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Education Background

- 1988 Ph.D. (Business Administration)
University of Cincinnati, Cincinnati, Ohio
Major: Organizational Behavior
Minor: Marketing
- 1982 M.B.A.
Miami University, Oxford, Ohio
Major: Management
- 1980 Graduate Degree in International Trade (D.I.T.)
Panjab University, India
- 1979 B.A. (Honors)
Panjab University, India
Major: Political Science
Minor: Philosophy

Administrative Experience

- June 2006-Present
Interim Dean
Dauch College of Business & Economics
Ashland University
- 1998-2003
Department Chair (equivalent to Associate Dean)
Department of Business Administration
College of Business & Economics
Ashland University
- 1996-1998
Lead Professor (equivalent to Department Chair)
Business Management
College of Business & Economics
Ashland University

Teaching Experience

1996-Present	Professor, Business Management Department of Business Management Ashland University
1991-1995	Associate Professor, Business Administration Department of Business Administration Ashland University
1987-1991	Assistant Professor, Business Administration Department of Business Administration Ashland University

Experience in Industry (Consulting)

Gorman-Rupp Company, Mansfield, Ohio, 2005. Conducted diversity training.

Westfield Insurance, Westfield, Ohio 1995, 2000-2003. Designed and delivered leadership training program for management; conducted focus groups and designed a communication improvement program companywide.

Samaritan Hospital, Ashland, Ohio, 1999. Consulted with the executive team.

Gorman-Rupp Company, Mansfield, Ohio, 1994-1998. Conducted management training.

Rubbermaid, Inc., Wooster, Ohio, March-June, 1989. Conducted a market research survey for the Office Products Division and helped with product planning.

Other Experience

December 1986 - July 1987	Development Assistant The College of Wooster, Wooster, Ohio
1982-1986	Research Assistant Department of Management, University of Cincinnati
Summer 1981	Administrative Assistant Soheil Mosun Ltd., Toronto, Canada
Summer 1980	Project Analyst (Summer Internship) Molins of India Ltd., Mohali, India

Refereed Publications

“Can We Succeed in Teaching Business Students to Write Effectively?”, *Business Communication Quarterly*, 69 (3), September 2006 (Professor Miller and Allison, co-authors.)

“Strategic Decision-Making: Do Demographic Variables Matter? An Empirical Investigation,” *Journal of Applied Business & Economics*, 6 (4), November 2006 (Dr. Heimann, co-author.)

“Using Real World Standards to Enhance Students’ Presentation Skills,” *Business Communication Quarterly*, 67 (3), September 2004 (Professor Miller, co-author.)

“The Impact of Influence Tactics on the Decisions of Medical Group Practices: A Case Study,” *Group Practice Journal*, 53 (6), June 2004 (Kraft, co-author.)

“The 1996 Everest Tragedy,” a case study published by Ivey Management Services, Richard Ivey School of Business, Ont., Canada. 9B04C012, Version (A), March 2004, 03-30 (Note: In 2004/2005 approximately 200 copies of the case were sold in three countries.) In November 2006, the case is being published in the textbook, “Cases in Leadership,” Glenn Rowe, Sage Publications.

“The Teaching Note: The 1996 Everest Tragedy,” published by Ivey Management Services, Richard Ivey School of Business, Ont., Canada, 8B04C012, Version (A), 2004, 03-30.

“Building Effective Mentorship Relationships,” *Review of Business*, Summer 2000.

“Networking Strategies for Minority Managers,” *Academy of Management Executive*, X (3), November 1996.

“The Impact of Formal Mentorship on Socialization and Commitment of Newcomers,” *The Journal of Managerial Issues*, VIII (1), Spring 1996 (Dr. Heimann, co-author.)

“The Role of Cooperative Education in the Career Growth of Engineering Students,” *The Journal of Cooperative Education*, XXVIII (1), Spring 1993.

“The Use of LISREL VI to Test a Management Model,” *Multiple Linear Regression Viewpoints*, Vol. 16, No. 2, 1988. (Dr. Fraas, co-author.)

Miscellaneous Publications

“ABSEL News & Notes,” *Simulation and Gaming*, Vol. 35, No.2, June 2004, 308-309

“ABSEL News & Notes,” *Simulation and Gaming*, Vol. 34, No.3, September 2003, 478-480.

“My Destination: The Leader I want to be,” in *Leadership Character (2002)*,” edited by Richard Leslie Parrott, Sandberg Leadership Center, ISBN 0-9722933-2-9.

“Baby Taught Dr. Mom Lessons in Management.,” *Mansfield News Journal*, Mansfield, OH., September 3, 1992.

“Poor Decisions Can Have Disastrous Consequences,” *Mansfield News Journal*, Mansfield, OH., June 4, 1992.

“Poor Service Offers Some Advantages,” *Mansfield News Journal*, Mansfield, OH., March 5, 1992.

“Words of Wisdom: Parents Right All Along,” *Mansfield News Journal*, Mansfield, OH., December, 5, 1991.

“We Can, Must Solve Our Own Problems,” *Ashland Times-Gazette*. Ashland, OH., September 11, 1991.

“Moving U.S. Jobs Overseas Isn’t All Bad,” *Mansfield News Journal*, Mansfield, OH., July 9, 1990.

“How to Get the Best of a College Education,” *Ohio CPA Student Newsbriefs*, Fall 1989.

Conference Presentations and/or Publications in Conference Proceedings

“Can We Improve the Writing Skills of Business Students? A Case Study.” The National Business & Economics Society, Los Cabos, Mexico, March 9-10, 2006. (Jesse Allison, co-author; published in the Conference Proceedings.)

“Faculty Learning Community: Teaching with Technology, a panel presentation, Conference on Doing SOTL, Otterbein College, Westerville, OH, April 18, 2006.

“Strategic Decision-Making: Do Demographic Variables Matter? An Empirical Investigation.” The National Business & Economics Society, Key West, FL, March 9-12, 2005. (Dr. Heimann, co-author; published in Conference Proceedings.)

“The Risks and Rewards of Providing a Structured Cheating Opportunity.” Association of Business Simulation and Experiential Learning’s Annual Conference in Las Vegas, NV, March 24-26, 2004. (Published in the Conference Proceedings.)

“Experimentation with Assessment Techniques: A Panel Discussion Leader.” The Association of Business Simulation and Experiential Learning, Las Vegas, NV, March 24-26, 2004. (other panelists - S. Morgan -University of Hartford; J. Mott - Ashland University; D. Page-University of West Florida; C. Savage-Ashland University.)

“Making Teaching Matter: The Art and Science of Teaching Business Communication.” Association of Business Simulation and Experiential Learning’s Annual Conference in Baltimore, MD, March 19-22, 2003. (Prof. Mary Miller, second author; published in the Conference Proceedings.)

“Managerial Competencies and Outcome Assessment in Undergraduate Business Curricula: Just How Mediocre Do We Want To Be?” National Business and Economics Society, March 2002, Maui, Hawaii. (Dr. Paul Sears, first author.)

“Integrating In-class Learning with Out-of-classroom Experiences through Managerial Competency Development Framework.” Association of Business Simulation and Experiential Learning, Proceeding and Conference presentation, Pensacola Beach, FL, March 20-22, 2002. (Dr. Sears, second author; published in the Conference Proceedings.)

“Development and Implementation of Competency-based Curriculum in Graduate and Undergraduate Programs,” by Paul Sears, Khush Pittenger, and R. Symons at National Business and Economics Society’s Annual Conference in San Juan, Puerto Rico, March 1-3, 2001. (Drs. Sears and Symons, co-authors.)

“Ball Point Pen Assembly Company - A Management Exercise.” Association of Business Simulation & Experiential Learning Conference, Savannah, GA, March 2000. (Dr. Heimann, co-author; published in the Conference Proceedings.)

“Star Power: A Simulation for Understanding Power and Empowerment.” Association of Business Simulation & Experiential Learning Conference, Philadelphia, PA, March 1999. (Published in Conference Proceedings.)

“Barnaga: A Game on Cultural Clashes.” Association of Business Simulation & Experiential Learning Conference, Maui, Hawaii, January 1998. (Dr. Heimann, co-author; published in Conference Proceedings.)

“Person - Organization Fit: An Exercise for MBA Students.” Association of Business Simulation & Experiential Learning Conference, New Orleans, LA, March, 1997. (Published in Conference Proceedings.)

“Dilemma - Dilemma: An Exercise for Teaching Significance of Communication.” Association of Business Simulation and Experiential Learning, Orlando, Florida, March 1996. (Published in Conference Proceedings.)

“Two Management Exercises Based on Committee Work.” Association of Business Simulation and Experiential Learning, Orlando, Florida, March 1996. (Published in Conference Proceedings.)

“Collaborative Learning Environments Applied to Case Studies.” Academy of Management sponsored conference on Enhancing the Teaching of Management, Chicago, April 1995. (Dr. Heimann, co-presenter.)

“Formal Mentorship Programs: Do They Work?” Institute of Behavioral and Applied Management, October 1994, Washington, D.C. (Dr. Heimann, co-author.)

“Experiencing a Foreign Culture: A Cross Cultural Simulation.” Association of Business Simulation and Experiential Learning, March 1994, San Diego, California. (Published in the Conference Proceedings.)

“Using Scenarios to Teach Organizational Behavior Concepts to Undergraduate Students.” Eastern Academy of Management, Providence, Rhode Island, May 1993. (Published in the Conference Proceedings.)

“Using Cases to Teach Specific Organizational Behavior Concepts to Graduate Students.” Association of Management, August 1992, Las Vegas, Nevada.

“The Role of a Leader-Member Exchange in the Career Growth of Young Professionals.” Mid-West Academy of Management, Columbus, OH., March 1989. (Published in the Conference Proceedings.)

“The Relationship of Career Commitment with Psychological Success on Early Career Related Work Experience.” Eastern Academy of Management, Portland, Maine, May 1989. (Published in the Conference Proceedings.)

“Exploration of Turnover Consequences on Stayers.” Eastern Academy of Management, Arlington, Va., May 13-15,1988. (Published in the Conference Proceedings.)

“A Study of Effects of Turnover on Those Who Remain.” American Institute of Decision Sciences, 1983. (Dr. Katerberg first author.)

Professional Memberships

President, Association for Business Simulation and Experiential Learning 2003-2004

President Elect, Association for Business Simulation and Experiential Learning 2002-2003

Program Chair, Association for Business Simulation and Experiential Learning 2001-2002

Reviewer, Academy of Management Conference, 2001-2002

Member, Board of Directors, Association for Business Simulation and Experiential Learning 1999-2004

Senior Proceedings Editor, Association of Business Simulation & Experiential Learning, 2000-2001

Track Chair, Association of Business Simulation & Experiential Learning, 1999-2000

Director-at-Large, Board of Directors, Association of Business Simulation & Experiential Learning, 1998-1999

AD-HOC Reviewer, *Journal of Managerial Issues* (1988-2003)

Reviewer, *Management: Challenges in the 21st Century* by Lewis, Goodman and Fandt by West Publishing, 1996, 1999

Session Chair, Association of Business Simulation and Experiential Learning 1996-2003

Discussant, Association of Business Simulation and Experiential Learning 1996-2000

Accreditation Evaluator, Association of Collegiate Business Schools and Programs (1993-1998)

Member, National Academy of Management (1986-present)

Member, Association of Management (1992-1993)

Member, Eastern Academy of Management (1988-1993)

Reviewer, Eastern Academy of Management (1989-1993)

Ohio Membership Chairperson, Eastern Academy of Management (1988-1993)

Discussant, Eastern Academy of Management, 1990

Reviewer, Annual Conference of the Council for Employee Responsibilities and Rights, 1990

Member, Mid-West Academy of Management (1988)

Institutional Services Performed

Institutional Committees:

President, Faculty Senate, 1996-1998

Vice President, Faculty Senate, 1994-1996

Faculty Representative, Ashland University Board of Trustees, 1994-1998

Member, Academic Standards & Graduation Committee, 2006-present

Active Member, Ohio Regents Scholarship Award Committee, 2004-2006

Active Member, Human Subjects Review Board, 2001-2006

Active Member, AU Provost Search Committee, 2000-2001

Active Member, undergraduate teaching load reduction Task Force, 1999-2000

Active Member, Director of Internship Search Committee, spring 1999

Active Member, Director of Institutional Core Search Committee, 1998-99

Active Member, University Honors Advisory Board 1998-1999, 2002-2003

Faculty Representative, Academic Affairs Committee of the University's Board of Trustees, 1996-2003

Active Member, University Faculty Women's Club Scholarship Committee, 1997- 2001

Active Member, Institutional Promotion & Tenure Committee, 1997-1998

Active Member, Athletic Director Search Committee, summer 1995

Active Member, Director for Minority Students Services Search Committee, spring 1995

Active Member, Faculty Senate Executive Committee, 1994-1999

Active Member, Director of Career Placement Services Search Committee, summer 1994

Active Member, Freshman Studies Committee, 1994-1995

Active Member, Jepson Task Force. 1991-1993

Active Member, Steering Committee for Environmental lecture series, 1992-1993

School Committees:

- Member**, College of Business & Economics MIS Faculty Search Committee, 2005-2006
- Member**, College of Business & Economics Promotion & Tenure Committee, 2003- present
- Member**, Endowed Burt Morgan Chair Holder Selection Committee, 2003
- Member**, New Building task force, 1998-2000
- Active Member**, School of Business Administration and Economics Advisory Council, 1993-2003
- Active Member**, Committee for Review of International Business Services at Ashland University, 1994-1995
- Active Member**, Computerized Business Decisions Contest Team, spring 1994
- Coordinator**, Business School Faculty Research Lecture Series, 1990-1996
- Coordinator**, Business School Self-study for ACBSP accreditation, 1991-1993
- Co-host** with Dr. Ford, Business Faculty meetings concerning ACBSP standards, 1992-1993

Department Committees:

- Co-Chair**, International Business Faculty Search Committee, 2002-2003, 2001-2002
- Co-Chair**, Marketing Faculty Search Committee, 2002-2003, 1999-2000
- Chair**, Management Faculty Search Committee, 2000-2001, 1999-2000
- Chair**, Accounting Faculty Search Committee, 2000-2001, 1998-1999
- Chair**, Finance Faculty Search Committee, 1998-1999
- Lead Professor** of Management, 1995-1998
- Active Member**, Promotion and Tenure Committee, 1994-1995
- Active Member**, Student Evaluation Form Review Committee, 1993-1994
- Presenter**, Business Department Awards at Academic Honors Convocation, 1994, 1995
- Active Member**, **BSBA** core curriculum review committee, 1992-1993

Honors and Distinctions

First person selected for Robert S. Jepson, Jr. Endowed Chair in Business Administration, 2006

Ashland University's Merit Grant, 2003-2004

International Study Team Grant, 2001

Outstanding Advisor Award, 1992-1993

Provost's Scholar, 1991-1992

Wrote the first Self-Study Report for ACBSP accreditation

National Scholastic Honorary Society for students of Business and Management (Beta Gamma Sigma)

Granted Honorary Membership, Delta Mu Delta, Business Honorary