct. 2003

"Management Turnover and Myopic Decision Making": A theoretical analysis of the principal-agent conflict, and how self-serving behavior on the part of managers can lead to short-sightedness and an absence of long-term planning, *Journal of the Academy of Accounting and Finance*, 2004

"Management Turnover and Myopic Decision-Making", *Papers and Proceedings of the Allied Academies Annual Meeting*, April, 2004.

"Chess Strategy and Business Strategy", *Papers and Proceedings of the Allied Academies Annual Meeting*, October, 2007.

"Business Lessons from Chess", *Academy of Educational Leadership Journal*,2009.

"Chess in Rural Arkansas", cover article of *Chess Life*, April

2010.

"Chess in Rural Arkansas", *Papers and Proceedings of the Allied Academies Annual Meeting*, April 2010. (Presented with the explicit permission of *Chess Life*.)

"A Southeast Arkansas Chess Club", under review by the *Administrative Issues Journal*.

TEXTBOOK CO-AUTHORSHIP:

Fundamentals of Investments for Financial Planning

Lead author of second edition. Textbook is accompanied by cassette review, instructional video, and Instructor's Manual.

EDITORIAL REVIEW BOARD MEMBERSHIPS:

Academy of Accounting and Financial Studies Journal

Journal of Economics and Economic Education Research

Administrative Issues Journal

ACADEMIC HONORS:

Distinguished Research Award, Allied Academies Annual Meeting, April 2004.

Third prize in Best Paper competition by Southwestern Economics Association, 1997.

MAJOR BUSINESS ACCOMPLISHMENTS:

Coordinated the sale/leaseback of a $353,600,000 portion of the Waterford 3 Nuclear Plant, and the use of proceeds to retire $340 million in high-cost debt. The net present value

of savings to employer was estimated at $18 million.

Recommended and coordinated the refinancing of a $100 million series of high-cost (12%) first mortgage bonds, resulting in savings of about $2.5 million.

PROFESSIONAL DEVELOPMENT:

Completed all courses required for a CFP designation, and an additional course toward the attainment of the ChFC designation.

RESEARCH IN PROGRESS:

"Agency Problem among Investment Advisers: The Adverse Impact of Conflicts of Interest"

"Gambling Behavior and its Implications for Risk Tolerance"

"The Forest and the Trees: Strategy and Tactics in Chess and Business" (with Guy Nelson)

RESEARCH AND TEACHING SPECIALTIES:

Investments
Corporate Finance
Managerial Finance
Agency Theory and Optimal Contracts
International Finance
Investor Psychology
Behavioral Finance
Business Ethics

MEMBERSHIPS:

Financial Management Association
Academy of Accounting and Financial Studies
Economics and Economic Education Research Academy

PROFESSIONAL ACTIVITIES:

Presented Paper
Academy of Economics and Finance Annual Meeting
February 13, 1997

Presented Paper
Southwestern Economics Association Annual Meeting
March 27, 1997

Presented Paper
Eastern Finance Association Annual Meeting
April 18, 1997

Presented Paper
Financial Management Association Annual Meeting
October 17, 1998

Presented Paper which received Distinguished Research Award
Allied Academies Annual Meeting
April 9, 2004

Presented Paper
Allied Academies Annual Meeting
October 5, 2007

Presented Paper
Allied Academies Annual Meeting
April 16, 2010

Discussant
Financial Management Association Annual Meeting
October 10, 1996

Discussant
Academy of Economics and Finance
February 13, 1997

Discussant
Eastern Finance Association Annual Meeting
April 17, 1997

Discussant
Financial Management Association Annual Meeting
October 15, 1998

Discussant
Financial Management Association Annual Meeting
October 7, 1999

Discussant
Financial Management Association Annual Meeting
October 9, 1999

Discussant
Financial Management Association Annual Meeting
October 18, 2001

UNIVERSITY AND COMMUNITY SERVICE:

Chancellor's Task Force to obtain voter approval of $250 million Higher Education Revenue Bond (referendum passed in Nov. 2006)

Organized fundraiser to benefit PAWS Animal Shelter

Faculty Sponsor – Financial Management Association Chapter

Faculty Sponsor – Chess Club

Ad Hoc Committee on Faculty Evaluations

Ad Hoc Committee on Academics

Academic Appeals Committee

Faculty Research Committee

Faculty Equity and Grievance Committee

Chaired College of Business *ad hoc* committee to consider introduction of a Personal Financial Economics course

CONSULTING AND CONTRACT WORK:

Strategic Management Group – Helped in the preparation of training materials dealing with mutual funds – Aug. – Nov. 1999

Irwin/McGraw-Hill – Reviewed textbook – March – May 2000

Prentice Hall – Reviewed textbook and related study materials. Sept. – Nov. 2001

REFERENCES:

Available upon request.

Program Faculty Information Form

Dexter Eugene Gulledge

Degrees and institutions granting the degrees; field or specialty of degrees

Doctor of Business Administration - D.B.A (1991)
Mississippi State University
Major: Accounting
Minors: Finance, Quantitative Methods

Master of Business Administration - M.B.A. (1969)
University of Southern Mississippi
Major: Accounting

Bachelor of Science in Business Administration - B.S.B.A (1968)
University of Southern Mississippi
Major: Accounting

Number of years employed as program faculty at the institution

9 years, currently in 10th

Current academic rank

Professor of Accounting

Professional certifications/licenses

Certified Public Accountant, (CPA) 1971
Certified Management Accountant, (CMA) 1986

Evidence of quality and quantity of creative and scholarly/research activity

Journal Publications:

Congruence Between Decision and Evaluation Models in Capital Budgeting Situations: Subtitle: Don't Kill the Accountant. *Journal of Accounting and Finance Research*, Vol. 13, No. 4 (October 2005): 193-203, Joint author: A. Sandberg.

Inconsistency in Presentation of Concepts Underlying CVP Analysis. *Journal of Accounting and Finance Research*. Vol. 7., No. 1 (Spring, 2000): 109-116., Joint author: J. Rude.

Program Faculty Information Form - Dexter Eugene Gulledge

Business Students' Perceptions of Potential Ethical Dilemmas Faced by Faculty. *Teaching Business Ethics*. Vol. 1 (Spring, 1998): 235-251., Joint author: L. Marshall, D. Campbell and E. Hogan.

Perceptions versus Performance: Student Evaluations of Faculty Teaching. *Journal of Accounting and Finance Research.* Vol. 6, No. 2 (Spring 1999), pp. 1-8., Joint author: B. Caster.

Effect of a Practice Set on Student Attitudes Toward the Principles of Accounting Course. *Journal of Accounting and Finance Research*. Vol. 5, No. 1 (Spring, 1998): 89-97., Joint author: B. Caster.

Allocation of Variances Under A Standard Cost System. *Accounting Educators' Journal*. Vol. IX, No. 1 (Spring, 1997): 115-134., Joint author: A. Bell.

Total Average Return of Series of Investments: Solving The Polynomial Equation. *Journal of Accounting and Finance Research.* Vol 4, No. 1 (Spring, 1997): 1-5., Joint author: M. Ghosal.

Gambling Taxation: A Proposal for the Goods and Services Test in the Tax Code. *International Tax Journal.* Vol. 23, No. 2 (Spring, 1997): 55-61., Joint author: J. Bonnici and H. Luthar.

Cost Benefit Criteria: Do Segment Depreciation Disclosures Pass the Test? *Journal of Accounting and Finance Research.* Vol. 3, No. 3 (Fall 1996): 51-61., Joint author: F. McNair.

Detection of Market Effects in Event Studies Confounded by Non-Directionality. *Journal of Accounting and Finance Research*, Vol. 1, No. 1 (Spring 1995): 46-56. Joint author: L. Marshall.

My 403(b) Plan - How Much Can I Put in This Year? *The College and University Personnel Association (CUPA) Journal*, Vol. 45, No. 3 (Fall 1994): 43-48. Joint author: D. Campbell.

Inexpensive Software Provides Financial Planning and Forecasting Services for Small Business Clients. *Tennessee CPA*, (June 1994). Co-Author: M. Holland.

FuziCalc, Software Review for Computers in Accounting, *Management Accounting Magazine*, (July 1993).

Financial Management Techniques, Software Review for Computers in Accounting, *Management Accounting Magazine*, (January 1993).

Gambling: A Trade or Business?, *The CPA Journal*, (March 1988). Joint author: Z. Daughtrey

Presentations and Proceedings:

Students' Perceptions of Faculty Potential Ethical Dilemmas: An Interdisciplinary Study. Presented at the 2004 meeting of the American Academy of Accounting and Finance. Joint author: T. Hammett, D. Patterson.

A Computer Generated Ratio Analysis Tutorial. Presented at the 2004 meeting of the American Academy of Accounting and Finance. Joint author: R. Cabaniss.

Using a Short Story to Introduce Capital Budgeting Decision and Evaluation Congruency: An Example. Presented at the 2004 meeting of the American Academy of Accounting and Finance. Joint author: A. Sandberg.

Current Tax Rules for Divorcing Couples: Property Divisions. Presented the 1999 meeting of the *Southeast American Accounting Association*, Joint author: A. Bell, L. Harper.

Interest Rate Specificity: A Problem in Lease Capitalization By Lessees? Presented at the February 1999 annual meeting of the *American Society of Business and Behavioral Sciences*. Joint author: D. Davis.

A Graphical Approach for a Better Understanding of Contribution Margin. Presented at the 1998 Meeting of the *American Academy of Accounting and Finance*. Joint author: J. Rude.

Using Accounting Rate of Return (ROI) for Evaluation of Prior Capital Budgeting Decisions, Subtitle: Don't Kill the Accountant. Presented the 1998 meeting of the *Mid-Atlantic American Accounting Association*. Joint author: A. Bell.

Counseling Clients on Marriage, Cohabitation and Divorce: The Costs of Connubial Living - Alimony and Support Issues. Presented at the 1998 meeting of the *Mid-Atlantic American Accounting Association.* Joint author: A. Bell, L. Harper.

Student Attitudes and Student Performance in the Accounting Principles I Course. Presented at the Annual Meeting of the *American Academy of Accounting and Finance*, Abstract published in Proceedings, (December, 1997): 73-78. Joint author: B. Caster.

Effect of a Practice Set on Student Attitudes Towards the Principles of Accounting Course. Presented at the national meeting of the *American Academy of Accounting and Finance.* Abstract published in Proceedings, (December, 1996), Joint author: B. Caster.

The Propriety/Impropriety of Ethical Dilemmas Faced by Faculty as Perceived by Business Students. *Proceedings of 1995 Meeting of the Southeastern Chapter of The Institute of Management Science*. Joint author: L. Marshall, E. Hogan and D. Campbell.

Assessment of Potential Student Performance in the Principles of Accounting Courses. *Proceedings of the 1995 Annual Meeting of The Decision Sciences Institute,* Vol. 1, (November 1995): 33-35. Joint author: L. Marshall, A. DeThomas, and R. Allen.

Cost Benefit Criteria: Do Segment Depreciation Disclosures Pass the Test? *Proceedings of the 1995 Annual Meeting of The American Academy of Accounting and Finance*. December 1995. Joint author: F. McNair.

Total Average Annual Return of a Series of Investments: Solving the Polynomial Equation. *Proceedings of the 1995 Annual Meeting of The American Academy of Accounting and Finance*, December 1995. Joint author: M. Ghosal.

Detection of Market Effects in Event Studies Confounded by Non-Directionality. *Proceedings of the 1994 Annual Meeting of The American Academy of Accounting and Finance*, February 1995. Joint author: L. Marshall.

FASB No. 14 and Depreciation Disclosures - Examination of Information Content. *Proceedings of the 1994 Annual Meeting of The Decision Sciences Institute*, November 1994. Joint author: F. McNair.

LOTUS 1-2-3 Template for Calculation of The 403(b) Deduction. Publicized in *The CUPA Journal*, Vol. 45, No. 3 (Fall 1994): Distributed by request. Joint author: D. Campbell.

FASB No. 14 and Capital Expenditures-Examination of Information Content Using Shannon's Entropy Measure. Presented at *1993 Annual Meeting of The Southwest Federation of Administrative Disciplines*. March 1993. Joint author: F. McNair.

Evidence of quality and quantity of service activities

Service to the Institution - University of Arkansas - Monticello

School of Education MAT Interview Committee as School of Business Representative.
Chaired Search Committee for Vice-Chancellor for University Advancement.
Chair of Tenure Committee for Ms. Jean P. Hendrix.
Served on Promotion Committee for Mr. Lowell Lynde.
Served on Promotion Committee for Mr. Tom Richard.
Served on Promotion Committee for Dr. Matthew Pelkki
Faculty Advisor to UAM Student Chapter of the Institute of Management Accountants

Program Faculty Information Form - Dexter Eugene Gulledge

School of Business AACSB Curriculum Committee
School of Business AACSB Faculty Development Committee
University Strategic Planning Committee
Curriculum and Instruction Committee
Athletic Committee
Committee on Committees
Football Coach Search Committee
Baseball Coach Search Committee
School of Business ACBSP Faculty Development Committee
Regular Attendee at:
UAM Parent Appreciation Day.
UAM Orientation Day Program for prospective students
School of Business Awards Banquet

Service to the Profession

Discussant, 2000 Southwest Federation of Administrative Disciplines (2000)
Reviewer, 2000 Southwest Federation of Administrative Disciplines (2000)
Reviewer, 1999 Mid-Atlantic American Accounting Association Meeting (1998)
Editorial Review Associate of *The Accounting Educators' Journal* (1995-97)
Editorial Review Board of *Journal of Research in Accounting and Finance* (1995-97)
Editorial Review Board of *Management Accounting Magazine* (1993-94)
Reviewer, 1999 Mid-Atlantic American Accounting Association
Reviewer, National Meeting of Decision Sciences Institute (1994, 1995)
Reviewer, Southwest Federation of Administrative Disciplines (1995)
Member, National Board of Directors - IMA (1989-91)
National Committee on Chapter Operations (1983-87, 1991-92)
Member, National Committee on Membership & Marketing - IMA (1988-89)
President, Virginia Skyline Chapter - NAA, Chapter Finished first in National Competition (1982-83)
V-P of Membership, Northeast Mississippi Chapter - NAA, Chapter lead nation in membership growth and finished first in National Competition. (1987-89)
Member, Organizing Committee & V-P of Administration, Golden Triangle Chapter - NAA, Chapter finished third in National Competition. (1989-91)

Evidence of professional activities and non-teaching work experiences related to courses taught.

Researched a tax problem for D. Bays CPA of Hamburg.

Program Faculty Information Form - Dexter Eugene Gulledge

List of course numbers/course titles of credit courses taught over the past two academic years; and other evidence of quality teaching.

Fall 2010	ACCT 2213-01	Principles of Financial Accounting
Fall 2010	ACCT 2213-03	Principles of Financial Accounting
Fall 2010	ACCT 3413-01	Intermediate Accounting II
Fall 2010	ACCT 4633-01	Governmental Accounting
Spring 2010	ACCT 2213-02	Principles of Financial Accounting
Spring 2010	ACCT 3403-01	Intermediate Accounting I
Spring 2010	ACCT 3523-01	Intermediate Accounting III
Fall 2009	ACCT 2213-01	Principles of Financial Accounting
Fall 2009	ACCT 2213-03	Principles of Financial Accounting
Fall 2009	ACCT 3413-01	Intermediate Accounting II
Fall 2009	ACCT 4633-01	Governmental Accounting
Spring 2009	ACCT 2223-01	Principles of Accounting II
Spring 2009	ACCT 2223-02	Principles of Accounting II
Spring 2009	ACCT 3403-01	Intermediate Accounting I
Spring 2009	ACCT 3523-01	Intermediate Accounting III

VITA

Dr. Ted M. Hammett
P. O. Box 2102
Monticello, AR 71656
Home: (870) 367-3857
Office: (870) 460-1641
Cell: (870) 510-8256
E-Mail: hammett@uamont.edu
School Website: http://www.uamont.edu/Facultyweb/Hammett/

Education background:

Doctor of Business Administration (Accounting) August, 1994
Louisiana Tech University, Ruston, LA

MS Accounting December, 1984
Sam Houston State University, Huntsville, TX

BS Accounting May, 1974
Louisiana Tech University, Ruston, LA

Professional Certification:

Certified Public Accountant, Texas State Board of Public Accountancy

Employment experience:

2000 To Present	University of Arkansas - Monticello **Associate Professor of Accounting**	Monticello, Arkansas
1994 To 2000	Southwestern Oklahoma State University **Assistant Professor of Accounting** (tenured)	Weatherford, Oklahoma
1989 To 1994	Louisiana Tech University **Research Contracts Administrator**	Ruston, Louisiana

VITA
Dr. Ted M. Hammett

Employment experience (continued):

1987 To 1989	EnviroMed Laboratories Inc. **Controller**	Ruston, Louisiana
1986 To 1987	Nearman & Lents, CPAs **Staff Auditor**	Miami, Florida
1985 To 1986	Grant Thornton, CPAs **Staff Auditor**	Houston, Texas
1981 To 1983	Cinco Drilling Company **Controller**	Houston, Texas
1980 To 1981	JFP Well Service **Accounting Manager**	Houston, Texas
1976 To 1980	Pennzoil Producing Company **Accountant**	Houston, Texas
1974 To 1976	U. S. Air Force **Navigator**	Sacramento, California

Title of Dissertation:

Canonical Correlation Analysis of Changes in Financial Instruments Used for Risk management After Disclosure Requirements of SFAS 105

Professional Development:

Third Annual Fraud and Forensic Accounting Education Conference	May 28-30, 2009
SWIFT III Tour, Small Business Innovation Research / Small Business Technology Transfer Program Little Rock, Arkansas	December 9, 2002
SOBIE Conference Natchez, Mississippi	April 19-21, 2000
Southwestern Federation of Administrative Disciplines Houston, Texas	March 10-13, 1999

VITA
Dr. Ted M. Hammett

Professional Development (continued):

Prentice-Hall Accounting Seminar for Educators Dallas, Texas	October 16-17, 1998
Southwestern Federation of Administrative Disciplines Dallas, Texas	March 4-5, 1998
Southwestern Federation of Administrative Disciplines San Antonio, Texas	March 11-13, 1997
American Society of Business and Behavioral Sciences Las Vegas, Nevada	February 2-6, 1997
Oklahoma Alliance for Manufacturing Excellence 4th Annual Meeting, Tulsa, Oklahoma	September 24, 1996
Southwestern Federation of Administrative Disciplines San Antonio, Texas	March 6-9, 1996
Southwestern Federation of Administrative Disciplines Houston, Texas	March 1-4, 1995
Southwestern Federation of Administrative Disciplines Dallas, Texas	March 3-6, 1994

Papers presented:

Patterson, J. Dennis, _. "Technology Alliance and the Fourth Transformation of the World Motor Vehicle Industry." Proceedings of the 2000 SOBIE Conference. April 2000.

_, J. Dennis Patterson. "Technology and Innovative Teaching Techniques in the Classroom to Maintain Student Interest." Proceedings of the 2000 SOBIE Conference. April 2000.

_, A. Jurkus, M. Tassin, and L. Wibker. "Changes in Financial Instruments Used for Risk Management After Disclosure Requirements of SFAS 105." Proceedings of the 1997 American Society of Business and Behavioral Sciences. February 1997.

VITA
Dr. Ted M. Hammett

Publications:

Publications:

Patterson, J. Dennis, _, Srinivas Nippani. "A Study of Bank Asset Allocation in Southeast Arkansas," Arkansas Business and Economic Review. Vol. 35 No. 1 Spring/Summer 2002.
Rhee, Anthony, J. Dennis Patterson, _. Drew County Economic Index for 1969-1999. October 2000.

Proceedings:

Gulledge, Gene, _, Patterson, J. Dennis. "Students' Perceptions of Faculty Potential Ethical Dilemmas: An Inter-Disciplinary Study." Proceedings of the 2004 American Academy of Accounting and Finance, December 11, 2004.

Patterson, J. Dennis, _. "Technology Alliances and the Fourth Transformation of the World Motor Vehicle Industry." Proceedings of the 2000 SOBIE Conference. April 2000.

_, J. Dennis Patterson. "Technology and Innovative Teaching Techniques in the Classroom to Maintain Student Interest." Proceedings of the 2000 SOBIE Conference. April 2000.

_, A. Jurkus, M. Tassin, and L. Wibker. "Changes in Financial Instruments Used for Risk Management After Disclosure Requirements of SFAS 105." Proceedings of the 1997 American Society of Business and Behavioral Sciences. February 1997.

Other research activity:

Economic Index Research with Dr. Anthony Rhee, and J. Dennis Patterson for 15 counties in the Southeast Quadrant of Arkansas.

Preparation of an eight-hour continuing professional education program entitled "An Auditor's Guide to Risk Evaluation."

Developed a computer program entitled "Budget/Grant Tracking" for use by Louisiana Tech University and other non-profit entities to maintain control of their budgets.

Co-principal investigator of a grant entitled "Oklahoma Alliance for Manufacturing Excellence."

VITA
Dr. Ted M. Hammett

Other research activity (continued):

Development and Presentation of a seminar entitled "Developing Your Business Plan."

Literature review begun to study the behavior of small businesses in using their business plan beyond the initial financing of their business. Title not yet determined for the study.

Developed a seminar presentation entitled "Developing a Web Presence" for the Leadership Oklahoma Program. Presenting the seminar November 19, 1999 at SWOSU.

Developed the Website component for a Workshop entitled "Competition and E-Commerce & Website Development"

Discussant on paper at SOBlE entitled "Employer's Perception of On-Line Degrees."

With Dr. Gene Gulledge, Beginning a study of CPE and its benefits to CPA's in disciplinary actions for states requiring CPE and those not requiring it.

Consulting:

Expert witness in a delinquent note collection case in Warren, AR. June 2010.

Assisted Elk Supply (Elk City, Oklahoma) in the implementation and organization of a perpetual inventory system in their True Value hardware stores.

Provide students with counseling and assist them in resume preparation and job searches.

Through a grant provided by "Oklahoma Alliance for Manufacturing Excellence," provided accounting consulting services to various clients of the grant.

Website development consulting.

Professional growth activities:

Attend various Southeast Arkansas Society of Certified Public Accountants meetings held monthly.

VITA
Dr. Ted M. Hammett

Professional growth activities (continued):

Attended seminar entitled "Oklahoma Accounting Educators Conference," Oklahoma City, Oklahoma, sponsored by University of Central Oklahoma, February 11-12, 2000.

Attended workshop entitled "Writing for Publication" at Southwestern Oklahoma State University, March 30, 2000.

Along with a Colleague (Ms. Becky Phillips) developing a practice set for use in accounting classes using "QuickBooks" software. The development will be initially directed toward the Managerial Accounting course, with future development in more advanced courses such as Cost and Auditing.

Attended seminar entitled "Business Incentives Tax Training" at Southwestern Oklahoma State University, March 2, 2000.

Attended seminar entitled "Teaching Business Ethics: Philosophy, Folly, and Fear," at Southwestern Oklahoma State University, April 30, 1999.
Attended Prentice-Hall Accounting Seminar for Educators, Oklahoma City, Oklahoma, October 16-17, 1998.

Attended telecourse entitled "How to Become an OSCAR Winning Teacher," at Southwestern Oklahoma State University Conference Center, October 31, 1997.

Receiving continuing professional education through the Southwestern Federation of Administrative Disciplines and other sources.

Attended Teletraining Institute's "Teletechniques I, learning distance-teaching techniques," to serve as a resource person at Southwestern Oklahoma State University, at Oklahoma State University, March 1- 5, 1996.

Self-taught computer programming in Visual Basic, Java, Perl and the Web languages of HTML and XML.

Reading current research publications.

Professional presentations:

Did a presentation entitle "Protect Yourself From Fraud" for Arkansas Superior Federal Credit Union. April 26, 2010.

Developed a presentation for local Bank on "How to Create a Cash Flow Statement" has not yet been presented.

VITA
Dr. Ted M. Hammett

Professional presentations (continued):

Developed a presentation for local Credit Union on “Protecting Provided a presentation to the Arkansas Society of Professional Surveyors entitled “Do I Need an Accountant?” September 20, 2002.

Provided a presentation to department chairs at Southwestern Oklahoma State University on the software package "Budget/Grant Tracking."

Developed and presented a continuing professional education course entitled "AJ Auditor's Guide to Risk Evaluation" to the Oklahoma State Auditors, Rose State College, March 6, 1998.

Developed a seminar presentation entitled "Developing Your Business Plan" for the Oklahoma Small Business Administration. Presented the same seminar to manufacturers for the Alliance for Manufacturing Excellence, February 7, 1999.

Developed a seminar presentation entitled "Developing a Web Presence" for Leadership Oklahoma. Presented the seminar November 19, 1999 at SWOSU. Presented Continuing Professional Education Course entitled “Public Company Update: SEC, PCAOB, and AICPA Developments. June 10, 2004 at ASCPA Conference Center, Little Rock, AR.

Professional recognitions and Honors:

Alpha Chi – “Rookie Teacher of the Year – 2002”
Member of Beta Gamma Sigma (Louisiana Tech University Chapter)
Rookie of the Year 2002
Nominated Teacher of the year 2004, 2005, 2006, 2007
American Institute of Certified Public Accountants
Association of Certified Fraud Examiners – Associate member
Institute of Managerial Accounting – Associate member

Professional services performed:

Expert witness in a delinquent note collection case in Warren, AR. June 2010.
Director of Strategic Planning UAM.

Faculty Advisor for Institute of Managerial Accounting Club 2007, 2008, 2009

Chair Committee for Faculty catastrophic Leave Time Bank 2005, 2006, 2007, 2008.

VITA
Dr. Ted M. Hammett

Professional services performed (continued):

UAM representative on the U of A system Fringe Benefits Committee 2005, 2006, 2007, 2008, 2009.

Member of the University of Arkansas – Monticello General Education Committee, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009.

Faculty champion for the American Institute of Certified Public Accountants, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009 at UAM.

Participate in the annual pre-registration of freshmen for the University of Arkansas Monticello, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009

With Colleagues in the UAM School of Business, helping generate funds for the School.

Developed and authored the School of Business Web pages appearing on UAM's Web site on the Internet.

Faculty champion for the American Institute of Certified Public Accountants, 1997, 1998, 1999, 2000 at SWOSU.

Staffed Department Booth during Career Fair SWOSU, 1995, 1996, 1997

Staffed Department Booth during Parents Weekend football game SWOSU, 1995, 1996, 1997, 1999

Staffed SWOSU booth at Oklahoma State Fair 1994, 1995, 1996, 1997, 1999

Alpha Kappa Psi Professional Business Fraternity, Faculty Advisor, 1996, 1997, 1998

Alpha Kappa Psi Homecoming Float 2nd place 1996, 1997, 1998

University Research Committee SWOSU, 1994, 1995, 1996, 1997, 1998, 1999

OKC "Metro Night," Recruiting High School Seniors, 1995, 1996, 1997

School of Business Research Committee SWOSU, 1996, 1997, 1998, 1999

VITA
Dr. Ted M. Hammett

Professional services performed (continued):

School of Business Computer Committee SWOSU, 1994, 1995, 1996, 1997, 1998, 1999

Recognitions and honors:

Alpha Chi – "Rookie Teacher of the Year – 2002"
Member of Beta Gamma Sigma (Louisiana Tech University Chapter)
Rooky Teacher of the Year 2002
Nominated Teacher of the Year 2004, 2005, 2006, 2007, 2008

Other Relevant Information:

Arkansas Society of CPA.

Texas Society of CPA.

American Institute of Certified Public Accountants

Member of the Monticello Economic Development Committee.

Former member of "Twenty for the Future" an economic development interest group for Drew County.

Former member of the Committee "Cornerstone of Arkansas" an economic consortium for the economic development of Southeast Arkansas.

Member of the Monticello ad hoc committee for saving the downtown square "Streetscape Plan."

Member of Monticello Rotary Club since 2000 to present; Club Treasurer

Monroe County Labor Availability Report -Prepared with Dr. J. Dennis Patterson for use by Monroe County to encourage a business to locate in Brinkley, AR.

Member of Weatherford, Oklahoma Kiwanis 1994 – 2000

Administrative Board member of First United Methodist Church – Weatherford, Oklahoma 1996-2000.

Treasurer of Faith United Methodist Church – Spring, Texas 1981-83

Drove homecoming queen candidates in UAM Homecoming parade -2002.

STATEMENT OF QUALIFICATIONS

LOUIS J. JAMES, Ph.D., CFA

EDUCATION

Ph.D. in Economics (Public Finance), University of Kansas, 1970.

Master of Arts in Economics, University of Kansas, 1965.

Bachelor of Arts in Economics and Business Administration, William Jewell College, 1963.

Chartered Financial Analyst (CFA), Charter Awarded, 1979.

PROFESSIONAL EXPERIENCE

Professor and Dean, University of Arkansas, August 2002 - present.

Member of the Kansas City Board of Trade, April 1986 - 2000.

Chairperson and Professor, Department of Business and Economics, Avila College, Kansas City, Missouri, May 1988-1993.

Director of the Small Business Institute, Avila College, September 1990-1993.

Chairperson, Accreditation Team, Association of Collegiate Business Schools and Programs (ACBSP), 1991.

Team Member, Accreditation Team, Assembly of American Collegiate Schools of Business (AACSB), 1980.

CFA Grader, 1988 - present.
CFA Senior Grader, 1993 - present.

Regional Security Analyst and Broker, E.F. Hutton, 1984-87.

Professor of Economics and Finance, University of New Orleans, 1979-84.

Portfolio Manager, Professional Geophysics Inc., New Orleans (on leave from the University of New Orleans), 1981-82.

Assistant Dean, College of Business Administration, University of New Orleans, 1978-1981.

Economist, Department of Energy, Washington, D.C, (on leave from the University of New Orleans) 1976-77.

Associate Professor of Economics and Finance, University of New Orleans, 1972-79.

Assistant Professor of Finance, University of Alabama, 1971-72.

Assistant Professor of Economics, St. Benedict's College, 1969-71.

Assistant Professor of Economics and Finance, University of New Orleans, 1967 - 69.

PUBLICATIONS

James, Louis J., et. al., "Federal Funds and the New Orleans Economy," Texas Business Review, Special Issue: Sunbelt Cities, March-April, 1980, p. 93-97.

_____ , National Energy Outlook, 1978: The State and Local Sector. Discussion Paper EIA-76-67. Office of Economic Impact Analysis, Federal Energy Administration: Washington, D.C., December 1976.

_____, Project Director, et. al. "A Comprehensive Study of the Transportation Sector in Louisiana: A Research Study Prepared for the Department of Conservation, State of Louisiana," Division of Business and Economic Research, University of New Orleans, October 1975.

_____, et. al. "Louisiana and Multibank Holding Companies--Genesis of the Debate," Louisiana Business Survey, Vol.5, No.2, April 1974.

_____, et. al. "Debate over Multibank Holding Companies," Occasional Paper No. 6, Division of Business and Economic Research, University of New Orleans, 1974.

_____, "The Stimulation and Substitution Effects of Grants-in-Aid: A General Equilibrium Analysis," National Tax Journal, (June 1973) pp. 251-265.

_____, "The Impact of Population Decline on County Government Finance: The West Virginia Case: A Comment." The Review of Regional Studies, Vol. III, No. 1, Fall 1972-73.

_____, "A General Equilibrium Analysis of the Expenditure Effects of Federal Grant-in-Aid Programs," Research Paper No. 39, Research Papers in Theoretical and Applied Economics (University of Kansas: July 1971).

SELECTED PROGRAM PARTICIPATION

Session Chair. Money Markets and Financial Institutions. Missouri Valley Economic Association Annual Meetings, March 1991.

Discussant. Monetary Theory and Policy, Missouri Valley Economic Association Annual Meetings, March 1991.

Respondent. Reform in the Financial Industry. Sponsored by the Cray Foundation and the Federal Reserve Bank of Kansas City, December 1990.

Panelist. Savings and Loan Industry: Perspectives, Plans, Prospects. Sponsored by the Cray Foundation and the Federal Reserve Bank of Kansas City, November 1989.

PROFESSIONAL MEMBERSHIPS

Financial Management Association (FMA)
Institute of Chartered Financial Analysts

DENNIS PATTERSON

Home: 176 Pinecrest Drive, Monticello, Arkansas 71655, (870) 367-0345
Work: 306 Babin Business Center, University of Arkansas at Monticello, School of Business, Monticello, Arkansas 71656, (870) 460-1841, e-mail: pattersonj@uamont.edu

EDUCATION

Ph.D., 1993, University of Illinois, Urbana Champaign, Business Administration.
Major: Strategic Management and Business Policy,
Minor: Organizational Theory and Behavior

Dissertation: *Cooperation For Competition: The Formation and Growth of "Strategic" Networks in the International Motor Vehicle Industry, 1959 - 1988.*
Chairperson: Professor Howard Thomas, Towey Professor of Strategic Management

MBA, 1979, Golden Gate University, San Francisco, California. Major: Finance.

B.S.Ed., 1971, University of Missouri, Columbia.

TEACHING AND PROFESSIONAL EXPERIENCE

2000 to present, Associate Professor, University of Arkansas at Monticello, Monticello, Arkansas. Teach strategic management, principles of management, small business management and entrepreneurship courses, industrial relations, international business and management, statistics, and management of e-commerce firms.

1999 to 2000, Associate Professor, Indiana State University, Terre Haute, Indiana. Taught undergraduate and graduate strategy, principles of management, and leadership.

1996 to 1999, Assistant Professor, Southwestern Oklahoma State University, Weatherford, Oklahoma. Taught strategy, principles of management, small business management, and international management.

1990-1996, Assistant Professor (Instructor, 1990 - 1992), University of Notre Dame, Notre Dame, Indiana. Taught strategy (graduate and undergraduate).

1987-1990, 1984-1985, Teaching and Research Assistant, University of Illinois at Urbana-Champaign. Taught strategy and principles of management.

1985-1987, Assistant Professor, Mary crest College, Davenport, Iowa. Taught finance, economics, and strategy.

1987-1988, Instructor, Parkland College (JC), Champaign, Illinois. Taught retailing and principles of management.

1984, Adjunct Instructor, Armstrong College, Berkeley, California.
Taught finance courses, strategy, managerial accounting, and principles of management.

1980-1984, Lecturer (Adjunct), Cogswell College, San Francisco, California. Taught engineering economics, economics, small business management, and financial accounting.

RESEARCH ACTIVITIES

Publications and Research

Peer Review

A Study of Bank Asset Allocation in Southeast Arkansas. ***Arkansas Business and Economic Review***, 2002, v. 35(1), 17-19. With Srinivas Nippani and Ted M. Hammett.

The Collapse and Reemergence of Networks Within and Between Republics of the Former Soviet Union. ***International Business Review***, 1996, vol. 5(1), 1-21. With James H. Davis and Igor Grazin.

University Sponsored Publications

Drew County Economic Index, 1969-2000. University of Arkansas at Monticello, School of Business, Fall 2001. With Ted M. Hammett. Updated in Fall 2003

Desha County Economic Index, 1969-2000. University of Arkansas at Monticello, School of Business, Summer 2002. With Ted M. Hammett. Updated in Fall 2003.

Book Chapters

Longevity of Organizational Alliances. **I**n O'Neal, D., and H. Thomas (Eds.), *Integrating Strategy***.** Chichester, UK: John Wiley & Sons, Ltd., 1996**.**

Proceedings

History and Integration of Three Perspectives on Markets: Industrial Organization Economics, Strategic Management, and Marketing. ***Proceedings of the Fifth Annual Conference of the American Society of Business and Behavioral Science*** in Las Vegas, February 21 – 26, 1998. With James H. Davis.

The Development of Competence Networks in the International Auto Industry; 1963 – 1994. ***Proceedings of the Fifth Annual Conference of the American Society of Business and Behavioral Science*** in Las Vegas, February 21 – 26, 1998. With Anthony Rhee.

Executive Compensation and Performance: Yet Another Look. ***Proceedings of the Fifth Annual Conference of the American Society of Business and Behavioral Science*** in Las Vegas, February 21 – 26, 1998.

Strategic Networks and Competitive Strategy. ***Proceedings of the 33rd Annual Conference of the Midwest Academy of Management***, pp. 31 - 37. Milwaukee, Wisconsin, April 18 - 21, 1990.

The Collapse and Reemergence of Networks between Republics of the Former Soviet Union. ***Proceedings of the Fifth Annual Conference of the International Association for Business and Society***, pp. 126 - 131. Hilton Head, South Carolina, March 17-20, 1994. With James H. Davis and Igor Grazin.

Presentations

Towards a Simpler Typology of Networks: Forms and Terminology? Presented at the 15th Annual International Conference of the Strategic Management Society Conference, October 1995, Mexico City.

The Development of Interorganizational Cooperation in the International Auto Industry; 1963-1994. Presented at the Strategic Management Society's 3rd International Conference on Competence-based Competition, November 1995, in Ghent, Belgium.

Longevity of Interorganizational Alliances. Presented at the 13th Annual International Conference of the Strategic Management Society, Chicago, Illinois, September 1993.

In progress for peer review

Executive Compensation and Performance: Normative Practices Rule.

Coordination, Value Determination, and Gainsharing in Strategic Alliances: A Preliminary Investigation.

History and Integration of Two Perspectives on Markets: Industrial Organization Economics and Strategic Management

Professional Memberships and Activities

Member of the Academy of Management, and Strategic Management Society.

Reviewer for the following conferences and journals:

Academy of Management Journal. Ad hoc reviewer, 1994-1995

Academy of Management Review. Ad hoc reviewer, 1994-1996, 1999-2002

International Business Review. Ad hoc reviewer, 1994-1996

1994 - 1996, 1998 –1999, 2002-2006, 2008 Academy of Management Annual Meeting, Business Policy and Strategy Division.

1993 - 1996, 1999-2001, 2003-2006, 2008 Academy of Management Annual Meeting, Organization and Management Theory Division.

1993, Decision Sciences Institute Meetings, Strategy and Policy Track.

1993, Meeting of the Association for Employment Practices and Principles, Technology and Innovation Management Track.

Session Chair, American Society of Business and Behavioral Science Conference in Las Vegas, February 1998.

Session Chair, Business Policy and Strategy division of the Academy of Management, August 1995.

Participant in the Junior Faculty Consortium of the Business Planning and Strategy division of the Academy of Management, August 1994.

CONTRACTS AND AWARDS

Arkansas Department of Economic Development Contract 7900702101 in the amount of $20,000 to develop economic profiles of 14 counties in Southeast Arkansas and to assist economic development agencies, and county and city officials in developing regional economic development strategies. Summer 2002 - Winter 2003. Principal Contractor, assisted by Ted M. Hammett.

City of Warren. A labor survey of Bradley and surrounding counties to determine numbers of workers available, their skills, and their willingness to undergo training, and to work in Bradley County and / or Warren. $4,500 was paid to the School of Business for this contract. Designed survey form with assistance of Dr. Roy Cabaniss, performed statistical analysis, and wrote report.

Outstanding reviewer award, Business Policy and Strategy division of the Academy of Management, August 1995.

Research Grants, University of Notre Dame, College of Business Administration. 1992 - 1995.

Research Grants, School of Business, Southwestern Oklahoma State University. 1996-1997, 1997-1998.

SERVICE ACTIVITIES

University of Arkansas at Monticello

School of Business

Chair of Assessment Committee, 2001-2010. Annually, perform statistical analysis of assessment exam results, conduct paired sample t-tests of School's pre and post-tests. Performed reliability analysis of School's senior assessment exam, coordinated rewriting exam. Committee is also responsible for assessment portion of annual accreditation candidacy report to AACSB. Primary author of Annual Assessment Report, 2003-2010

UAM School of Business Faculty recruitment screening committee, 2001 – 2003. Have actively served on all recruiting committees since employment at UAM. In Spring and Summer 2001, three faculties were recruited. In Summer 2002, two searches were conducted, and in Spring and Summer 2003, a search for a new Dean was conducted.

Curriculum committee. Actively participate in curriculum development and modification for two new catalogs (2001-2003 and 2003-2005). Independent of the committee, wrote proposal for international business concentration (rejected), entrepreneurship concentration (accepted and in operation), general business concentration (accepted and in operation). Committee also responsible for curriculum portion of annual accreditation candidacy report to AACSB. 2000-2003 academic years.

Faculty Research committee. Active participant on committee in 2001 and 2002 academic years. Committee wrote standards for determining academically and professionally qualified faculty for AACSB accreditation efforts. 2001- 2003 academic years

University

Council on Assessment of Student Academic Achievement (CASAA). Member of committee evaluating assessment of student achievement during 2008-2009 to 2010-11 academic years.

School of Business representative on Library Committee, 2010-2011 academic year.

University Research and Human Subjects Committee (2001-2004 appointment). Committee reviews applications for University research funds and makes recommendations to VCAA.

E-learning committee. Committee's purpose is to enhance the on-line and distance education efforts of UAM faculty, and to recommend guidelines for release time, course development stipends, etc. to the VCAA and to the Chancellor. (2003-2004)

Committee Internationalization of the Curriculum. (2001-2003)

UAM Campus Computer Committee. Appointed by Chancellor Taylor to a 2 year term 2003-05, in fall 2002. A major author of new computer usage guidelines submitted to Chancellor Lassiter in April 2007

Southwestern Oklahoma State University

School of Business Library and Computer Committee

School of Business MBA Committee

University Library Committee

Faculty Recruitment Committee

Five Year Program Review Committee

Sponsor, Management and Marketing Club

Participated in ACBSP accreditation process

Member of Weatherford Area Chamber of Commerce

BUSINESS EXPERIENCE

1981-1983 Kornblum, Kelly & Herlihy, P.C., San Francisco. Business Manager.

1978-1981 Morrison & Foerster, San Francisco. Purchasing Agent.

1974-1977 Miller's Dept. Store, Inc., Columbia, MO. Manager.

1972-1974 House of Fabrics, Inc., St. Louis and Columbia, MO. Manager.

VITA

Rebecca L. Phillips, CPA, MBA
2896 Highway 83 North
Monticello, AR 71655
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Office: (870) 460-1111
Cell: (870) 723-9513
Email: Phillips@uamont.edu
School Website: http://www.uamont.edu/facultyweb/phillips

Education Background:

Master of Business Administration May, 1999
University of Arkansas at Little Rock, Little Rock, AR

Bachelor of Science (Accounting) May, 1989
University of Arkansas at Monticello, Monticello, AR

Professional Certification:

Certified Public Accountant, Arkansas State Board of Public Accountancy

Employment Experience:

2007 – Present	University of Arkansas at Monticello Assistant Professor of Accounting	Monticello, Arkansas
1995 – 2007	Maxwell Hardwood Flooring, Inc. Senior Accountant and Office Manager	Monticello, Arkansas
1989-1995	P.E. Barnes Lumber Company, Inc. Accountant	Hamburg, Arkansas

Professional Development:

Annual Educator's Conference Arkansas Society of CPAs	May 24, 2010
Institute of Management Accountants Annual Conference	June 5-7, 2009
Annual Educator's Conference	May 11, 2009

Professional Growth Activities:

Attend various Southeast Arkansas Society of Certified Public Accountants meetings held monthly.

VITA
Rebecca L. Phillips, CPA, MBA

Along with a Colleague (Dr. Ted M. Hammett) developing a practice set for use in accounting classes using "QuickBooks" software. The development will be initially directed toward the Managerial Accounting course, with future development in more advanced courses.

Reading current research publications

Professional Memberships:

American Institute of CPAs (AICPA)

Institute of Management Accountants (IMA)

Arkansas Society of Certified Public Accountants (ARCPA)

Professional Recognitions and Honors:

Nominated Teacher of the Year – 2008, 2009

Professional Services Performed:

University of Arkansas at Monticello Athletic Committee	2009, 2010
University of Arkansas at Monticello Assembly Committee	2010
University of Arkansas at Monticello Program Review Committee	2010
Faculty Advisor for Institute of Management Accountants	2007, 2008, 2009, 2010
UAM School of Business - Business Day Chairperson	2010
Arkansas Scholars Program	2009, 2010
UAM College of Technology – McGehee – Advisory Committee	2010

Other Relevant Information:

Member of Monticello Junior Auxiliary Treasurer – 2007, 2008	2006-Present
Treasurer of Rose Hill Free Will Baptist Church	2005-Present